

Associate in Science in Nursing Program

Columbia College
Columbia and Lake of the Ozarks Campus



**Professional Nursing Program Student
Handbook**

2025-2026

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Welcome from Faculty and Staff of the Columbia College Nursing Department

Welcome to Columbia College Professional Nursing Program!

We are delighted that you have selected Columbia College to pursue your career goals and nursing education. We are honored to support you on your journey to becoming a compassionate, skilled, and confident nurse. Whether you are just beginning or continuing your path with us, this handbook serves as a valuable resource to guide you through our program's expectations, policies, and opportunities. Courses in this program are designed to enhance complex clinical reasoning, decision-making and collaborative skills, contributing to patient safety and quality processes. Our faculty and staff are committed to fostering an environment of academic excellence, clinical competence, and professional growth. We encourage you to use this handbook often, stay engaged, and reach out whenever you need support. Your success is our priority, and we are excited to be part of your nursing journey.

Our very best,

Columbia College Nursing Faculty and Staff

About Columbia College

Columbia College, a private, coeducational institution, offers associate, baccalaureate, and master's degrees that prepare students of differing backgrounds and abilities for entry level or advanced positions in various occupations and professions. Founded in 1851 by charter of the Missouri legislature, and then named Christian Female College, Columbia College assumed its current name and became coeducational in 1970. Although it retains a covenant with the Christian Church (Disciples of Christ), Columbia College is a nonsectarian institution.

The College is accredited by the Higher Learning Commission of the North Central Association and holds specialized accreditation in its education programs.

All members of the campus community are responsible for being aware of and complying with Columbia College policies, rules, regulations, and standards of conduct; enrollment is considered acceptance of the standard specified herein. However, the provisions of this handbook do not constitute a contract between students and Columbia College. Columbia College reserves the right to change policies and practices described in the handbook as circumstances and efficiency of operations may require.

COLUMBIA COLLEGE STATEMENT OF MISSION

Columbia College improves lives by providing quality education to both traditional and nontraditional students, helping them achieve their true potential.

The liberal arts and sciences and professional programs of the college embrace and profess these values:

- We believe all students deserve access to affordable, quality education
- We believe higher learning should be individualized, innovative and flexible
- We believe a liberal arts core curriculum produces globally engaged citizens who are creative, curious and ethical
- We believe people of all beliefs and backgrounds should engage in civil discourse and discovery

Our vision is to be a highly innovative institution of higher education, dedicated to excellence in both its traditional and nontraditional programs nationwide.

MISSION AND PHILOSOPHY OF NURSING PROGRAM

Mission

The Department of Nursing improves lives by providing a quality, innovative nursing education to both traditional and nontraditional nursing students, helping them to achieve their true potential as a professional nurse.

Philosophy

The philosophy of the nursing program at Columbia College evolved from and is aligned with the Mission Statement of Columbia College: consistent with the mission, goals and objectives of Columbia College and is based on shared values of our constituents.

“Teaching within the Nursing Department is accomplished through deliberate acts and interventions to promote learning, using planned objectives and outcomes needed to prepare the graduate with knowledge, information, understanding, and skills.

Students bring culturally diverse backgrounds and unique learning styles to the academic environment, which supports the development of critical thinking skills in preparation for professional nursing. We believe that nursing, as a discipline, is a dynamic profession based on and directed toward contributing expertise to comprehensive healthcare. The role of the professional nurse requires critical thinking through the use of the nursing process, clinical competence, accountability, and patient advocacy.”

Nursing Program Values:

The values of the Department of Nursing evolved from and are congruent with the values of Columbia College:

- We believe all students deserve access to quality education which is demonstrated by utilizing *critical thinking* skills and the *nursing process* as a framework for delivering nursing care.
- We believe higher learning should be individualized, innovative and flexible which is demonstrated through *collaboration* with members of the healthcare team.
- We believe a liberal arts core curriculum produces globally engaged citizens who are creative, curious and ethical which is demonstrated through *professional behaviors* and engagement in lifelong learning by utilizing the principles of *teaching and learning* for client and self-learning needs.
- We believe people of all beliefs and backgrounds should engage in civil discourse and discovery which is demonstrated through *culturally competent management of care* within and across the health care setting.

COLUMBIA COLLEGE

ASSOCIATE IN SCIENCE IN NURSING PROGRAM GRADUATE COMPETENCIES

The student programmatic outcomes of the Columbia College Associate of Science in Nursing (ASN) nursing program (Table 1-4) are derived from the American Nurses Association (ANA) [Scope and Standards of Practice](#), Nursing, 4th ed., 2021 and are linked to the Institutional Outcomes. Fourteen outcomes, listed below, are used to organize the nursing curriculum by developing common themes linking the nursing sequence courses and were adopted by the [nursing faculty](#).

Table below

Relationship of EPSLO and ANA Standards of Practice

End-of-Program Student Learning Outcome	ANA Standard of Practice
1. The student will be able to collect pertinent data and information relative to the healthcare consumer's health or the situation.	ANA Standard of Practice 1 Assessment ANA Standard of Practice 2 Diagnosis
2. The student will be able to develop expected outcomes for a plan individualized to the healthcare consumer or the situation.	ANA Standard of Practice 3 Outcomes Identification
3. The student will be able to develop a plan that prescribes strategies to attain expected, measurable outcomes.	ANA Standard of Practice 4 Planning

End-of-Program Student Learning Outcome	ANA Standard of Practice
4. The student will be able to implement the identified plan.	ANA Standard of Practice 5 Implementation
5. The student will be able to employ strategies to promote health and a safe environment.	ANA Standard of Practice 5B Health Teaching and Health Promotion
6. The student will be able to evaluate progress toward attainment of goals and outcomes.	ANA Standard of Practice 6 Evaluation
7. The student will be able to communicate effectively in all areas of practice.	ANA Standard of Practice 5A Coordination of Care ANA Standard of Practice 10 Communication ANA Standard of Practice 11 Collaboration
8. The student will be able to integrate new knowledge and competence that reflects current nursing practice and promotes futuristic thinking.	ANA Standard of Practice 12 Leadership ANA Standard of Practice 13 Education

End-of-Program Student Learning Outcome	ANA Standard of Practice
9. The student will be able to integrate evidence and research findings into practice.	ANA Standard of Practice 15 Quality of Practice and Evidence-Based Practice
10. The student will be able to contribute to quality nursing practice.	ANA Standard of Practice 14 Quality of Practice

COMMUNITY ADVISORY COMMITTEE

The Nursing Program has a Community Advisory Committee which provides a link between the healthcare community and the nursing programs. Its function is to give advice and lend assistance for program improvements.

Area health-care professionals and interested community members serve on the committee, as well as faculty, student representatives and Nursing Alumni. The Advisory Committee meets at least once a year.

ACCREDITATION

Columbia College is accredited by the Higher Learning Commission and is a member of the North Central Association of Colleges and Schools. Approved for teacher preparation by the Missouri State Department of Elementary and Secondary Education. The Columbia College Nursing Programs are approved by the Missouri State Board of Nursing.

Accreditation Commission for Education in Nursing (ACEN)

3390 Peachtree Road NE, Suite 1400

Atlanta, GA 30326 Telephone: (404) 975-5000

Initial Accreditation: February 14, 2019 Current Accreditation Status: Accredited Date of Last Visit: October 19-22, 2020 Next Site Visit: Fall 2025

The Higher Learning Commission-2023-2033

North Central Association of Colleges and Schools Commission on Institutions

30 North LaSalle Street, Suite 2400

Chicago, IL 60602-2504 Telephone: 312-263-0456 or 1-800-612-7440

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GENERAL INFORMATION

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General hours for the Nursing Department Offices are: 8:00 am to 4:00 pm Monday through Friday.

The nursing program follows the Columbia College Day schedule/procedure for most holidays, academic breaks, and cancellations. Faculty reserve the right to change the schedule (with advanced notice to students) to meet the needs of the program. Weather cancellations for class are on a banner on the website for our campus as well as on radio and TV stations.

Weather cancellations for clinical will be made by the clinical instructor in consultation with the Program Coordinator/Director with as much advance notice to students as possible. If the student has any further questions regarding cancellation, they should contact their clinical instructor.

NON-DISCRIMINATION

The Notice of Non-Discrimination and Equal Opportunity policy can be found at:
<https://www.ccis.edu/directory/human-resources/title-ix/notice-of-non-discrimination>

STUDENT'S RIGHT TO PRIVACY

The Family Educational Rights and Privacy Act (FERPA) policy can be found at:
<https://www.ccis.edu/about/policies/family-education-rights-privacy-act>

PROGRAM POLICIES

Student Advising

At the time of acceptance to the Nursing Program, all students are assigned a nursing faculty advisor. Faculty hold office hours weekly and times are posted each session. Students must meet with their advisor in person twice a year for academic advising.

Professional Standards and Behavior Code for Nursing Students

All Columbia College Nursing Program faculty, staff and students are expected to adhere to the highest standards of professional behaviors and ethics. Honesty, integrity, and ethical conduct are central to the practice of professional nursing. Students should conduct themselves according to the standards expected of members of the professional community to which they aspire. The Professional Standards and Behavior Code for Nursing Students (hereafter referred to as the Professional Standards and Behavior Code) applies to students whether on campus, in practicums, or in their personal life, as behaviors can significantly impact the Columbia College Nursing Program (CCNP). Nursing students are part of the Columbia College Nursing Program community, which includes faculty and staff and our professional colleagues at agencies and clinical sites. As a member of the CCNP community, all students are subject to the ANA (American Nurses Association) Code of Ethics for Nurses as well as the rules and regulations contained in the CCNP Student Handbook and Columbia College policies that govern student academic and nonacademic disciplinary procedures and conduct at Columbia College and to all other applicable state and federal laws. Violations may result in college disciplinary action including disciplinary probation, suspension, or expulsion. CCNP works with the student, student affairs, and the student support center to provide reasonable accommodations to students who have followed the accommodations request process. However, the school reserves the right to determine if a requested accommodation is in conflict with the Professional Standards and Behavior Code. Examples of inability to accommodate are when a fundamental alteration to the Professional Standards and Behavior Code would result, compromise client care, or compromise the safety of others in the healthcare setting. In addition to the CCNP student handbook, all CCNP students must adhere to the Nursing Program Professional Standards and Behavior Code, The American Nurses Association (ANA) Code of Ethics for Nurses, all relevant HIPAA laws, and the standards set forth by clinical sites. As a professional nurse, individuals are held to the standards of behavior as expressed in the ANA Code of Ethics for Nurses Interpretive Statements, 2014. The Code of Ethics for Nurses establishes the ethical standard for the nursing profession and provides a guide for nurses to use in ethical analysis and decision-making.

The values of integrity, compassion, advocacy, and a social commitment to improve the health of all are inherent to the field of nursing. The National League of Nursing believes that diversity and healthcare are inseparable, and only together can they create pathways that lead to ending health disparities and impact the quality and safety of patient care, which includes how nursing students are socialized into the field of nursing and into the workforce. Mutual respect and trustworthiness between faculty, staff, and students is necessary to promote optimal learning. For optimal learning to occur, students are expected to attend and actively participating in all classes, labs, simulations, and clinical rotations.

Participation in the Professionals Standards and Behavior Code provides evidence to the CCNP that the integrity of its members is unquestioned and accepted by those in the academic, clinical and research communities. The Professional Standards and Behavior Code sets the expectation that students take the responsibility to respect and protect the integrity of Columbia College and the CCNP. It also demonstrates the CCNP's commitment to create a learning environment is safe, equitable, and intentionally diverse across gender, race, religion, age, sexual orientation, religion, and all other identity groups.

Therefore, unprofessional behavior towards faculty, staff, teaching assistants, peers, clinical partners, patients, family members or other professionals and the public are significant issues in the evaluation and progression of students enrolled in the CCNP. Inappropriate behavior may be grounds for failure to progress, dismissal, and/or denial of the degree in nursing. Separate and apart from a violation of the Professional Standards and Behavior Code, students may also face college disciplinary action, as noted above, with regard to the same action. See Nursing Professional Standards and Behavior Code for Nursing Students August 2025 ([Nursing Professional Standards and Behavior Code](#))

Professional Demeanor

Students will maintain a professional, ethical, and honest demeanor with their peers, staff, and faculty in every interaction, including in the classroom, skills lab, and clinical settings when acting the role of a Columbia College nursing student. Clinical settings include all facility properties - conference rooms, break rooms, cafeteria, parking lots, and smoking areas.

Professional Communication

Students are expected to use respectful, appropriate professional language in all interactions with peers, staff, and faculty, including classroom, skills lab, and clinical facilities when in the role of a nursing student of Columbia College.

Patient Confidentiality

Students are expected to maintain patient confidentiality and adhere to HIPPA standards in classroom, skills lab and all clinical settings when in the role of a nursing student.

Audio taping of conversations that include any identifying patient information will be considered a violation of patient confidentiality.

Clinical Performance

Students are expected to be prepared for clinical and motivated for learning including clinical preplanning (when applicable) and all required documentation. Students are expected to be actively engaged in learning and to provide safe, competent care. Students may be disciplined for any conduct which constitutes a hazard to the safety, mental or physical health, and well-being of members of the college community, including peers, staff, and faculty interactions, or for conduct that is deemed detrimental to the college's interests.

All Columbia College students are expected to adhere to the Nursing Program code of Conduct ([Nursing Code of Conduct](#)) and the Columbia College [Student Code of Conduct](#), and the [Academic Integrity Policies](#)

Technology

Participation in the nursing courses will require the basic technology for all students at Columbia College. Each student in the nursing program must have basic computer competencies. Students will be asked to complete assignments using various web-based applications. In order to successfully complete these assignments students must have access to technology that includes, but is not limited to:

- A laptop with reliable Internet access (Chromebooks and Apple products discouraged)
- A web browser, to access online sites
- Acrobat Reader
- Microsoft Office
- Flash Play (for video viewing)
- Email through Columbia College accounts.
- A secure and approved communication application

Upon admission each student will be assigned a computer account and email address on Columbia Colleges network computer system. Correspondence from Columbia College, including the Nursing Department faculty and staff will be delivered via Columbia webmail address or other secured and approved mediums (e.g. GroupMe.) Students are required to check their email and notifications for their nursing classes daily, including Columbia College email.

