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COLLEGE CATALOG



GLENDALE
CAREER
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Service to Humanity A Career...Not Just A Job!

History and Educational Philosophy

In 1946, Dr. Byron Prout established Glendale College of Business. In 1974, Mrs. Gloria Green and Mr. Joseph Blum acquired the College. Later, the College broadened its offerings to include programs for the medical and legal professions. The name of the college was changed to Glendale College of Business and Paramedical, and in 1988 to Glendale Career College. The College established a branch campus, Nevada Career Institute in Las Vegas, Nevada in 1993. In 1996, the College opened another branch campus in Oceanside, California and later established Nevada Career Institute's West branch campus in 2004. Glendale Career College offers diploma programs mainly in the allied health fields. Glendale Career College reflects the dramatic growth and diversity of the community it serves. On October 1, 1999, Glendale Career College was acquired by Glendale Career Schools, Inc. a division of Landmark Education Services, Inc. On April 15, 2008, Glendale Career Schools, Inc. was acquired by Success Education Colleges (SEC) which operates North-West Colleges.

Our Mission

Glendale Career College's mission is to prepare students in short-term programs for gainful employment. This is accomplished by a professional faculty, as well as a qualified administration and support staff. Facilities are well equipped and the atmosphere is vibrant, friendly and warm. The quality of education is the highest priority at Glendale Career College. Students are accepted on their ability to benefit without regard for race, color or creed.

Our Staff and Faculty

Faculty and staff are chosen with the same non-discriminatory criteria as our students, providing a diverse staff that provides a professional, career-orientated educational experience, with enthusiastic support for all students in a multicultural environment. All faculty team members are required to have, at minimum, three years of actual work experience in their field. Faculty team members providing instruction in programs which lead to licensing and/or certification are required to maintain their own licenses and certifications as well. Glendale Career College requires all of its allied health instructors to be BLS certified in CPR and orients all faculty team members to Glendale Career College's own unique way of teaching. Faculty team member orientation includes workshops and meetings which are ongoing to help keep skills current.

Approval Statement

Glendale Career College is a private institution and was granted institutional approval to operate from the Bureau for Private Postsecondary Education (BPPE). The Bureau's approval means that the institution and its operation comply with the standards established under the law for occupational instruction for postsecondary educational institutions.

Catalog Update Policy

This catalog will be updated at least annually and as necessary at the discretion of the President and can be viewed online at: www.glendalecareer.com. Click on e-campus, then GCC students. Use the following login: User Name: student / Password: catalog

Statement of Ownership

Southwest College of Medical and Dental Assistants and Practical Nurses, Inc. owns and operates nationally accredited career colleges and institutes with a focus on allied health. The organization currently operates locations in California and Nevada.

Corporate Officers

Marsha Fuerst, Founder
Mitchell Fuerst, President



A SPECIAL MESSAGE...

Mitchell Fuerst, President

The faculty, administrators and support staff welcome you to Glendale Career College. Your decision to prepare for a career in the health or business field is a great one. You will be successful, as many thousands of the College's graduates before you have been. At Glendale Career College, you will learn the knowledge and skills that you will need to gain career employment. The knowledge you gain at Glendale Career College will act as a foundation, should you choose to climb the ladder to another career. Many thousands of graduates have achieved success because they chose to attend Glendale Career College.

The learning experience at Glendale Career College includes classroom learning, hands-on practice in a laboratory that simulates the real workplace, and an Internship/Externship/Clinical experience to provide you with real world experience. This truly powerful combination will prepare you for a great future.

As a prospective student, you are encouraged to review the catalog prior to signing an enrollment agreement. You are also encouraged to review the School Performance Facts Sheet, which must be provided to you prior to signing an enrollment agreement.

Whether you have chosen one of the College's health care career courses or business courses, all of us at Glendale Career College are here to assist you. We look forward to sharing your educational experience during these next months. We are here to support you and look forward to celebrating your accomplishments at graduation with your family and friends.

Glendale Career College

Accreditation and Approval Information

Institutionally accredited by the Accrediting Bureau of Health Education Schools (ABHES), 7777 Leesburg Pike, Suite 314N, Falls Church, VA 22043 (703-917-9503) www.abhes.org.