Cell Phone Policy/Laptop Computer Policy

Cell phones cannot be visible (must be in backpack/purse/pocket) or used during class/clinical except during breaks or when contacting an instructor or peer for assistance. Cellphones may never be used in a direct patient care area (e.g. a patient room.) Ring tones are to be turned off including the phone's message tone/ring, and remain off during class/clinical. Cell phone calculators cannot be used when taking quizzes or exams. Failure to adhere to this policy may result in Professional Conduct Warning. Students may be asked to put away laptop computers or cellphones during class/clinical if it is determined that the use of the technology is disruptive to the learning environment.

Social Networking/Media Policy in the Clinical Setting

All Columbia College nursing students must adhere to regulations provided by HIPPA, Code of Conduct, and assigned clinical agencies regarding any usage of electronic devices in or out of clinical, classroom, and research setting. Permission may be granted by nursing faculty and staff or assigned preceptors to utilize electronic devices for enhancing learning in patient care, classroom or research environment.

Some electronic communication, networking and postings are subject to public view; therefore, the student is responsible for all content, and subject to disciplinary action if misused.

Misuse of electronic devices includes, but may not be all inclusive to:

- Patient information and/or pictures of patients
- Communication or postings of illegal, obscene, defamatory and slanderous statements
- Postings of obscene photos or videos

Criminal Background Check

Criminal background checks will be completed as part of the application process for admission to the Nursing Program. If any type of offense is revealed prior to or occurs during the nursing program, the following procedure will be followed:

- The record will be reviewed by the Program Coordinator and Director & Department Chair of Nursing.
- The Program Coordinator and Director & Department Chair of Nursing will discuss with the student the Missouri State Board of Nursing Practice Act's section regarding eligibility to take the NCLEX-RN examination and be licensed in the State of Missouri.
- The student will be informed if the findings of the criminal background check for the Columbia College Nursing Program restrict the student from admission to the Nursing Program, thus requiring the student to drop the nursing courses and the Nursing Program.
- The student will be informed that if any clinical site (hospital, clinic, nursing home, home health agencies, etc.) used for clinical rotations restricts access to the student because of the findings of the background check, the student will be unable to complete the clinical and course requirements and thus, may have to drop from the course and the Nursing Program.
- The student will be told that the information revealed from the criminal background check could affect the eligibility of the student to remain in class and in the Nursing Program.

- All Columbia College applicants are expected to review and adhere to the [Criminal History in Admissions Policy](#)

Admissions Requirements for the ASN Program

All nursing students are required to take the HESI A2 OR the Kaplan entrance exam prior to acceptance into the nursing program. The exam dates and times are listed on the nursing website here: <https://www.ccis.edu/admissions/bachelors-and-associate/nursingexams>.

The HESI scored topics are:

Math 50 items
Reading 50 items
Vocabulary 50 items
Anatomy & Physiology 25 items

Unscored topics are:

Learning style
Personality
Critical thinking

An 80% benchmark is required for the HESI A2 exam. The HESI A2 offers remediation after the first exam to help study if a second attempt to meet the 80% benchmark is required. For the Kaplan admission exam, a score of 67 is required. Two attempts total are allowed.

HESI A2 Study Guide is available at the Columbia College bookstore or can be ordered by the student.

<https://evolve.elsevier.com/cs/product/9780323582261?role=student>

Evolve Resources for Admissions Assessment Exam Review, 5th Edition

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Job Shadowing of a registered nurse is a requirement for a total of 8-hours (documented on an approved job shadow form which can be obtained from the program coordinator and/or academic advisor) **or** a submitted resume/application showing employment with health care experience for a minimum of one year.

Immunization Requirements

Official documentation of the following immunizations (month/day/year) and screening tests (copies from physician or clinic where immunizations were received) is required throughout the program. If you cannot provide official documentation of the immunizations, you must have a blood titer drawn to verify immunity, or be re-immunized. Please see your healthcare provider to order the titer and submit the lab results to Medicaat (the college immunization portal).

- Tdap – within the last 10 years
- **2-step skin test Tuberculosis screening** – must be **administered 1-3 weeks apart within the past 12 months**
* Annuals are 2-step as well
- Hepatitis B series (three). Series must be started prior to first day of class.
- MMR series (two). Series must be started prior to first day of class.
- Varicella series (*chicken pox*) (two). Series must be started prior to first day of class.
- Influenza annually- **vaccination must be for current flu season and submitted to Medicaat by first day of class (times may vary based on vaccine availability and clinical site requirements.)**
- *Covid-19 Vaccination (Proof of vaccination can be posted to Medicaat) or Medical or Religious exemption may be required by some clinical sites and/or CDC recommendations.*

Medical CBD Card Policy

Nursing students are required to pass a drug test for each clinical site. Even if the student has a medical CBD card, if the student is positive for marijuana in the required drug screen, the student will still need to retest until they receive a negative screen. The clinical site will reject the applicant for the positive drug test. Students are treated as students and not employees of each clinical facility. The Nursing Department goes by what the clinical sites dictate.

CPR Requirements

Proof of current CPR certification by the American Heart Association (AHA) **for Health Care Providers (BLS)** or the Red Cross **BLS for Healthcare Providers** is required throughout the program.

Drug Testing

Urine drug screens will be required for all students accepted to the nursing sequence courses. A specific drug screen is required and must be purchased. The testing must be completed by the deadline established by the nursing program. Students whose drug test results are positive may be asked to provide documentation from the prescribing health care provider. Failed drug screens could result in dismissal from the nursing program and a referral to the Office of Student Conduct.

Ongoing - At any time during enrollment in the nursing program, the program director or coordinator may require the student to have a urine drug screen at the student's expense.

Alcohol and Other Drugs Policy

Columbia College is a tobacco free environment

Reference Requests

Whenever a student requests a reference from a faculty member or clinical instructor (for employment, scholarships, educational programs, etc.) it is the policy of the school that the request must be in writing. A written request must be submitted by both the requesting institution/agency AND by the student (giving the school permission to give the reference).

ACADEMIC PERFORMANCE (EXPECTATIONS, GRADING)

Course Grades

Columbia College Nursing Program uses a two-tiered system to calculate course grades. Students must earn a minimum of 80% on the exams portion (which is **Tier one**) of the lecture component in order to pass the course. Points/grades from other written assignments (which is **Tier two**) such as article reviews, take-homes, homework, formal papers and quizzes will be considered in determining the overall course grade only if the student's overall average on the exams/tests is 80% or greater. The student **must** earn an 80% or higher on Tier 1 in order to continue in the program. If less than 80% is earned, a "C", "D" or "F" final course grade will be assigned at faculty discretion depending on class performance. The tier two grade is 15-25% of the overall grade, and a student can fail if the tier two grade decreases the overall grade to below an 80%.

Nursing courses are sequential and may not be taken out of order. Progression into the next nursing course is contingent upon successful completion of all previous nursing courses.

Grading

Nursing course grades will be based on total points for both exam scores and any required papers and assignments. Point values and specific grading criteria will be determined by course faculty and will be detailed in each course syllabus.

Performance in clinicals, skills laboratory and simulations are evaluated using standardized performance rubrics, observation by the clinical instructors, quality of written assignments and adherence to safety and professionalism. Points will be given for attendance, clinical evaluation (as described above) and written assignments and/or masteries.

The following scale will be used when assigning grades:

90 - 100%	=	A
80 - 89%	=	B (80% is minimum for passing the NURS courses.)
70 - 79%	=	C
60 - 69%	=	D
Below 60%	=	F

The student's final grade is a percentage based on total points. Percentages are NOT rounded. For example, if the final number of points needed for a "B" in the class is 320 out of 400, then 319 points is a "C", even though

319/400 is 79.8%. A grade of **less than 80%** in any Nursing Program course is considered a program failure.

In addition to the specific course/clinical evaluations, several courses include mandatory competency skills/tests that must be passed in order to continue in the course/pass the course. Environmental accommodations are not made for clinical masteries.

Course Drop/Withdrawal

If a student drops or withdraws from a course (withdraws from the program) the student may petition for re-instatement/re-enrollment. The Reinstatement Request Form (see Appendices) must be submitted to the program director at least eight (8) weeks in advance of the start of the course. If permitted, the student will be allowed to take the reinstatement exam up to two (2) times within 18 months of class failure. The student must achieve 80% to pass the reinstatement exam. Student would be put into next available spot in a cohort. A student who drops or withdraws from a course in good standing may be considered ahead of a student who withdraws or fails because of failure to achieve a passing grade in clinical, a mastery, or on a drug calculations test (See Reinstatement Policy for additional details). If course repetition is required, the student must complete the relevant lecture and clinical courses.

Course Failure

A student reinstated into the program is allowed one chance to repeat a course in which a passing grade was not achieved. **A second failure of any nursing class or the failure of two nursing classes results in dismissal from the program with no chance to return.**

It is the responsibility of the student to seek help from the instructor when encountering academic/clinical difficulty. Individual tutoring must be arranged by the student.

Masteries for the ASN Program

NURS 300 - Foundations of Nursing, include masteries in basic and advanced nursing skills. All students are required to actively participate in lab practice sessions. The competency masteries must be passed with a minimum of 90% of the points possible for that mastery. Students have the opportunity to demonstrate the acceptable level of skill on these masteries. All masteries must be passed on the first or second attempt. Students are required to follow the specific mastery guidelines outlined in each course syllabi to successfully meet the course requirements and failure to do so may result in being withdrawn from the course and from the nursing program.

Drug Calculation Test

The nursing program includes two mandatory drug calculation tests. Students must achieve a grade of 90% to pass. Students who do not pass the test on the first try are allowed one more chance by taking a different/comparable test. Additional chances may be allowed at the discretion of the lead instructor and program director. The drug calculation test score will be included in the student tier one grade in the course(s) that the drug calculation test is administered.

National Content Exam and Remediation Policy

National Content Exams – To successfully meet the objectives of the nursing sequence courses, students should achieve a score at or above the acceptable level on national content exams throughout the curriculum. Any student who scores below the minimum passing score on any of the offered national content exams must have a remediation plan.

Remediation - Students who do not achieve a score at or above the acceptable level of performance on any of the program or national content exams will need remediation to successfully master the course objectives. To remediate, students will be required to develop an on-line remediation plan through the exam publisher's website (for the national content exams) and meet with the lead instructor and/or program coordinator and/or the remediation coordinator. All reinstatements must meet with the remediation coordinator at the start of their first class back in the program. A remediation plan will be assigned through the exam website and is to be completed by the assigned due date per the syllabus to receive the assigned points (if any) for that remediation. Students will not be required to retake the national content exams to achieve the acceptable level of performance. However, they may retake the exams if they wish to measure their progress. A student's use of the remediation program

and remediation coordinator, or lack thereof, will affect the student's ability to appeal the course and/or be reinstated into the program should the student fail the course.

Remediation Policy

Please see the approved and NEW remediation policy. This policy purpose is to enhance student learning, improve course outcomes, and promote NCLEX readiness by requiring structured remediation for students who do not achieve 80% or higher on unit exams and/or for students who are reinstated into the nursing program. **See link:** [Nursing Program Remediation Policy](#)

Program Completion Policy – The purpose of this policy is to establish criteria for evaluation of student achievement of the graduate competencies for graduation at the completion of the ASN nursing program. The intent of this policy is to assist the student through evaluation, feedback and remediation to successfully achieve the objectives of NURS 491 the NCLEX-RN Test prep Courses. Graduate competencies form the underlying construct of the nursing curriculum and are determined by the nurse faculty. The graduate competencies reference the 2021 ANA Competencies for Professional Registered Nursing. Minimum achievement of competency as a registered professional nurse is measured by the MO State Board of Nursing through the NCLEX-RN examination for licensure.

Students must successfully meet the course measurable learning objectives of the nursing sequence courses to progress through the nursing program. The learning objectives are determined by the graduate competencies. During the last semester, the student will enroll in two one-credit hour NCLEX-RN preparatory courses (NURS 492 and NURS 493). This review course includes a variety of resources that the faculty have determined to assist students in preparation to successfully pass the NCLEX-RN on the first attempt. Successful completion of these courses is a program requirement.

Exit HESI/Kaplan testing is administered to determine areas of strength and weakness needing review and remediation throughout the curriculum. A national review course is provided by faculty which includes a student assessment to determine NCLEX-RN readiness and identify student content weaknesses. Practice questions, test-taking strategies and review of material by lecture are provided to students through the course to assist in remediation. Additional resources are provided for learning and remediation through a national online web site which include videos, practice tests and rationales and other content. Students are encouraged to utilize other practice test opportunities provided such as web applications, NCLEX- RN review books, course textbooks and videos through the Stafford Library.

Near the completion of the NURS 491 course, a second exit HESI/Kaplan test is provided to determine improvement and further areas of study needed and proceeding Kaplan CAT exams. If a minimal acceptable score is achieved on either the first or second Exit HESI tests, the student will have successfully completed the course. Remediation of Exit HESI's are mandatory. If a student does not meet minimum exit HESI requirements, a plan of action to demonstrate competence will be determined by the faculty and program coordinator. Remediation, tutoring or further review course practice testing may be necessary.

Policy Regarding Exams

If a student knows he/she is going to miss an exam, every effort should be made to contact the instructor prior to the exam. If a student misses an exam without first contacting the instructor, the student must contact the instructor as soon as possible after the exam but before the next scheduled class meeting.

Any time a student misses taking an exam on the designated date and time, that student will automatically receive a 10% reduction in the grade. The only exception to this reduction is a written physician's excuse or bereavement excuse which must be submitted the day of return to class (as approved by the instructor). Bereavement refers to the death/funeral of a close relative (as approved by the instructor).

Make-up exams will be given either one hour prior to the next regular class meeting time, or at a time mutually agreed upon between instructor and student.

Students who are late for class on an exam day may be required to take the exam on another day and may

receive a reduction in grade for that exam. Exams are typically given during the first hour of class. If a student arrives within a half an hour of the test starting time, the student will be allowed to take the exam. The student will need to complete the exam within the allotted remaining time.

If the student is not allowed to take the exam during that class period, the test must be taken on the next scheduled class meeting day (unless alternative arrangements have been made), or the student will receive a zero "0" for that exam. The student will receive a 10% reduction in grade for that test (unless his/her lateness was "excused" as described above).