Approved to operate by the Bureau for Private Postsecondary Education (BPPE), 2535 Capitol Oaks Drive, Suite 400, Sacramento, CA 95833 (916-431-6959) www.bppe.ca.gov.

Vocational Nursing program is approved by the Board of Vocational Nursing and Psychiatric Technicians (BVNPT), 2535 Capitol Oaks Drive, Suite 205, Sacramento, CA 95833 (916-263-7800) bvnpt@dca.ca.gov.

The Surgical Technology program is accredited by the Commission on Accreditation of Allied Health Education Programs (CAAHEP), 1361 Park Street, Clearwater, FL 33756 (727-210-2350) www.caahep.org, upon the recommendation by the Accreditation Review Council on Education in Surgical Technology and Surgical Assisting (ARC/STSA), 6 West Dry Creek Circle, Suite 110, Littleton, CO 80120 (303-694-9262) www.arcstsa.org.

The Surgical Technology program is accredited by the Accrediting Bureau of Health Education Schools (ABHES), 7777 Leesburg Pike, Suite 314N, Falls Church, VA 22043 (703-917-9503) www.abhes.org.

Glendale Career College is approved by the Department of Veterans Affairs to train Veterans and Eligible Persons for Education Benefits.

Glendale Career College is approved to train State Vocational Rehabilitation students.

Glendale Career College is approved by the U.S. Department of Education to participate in Title IV programs.

Glendale Career College is approved by the California Student Aid Commission and participates in the Cal Grant programs.

Documents describing accreditation and approvals may be viewed by contacting the Campus Director.

Glendale Career College does not have and has never had a pending petition in bankruptcy, is not operating as a debtor in possession, and has never filed a petition, nor had a petition filed against it that resulted in reorganization under Chapter 11 of the United States Bankruptcy Code (11 U.S.C. Sec. 1101 et seq.).

Any questions a student may have regarding this catalog that have not been satisfactorily answered by the institution may be directed to the Bureau for Private Postsecondary Education at 2535 Capitol Oaks Drive, Suite 400, Sacramento, CA 95833, www.bppe.ca.gov, telephone 1-916-431-6959, fax 1-916-263-1897.

As a prospective student, you are encouraged to review this catalog prior to signing an enrollment agreement. You are also encouraged to review the School Performance Fact Sheet, which must be provided to you prior to signing an enrollment agreement.

College Locations:

Glendale Career College
240 North Brand Blvd., Lower Level
Glendale, CA 91203
818-243-1131
www.glendalecareer.com
Vivek Sharma, Campus Director

Additional Classroom Space
221 North Brand Blvd.,
Glendale, CA 91203

Nevada Career Institute (*branch campus*)
3231 North Decatur Blvd., Suite 201
Las Vegas, NV 89130
702-893-3300
www.nevadacareerinstitute.com
Mary Ann Jefferson, Campus Director

Programs Offered at Glendale Career College include:

Associate of Science in Healthcare Administration
Associate of Science in Healthcare Administration-DE
Central Service Instrument Technician
Medical Assistant
Medical Insurance Biller and Coder
Professional Fitness Trainer
Surgical Technology
Surgical Technology-Accelerated Alternate Delivery
Vocational Nursing
Associate of Arts in Nursing

FACILITIES

Glendale Career College is designed to provide an optimum learning environment. The campus has multiple, well-equipped classrooms, consisting of laboratories and lecture rooms. In some cases, the laboratories and lecture rooms are combined within the same classroom. Laboratory equipment is chosen so that students will be acquainted with equipment used in the field. The campus has administrative offices, a student union, restroom facilities, faculty lounge, study space, and open labs containing computers and printers (some of which may be in the classrooms themselves). Each program maintains a Learning Resource System and other on-line resources to assist students in their various research projects, as well as providing links to employment websites. Students are provided instructions for accessing the Learning Resource System during the classroom orientation process. Students are encouraged to use the Learning Resource System during class time, as well as other times outside of their class time. Available books can only be used within the facility to ensure accessibility to all students and may not be checked out.

Glendale Career College programs are “non-residential” and the College has no responsibility to find or assist a student in finding housing. Student advisors and other staff members can provide students with information on community resources as necessary.

Classroom/Lab Equipment

- Tables and chairs
- White Boards
- Starboard
- LCD projector
- Computers and Printers
- Appropriate posters, charts and handouts

Program-Specific Equipment

Associate of Science in Healthcare Administration – no laboratory equipment required

Central Service Instrument Technician

- Surgical equipment
- Surgical instruments
- Skeletal and anatomical models
- Simulated central supply

Medical Assistant

- Anatomical Models
- Skeleton
- Weight/Height Scale
- Baby Scale
- Digital Thermometer
- Otoscope/Ophthalmoscope
- Blood Pressure Cuffs
- EKG Machine(s)
- Centrifuge
- Laboratory equipment for urine and blood testing
- Examination tables
- Sterilization Units (Autoclaves)
- Disposable supplies commonly found in a doctor's office
- Office Productivity Software
- Ultrasound Machine
- Electronic Health Record Simulation
- Doctor's office exam room, including instrument cabinet, and instruments

Medical Insurance Biller and Coder

- Insurance Coding
- References
- Office Productivity Software
- Electronic Health Record Simulation
- Appropriate Files

Professional Fitness Trainer

- All laboratory experiences are conducted at the 24 Hour Fitness located on the third floor of the building that houses Glendale Career College. The 24 Hour Fitness facility provides all equipment needed to support the curriculum offered.

Surgical Technology

- Mock operating rooms
- Surgical equipment
- Surgical instruments
- Operating room equipment
- Skeletal and anatomical models
- Simulated central supply

Surgical Technology-Accelerated Alternate Delivery (ST-AAD) – no laboratory equipment required

Vocational Nursing

- Medication cart
- Mannequins
- Face masks
- Isolation gown
- Catheterization kits
- Tongue blades
- Clean gloves
- Sterile gloves
- Bandages and tape
- Thermometers
- Kidney basins
- Staple remover kits
- Disposable supplies
- VN Lab – Simulating hospital patient rooms
- Ear thermometer and supplies
- Blood glucose testing equipment and supplies
- Dressing materials: sterile 4 x 4s, 2x2s, abdominal dressings
- Sterile tracheostomy suctioning kits
- Linen supplies: sheets, blankets, bed spreads, towels, washcloths, pillows, wash basins
- Stethoscopes and blood pressure cuffs
- Syringes (all sizes) and pseudo medications for pharmacology

GENERAL INFORMATION

The College's facilities can accommodate:

- *350 students at Glendale Career College
- *250 students at Nevada Career Institute

A typical class size is approximately 35 students. However, many classes may be smaller, and occasionally larger.

ADMISSION REQUIREMENTS

Glendale Career College seeks students who are interested in practical career training and who are motivated to succeed in their chosen career fields. Admissions representatives are available at each campus to assist potential students in the admissions process.

Admissions Requirement Pathways:

Prospective students can apply to the College using one of the following pathways:

1. Applicants who possess a high school diploma, GED, or equivalent;
2. Applicants who do not hold a high school diploma, GED, or equivalent, and who established ability-to-benefit (ATB) eligibility under federal regulations prior to July 1, 2012 and registered for or attended a federal student aid eligible program prior to July 1, 2012; **or**
3. Applicants who do not hold a high school diploma, GED, or equivalent, and who did not establish ATB eligibility prior to July 1, 2012.

Students who do not possess a high school diploma or GED may not apply for admission to the Central Service Instrument Technician, Surgical Technology, and Vocational Nurse programs.

Applicants Who Possess a High School Diploma, GED, or Equivalent

Applicants must possess a high school diploma or its equivalent and provide verifiable documentation.

The equivalent to a high school diploma includes:

- a GED certificate;
- a certificate of the successful completion of the California High School Proficiency Exam; **or**
- for homeschooled students, a transcript or the equivalent, signed by the parent or guardian of a homeschooled student that lists the secondary school courses the student completed and documents the successful completion of a secondary school education.