Guidelines for Written Assignments

The American Psychological Association (APA) style is the approved style to be used for written work by students. All nursing students must use the APA style for written assignments. Online resources for APA are also accepted by the Columbia College Nursing Program.

- <https://library.ccis.edu/nursing>
- <https://apastyle.apa.org/>
- https://owl.purdue.edu/owl/research_and_citation/apa_style/apa_style_introduction.html

The Publication Manual of the American Psychological Association is available at the Columbia College bookstore.

American Psychological Association. (2020). *Publication Manual of the American Psychological Association* (7th ed.). Washington, D.C.: American Psychological Association. ISBN: 978-1-4338-3216-1

Written Assignments/Papers – Class

Papers and assignments must be turned in on the due date **at the start of class** or as outlined in the course syllabus, or they will be considered late. Late papers will receive an automatic 10% reduction in grade on the first late day. An additional 10% will be deducted for each additional day, up to 30%; after three days, the work will receive no credit. Weekend days (Saturdays and Sundays) are not counted. For example: a paper/assignment that is due at 12:30 pm on Thursday that is turned in late would result in the following deductions:

- If the paper was turned in by 12:30 pm on Friday, the deduction would be 10%
- If the paper was turned in after 12:30 pm on Friday, but before 12:30 pm on Monday, the deduction would be 20%
- If the paper was turned in after 12:30 pm on Monday, but before 12:30 pm on Tuesday, the deduction would be 30%
- If the paper was turned in after 12:30 pm on Tuesday, there would be no points awarded.

The deduction will be taken from the total points the student earned on that test/assignment. **EXAMPLE:** an assignment is worth 65 points. If the student earned/scored 60 pts out of 65 pts possible – BUT turned the assignment in a day late – that student would lose 6 points (10%). The student's score/grade would be 54 pts out of 65 points which is an 83% B. The only exception will be with a documented physician's excuse or approved excuse from faculty. Assigned paperwork may be turned in early.

Formal papers must utilize APA style (American Psychological Association). Refer to individual course syllabus for specific APA style guidelines (student vs. publication.)

Written Assignments/Papers - Clinical: For any clinical assignments and clinical related paperwork and guidelines, refer to the Clinical Handbook.

Late Work- Student Responsibility & Procedure

The following procedure must be followed any time a student turns in late work:

It is the student's responsibility to contact the instructor. The student and the instructor will come to an agreement on the date the student will be expected to turn in the late assignment. The time and date the assignment is turned in will be documented directly on the assignment (physically or electronically.)

- The student must contact the classroom instructor/the lead faculty.

- It is not acceptable to drop the assignment off at the Nursing Department.
- It is not acceptable to put it in the faculty mailbox.
- It is not acceptable to turn the assignment into the administrative assistant – UNLESS the student has been given permission to do so by the instructor.

CLINICAL GROUPS AND PERFORMANCE EXPECTATIONS

Clinical schedules may consist of both day and evening hours. As class size permits, day and evening clinicals will be offered on a space available basis. Clinical group assignments will be made by faculty/lead instructor. Student requests will be considered. In order to maximize the learning potential, students who work on one of the units planned for clinicals may be required to do clinicals on another unit and/or at another clinical site.

Student requests to change clinical group assignments must be made in writing as early as possible before the start of the course. The final decision will be made by the lead course instructor.

Clinical Assignments

Students are typically assigned one or more patients to care for during the clinical week. In most cases, the instructor will make the patient assignments. Specific clinical expectations are listed in the individual course syllabus.

Clinical Hours

Some clinical courses have rotations in hospital/facilities located outside of the Columbia or the Lake area. Clinical rotations/clinical groups are offered in hospitals, clinics, or other approved community sites in regional locations.

Hours for clinical will include pre-conference, post-conference or other site/instructor requirements that may alter your shift starting/ending times. Certain clinical courses may require that students arrive 15 to 20 minutes early to change clothes. Certain rotations may involve alternative learning (such as home health, pediatric clinic, Missouri State Board of Nursing, etc.) which may require clinical times that vary from the norm. For example, during the Med/Surg rotation, students may be required to attend a day meeting at the State Board of Nursing. Specific starting and ending times for clinicals will be given to students in writing prior to the beginning date of each nursing course.

Clinical Preparation/Clinical Paperwork Written

All students who are assigned patient care experiences are expected to report to clinical unit with the required pre-planning completed. Students who fail to come prepared for each clinical as specified by their instructor may be sent home and assigned an alternate learning experience. Students may also be placed on clinical warning/probation. Students who turn in unexcused late clinical written work and/or medication sheets may receive a failing grade for that clinical and may be assigned additional written work.

Pre-planning requirements are determined by each course and are listed in the course syllabus. The time frame for posting of student assignments is determined by each clinical instructor and communicated to the student in writing.

Clinical Conferences

The patient care and observational experiences for the week will be discussed, as well as specific topics related to the course material. Students are expected to actively participate in both pre- and post- conferences. Students may be expected to present a topic, case study, etc. during post-conference. Students are encouraged to introduce topics for discussion.

Clinical Evaluations

Clinical evaluations on each student will be completed by faculty during each of the clinical nursing courses. All courses will include a standardized final evaluation. Some courses will include a mid-rotation evaluation as well. Students must receive a passing all clinical evaluations to graduate from the nursing program.

Clinical Restrictions

The nursing faculty has the professional responsibility to restrict a student from the clinical area whose preparation/performance is unsatisfactory and/or when patient safety is in jeopardy. This will constitute a clinical absence.

Students may be restricted from a clinical area for the following reasons:

- The student is unprepared to provide safe care for the assigned patient
- The student does not have sufficient theoretical background to function safely and competently in the clinical area.
- The student requires supervision in excess of that expected for the level of education.
- The student's performance directly or indirectly endangers a patient's safety and welfare.
- Medically imposed restrictions. Student may be asked to provide a written clearance from their doctor to return to clinical, which will be provided to Student Accessibility Resources to maintain student privacy.

Clinical expectations regarding performance and paperwork are listed in the syllabus for each clinical course.

Clinical Preceptors

Preceptors may be utilized in the Columbia College Nursing Program for designated student learning experiences. Preceptors serve as role models, mentors, and supervisors of students. Preceptors do not replace faculty in the education of the student but serve to assist faculty and the students in achieving the objectives of the course. The Columbia College lead instructor and clinical instructor are responsible for the final evaluation and assignment of the student's performance ratings or grades.

The preceptor will provide written feedback regarding the student's performance on the approved observation form based on preselected objectives.

Student responsibilities include: knowing the clinical objectives for the experience, reporting to the preceptor at the designated date and time, being dressed professionally, and participating in the preceptor's daily work to the extent the student role allows.

The clinical instructor is available by phone for consultation with the student and the preceptor should any questions/concerns arise.

ATTENDANCE POLICY

Classroom Attendance Policy

One hundred percent attendance is highly recommended. Roll will be recorded, and class attendance time will be documented. Deductions in time will be made for arriving late and/or for leaving early - i.e., before being dismissed by the instructor. Any student who misses more than the allowed number of absences may be withdrawn from the class/course by the instructor. In that case, a withdrawal from the course means a withdrawal from the program. Each instructor will inform students at the beginning of the session, through the syllabus, the number of allowed classroom absence hours. For all nursing courses, the maximum hours of absence allowed will be 5 hours.

Clinical/Lab/Simulation Attendance Policy: Check the Clinical Handbook for all clinical related policies.

Starting times for clinical and the clinical objectives for each clinical course are listed in the course syllabus. Students are expected to attend all scheduled clinicals. Punctuality and preparedness are expected at all times. A written learning assignment will be required for all clinical absences of an hour or more.

Students who know they will be absent or late are **required** to contact the assigned clinical instructor **prior to the start of clinical**. Students are asked to give as much notice as possible. Students who are late for clinical but did not call the instructor will be considered absent for that clinical day and given a professional conduct warning. Proper procedure for calling in absent/late is given to students in writing in the clinical orientation for each nursing course.

The maximum amount of allowed absence in a clinical course is equivalent to two clinical days. Clinical hours

Cancellations

Weather cancellations for clinical will be made by the clinical instructor in consultation with program coordinator/director, with as much advance notice to students as is possible. Students should contact their clinical instructor and check the Columbia College website at: www.ccis.edu for information.

COURSE AND CLINICAL EVALUATIONS

Course and Clinical Evaluations

Students will be asked to complete course and clinical competency self-evaluations for each course and clinical rotation.

Clinical Facility Evaluations

Data from several sources will be gathered regarding the clinical site. Part of the clinical evaluation completed by students includes a section for the student to give feedback regarding the clinical site. In addition, the clinical site staff will have the opportunity to give written feedback about the clinical experience.

ASN PROGRAM CORE REQUIREMENTS

In addition to the nursing courses listed in detail below, the students are also required to take a sequence of co-curriculum courses as listed in the catalog course descriptions. The course descriptions, objectives, and credit hours for all courses can be accessed online at <http://catalog.ccis.edu>

Example of Associates of Science in Nursing Degree Plan

ASN SUM27 Graduates					
		Spring 2026 (16- or 8-week courses)		Credits	
		ENGL 133W First Year Writing Seminar		3	
		MATH 106 Intermediate Algebra or higher math		3	
		BIOL 110 Principals of Biology		3	
		BIOL 110L Principals of Biology Lab		2	
		COLL 133 Foundations Seminar		3	
		Total Credit Hours		14	
		Early Summer 2026		Credits	
		BIOL 223 Anatomy		3	
		BIOL 223L Anatomy Lab		2	
		CHEM 109 Chemistry for Health Sciences		3	
		Late Summer 2026			
		BIOL 326 Physiology		3	
		BIOL 326L Physiology lab		2	
		PSYC 101 General Psychology		3	
		Total Credit Hours		16	
Fall 2026	Credits	Spring 2027	Credits	Summer 2027	Credits
NURS 212 Pharmacology	3	NURS 222 Applied Pharmacology	3	NURS 211 Mental Health Nursing	2
NURS 230 Pathophysiology Foundations	3	NURS 301 Medical Surgical Nursing 1	3	NURS 211 L Mental Health Nursing Lab	1
NURS 300 Foundations	3	NURS 301 L Medical Surgical Nursing 1 Lab	3	NURS 302 Medical Surgical Nursing II	3
NURS 300L Foundations Lab	3	NURS 303 Women & Infant	3	NURS 302L Medical Surgical Nursing II Lab	3
		NURS 303L Women & Infant Lab	1	NURS 491 NCLEX Rn Review	3
Total Credit Hours	12	Total Credit Hours	13	Total Credit Hours	12

The GPA used for acceptance into the nursing program will be based on your grades in the following courses, which must be completed at the time of the nursing application deadline. Prerequisites for the bachelor in nursing are: MATH 150 or MATH 180 or MATH 250 or MATH 201, PSYC 101, ENGL 133w, CHEM 109 or CHEM 110, BIOL 110 and 110L, BIOL 223 and 223L or BIOL 326 and 326L.

- o You must have a minimum GPA of 3 for general education, mathematics, science and nursing prerequisite classes. No class may have a grade of less than a C.
- o Kaplan admission Test score; Minimum score 67 is the benchmark.

COURSE DESCRIPTIONS

NURS 212 – Pharmacology for Nursing

Prerequisites: Admission to either the Associate or the Bachelor Level Nursing Program;

Credit hours: 3 Lecture

Course Description: This course is designed to provide the nursing student with a sound basis for the clinical application of pharmacology. The basics of core drug knowledge, including pharmacotherapeutics, pharmacodynamics and pharmacokinetics, with patient-related variables affecting pharmacotherapy are presented. Emphasis is placed on learning drug classification by categories affecting various body systems and disease states. Legal aspects of drug administration, including nursing safeguards are included. Students who have had a previous Pharmacology course for nurses may apply for a course waiver. If the student has not had a previous Pharmacology course, the student may complete the test-out process, take this course in-seat, or take the course online with faculty approval.

NURS 222 Applied Pharmacology

Prerequisite(s): Admission to the Associate or Bachelor Level Nursing program; NURS 212.

Credit hours: 3 Lecture

Course Description: This course is designed to build upon the previous pharmacology course. The basics of core drug knowledge, including pharmacotherapeutics, pharmacodynamics, and pharmacokinetics are presented. Emphasis is placed on learning additional drug classifications by categories affecting various body systems and disease states.

NURS 300 – Foundations of Professional Nursing

Prerequisites: Admission to either the Associate or Bachelor Level Nursing Program; NURS 212 and NURS 314.

Credit hours: 3 Lecture

Prerequisite(s): Admission to the Associate or the Bachelor Level Nursing program. Corequisite(s): NURS 300L.

This course is designed to provide the foundation for the role of the registered professional nurse as a provider of patient-centered care. Content includes the fundamental concepts of nursing practice. A systematic framework for decision-making and critical thinking. Nursing as a profession, nursing standards and legal-ethical issues in nursing are explored. Foundational communication principles, nutrition and patient teaching continues to be discussed. Critical thinking skills and evidence-based practice concepts are applied to multiple nursing situations.

NURS 300 L- Foundations of Professional Nursing Lab

Credit hours: 3 Lab

Prerequisite(s): Admission to the Associate or the Bachelor Level Nursing. program. Corequisite(s): NURS 300
This course is designed to provide the foundation for the role of the registered professional nurse. Nursing skills lab and clinical experiences are designed to increase the knowledge, judgment, skills level and professional behaviors in the nursing student. Principles of medication administration, math as applied to medication administration, intravenous therapy and physical assessment skills are also covered. Critical thinking skills and evidence-based practice concepts are applied to multiple nursing situations. General principle of caring for patients across the lifespan with common medical surgical health deviations are the clinical focus.

NURS 211 – Mental Health Nursing

Prerequisites: Admission to either the Associate or Bachelor level Nursing Program; NURS 212

Credit hours: 2 Lecture

Course Description: This nursing course is designed to provide the foundation for entry level competence in

mental health nursing across the lifespan. Interpersonal, behavioral, psychosocial and communication concepts provide the basis for effective and therapeutic mental health nursing. Critical thinking skills and evidence-based practice concepts are applied and analyzed. Emphasis is placed on selected pathophysiology and related care using the nursing process. Therapeutic communication skills within the nurse-patient-family relationship are highlighted in the care of patients with psychosocial, substance dependence and other mental health deviations. These concepts are presented and practiced in the skills lab and in the clinical area. Other topics integrated throughout the course are legal-ethical issues, patient education, pharmacological and sociocultural principles. Alternative therapies and treatments are investigated and discussed, as well as the roles and responsibilities of the professional nurse, including collaboration with other disciplines and organizations as resources and support mechanisms.