Applicants who possess a high school diploma, GED, or equivalent must complete the Wonderlic Scholastic Level Exam (SLE) assessment during the enrollment process and achieve a required minimum score for the applicable program of study.

In this admissions pathway, the applicant may apply for enrollment in any of the College's programs for which he/she qualifies. Federal student aid is available to those who qualify and are eligible.

Applicants Who Do Not Hold a High School Diploma, GED, or Equivalent, but Established Ability-to-Benefit (ATB) Eligibility Prior to July 1, 2012 and Registered for or Attended a Federal Student Aid Eligible Program Prior to July 1, 2012

Ability-to-benefit (ATB) students are those individuals who wish to attend the College but do not possess a high school diploma, GED, or recognized equivalent, and are beyond the age of compulsory school attendance in the State of California.

If the applicant's ATB eligibility was established prior to July 1, 2012, the applicant will be required to provide the ATB test scores to document eligibility. In addition to the test scores, the student must also have registered for or attended a student aid eligible program prior to July 1, 2012. Applicants in this pathway are not required to take an entrance exam or retake the ATB test. An admissions decision will not be made until all required documentation has been received by the College.

Federal student aid is available to those who qualify and are eligible.

Applicants Who Do Not Hold a High School Diploma, GED, or Equivalent and Did Not Establish ATB Eligibility Prior to July 1, 2012.

Applicants who do not hold a high school diploma, GED, or equivalency and did not establish ATB eligibility prior to July 1, 2012 may apply to the College, but are not eligible to apply for federal student aid. Applicants in this admissions pathway will be required to achieve a minimum score on a U.S. Department of Education-approved Ability-to-Benefit test, in place of the standard entrance exam, prior to enrollment at the College. The student must achieve the minimum passing scores to be considered for admission to the College.

Admissions Process

Glendale Career College requires applicants who meet the criteria set forth in one of the three admissions pathways to complete the following admissions process:

- Complete an admissions interview and tour of the College (Note: Central Service Instrument Technician, Surgical Technology, and Vocational Nursing programs require an additional interview with the Program Director/Director of Nursing);
- Provide or request official high school graduation or equivalent documentation;
- Pay the \$100 Registration Fee;
- Take and pass a standardized basic skills assessment designed to measure aptitude for successful completion of the chosen program of study (see the testing requirements in the admissions pathway information above). Please note that the College does not:
 - require ACT or SAT scores for admission;
 - consider advanced placement credit and experiential learning credit in the admissions process; and
 - give credit for advanced placement courses or experiential learning.
- Applicants from foreign countries where English is not the primary language must be proficient in English with a minimum TOEFL score of 450;

- Interview with a Financial Aid Advisor prior to completing the enrollment process;
- Review the College's academic catalog and all required programmatic, state, and federal disclosures; and
- Complete all necessary paperwork for admission including completion of a College Enrollment Agreement.

In addition, students enrolled in the Central Service Instrument Technician, Surgical Technology, and Vocational Nursing programs are required to pass a background check, physical examination, and drug screening prior to enrollment and/or during their program of study.

Prior to enrolling, the applicant will be given the College catalog, completion and placement rate data, and in California the School Performance Fact Sheet. The applicant will also be given an opportunity to review the College's website containing additional disclosures and consumer information. Each publication should be reviewed by the applicant before deciding to enroll. The College makes changes to these disclosures and publications from time to time and publishes the most current version on the College's website.

GED preparation and testing information in your local area is available through the admissions office at each campus. The College highly recommends each ATB applicant obtain a GED prior to graduation as this will improve the graduate's employment options. If an ATB applicant successfully earns a GED certificate prior to graduation, the student may become eligible to apply for federal student aid if ATB eligibility was not established prior to July 1, 2012. Glendale Career College does not offer on-campus housing. Student Advisors and other team members can provide students with information about housing and other community resources. The price of housing varies widely by geographical location. On average the cost of housing ranges between \$1,350.00 and \$1,950.00 per month.

Glendale Career College does not discriminate in their admissions practices with regard to race, age, gender, gender identity, disability, religion, sexual orientation, or national and ethnic origin of the applicant. Each student is entitled to all rights, privileges, programs, and activities generally accorded or made available to students at the College. However, Glendale Career College reserves the right to refuse admission to any applicant who does not meet the College's established criteria for admission as outlined above.

Any dispute arising from enrollment at Glendale Career College, no matter how described, pleaded or styled, shall be resolved by binding arbitration under the Federal Arbitration Act conducted by the American Arbitration Association ("AAA") at West Covina, California, under its Commercial Rules. The award rendered by the arbitrator may be entered in any court having jurisdiction.

TRANSFERABILITY OF CREDITS AND CREDENTIALS EARNED AT OUR INSTITUTION

The transferability of credits you earn at Glendale Career College is at the complete discretion of the institution to which you may seek to transfer. Acceptance of the degree, diploma, or certificate you earn is also at the complete discretion of the institution to which you may seek to transfer. If the credits or degree, diploma, or certificate that you earn at Glendale Career College are not accepted at the institution to which you seek to transfer, you may be required to repeat some or all of your coursework at that institution. For this reason, you should make certain that your attendance at Glendale Career College will meet your educational goals. This may include contacting an institution to which you may seek to transfer after attending Glendale Career College to determine if your credits or degree, diploma, or certificate will transfer.

TRANSFER CREDIT POLICY

At the College's discretion, transfer credits for subjects or programs completed in other postsecondary institutions may be accepted when comparable in scope and content to the College's own programs. At a minimum, 25 percent of the required curriculum must be completed at the College.

Evaluation of Transfer Credit

Students previously enrolled in a college or university accredited by an agency recognized by the United States Department of Education or the Council for Higher Education Accreditation may submit their academic records to Glendale Career College for review and possible transfer of credit during the enrollment process. Students who have prior training and skills applicable to their program of study but without college credit may also apply for challenge credit or credit for previous learning.

The transfer credit evaluation process includes the follow:

1. Students who wish to transfer college credits must request an official transcript and description of the applicable course(s) be sent directly to Office of the Registrar at Glendale Career College from the transferring institution.
2. Upon review of the transcript and course materials, the College may award transfer credit for equivalent course(s) that are part of the student's program of study at Glendale Career College and for which the student earned a grade of "B" or better at the transferring institution. The course must have been completed within the three (3) years prior to the first day of classes in the program of study.
3. A student may petition the College to assess his/her prior learning and skills, including military training, for the awarding of credits. The College will administer a comprehensive exam for each course for which the student has previous education and training experience to measure the student's proficiency. A score of 80% or better is required for each such exam in order to receive credit for that particular course.

4. A minimum of 25 percent of the required curriculum must be completed at the College. A student may only receive a maximum of 15 semester credits through challenge credit/prior learning assessment.
5. Students who are granted transfer credit may receive a corresponding reduction in their tuition charges and financial aid eligibility based on a reduction in program length.
6. Transfer credits are included in the satisfactory academic progress measurements as attempted and completed credits but not in the cumulative GPA.
7. Students will be notified, in writing, of the outcome of their transfer credit request or examination. The student may appeal the transfer credit decision, in writing, within 10 days of the receipt of the College's transfer credit decision. The appeal must contain compelling evidence to support the student's request. The College has the final decision regarding all transfer credit appeals.

TRANSFER CREDITS - VETERAN'S ADMINISTRATION (VA) STUDENTS

Glendale Career College is required to evaluate transfer credit for all students who qualify for Department of Veteran's Affairs (VA) education benefits. The student must follow the process outlined in the Evaluation of Transfer Credit Policy. This process is mandatory for all students receiving Veteran's Benefits, even if the student only has military training and no prior college credits.

The College will maintain a record of the transfer credit evaluation in the student's record. The student's eligibility for Veteran's Benefits may be reduced if the student receives transfer credit.

SECTION 504/ADA POLICY

The College does not discriminate in admission or access to our programs on the basis of age, race, color, sex, disability, religion, sexual orientation or national origin. If you would like to request academic adjustment or auxiliary aids, please contact the Campus Director. You may request academic adjustments or auxiliary aids at any time. The Campus Director is responsible for coordinating compliance with Section 504 of the Rehabilitation Act of 1973 and Title III of the Americans with Disabilities Act of 1990.