NRUS 211 L – Mental Health Nursing Lab

Credit hour: 1

Prerequisite(s): Admission to the Associate or Bachelor Level Nursing program; NURS 212. Corequisite(s): NURS 211.

This course involves supervised application for assessment of mental health patients. Application of interpersonal, behavioral, psychosocial and communication concepts that provide the basis for effective and therapeutic mental health nursing. Critical thinking skills and evidence-based practice concepts are applied and analyzed. Therapeutic communication skills within the nurse-patient-family relationship will be highlighted in the care of patients with psychosocial, substance dependence and other mental health deviations. Alternative therapies, treatments, health promotion and wellness, and stress management are discussed and incorporated, as well as the roles and responsibilities of the professional nurse, including collaboration with other disciplines and organizations as resources and support mechanisms.

NURS 301 – Medical Surgical Nursing I

Prerequisites: Admission to either the Associate or Bachelor Level Nursing Program and NURS

Credit hours: 3 Lecture.

Course Description: This course is designed to integrate knowledge and skills from previous nursing courses to develop a progressing knowledge base in medical surgical nursing across the lifespan. Fluid and electrolytes and acid/base concepts are introduced. Common medical surgical health deviations are reviewed with an emphasis on pathophysiology, health promotion and nursing interventions. Principles of communication, patient teaching, pharmacology, nutrition, and culture/ethnic/socially diverse concepts are integrated with these topics to develop critical thinking skills in patient care. Introduction to leadership and management theories are presented.

NURS 301 L – Medical Surgical Nursing I Clinical

Credit hour: 3

This course covers the clinical and observation portion in the medical-surgical clinical environment. Direct patient care and working with registered nurses and other medical disciplines in a health care facility are the main components of the course. Simulation labs are also covered in this course, covering medical-surgical scenarios to prepare nursing students for patient care. Simulations are high and middle-fidelity experiences and labs with mannequins or real actors/actresses. Observations are in health care facilities in the emergency, operating room, catheterization laboratory, wound care team, respiratory therapy, intensive care unit, radiology, medical-surgical floors, and clinics. Clinical, lab, and observational experiences provide the student with an opportunity to apply theoretical concepts and implement safe care to patients and selected groups in a variety of settings.

Prerequisite(s): Admission to the Associate or Bachelor Level Nursing program; NURS 212, NURS 300, and NURS 300L. Corequisite(s): NURS 301.

NURS 302 – Medical Surgical Nursing II

Prerequisites: Admission to either the Associate or the Bachelor Level Nursing Program; NURS 301 (BSN and ASN) Credit hours: 3 Lecture.

Course Description: This course is designed to introduce students to specialty areas and technology associated with care of critically ill medical surgical patients. Emphasis is placed on developing skills needed to plan, manage and provide patient care to critically ill patients using the nursing process. Critical thinking skills and evidence-based practice concepts are applied to multiple nursing scenarios. Communication, legal-ethic

concepts, patient education and pharmacological, nutritional and sociocultural principles are integrated throughout the course.

NURS 302 L– Medical Surgical Nursing II Clinical

Credit hour: 3

Prerequisite(s): Admission to the Associate or Bachelor Level Nursing program; NURS 301, NURS 301L.

Corequisite(s): NURS 302.

This course covers the clinical and observation portion in the medical-surgical and intensive care clinical environment. Direct patient care and working with registered nurses and other medical disciplines in a healthcare facility are the main components of the course. Simulation labs are also covered in this course, covering critical care/medical-surgical scenarios to prepare nursing students for patient care. Simulations are high and middle-fidelity experiences and labs with mannequins or real actors/actresses. Observations are made in healthcare facilities in the emergency room, operating room, catheterization laboratory, wound care team, respiratory therapy, intensive care unit, radiology, clinics, and medical-surgical critical care floors. Clinical, lab, and observational experiences provide the student with an opportunity to apply theoretical concepts and implement safe care to patients and selected groups in a variety of settings.

NURS 303 – Women’s and Infant’s Health

Prerequisites: Admission to either the Associate or Bachelor Level Nursing Program; NURS 211, NURS 212, NURS 300, NURS 301

Credit hours: 3

Prerequisite(s): Admission to the Associate or Bachelor Level Nursing program; NURS 300, and NURS 300L.

Corequisite(s): NURS 303L.

Course Description: This course is designed to provide the foundation for entry-level competence in women's and infants' health. Critical thinking skills and evidence-based practice concepts will be applied to multiple nursing scenarios. Emphasis is placed on developing nursing care for a woman with an uncomplicated or complicated pregnancy, the normal and high-risk infant and women's reproductive and post-reproductive health and health deviations. Communication, legal-ethical concepts, patient education and pharmacological, nutritional and socio-cultural principles are integrated throughout the course.

NURS 303 L – Women’s and Infant’s Health Lab

Credit hour: 1

Prerequisite(s): Admission to the Associate or Bachelor Level Nursing program; NURS 300, NURS 300L.

Corequisite(s): NURS 303.

The maternal-child health nursing course is intentionally structured to enhance a nurse's role as an entry-level healthcare provider. Its primary focus is on the practical aspects of NURS 303 Women's and Infants' Health course, encompassing observation, clinical practice, and simulation components. This comprehensive course delves into the biological, psychological, and sociological aspects that pertain to the fundamental needs of families, particularly in the context of childbirth and neonatal care. The clinical and simulation experiences explore various critical subjects, such as the physiological changes associated with pregnancy, fetal development, and the nursing care required during labor and delivery. Students are exposed to clinical experiences that stress the importance of safe, compassionate, and proficient nursing practices, along with the development of essential communication skills and professionalism, all within a range of maternal-child healthcare settings.

NURS 491: NCLEX-RN Review

Prerequisites: Admission to either the Associate or Bachelor Level Nursing Program; NURS 302 (ASN and BSN) Credit Hours: 3

Course Description:

This course prepares the student for the professional nurse licensing examination (NCLEX- RN®). As a pre-licensure program, this course is required to expose the student to adaptive testing and review of program content. This course is offered in the last semester of the ASN and BSN program. This course will meet during both programs with an online course adaptation using Kaplan Nursing resources. Prerequisite(s): Admission to the Associate or Bachelor Level Nursing program; NURS 303.

POLICY ON ACADEMIC MISCONDUCT

Academic Integrity Policies and Procedures: Academic integrity is the backbone of institutions of higher education and Columbia College expects all students adhere to and value the Academic Integrity Policies and Procedures: <https://www.ccis.edu/policies/academic-integrity>

Exam/Quiz Policy

- No electronic devices, including (but not limited to) cell phones, computer devices, cameras, computer watches, textbooks or notes at desk, in pockets or on the person unless approved by lead instructor.
- No hats or sunglasses.
- Calculators will be provided, personal calculators not allowed.
- Eating or drinking during exams will be allowed per location policy upon lead instructor discretion.
- Eating or drinking may or may not be allowed in the computer labs per location policy.
- No talking allowed during exam administration.
- Students are not allowed to leave the exam room for any reason. Bathroom breaks are upon faculty discretion.
- Anyone caught cheating on an examination/quiz will automatically receive a “0” (F) for that exam/quiz. See the Columbia College Policy Library for further information about procedures regarding academic dishonesty.

Note- also please refer to the Nursing Program Professional Standards and Behavior Code for Nursing Students as our program standard.

STUDENT RETENTION

The faculty and staff of the Associate of Science in Nursing Program are committed to providing every opportunity for the nursing student to be successful. It is the responsibility of the student to seek help from the instructor when having academic/clinical difficulty. Any student who feels that he/she is struggling academically is strongly encouraged to meet with the course instructor to discuss strategies for success and to arrange individual help/tutoring. Warning letters may be issued whenever a student’s performance (academically, clinically, etc.) falls below the acceptable/passing level. Warning letters are used as an opportunity for educational and professional growth, not as a punitive action. Warning letters are designed to provide the student with specific feedback about areas that need to be corrected or strengthened. A student who has not successfully met the course requirements and withdraws/drops/fails from a course/from the nursing program **may repeat the course one time only upon reinstatement to the program.**

When a student withdraws/drops/fails from a nursing course, their enrollment in the nursing program is ended in the student record system and the student must complete a Declaration of Major form on CougarTrack prior to enrolling in any Columbia College course outside of the nursing program. If reinstated, the student must complete a Declaration of Major form for Nursing prior to enrolling in nursing courses again.

Students may be allowed, upon reinstatement to the program, one chance to repeat a course in which any of the following was not completed successfully/passed: academic performance, clinical performance, mastery demonstrations, or a drug calculations test. **After the initial reinstatement, a second failure of any nursing class results in dismissal from the ASN program with no chance to return.**

WARNING LETTERS

Areas of Concern in Student’s Performance

Five types of warning letters may be used in the nursing sequence courses: Academic, Classroom Absence, Clinical Absence, Clinical Performance, and Professional Conduct. A letter of warning may be initiated by the faculty, lead instructor or clinical instructor at any point during the course. There will be specific, written expectations the student must meet to pass the course after receiving a warning letter.

Academic Warning

Students must achieve a grade of C (80%) or above in all nursing courses and may be placed on academic warning anytime their average falls below 80%. Students will be expected to bring this grade up to at least passing level by the end of the course.

Classroom Attendance Warning

Students whose classroom absences exceed the allowed limit, as stated in the course syllabus, will receive a warning letter and may be withdrawn from the course by the instructor.

Clinical Absence Warning: See Clinical Handbook for final guidelines

The following is a partial list of reasons a student may be placed on Clinical Absence Warning. The instructor is not limited to the reasons on this list.

1. Partial or full clinical day absences.
2. Repeated tardiness: Starting time for clinical is determined by the course/clinical instructor. "Tardy" is defined as being any time past the stated start time. "Repeated tardiness" is defined as being tardy more than two times.
3. Accruing more than the "allowed" amount of excused clinical absence time per course. **Any/all tardy time counts as absence time.**

Clinical Performance Warning

The following is a partial list of reasons a student may be placed on Clinical Performance Warning or receive a failing grade for clinical. The instructor is not limited to the reasons on this list.

1. Failure to meet any of the clinical objectives.
2. Initiating and/or performing unsafe nursing measures, procedures, or actions.
3. Unsupervised performance of any skill that has not been previously checked off by the clinical instructor.
4. Failure to adequately pre-plan or come prepared for patient assignments (what constitutes "adequate" pre-planning will be determined for each specific course).
5. Failure to have medication sheets and/or have sufficient knowledge of the medications.
6. Major medication errors - for example: violation of the "7 rights," documentation errors, any error that could cause harm to the patient.
7. Clinical performance that directly or indirectly endangers a patient's safety and welfare.
8. Clinical performance that requires supervision in excess of that expected for the level of education.
9. Failure to follow the clinical site's policies and procedures.

Professional Conduct Warning

The following is a partial list of reasons a student may be placed on Professional Conduct Warning. The instructor is not limited to reasons on this list.

1. Inappropriate and/or unprofessional verbal and/or non-verbal behavior to patients, staff, peers or instructor.
2. Failure to maintain patient confidentiality/HIPAA standards.
3. Failure to maintain legal/ethical standards of practice.
4. Failure to maintain poise and self-control in all situations.
5. Failure to stay within the bounds of limitations as a student of professional nursing.
6. Failure to comply with the nursing sequence course dress code and maintaining a natural hair color. (See dress code requirements below.)
7. Repeated tardiness for clinical (defined as being tardy more than two times).
8. No call/no show for clinical results in automatic placement on professional conduct warning.
9. Failure to follow established protocol for calling in absent and/or late.

Academic, Clinical Absence, and Clinical Performance Warning expectations must be successfully completed by the deadline indicated in the warning letter in order for the student to pass the course and be able to progress to the next course in the nursing sequence. Special circumstances may warrant a student's placement on Professional Conduct Warning for an entire course and even for the entire nursing sequence.

Reported behavior in violation of the Columbia College student code of conduct may be referred to the Office of Student Conduct. <https://www.ccis.edu/policies/student-code-of-conduct>

Note- also please refer to the Nursing Program Professional Standards and Behavior Code for Nursing Students as our program standard.

DISMISSAL AND REINSTATEMENT - NURSING PROGRAM

Student Eligibility to Return to the Nursing Sequence Reinstatement Policy

Dismissal

Students may be dismissed from the program for failure to meet course/clinical objectives. Immediate dismissal may occur for failure to meet attendance requirements and/or serious professional/clinical conduct violations. Students may also be dismissed from the program for consuming alcoholic beverages or illicit drugs during classroom hours and/or clinical hours. This type of dismissal from the nursing program renders the student ineligible for reinstatement. Any student whose drug testing results are positive will be dismissed from the program. Students who have the appropriate documentation, which is to be provided to Student Accessibility Resources to maintain student privacy, will be exempt from this dismissal as long as the medication does not interfere with the student's ability to perform safely in the clinical/classroom area.

Information revealed from the criminal background check could affect the eligibility of the student to be admitted and/or remain in the program. Students may also be reported to the Office of Student Conduct and may face additional disciplinary outcomes. Any student whose criminal background check prior to or during the

Nursing Program restricts admission into the Nursing Program or results in dismissal from the Nursing Program will not be eligible for reinstatement in any Columbia College Nursing Program.

Failure in any nursing course results in dismissal from the program. Students are eligible to petition for reinstatement to the Nursing Program after failure in one nursing course. Students may be allowed (upon reinstatement) one chance to repeat a course in which any of the following was not passed: academic performance, clinical performance, mastery demonstrations, or a drug calculations test. ***A second failure of any nursing class or the failure of two nursing courses results in dismissal from the ASN program with no chance to return.***

Reinstatement Policy – Eligibility for Readmission to the Nursing Program

If a student withdraws from or fails a nursing course, he/she is automatically withdrawn from the ASN program and may petition for reinstatement. A student is not eligible to petition for reinstatement if a failing grade is received in any two nursing courses (same course or a different course).