Applicants, who are persons with disabilities, as defined in paragraph 104.3(j) of the regulation under Section 504 of the Rehabilitation Act of 1973, may apply for admittance into the program. The College will work with the applicant or student to determine whether reasonable accommodations can be effective and/or are available.

Any qualified individual with a disability requesting an accommodation or auxiliary aid or service should:

1. Notify the Campus Director, in writing, of the type of accommodation needed, date needed, documentation of the nature and extent of the disability, and of the need for the accommodation or auxiliary aid. The request should be made at least four weeks in

advance of the date needed. You may contact the Campus Director by telephone at 818-243-1131.

2. The Campus Director will respond within two (2) weeks of receiving the request.
3. A request for reconsideration of the decision regarding denial of a requested accommodation should be submitted to the Campus Director within five (5) business days of receipt of the accommodation decision. The request for reconsideration should include a written explanation as to why and how you think the response should be modified.

INFORMATION REGARDING ACADEMIC CALENDARS

The College can enroll cohorts on a monthly basis for the Medical Assistant and Medical Insurance Biller and Coder programs of study. Enrollment cohorts for the Associate of Science in Health Care Administration, Central Service Instrument Technician, Surgical Technology, Surgical Technology-Accelerated Alternate Delivery (ST-AAD), and Vocational Nursing are limited to several times each year. The Academic Calendar for each enrollment cohort is provided to students at the beginning of each program of study. Specific start dates can be obtained from your Admissions Representative.

The majority of our weekday classes meet Monday through Thursday, while others meet Monday through Friday and/or include weekend classes. Programs scheduled to meet evenings and/or weekends may have a longer program length than our day programs. Special classes, holiday make-up classes, workshops and seminars are usually held on non-class days, which may include Fridays, Saturdays, and Sundays depending on the program's schedule, and include: New Student Orientation, CPR Certification, Internship Workshops, and Career Readiness Workshops. Students attend mandatory workshops as scheduled for their program of study.

COLLEGE CALENDAR

The College observes the following holidays:

New Year's Day
Martin Luther King Jr. Day
Presidents' Day
Spring Day
Memorial Day
Independence Day
Labor Day
Veteran's Day
Thanksgiving and the Friday following Thanksgiving Day
Christmas Day

Other days may be approved by College Administration. The College does not conduct most classes during the two weeks generally considered "Winter Break."

STUDENT & ALUMNI SERVICES

The College offers student services to facilitate career success during the student's stay at the College and after graduation.

Student Assistance

Most campuses have student advisors who visit with the student when the student begins their program of study and at appropriate times during the program. Students are strongly encouraged to meet with their advisor with or without an appointment for student advising. Students may also meet with any member of the College staff for advising purposes.

Tutoring

The College offers a full range of tutoring services at each campus. Tutoring may be obtained for study skills and program subject matter content. Tutoring appointments may also be arranged prior to the student beginning their program of study at the College.

Refresher Assistance

The College offers Refresher Assistance to its graduates for a two week period at no additional charge. Graduates may contact the College and arrange to attend various class sessions at the College or utilize the College's online platform. Refresher Assistance must be related to the program from which they graduated. This assistance is especially helpful to graduates who have taken time off and then want to resume their working career. Graduates changing positions within their field who also wish to take advantage of Refresher Assistance are charged a small fee determined by the College's Campus Director, based on the graduate's needs.

Student Loan Assistance

The College maintains a full-service student loan assistance department to help students keep their loans current. The Student Loan Assistance Department contacts students periodically and maintains current student/graduate contact information (mailing address and telephone numbers). Students not able to make their loan payments, for a limited time period, may be offered opportunities for deferments or for reduced payments as allowed by the lender.

Seminars Given By the College

Periodic seminars are given for graduates on new developments and procedures in the field. Currently enrolled students may attend some of these seminars, either as a requirement or as an option.