A written request for reinstatement and a letter of commitment must be submitted to the Director & Department Chair of Nursing a minimum of 8 weeks in advance of the start of the desired course by using the Reinstatement Form. A student who withdraws, drops, or fails a course at one campus may request reinstatement to the Nursing Sequence at either campus. ***Application for reinstatement to the Nursing Program does not guarantee reinstatement to the program.*** The number of reinstated students will be based on meeting minimum eligibility requirements and space availability. Students that have withdrawn from a course in good standing will be given preference over students who have withdrawn or failed a course because of absences, tardiness, professional conduct/academic warning, failure to pass a clinical course, failure to pass a lecture course, or failure to demonstrate skill level including drug calculations. Students who pass the reinstatement exam (based on the course the student failed/withdrew from) with an 80% will be considered for reinstatement. A student will be allowed only one time to apply for reinstatement to the ASN Program. If a student is allowed entrance back into the nursing program, the remediation policy must be followed.

Only extraordinary circumstances will allow for a student to apply for reinstatement more than one time and this will be determined by the Director and ASN Coordinator. Examples for this allowance may include: any unexpected injury or illness, death of family member, etc. Any student who wishes reinstatement to the first

nursing course (NURS 300- Foundations of Nursing) must complete the general admissions process to the nursing program. In this case, only pre-requisite courses will be included in the student's grade point average calculations for admission to the program.

Reinstatement Exam Requirements – A student who is requesting reinstatement into the ASN program will be required to successfully complete one or more comprehensive content exams covering courses completed prior to the course in which reinstatement is being requested. These exams are developed and approved by the Columbia College Nursing Program. Reinstatement will not be considered until the student has achieved a score at or above the acceptable level of performance on these content exams. The student may be required to demonstrate competency level in didactic and nursing skills. Any cost associated with taking these exams will be at the expense of the student. This is to ensure an objective reinstatement process.

Material Reviewed by the Director of Nursing and ASN Coordinator

The following information will be part of the material for committee review:

- Reinstatement form (from back of nursing student handbook).
- Copy of the student's written request for reinstatement; letter of commitment.
- Academic records, including admission composite scores, test scores from all nursing courses, and copies of all warning letters (academic, clinical, professional, etc.)
- Clinical and/or laboratory performance evaluations
- If the student's withdraw is the result of a disability/condition, and a doctor's clearance is needed to be released to participate in the nursing program, students will be asked to provide a written clearance from their doctor. This will be provided to Student Accessibility Resources (SAR) to maintain student privacy. Confirmation of the clearance will be provided by SAR to the Program Director.
- Reinstatement Exam-Score above 80%

Once all the material has been compiled and submitted to the Director, the Director and ASN Coordinator will review the petitioning student's materials.

Students will be notified, in writing, whether their reinstatement request has been approved or denied.

Reinstatement to the Nursing Program does not guarantee readmission to a specific class or cohort.

Readmission is determined by space availability following review of all approved reinstatement applications. Students who have withdrawn from a course in good standing will be given preference. Students who have been approved for reinstatement will be admitted to the first available seat for that course.

Depending on the length of time from the date of withdrawal/drop/failure from a nursing class, the student may be required to audit or retake one or more of the previous nursing classes and/or to demonstrate specific masteries before being allowed to return to the Nursing Sequence. If course repetition is required, the student must complete both lecture and the clinical/laboratory components for the course.

If a student is reinstated, at the discretion of the Site Coordinator or Director & Chair of Nursing, they will be required to: a). re-draw and submit the standard admission drug testing; b). update their application or resubmit the application; c). update their immunizations, TB testing, functional testing and obtain an updated physical exam; d). obtain a new background check.

GRADE APPEALS

Students who wish to appeal a grade for a course in which they were registered must follow these steps:

1. Columbia Campus Nursing Students: Follow the Grade Appeal Process as outlined in the current Academic Year Day Undergraduate Catalog (see link below.) [Nursing Program Appeal Policy](#)
2. Lake Campus Nursing Students: Follow the Grade Appeal Process as outlined in the current Academic Year CCG Undergraduate Catalog (see link below.)
<http://catalog.ccis.edu/content.php?catoid=36&navoid=4857#Grade%20Appeal>

Note: A students' usage/non-usage of remediation support services and/or completion/non-completion of Learning Contracts ***will be included*** in the consideration of any grade appeals and/or reinstatement applications.

GRADUATION REQUIREMENTS

The completion of all requirements for graduation is the responsibility of the student. The Associate in Science in Nursing is granted to candidates who have:

- Completed all of the general education and science courses required for the major, attaining a minimum of a C in all required science and math courses and English Composition I and II.
- Completed all nursing courses with a minimum of B (80%).

STUDENT RECOGNITION

Ivy Chain Honor Society

The Columbia College Nursing Program has an honor society for our Associate Degree Nursing (ADN) program and our Traditional Bachelor of Science Degree Nursing (BSN) programs. To be considered for membership for your graduating class:

- Student must have earned a grade of A or better in each nursing class.
- Student must have demonstrated conduct on campus and in the clinical areas that reflect integrity and professionalism without any academic or clinical warnings.

Students are invited to provisional membership into the Ivy Chain Nursing Honor Society after successful completion of at least one semester of a nursing course. Full membership is granted in the final semester of study if student earns a grade of A or better in all nursing courses. Participation is optional.

Pinning Ceremony

Several awards will be presented at the Pinning Ceremony – “Excellence in Academic Achievement” “Excellence in Clinical Achievement,” and “Nightingale.” There may be other awards given by each campus. These will be discussed as students approach graduation.

- The award for academic achievement will be presented to the student who has the highest-grade point average based on grades from the nursing sequence courses.
- The award for clinical achievement will be presented to the student(s) who has excelled in the clinical area. This includes demonstrated excellence in clinical skills, motivation, initiative, attitude, attendance, documentation, and additional professional behaviors as appropriate. Clinical faculty has the opportunity to submit nominations.
- The Nightingale Award is a unique award chosen by the graduating cohort, who choose one nursing student whom they feel epitomizes the art and science of nursing.

Projected Student Expenses * During Nursing Sequence Courses (updated 8/2025)

**All fees and tuition are subject to change each academic year.*

Physical (required to start clinical) Physical exam, immunizations, and verification of health status compatible with the responsibilities of a nursing career.	Student's expense
Urine Drug Screen Testing / Background Check / Immunization Tracking	Student's expense
Uniforms for clinical Navy scrubs, shoes, hose, etc. for clinical (Available at campus bookstore)	Student's expense
Nursing Supplies Stethoscope, watch with second hand, penlight, bandage scissors, calipers, etc.	Student's expense

Parking fee for clinical (some clinical facilities charge a parking fee)	Student's expense
Graduation expenses nursing cap (<i>optional</i>)	Student's expense
Transcript fee (to be sent to the State Board of Nursing)	\$ 10.00
Fingerprinting	\$44
State Board Application fee \$40 waived, National Council NCLEX fee	\$ 200.00

Nursing costs

Paying for college is an investment in yourself and your future. Columbia College offers a quality, innovative nursing education with associate or bachelor's degrees with opportunities to earn online or in-seat in Columbia, MO or at the Lake of the Ozarks location.

Description	Cost per credit hour
Associate in Science in Nursing (ASN) ^[1]	\$405
Registered Nurse to Bachelor of Science in Nursing (RN to BSN)	\$375
Bachelor of Science in Nursing (Traditional BSN)	\$405

¹ Nursing sequence courses are offered during the [day on campus in Columbia, Missouri](#), and at the [Lake of the Ozarks](#).

Main Campus nursing costs	
Description	Cost per semester
Bachelor of Science in Nursing (BSN)	\$13,153

DRESS CODE

Classroom: See Columbia College policy for student conduct at: <https://www.ccis.edu/policies/>

Clinical Areas: Each clinical course will have a specific dress code that is listed in the course syllabus and/or clinical guidelines.

Navy scrubs are required with the Columbia College logo. Scrubs must be clean and neatly pressed. Only closed-toe shoes are allowed. Undershirts are encouraged; however, students must be able to wash their hands up to the elbows. Navy scrub jackets with the Columbia College logo may be worn at the discretion of the clinical instructor. See the specific course syllabus and/or clinical guidelines.

Clinical Experiences That Do Not Require Navy Scrubs:

Professional/business/casual attire is for clinical experiences that do not require the navy scrubs uniform. Some examples would be: home health experiences, State Board of Nursing visit, community experiences, etc. Slacks, skirts, dresses, etc. are allowed. No jeans or sweats, low cut tops, tight fitting clothes, large necklaces, long dangling earrings, high heels, or flip flops.

Other Clinical Dress Code Requirements:

Hair must be of a style which is bacteriologically safe for patient care. Students with long hair (touching the shoulders) are expected to pull their hair back and/or up.

Beards must be neatly trimmed and clean. For cultural or religious purposes, the hair may be covered with a solid color.

Jewelry should be kept to a minimum. Only one pair of small earrings (no large hoop earrings) is allowed. Wedding rings may be worn. Necklaces are discouraged, but if worn the necklace should be tucked into the uniform top/neck. Watches should be worn.

Clinical site policy will be followed regarding visible body piercings, gauges, and visible tattoos.

Nails are to be clean and neatly trimmed to a length that is considered reasonable for providing safe care to patients. Artificial nails may not be worn because they harbor bacteria. Only clear or light tones of nail polish may be worn. Long, brightly painted nails are not recommended.

Students must wear name tags at all times when in the clinical areas. This includes the times students go to the clinical areas to get their patient assignments or to do their preplanning.

CAMPUS RESOURCES

Campus Resources Library, STF, 573-875-7381

The J.W. and Lois Stafford Library provides a place for students to study individually or in groups. Computers, printers, scanners, and copy machines are available for student use. (These resources are available in the commons area at the Lake Location.) Find more information at <https://library.ccis.edu/home>

Writing Center and Tutoring Services, WIG 105, 573-875-7616

This free service assists Columbia College students with academic writing as well as with select courses in accounting, American Sign Language, chemistry, computer information systems, computer science, finance, and physics. Find more information at <https://www.ccis.edu/academic-resources/writing-math-tutoring>

Wellness, Health and Counseling, AHSC 210, 573-875-7423

The Counseling office provides professional counselors to work with students to manage stress, problem-solve, and address issues such as anxiety, test anxiety, sleep issues, depression, time management, relationships, conflict-resolution, eating disorders, dating and domestic violence, attention difficulties, concerns about drinking or drug use, and more. Student Health Services is staffed by a board-certified nurse practitioner. Visits are free to Columbia College students. Find more information at <https://www.ccis.edu/student-life/counseling-services> or <https://www.ccis.edu/directory/wellness-health-counseling-services>.

Career Services, MOH, 573-875-7425

The Career Center works with all students regarding career development, career exploration, creation of effective resumes and cover letters, interview preparation, job and internship searching, and graduate school selection. Find more information at <https://www.ccis.edu/student-life/support-services/career-services/>

Student Complaints/Grievance Procedure

As a component of professional communication, any questions or concerns relating to any classroom or clinical experience will be communicated per the following chain of command:

1. Clinical/Lab Instructor (if applicable)
2. Lead Instructor
3. Program Coordinator
4. Department Director
5. Dean of the School of Public Service

6. Student Affairs: Grievance Process (See Student Handbook)

The Student Complaints and Grievance Procedure can be accessed at the following link:

<https://www.ccis.edu/student-life/support-services/student-accessibility>

7. Provost

8. President

**It is highly recommended that the chain of command be followed in all circumstances, however, if the question or concern relates directly to the first person on the list (example: the clinical/lab instructor, the student may choose to discuss the issue with the next person on the chain of command (i.e. the lead instructor.)*

Student Accessibility Resources (SAR), AHSC 215, 573-875-7626

This service provides all Columbia College students with academic, physical, emotional, and medical accommodations. Find more information at <https://www.ccis.edu/student-life/support-services/student-accessibility> Student Accessibility Resources (SAR) leads the campus in the creation of inclusive learning environments and facilitates access through innovative services, programs, and partnerships. Disability is an aspect of diversity that is integral to our society and to the Columbia College community. The SAR office collaborates with students, faculty, and staff to create a campus environment that is usable, equitable, sustainable and inclusive of all members of the college community.

Students who want to explore reasonable academic accommodations who have a documented disability/condition are encouraged to contact SAR to explore the possibilities and options without feeling a need to commit to utilizing any resources. All information is confidential and will be used only to coordinate accommodations with appropriate college personnel. Student Accessibility Resources can be reached at (573) 875-7626 or by emailing SAR@ccis.edu. The office is located in the Student Affairs suite on the second floor of Atkins-Holman Student Commons. For more information please visit [Student Accessibility Resources](#)

Columbia College is committed to providing reasonable accommodations to individuals with disabilities. The nursing program has academic requirements that are essential to the instruction being pursued by the student and related to licensing requirements. It is important to note that the college may not be required to implement modifications or auxiliary aids/services that would result in a fundamental alteration to the nature of the service, program or activity.

APPENDICES

Missouri Eligibility to Apply for Licensure State Board Withholding/Revoking Nursing Licensure

Successful completion of the program does not guarantee eligibility to take the licensure examination. According to the Nursing Practice Act, licensure may be denied, revoked or suspended due to controlled substance abuse, criminal prosecution, and a variety of other offenses. (See below)

The Missouri Nursing Practice Act, Chapter 335, Section 335.066 – dated August 28, 2018:

335.66. Denial, revocation, or suspension of license, grounds for, civil immunity for providing information — complaint procedures.

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

2. The board may cause a complaint to be filed with the administrative hearing commission as provided by chapter 621 against any holder of any certificate of registration or authority, permit or license required by sections 335.011 to 335.096 or any person who has failed to renew or has surrendered his or her certificate of registration or authority, permit or license for any one or any combination of the following causes:

- (1) Use or unlawful possession of any controlled substance, as defined in chapter 195, by the federal government, or by the department of health and senior services by regulation, regardless of impairment, or alcoholic beverage to an extent that such use impairs a person's ability to perform the work of any profession licensed or regulated by sections 335.011 to 335.096. A blood alcohol content of .08 shall create a presumption of impairment;
- (2) The person has been finally adjudicated and found guilty, or entered a plea of guilty or nolo contendere, in a criminal prosecution pursuant to the laws of any state or of the United States, for any offense reasonably related to the qualifications, functions or duties of any profession licensed or regulated pursuant to sections 335.011 to 335.096, for any offense an essential element of which is fraud, dishonesty or an act of violence, or for any offense involving moral turpitude, whether or not sentence is imposed;
- (3) Use of fraud, deception, misrepresentation or bribery in securing any certificate of registration or authority, permit or license issued pursuant to sections 335.011 to 335.096 or in obtaining permission to take any examination given or required pursuant to sections 335.011 to 335.096;
- (4) Obtaining or attempting to obtain any fee, charge, tuition or other compensation by fraud, deception or misrepresentation;
- (5) Incompetency, gross negligence, or repeated negligence in the performance of the functions or duties of any profession licensed or regulated by this chapter*. For the purposes of this subdivision, "**repeated**

negligence" means the failure, on more than one occasion, to use that degree of skill and learning ordinarily used under the same or similar circumstances by the member of the applicant's or licensee's profession;

(6) Misconduct, fraud, misrepresentation, dishonesty, unethical conduct, or unprofessional conduct in the performance of the functions or duties of any profession licensed or regulated by this chapter, including, but not limited to, the following:

- (a) Willfully and continually overcharging or overtreating patients; or charging for visits which did not occur unless the services were contracted for in advance, or for services which were not rendered or documented in the patient's records;
- (b) Attempting, directly or indirectly, by way of intimidation, coercion or deception, to obtain or retain a patient or discourage the use of a second opinion or consultation;
- (c) Willfully and continually performing inappropriate or unnecessary treatment, diagnostic tests, or nursing services;
- (d) Delegating professional responsibilities to a person who is not qualified by training, skill, competency, age, experience, or licensure to perform such responsibilities;
- (e) Performing nursing services beyond the authorized scope of practice for which the individual is licensed in this state;
- (f) Exercising influence within a nurse-patient relationship for purposes of engaging a patient in sexual activity;
- (g) Being listed on any state or federal sexual offender registry;
- (h) Failure of any applicant or licensee to cooperate with the board during any investigation;
- (i) Failure to comply with any subpoena or subpoena duces tecum from the board or an order of the board;
- (j) Failure to timely pay license renewal fees specified in this chapter;
- (k) Violating a probation agreement, order, or other settlement agreement with this board or any other licensing agency;
- (l) Failing to inform the board of the nurse's current residence within thirty days of changing residence;
- (m) Any other conduct that is unethical or unprofessional involving a minor;
- (n) A departure from or failure to conform to nursing standards;
- (o) Failure to establish, maintain, or communicate professional boundaries with the patient. A nurse may provide health care services to a person with whom the nurse has a personal relationship as long as the nurse otherwise meets the standards of the profession;
- (p) Violating the confidentiality or privacy rights of the patient, resident, or client;
- (q) Failing to assess, accurately document, or report the status of a patient, resident, or client, or falsely assessing, documenting, or reporting the status of a patient, resident, or client;
- (r) Intentionally or negligently causing physical or emotional harm to a patient, resident, or client;

- (s) Failing to furnish appropriate details of a patient's, client's, or resident's nursing needs to succeeding nurses legally qualified to provide continuing nursing services to a patient, client, or resident;
- (7) Violation of, or assisting or enabling any person to violate, any provision of sections 335.011 to 335.096, or of any lawful rule or regulation adopted pursuant to sections 335.011 to 335.096;
- (8) Impersonation of any person holding a certificate of registration or authority, permit or license or allowing any person to use his or her certificate of registration or authority, permit, license or diploma from any school;
- (9) Disciplinary action against the holder of a license or other right to practice any profession regulated by sections 335.011 to 335.096 granted by another state, territory, federal agency or country upon grounds for which revocation or suspension is authorized in this state;
- (10) A person is finally adjudged insane or incompetent by a court of competent jurisdiction;
- (11) Assisting or enabling any person to practice or offer to practice any profession licensed or regulated by sections 335.011 to 335.096 who is not registered and currently eligible to practice pursuant to sections 335.011 to 335.096;
- (12) Issuance of a certificate of registration or authority, permit or license based upon a material mistake of fact;
- (13) Violation of any professional trust or confidence;
- (14) Use of any advertisement or solicitation which is false, misleading or deceptive to the general public or persons to whom the advertisement or solicitation is primarily directed;
- (15) Violation of the drug laws or rules and regulations of this state, any other state or the federal government;
- (16) Placement on an employee disqualification list or other related restriction or finding pertaining to employment within a health-related profession issued by any state or federal government or agency following final disposition by such state or federal government or agency;
- (17) Failure to successfully complete the intervention or alternative program for substance use disorder;
- (18) Knowingly making or causing to be made a false statement or misrepresentation of a material fact, with intent to defraud, for payment pursuant to the provisions of chapter 208 or chapter 630, or for payment from Title XVIII or Title XIX of the federal Medicare program;
- (19) Failure or refusal to properly guard against contagious, infectious, or communicable diseases or the spread thereof; maintaining an unsanitary office or performing professional services under unsanitary conditions; or failure to report the existence of an unsanitary condition in the office of a physician or in any health care facility to the board, in writing, within thirty days after the discovery thereof;
- (20) A pattern of personal use or consumption of any controlled substance or any substance which requires a prescription unless it is prescribed, dispensed, or administered by a provider who is authorized by law to do so or a pattern of abuse of any prescription medication;
- (21) Habitual intoxication or dependence on alcohol, evidence of which may include more than one alcohol-related enforcement contact as defined by section 302.525;
- (22) Failure to comply with a treatment program or an aftercare program entered into as part of a board order, settlement agreement, or licensee's professional health program;

- (23) Failure to submit to a drug or alcohol screening when requested by an employer or by the board. Failure to submit to a drug or alcohol screening shall create the presumption that the test would have been positive for a drug for which the individual did not have a prescription in a drug screening or positive for alcohol in an alcohol screening;
- (24) Adjudged by a court in need of a guardian or conservator, or both, obtaining a guardian or conservator, or both, and who has not been restored to capacity;
- (25) Diversion or attempting to divert any medication, controlled substance, or medical supplies;
- (26) Failure to answer, failure to disclose, or failure to fully provide all information requested on any application or renewal for a license. This includes disclosing all pleas of guilt or findings of guilt in a case where the imposition of sentence was suspended, whether or not the case is now confidential;
- (27) Physical or mental illness, including but not limited to deterioration through the aging process or loss of motor skill, or disability that impairs the licensee's ability to practice the profession with reasonable judgment, skill, or safety. This does not include temporary illness which is expected to resolve within a short period of time;
- (28) Any conduct that constitutes a serious danger to the health, safety, or welfare of a patient or the public.
3. After the filing of such complaint, the proceedings shall be conducted in accordance with the provisions of chapter 621. Upon a finding by the administrative hearing commission that the grounds, provided in subsection 2 of this section, for disciplinary action are met, the board may, singly or in combination, censure or place the person named in the complaint on probation on such terms and conditions as the board deems appropriate for a period not to exceed five years, or may suspend, for a period not to exceed three years, or revoke the license, certificate, or permit.
4. For any hearing before the full board, the board shall cause the notice of the hearing to be served upon such licensee in person or by certified mail to the licensee at the licensee's last known address. If service cannot be accomplished in person or by certified mail, notice by publication as described in subsection 3 of section 506.160 shall be allowed; any representative of the board is authorized to act as a court or judge would in that section; any employee of the board is authorized to act as a clerk would in that section.
5. An individual whose license has been revoked shall wait one year from the date of revocation to apply for relicensure. Relicensure shall be at the discretion of the board after compliance with all the requirements of sections 335.011 to 335.096 relative to the licensing of an applicant for the first time.
6. The board may notify the proper licensing authority of any other state concerning the final disciplinary action determined by the board on a license in which the person whose license was suspended or revoked was also licensed of the suspension or revocation.
7. Any person, organization, association or corporation who reports or provides information to the board of nursing pursuant to the provisions of sections 335.011 to 335.259** and who does so in good faith shall not be subject to an action for civil damages as a result thereof.
8. The board may apply to the administrative hearing commission for an emergency suspension or restriction of a license for the following causes:
- (1) Engaging in sexual conduct as defined in section 566.010, with a patient who is not the licensee's spouse, regardless of whether the patient consented;
- (2) Engaging in sexual misconduct with a minor or person the licensee believes to be a minor. **"Sexual misconduct"** means any conduct of a sexual nature which would be illegal under state or federal law;
- (3) Possession of a controlled substance in violation of chapter 195 or any state or federal law, rule, or regulation, excluding record-keeping violations;

- (4) Use of a controlled substance without a valid prescription;
 - (5) The licensee is adjudicated incapacitated or disabled by a court of competent jurisdiction;
 - (6) Habitual intoxication or dependence upon alcohol or controlled substances or failure to comply with a treatment or aftercare program entered into pursuant to a board order, settlement agreement, or as part of the licensee's professional health program;
 - (7) A report from a board-approved facility or a professional health program stating the licensee is not fit to practice. For purposes of this section, a licensee is deemed to have waived all objections to the admissibility of testimony from the provider of the examination and admissibility of the examination reports. The licensee shall sign all necessary releases for the board to obtain and use the examination during a hearing; or
 - (8) Any conduct for which the board may discipline that constitutes a serious danger to the health, safety, or welfare of a patient or the public.
9. The board shall submit existing affidavits and existing certified court records together with a complaint alleging the facts in support of the board's request for an emergency suspension or restriction to the administrative hearing commission and shall supply the administrative hearing commission with the last home or business addresses on file with the board for the licensee. Within one business day of the filing of the complaint, the administrative hearing commission shall return a service packet to the board. The service packet shall include the board's complaint and any affidavits or records the board intends to rely on that have been filed with the administrative hearing commission. The service packet may contain other information in the discretion of the administrative hearing commission. Within twenty-four hours of receiving the packet, the board shall either personally serve the licensee or leave a copy of the service packet at all of the licensee's current addresses on file with the board. Prior to the hearing, the licensee may file affidavits and certified court records for consideration by the administrative hearing commission.
10. Within five days of the board's filing of the complaint, the administrative hearing commission shall review the information submitted by the board and the licensee and shall determine based on that information if probable cause exists pursuant to subsection 8 of this section and shall issue its findings of fact and conclusions of law. If the administrative hearing commission finds that there is probable cause, the administrative hearing commission shall enter the order requested by the board. The order shall be effective upon personal service or by leaving a copy at all of the licensee's current addresses on file with the board.
11. (1) The administrative hearing commission shall hold a hearing within forty-five days of the board's filing of the complaint to determine if cause for discipline exists. The administrative hearing commission may grant a request for a continuance, but shall in any event hold the hearing within one hundred twenty days of the board's initial filing. The board shall be granted leave to amend its complaint if it is more than thirty days prior to the hearing. If less than thirty days, the board may be granted leave to amend if public safety requires.
- (2) If no cause for discipline exists, the administrative hearing commission shall issue findings of fact, conclusions of law, and an order terminating the emergency suspension or restriction.
- (3) If cause for discipline exists, the administrative hearing commission shall issue findings of fact and conclusions of law and order the emergency suspension or restriction to remain in full force and effect pending a disciplinary hearing before the board. The board shall hold a hearing following the certification of the record by the administrative hearing commission and may impose any discipline otherwise authorized by state law.
12. Any action under this section shall be in addition to and not in lieu of any discipline otherwise in the board's power to impose and may be brought concurrently with other actions.
13. If the administrative hearing commission does not find probable cause and does not grant the emergency suspension or restriction, the board shall remove all reference to such emergency suspension or restriction from

its public records. Records relating to the suspension or restriction shall be maintained in the board's files. The board or licensee may use such records in the course of any litigation to which they are both parties. Additionally, such records may be released upon a specific, written request of the licensee.

14. If the administrative hearing commission grants temporary authority to the board to restrict or suspend the nurse's license, such temporary authority of the board shall become final authority if there is no request by the nurse for a full hearing within thirty days of the preliminary hearing. The administrative hearing commission shall, if requested by the nurse named in the complaint, set a date to hold a full hearing under the provisions of chapter 621 regarding the activities alleged in the initial complaint filed by the board.

15. If the administrative hearing commission refuses to grant temporary authority to the board or restrict or suspend the nurse's license under subsection 8 of this section, such dismissal shall not bar the board from initiating a subsequent disciplinary action on the same grounds.

16. (1) The board may initiate a hearing before the board for discipline of any licensee's license or certificate upon receipt of one of the following:

(a) Certified court records of a finding of guilt or 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 the qualifications, functions, or duties of any profession licensed or regulated under this chapter, for any offense involving fraud, dishonesty, or an act of violence, or for any offense involving moral turpitude, whether or not sentence is imposed;

(b) Evidence of final disciplinary action against the licensee's license, certification, or registration issued by any other state, by any other agency or entity of this state or any other state, or the United States or its territories, or any other country;

(c) Evidence of certified court records finding the licensee has been judged incapacitated or disabled under Missouri law or under the laws of any other state or of the United States or its territories.

(2) The board shall provide the licensee not less than ten days' notice of any hearing held pursuant to chapter 536.

(3) Upon a finding that cause exists to discipline a licensee's license, the board may impose any discipline otherwise available.

(L. 1975 S.B. 108 § 12, A.L. 1981 S.B. 16, A.L. 1995 S.B. 452, A.L. 1999 H.B. 343, A.L. 2007 H.B. 780 merged with S.B. 308, A.L. 2013 H.B. 315, A.L. 2018 H.B. 1719)

*Words "chapter 335" appear in original rolls.

**Section 335.259 was repealed by S.B. 52, 1993.

Questions regarding the relevance of this section to a particular situation should be addressed to the Director of the Program.

CONSTITUTION

Columbia College Student Nurses Organization

Article I

Name of Organization

COLUMBIA COLLEGE STUDENT NURSES ORGANIZATION

Article II

Purpose

Overall the purpose of the student organization is to provide a forum for students and faculty to discuss ideas/concerns pertinent to the nursing program. The student officers will serve as student representatives to faculty and will assist with planning graduation/pinning and other school matters.

Article III

Organization/Membership

Once students begin the nursing sequence they are considered members. Each class may decide whether they want to collect dues.

Elected offices will be: Class President / Vice-President / Secretary / Treasurer

These students will be elected by the student body and will remain in office during the nursing sequence. Each class will elect their own officers. Each class will have a faculty advisor. This faculty advisor will be one of the full-time nursing faculty members. Students may elect to have fund raising projects or activities. All officers will be required to attend as representatives of their cohorts in faculty and staff meetings quarterly throughout the academic year.

Article IV

Class Meetings

Class meetings will be held a minimum of once during each eight-week course. Additional meetings may be called at any time by request of the student body at large, class officers, or the faculty advisor.

Article V

Duties of the Class Officers

President:

- Set/announce meeting dates
- Plan meeting agenda
- Conduct the meetings
- Keep student body informed of issues, board review information, etc.

Vice-President:

- Conduct meetings when the President is absent
- Any other duties as assigned by the president

Secretary/Treasurer:

- Take minutes at all class meetings. Copies of the minutes will be retained by the Program Director.
- It shall be the responsibility of the Secretary/Treasurer to see that the faculty advisor receives a copy of the minutes.
- In addition, the Secretary/Treasurer will collaborate with the Faculty Advisor in submitting an annual report of the committee to the Director of Student Activities at Columbia College (Student Life Office, Columbia College Campus).

*As stated in the student handbook, the Class Officers may also serve as the student representatives for the Nursing Advisory Committee and as invited student representatives at faculty meetings.

Article VI

Role of Faculty Class Sponsor

Each class is assigned a Faculty Class Sponsor Guidelines for the Faculty Class Sponsor

Purpose: To serve as a liaison between faculty and students.

Activities: The primary responsibility of the class sponsor is to bring forward any /all student issues/concerns to the faculty. The class sponsor also assists the class in planning and executing a community-based project. Examples include but are not limited to: canned food drive, blood pressure checks, working at the food bank, work at March of Dimes walk, etc.

Expectations: During the term of the class tenure, the faculty class sponsor is expected to meet with the class officers once during each semester starting with the N208 session. Minutes of each of the meetings will be kept by the class officers and turned in to the class sponsor for review and record keeping.

FUNCTIONAL ABILITIES
Nursing Admission Requirements

Admission criteria shall reflect consideration of the potential to:

1. Complete the program.
2. Possess the necessary functional abilities (see below).
3. Meet the standard to apply for licensure as a Registered Professional Nurse.

Students who are readmitted or transferred shall complete the same requirements for graduation as any other member of the class to which they are admitted.

Functional Abilities

The Associate of Science in Nursing Program prepares the student for a nurse generalist role. Students must be in a state of health compatible with providing safe care and with the responsibilities of a nursing career. Functional abilities to meet this role include: behavioral/emotional, cognitive, communication, professional conduct, psychomotor skills, and sensory/perceptual.

Behavioral/Emotional: Ability to maintain effective, therapeutic relationships with patients, families, students, faculty, staff, and other professionals under all circumstances and settings, including highly stressful situations. Possess the emotional health required for full utilization of his/her intellectual abilities, the exercise of good judgment, and the prompt completion of all responsibilities involved in the care of patients and families.

Cognitive: Ability to evaluate and apply knowledge and engage in critical thinking in the classroom and clinical setting.

Communication: Ability to communicate effectively and therapeutically with other students, faculty, staff, patients, family and other professionals in both oral and written forms.

Professional Conduct: Ability to reason morally and practice nursing in an ethical and legal manner. Be willing

to learn and abide by professional standards of practice. Be able to deliver safe, effective nursing care to all patient populations, including but not limited to children, adolescents, and adults with various emotional, developmental, and medical problems and needs. Adapt to rapidly changing environments/situations while maintaining professional demeanor.

Psychomotor Skills: Ability to maintain motor coordination, strength, flexibility, dexterity, balance, and sensory capabilities sufficient for safe and accurate assessment of the patient and performance of patient care tasks.

Sensory/Perceptual: Ability to utilize vision, hearing, and senses of touch and smell to thoroughly analyze patient data and provide accurate and safe treatment/care.

COLUMBIA COLLEGE POLICIES

Columbia College believes that policies serve an integral role in supporting its institutional mission, values and vision, and in creating a culture of compliance College-wide for all members of the College community. The [Policy Library](#) is intended to decrease risk and increase compliance and consistency across the College as well as to make College policies organized and easily accessible to students, faculty and staff so that all individuals are able to educate themselves regarding the College's policies, procedures, practices and processes. The policies set forth in the Policy Library are the current official versions of College policies and supersede and replace any other existing or conflicting policies covering the same subject matter. To maintain an organized system and to ensure consistency throughout the College, individual web pages should not contain separate copies or versions of College policies or applicable procedures. Instead, individual web pages that reference College policies or applicable procedures should use hyperlinks to the web pages and/or documents located in the Policy Library.

To access the College's [policy library](#).

It is suggested all Columbia College students be fully aware of, but not limited to:

Columbia College [Student Code of Conduct](#)

[Academic Integrity Policies and Procedures](#)

[Alcohol and other Drugs Policy](#)

Reinstatement Application Associates Degree in Nursing

Student Name: _____ Students number _____
Date withdrew: _____ Class withdrew: _____ Instructor Name: _____

1. What course do you want to be reinstated into? Check one:

- | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|
| <input type="checkbox"/> NURS 211-Mental Health Nursing
<input type="checkbox"/> NURS 212-Pharmacology for Nursing
<input type="checkbox"/> NURS 301-Medical Surgical Nursing I
<input type="checkbox"/> NURS 303-Women's and Infant's Health | <input type="checkbox"/> NURS 300-Foundations of Professional Nursing
<input type="checkbox"/> NURS 302-Medical Surgical Nursing II |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------|

2. What campus are you requesting reinstatement to? _____

3. What was the reason for leaving the program? (Please check all that apply)

- ☐ a. Failure
- ☐ b. The result of a condition
- ☐ c. Illness
- ☐ d. Personal
- ☐ e. Financial
- Other (please comment) _____

4. What steps have you/ are you taking to make sure you are successful if you are reinstated?

5. How have you been staying current with your nursing education while you have been away from the program? (Please check all that apply)

- ☐ f. Employment in health care
- ☐ g. Continuing to read my nursing books
- Other (please comment) _____

6. What year and month do you want to return? _____

1. Attach formal request letter with reinstatement request form to Nursing Administrative Assistant.

Signature	Date
Current Address	

***Please complete a Student Commitment Letter per Nursing Student Handbook guidelines and send to Director of Nursing, Dr. Christina Hoff-Vollrath at cmhoffvollrath@ccis.edu**

Professional Standards and Behavior Code for Nursing Students

I. Overview/Preamble

All Columbia College Nursing Program faculty, staff and students are expected to adhere to the highest standards of professional behaviors and ethics. Honesty, integrity, and ethical conduct are central to the practice of professional nursing. Students should conduct themselves according to the standards expected of members of the professional community to which they aspire. The Professional Standards and Behavior Code for Nursing Students (hereafter referred to as the Professional Standards and Behavior Code) applies to students whether on campus, in practicums, or in their personal life, as behaviors can significantly impact the Columbia College Nursing Program (CCNP).

Nursing students are part of the Columbia College Nursing Program community, which includes faculty and staff and our professional colleagues at agencies and clinical sites. As a member of the CCNP community, all students are subject to the [ANA \(American Nurses Association\) Code of Ethics for Nurses](#) as well as the rules and regulations contained in the CCNP Student Handbook and Columbia College policies that govern student academic and nonacademic disciplinary procedures and conduct at Columbia College and to all other applicable state and federal laws. Violations may result in college disciplinary action including disciplinary probation, suspension, or expulsion.

CCNP works with the student, student affairs, and the student support center to provide reasonable accommodations to students who have followed the accommodations request process. However, the school reserves the right to determine if a requested accommodation is in conflict with the Professional Standards and Behavior Code. Examples of inability to accommodate are when a fundamental alteration to the Professional Standards and Behavior Code would result, compromise client care, or compromise the safety of others in the healthcare setting.

In addition to the CCNP student handbook, all CCNP students must adhere to the Nursing Program Professional Standards and Behavior Code, The American Nurses Association (ANA) Code of Ethics for Nurses, all relevant HIPAA laws, and the standards set forth by clinical sites. As a professional nurse, individuals are held to the standards of behavior as expressed in the ANA Code of Ethics for Nurses Interpretive Statements, 2014. The Code of Ethics for Nurses establishes the ethical standard for the nursing profession and provides a guide for nurses to use in ethical analysis and decision-making.

The values of integrity, compassion, advocacy, and a social commitment to improve the health of all are inherent to the field of nursing. The National League of Nursing believes that diversity and healthcare are inseparable, and only together can they create pathways that lead to ending health disparities and impact the quality and safety of patient care, which includes how nursing students are socialized into the field of nursing and into the workforce. Mutual respect and trustworthiness between faculty, staff, and students is necessary to promote optimal learning. For optimal learning to occur, students are expected to attend and actively participating in all classes, labs, simulations, and clinical rotations.

Participation in the Professionals Standards and Behavior Code provides evidence to the CCNP that the integrity of its members is unquestioned and accepted by those in the academic, clinical and research

communities. The Professional Standards and Behavior Code sets the expectation that

students take the responsibility to respect and protect the integrity of Columbia College and the CCNP. It also demonstrates the CCNP's commitment to create a learning environment is safe, equitable, and intentionally diverse across gender, race, religion, age, sexual orientation, religion, and all other identity groups.

Therefore, unprofessional behavior towards faculty, staff, teaching assistants, peers, clinical partners, patients, family members or other professionals and the public are significant issues in the evaluation and progression of students enrolled in the CCNP. Inappropriate behavior may be grounds for failure to progress, dismissal, and/or denial of the degree in nursing.

Separate and apart from a violation of the Professional Standards and Behavior Code, students may also face college disciplinary action, as noted above, with regard to the same action.

II. Professional Standards

Guidelines and Responsibilities for Professionalism.

- **Professional Relationships** – Students are a direct reflection of Columbia College, CCNP, and the nursing profession at large. Students will communicate and treat clients, families, facility staff, faculty, college staff, peers, other professionals and the public in a professional manner. This includes addressing them appropriately, respecting individual rights to hold opinions that differ from their own, and promoting a positive climate.
 - **Treating others with respect** – Respect is a foundational component of the nursing profession. Students will demonstrate respect with clients, families, facility staff, faculty, University staff, peers, other professionals, and the public. Students will refuse to engage in, or condone discrimination on the basis of race, creed, national origin, ethnicity, age, gender, marital status, lifestyle, disability, or economic status.
 - **Civility** – Nurses are required to “create an ethical environment and culture of civility and kindness, treating colleagues, coworkers, employees, students and others with dignity and respect...All RN's and employers in all settings, including practice, academia and research, must collaborate to create a culture of respect that is free of incivility, bullying and workplace violence.” (ANA, 2014)
 - **Values** – All clients have a set of beliefs that inform their values. Students must provide care that respects a client's belief system and works toward empowering clients to meet their health care goals.
 - **Honoring client's identities** – Similarly, all clients have diverse identities. Students must attempt to understand clients' individual health goals, their strengths and values, and their diverse identities in order to best support the client's care.
- **Honesty and Integrity** – Communication is key to providing safe, quality care. Therefore, student behavior will consistently exemplify truthfulness and accountability. Communication with clients, family, faculty and clinical preceptors must be thorough, accurate and timely. Students are responsible for upholding and maintaining an honest academic environment, including reporting when an instance of dishonesty is thought to have occurred.
- **Professional Appearance** – Students should appear professional when representing the CCNP. We understand that professional attire can reflect beliefs, values, attitudes, and aesthetics. These expressions of identity can coexist with professional appearance standards for nurses. Students should follow the CCNP's student professional attire as found in the student handbook. Additional requirements may be set by a particular clinical

agency, in which case students must comply with the requirements of the clinical setting in which they are practicing.

- **Responsibility and Judgment** – Students are accountable to Columbia College, CCNP, health care agency providing clinical experiences, and above all, clients and society as a whole. Students are expected to meet their educational and clinical responsibilities at all times. While personal issues can conflict or interfere with such obligations, every effort must be made by students to resolve the conflict in a professional manner by assuring that client care is not compromised and that appropriate members of the health care team and faculty are notified in a timely fashion.
 - **Compliance** – In order to maintain a student’s responsibility for patient safety, all students are required to be in full adherence to the school’s compliance program while enrolled in the CCNP. Compliance documents must be kept up to date as an essential part of a student’s professional responsibility for patient safety.
 - **Attendance** – Students are expected to attend all scheduled classes, simulations, and clinical experiences in order to fulfill credit requirements for each course. The class and Columbia College calendar is publicly available before the start of each semester. Students are expected to plan special events, travel, and outside activities during scheduled University breaks or as outlined by the program. Students are also expected to adhere to the attendance policy as outlined in the course syllabus.
- **Use of Technology** – CCNP believes in protecting the students’ rights of freedom of speech, expression and association, including their right to use social media. CCNP also believes in protecting the rights of patients with whom students interact, the rights of faculty members, the rights of other students and the public at large. Students are expected to monitor their own social media use and post only statements and images that appropriately represent them, Columbia College and the profession.
 - Columbia College Social Media Policy.
 - American Nurses Association principles for nurse’s use of social media can be accessed at <https://www.nursingworld.org/social/>
- **Safety** – Students should refrain from any deliberate action or omission of care that creates unnecessary risk of injury to the client, self, or others.
 - Students who demonstrate unsafe nursing practice that jeopardizes the client's or family’s physical or emotional welfare may be dismissed at any time from clinical. Unsafe clinical practice is defined as any behavior determined by faculty or a preceptor to be actually or potentially detrimental to the client or to the healthcare agency.
 - Students are expected to identify hazardous conditions while providing patient care. Students should receive instruction and training prior to performing skills and are expected to follow facilities policies and procedures. It is the student’s responsibility to notify the preceptor or faculty member if they have not been adequately trained to perform a procedure.
- **HIPAA** – Nursing students are required to complete HIPAA training and follow HIPAA guidelines as outlined in the student handbook.

III. Definitions of Unacceptable Behavior

Unacceptable student behaviors most commonly occur within three functional areas: Academic, Clinical, and Personal. The following are examples of violations of the *Nursing Program Professional Standards and Behaviors Code*. This list is not all-inclusive and does not purport to include all violations of the Student Code.

Academic Misconduct

As outlined in the Columbia College policies any sanction handed down by the college cannot be appealed through the CCNP. Those policies and sanctions can be found in [myportal](#). The following identifies components of academic misconduct and examples that include but are not limited to:

Personal Misconduct

Students will adhere to the standards of professional nursing by treating peers, faculty, colleagues, and clients with compassion, integrity, and respect. The personal character and conduct of nursing students have impact on perceptions of the nursing profession as a whole. The following examples represent unacceptable violations of professional standards.

- **Commission of a crime** – Engaging in illegal, criminal, or a violent activity that would impact the student's ability to care for vulnerable populations, obtain or maintain a professional license, or secure employment in the nursing profession. Students are required to report all arrests and pending criminal- and Human Services-related charges to the Chair of the Nursing Department within 48 hours of the incident.
- **Sexual misconduct or harassment** – CCNP adheres to the college standards for sexual misconduct and harassment as outline in Title IX. This includes repeatedly sending uninvited e-mails, making phone calls or transmitting documents that are uninvited and unwanted, making threats, and any other inappropriate interpersonal behaviors that frighten, intimidate, or interfere with the work or study of any other person.
- **Incivility or bullying** – ANA defines incivility as “one or more rude, discourteous, or disrespectful actions that may or may not have a negative intent behind them” (ANA <https://www.nursingworld.org/practice-policy/work-environment/violence-incivility-bullying/>). Incivility behavior may also include emails that are hostile, demanding, accusatory or threatening are examples of incivility. Bullying is described as “repeated, unwanted, harmful actions intended to humiliate, offend, and cause distress in the recipient” (ANA). Therefore, the intentional use of any words, gestures, social actions or activities to isolate, “other”, demean or demoralize another person is in violation of Professional Standards and Behavior Code.
- **Disruptive behavior** – This includes obstructing or disrupting classes, team projects, talks or other presentations, or any other activities or programs sponsored by the CCNP.
- **Failure to demonstrate accountability, responsible planning, or commitment to education** – The Columbia College and class calendar is publicly available several months before the start of each semester. Additionally, the course calendar is posted prior to the start of the semester. We understand the need for work/life balance, and clinical placement schedules can often vary. We expect students will plan work schedules around campus and course calendars to the best of their ability.
Special events, travel, and outside activities should be scheduled during breaks. Students are expected to adhere to the attendance and assignment policy as outline in course syllabi.

- **Impaired / Drugs and Alcohol** – Students shall not participate in classroom and clinical activities while under the influence of alcohol or any psychoactive substances, unless the use of such a substance is under the orders of a physician and the student does not manifest impairment. This includes using prescribed, over the counter or illicit substances in a manner that is inconsistent with prescribed use.
- **Obstructing a CCNP investigation** – This includes altering, destroying or deleting relevant documents and any other act that obstructs or hinders an investigation.
- **Inappropriate use of social media** – This includes posting negative, or untrue information about peers, faculty, other professionals, or clinical sites. Inappropriate social media use also involves communicating material that violates college policies, CCNP policies, HIPAA rules, or state or federal statutes. Internet postings that violate these principles include, but are not limited to, sharing of confidential information, content construed as "bullying", images or language that represent nudity, sexual activity or misconduct, underage alcohol consumption, illegal acts, use of illegal drugs or other controlled substances, hazing activities, tobacco use, obscene gestures, and cheating.

Clinical Misconduct

In the clinical setting, students are expected to demonstrate professionalism, competence, integrity, accountability, and safety. These expectations extend across all aspects of the clinical experience, including interpersonal interactions, teamwork, communication, and practice.

- **Failure to prepare for the clinical experience** – Students must complete all onboarding requirements of the clinical practicum site, as directed, prior to the start of their clinical. Students are also required to develop a foundational set of practice skills, competencies, and knowledge for safe participation in the practicum. *Failure to complete onboarding requirements or adequately prepare for participation in the practicum may result in removal from the course.*
- **Engaging in irresponsible, unsafe, or harmful practice** - This includes but is not limited to:
 - o negligence, carelessness, and failure to prepare
 - o failure to complete nursing care or nursing tasks as assigned in a competent and thorough manner
 - o intentionally carrying out a procedure without prior approval or adequate supervision
 - o doing physical or mental harm to a client
 - o abandonment of care responsibilities
 - o refusing to assume the assigned and necessary care of a client
 - o failure to comply with syllabus policies regarding engaging in risky behavior during a public health emergency.
- **Failure to report** – This includes failure to report an error, incident, or omission in care to the appropriate people, including nursing staff on the unit and clinical instructor.
- **Failing to document care accurately and completely** – This includes falsifying patient records or fabricating information in healthcare records, written documents, and oral reports within the clinical area as well as the Nursing Program.
- **Failures to communicate effectively** or collaborate with colleagues, contribute to teamwork, or respect the work of others.
- **Violating requirements of HIPAA or patients' rights to privacy** – This includes using identifiable

information about a client in written assignments outside of the clinical area, accessing health records of patients not assigned to students, discussing confidential information in areas outside of the clinical site, sharing confidential information about a patient or organization with parties who do not have a clear and legitimate need to know; and referencing or discussing any details from the clinical setting on social networking sites and devices.

- **Unexcused absences or multiple incidences of tardiness** – Students are expected to attend all scheduled classes, simulations, and complete all clinical hours in order to fulfill credit requirements for each clinical course.
- **Fabrication, alteration, or exaggeration** of the duties performed, number of hours completed, or preceptor feedback pertaining to student performance in the clinical practicum.
- **Violations of the ANA Code of Ethics for Nurses** are unacceptable.

IV. Post-incident Decision-Making & Sanctions:

In cases involving clinical misconduct, the student may be immediately removed from the clinical setting at the discretion of faculty. Further review will be completed in consultation with clinical faculty, leadership from the clinical setting, the CCNP Chair, and the Dean for the School of Public Service. Consideration will be given to the severity, potential risks, and context of the offense as well as any prior instances of misconduct. Final sanction decisions are made by the Nursing Program in response to clinical misconduct and are not negotiable or subject to appeal.

Following an incident of clinical misconduct, the student's status in the program will be subject to further review by the Chair of the Nursing Program and the Dean of the School of Public Service.

Procedures and Sanctions for Violations of the Professional Standards and Behavior Code

Reporting – All members of the nursing community- faculty, administrators, staff and students- have a responsibility to report any reasonable suspicion that a student has violated the Professional Standards and Behavior Code. A report must be made to the Chair of the Nursing Program and the Dean for the School of Public Service.

Student concerns about whether to report a potential violation should be directed to a faculty member for the course. Faculty may consult with the CCNP Chair, Assistance Dean of Academic Affairs and Dean of the School of Public Service before deciding to formally report the behavior. All student reports of suspected misconduct are confidential.

All faculty members are required to follow ANA Nursing Scope of Practice and the Missouri Nurse Practice Act as well as the policies of Columbia College. In addition, all faculty are required to report all incidents of academic misconduct to the Dean of the School of Public Service. CCNP reserves the right to impose additional sanctions, based on severity, above and beyond those outlined in the student handbook.

All faculty members are required to follow Columbia College's Policy on Sexual Harassment and Sexual Violence as outline in Title IX. In addition, all faculty are required to report all incidents of Title IX violations to the Dean of the School of Public Service. CCNP reserves the right to impose additional sanctions, based on severity, above and beyond those outlined in the student handbook.

Sanctions regarding personal misconduct include, but are not limited to a warning, counseling, restitution, community service, disciplinary probation, suspension or expulsion from the program If the

student agrees with the sanction and the Dean of the School of Public Service approves, the matter is closed.

If a student has a second violation of the Professional Standards of Behavior Code, it is expected that more serious consequences will result. The student's conduct will be evaluated closely, measured against the expectations for professional behavior and feedback sought from faculty about the student's overall conduct and fitness for professional nursing before a decision on a sanction is rendered by the Professional Standard Review Committee and the Dean of the School of Public Service.

Reviewing: When an incident of misconduct is reported, the faculty member, faculty department chair and Dean for the School of Public Service will meet with the student, discuss the behavior and evidence and possible sanctions. The purpose of this meeting is to permit the faculty to review with the student the bases for his or her belief that the student violated the Professional Standards and Behavior Code, and to afford the student an opportunity to respond.

Based on the meeting, if the faculty determine that no violation occurred or that no disciplinary sanction is warranted, the matter will be considered resolved without the necessity for further action but a notion of the possible misconduct will be made in the students record which is kept in the CCNP file and the Academic Affairs Office.

If the faculty determines that a violation has occurred and that sanctions are warranted the following shall occur:

- The faculty shall prepare a written report that includes a description of the violation, specification of sanction recommended, and a notice of report to the Student Conduct and Community Standards.
- The written report will be delivered by electronic means. In addition, a copy of the report shall be retained in the student's Academic file in the Nursing Program Office.

Sanctions: Sanctions are determined dependent on Columbia College, CCNP and type of misconduct.

- **Academic Misconduct** – Sanctions involving academic misconduct must follow the [Columbia College Academic Integrity Policy](#). Sanctions for academic misconduct include, but are not limited to, re-doing an assignment, re-taking an examination, undertaking an additional assignment, receiving a reduced grade, warning, suspension, or expulsion. CCNP reserves the right to impose additional sanctions beyond those as outlined in the Columbia College Academic Integrity Policy.

Violation	Sanction
Violation of Attendance Policy	See Course Syllabus
Any violation of Academic Integrity	Case by case basis. Sanctions can range from reduced grade to expulsion from the Nursing Program

If the student disagrees with the sanction, the student can appeal to the Professional Standard Review Committee. See section on Professional Standards and Behaviors Code Appeal Process.

- **Personal Misconduct**

Level of Incident	Sanction
Violation of Law	Sanctions addressed by law enforcement and the Columbia College, Dean of Student Affairs. If incident takes place in clinical setting, the sanction could range from course failure to expulsion from the Nursing Program
Disruptive Behavior	Sanctions could range from meeting with faculty and the Chair of Nursing to course failure. Repeated incidents could lead to expulsion from the Nursing Program
Substance Abuse	See Substance Abuse Policy put in a link
Social Media	Case by case basis. Sanctions can range from probation to expulsion from the Nursing Program
Violation of the Professional Standards and Behavior Code	Case by case basis. Sanctions could range from meeting with the faculty, Chair of the Department and/or Dean of the School of Public Service to course failure. Egregious or repeated incidents could lead to expulsion from the Nursing Program

If the student disagrees with the sanction, the student can appeal to the Professional Standard Review Committee. See section on Professional Standards and Behavioral Code Appeal.

- **Clinical Misconduct:** In cases involving clinical misconduct, the student will be removed from the clinical setting. The Dean of the School of Public Service, in consultation with the faculty, the CCNP Chair and officials at the agency, will complete an immediate review of the misconduct where the misconduct occurred. Sanctions will be imposed at the conclusion of the review. All incidents of clinical misconduct will be handled on a case-by-case basis with the sanctions determined by the severity of the misconduct, and the potential risk to patients and organizations. Decisions on sanctions for clinical misconduct are not negotiable or subject to appeal.

Level of Incident	Sanction
Professional Misconduct	Possible removal from clinical setting. Remediation/guidance and no return to clinical until demonstrated competency. Sanctions could range from failure of the assignment or course to expulsion from the Nursing Program
HIPAA Violation	Removal from the clinical unit. Sanctions can range from failure of the course to expulsion from the Nursing Program.

Incident that does not cause harm to patient due to lack of knowledge	Remediation and guidance to critical nursing content. Return to clinical with demonstrated competency.
Patient Safety Issue- risk of harm to patient but no harm caused	Immediate removal from clinical setting. Remediation and no return to clinical until demonstrated competency. Sanctions could range from failure of assignment or course to expulsion from the Nursing Program
Harm to Patient	Case by case basis. Sanctions could range from failure of course to expulsion from the Nursing Program.

Professional Standards and Behavior Code Appeal

A student may appeal sanctions received to the Professional Standards Review Committee (PSRC) by submitting a written request to the Dean of the School of Public Service within 10 business days of receiving the notification.

Appeals must be based on at least one of the following arguments and be clearly stated so in the written appeal:

- There were violations of procedure that seriously compromised the investigation and/or conclusions.
- The evidence clearly does not support the findings.
- The sanctions are excessive in relation to the violation.
- There is significant new evidence not reasonably available at the time of the investigation.

The written appeal must specify the following:

- Precise grounds on which the appeal is based (see above).
- Circumstances associated with the need to appeal.
- Arguments supporting the appeal.
- Description of proposed actions to be taken.

The Dean of the School of Public Service, in consult with the CCNP Chair, will determine if the appeal meets the above conditions. If not, the Dean will advise the student that the matter is ended.

Hearing for Appeals

- Each hearing committee will consist of 3 members, 2 faculty members and one student. The committee will be chaired by faculty member who will preside over the meeting. All hearings will be held in private, with strict confidentiality, limited to witnesses and committee members. All hearings will be recorded.
- All written evidence and witness lists need to be submitted by both sides to the Dean of the School of Public Service one week prior to the hearing. All committee members will receive the packet 48 hours prior to the hearing for review.
- The committee members shall consider all the evidence. Each side will present relevant evidence and witnesses. All members of the hearing committee will have the opportunity to ask clarifying question of all witnesses.
- After the hearing, the hearing committee will go to a private room to deliberate. These deliberations will not be recorded. The committee can decide to dismiss the sanction, uphold the sanction and/or impose additional sanctions. To find a defendant in violation, a majority vote is needed. All information discussed during deliberations must be kept confidential.
- The student will receive the committee's decision electronically within one week of the hearing.

Confidentiality Statement

CCNP is committed to protecting students' right to privacy. The information and records relating to this process will be handled consistent with applicable laws and college policies concerning student privacy and related confidentiality issues.

Resources:

Code of Ethics PDF. (n.d.). Retrieved April 1, 2025, from <https://codeofethics.ana.org/home#>

ANA Board of Directors. (). ANA Position Statements. Retrieved April 1, 2025, from <https://www.nursingworld.org/practice-policy/nursing-excellence/official-position-statements/>

National Student Nurses' Association. (n.d.). Code of Ethics.pdf. Retrieved April 2, 2020, from <https://www.dropbox.com/s/a229ong58d5jx4p/Code%20of%20Ethics.pdf?dl=0>