Seminars Available Through Outside Groups

Students are encouraged to attend seminars, conventions, and meetings affiliated with their program of study. These seminars are offered by various professional associations, such as the American Association of Medical Assistants (AAMA) and the Association of Surgical Technologists (AST).

CAREER SERVICES

Employment Placement Assistance

The College maintains a career services program for its students and graduates at each campus and provides services at no additional charge. Students and graduates may contact the Career Services Department for employment referral information, assistance with résumé writing, conducting mock interviews, and assistance in arranging interviews with prospective employers. The College is proud of its career services that assist with the employment of many graduates in the working world every year. Our career services departments collaborate with doctors, dentists, medical clinics, pharmacies, medical billing offices, short term care facilities, surgery centers, and hospitals in order to best serve the needs of our students. The College makes no guarantees concerning employment placement as an inducement to enroll, nor does the College promise or guarantee employment to any student or graduate.

Intern/Extern or Outside Clinical Facilities

Internship/Externship/Clinical refers to the clinical phase of the programs taught at the College. Each student spends multiple weeks (please refer to the specific information for each program of study) in a clinical setting applying their knowledge and skills in a “real world setting,” interacting with patients or customers and other employees and supervisors. Depending upon the program of study, Internship may start approximately 8 weeks prior to the completion of the classroom portion of the program of study and helps students gain poise and confidence. Most Internships are scheduled on a four-hour per day basis. If a student wishes a full-time Internship schedule over a shorter period, arrangements may be made. Facilities evaluate the student’s practical performance by written reports at the end of the period. Hundreds of facilities cooperate with the College to provide Internships for the students.

The College’s Career Services Team Members work with the students to schedule their Internship/Externship, since clinical experiences and graduate employment opportunities are closely related. Depending upon the program of study, students may be required to attend an Internship/Externship Workshop, on their own time, approximately ten weeks prior to completing classes. Career Services Team Members interview each student individually to determine the best possible Internship/Externship experience and to gather information for future employment search assistance.

CODE OF CONDUCT

Glendale Career College is a professional environment. It is expected that students will conduct themselves in a professional manner consistent with this Code of Conduct in preparation for entering the workplace. In the event there is a question as to what is appropriate regarding dress code, conduct, appearance, and behavior, the Campus Director or Program Director will make the final determination. Should a student disagree with the application of this Code of Conduct to his/her actions/behavior, the appeals procedure as stated in the College catalog should be followed.

Note that allegations of sexual misconduct or other violations of Title IX such as sexual assault, domestic or relationship violence, or stalking should be reported to the Title IX Coordinator as

outlined in the *Sexual Misconduct/Title IX Policy*. These reports will be handled according to the processes outlined in that policy.

Standards

- Professional behavior at all times
- Follow all published policies and direction from staff, faculty, and internship/externship/clinical personnel
- Use respectful and professionally acceptable language towards fellow students, staff, faculty, and during the internship/externship/clinical experience
- Adherence to the dress code
- Academic honesty and integrity
- Show respect towards fellow students, staff, faculty, and anyone with whom you work with or serve while on internship/externship/clinical experience
- Follow classroom and internship/externship/clinical rules; including food, drinks, Internet, and cell phone usage

Prohibited Behavior

Prohibited behaviors involve behaviors on-campus, at internship/externship/clinical sites, and/or off-campus at College-sponsored activities. Prohibited behaviors include, but are not limited to:

- Acts of abuse, violence, harassment, hazing, stalking, threats, intimidation, or retaliation
- Use of profanity in any communications
- Refusal to comply with appropriate requests
- Being involved in criminal acts including use of the Internet or school property for illegal or inappropriate activities
- Engaging in academic dishonesty or providing false information
- Interfering with the rights of others to access their education
- Being disruptive and disrespectful
- Malicious and intentional actions intended to harm others
- Theft, vandalism, or causing intentional damage to school property or the property of others
- Violation of College drug and alcohol policies
- Disparagement of others verbally, in writing, in electronic communication (email and texts), or on social media
- Violation of safety and security rules
- Improper use of the Internet or cell phones during class time
- Smoking in the campus buildings
- Eating and drinking in the classroom or internship/externship/clinical site where prohibited

Dress Code

- All allied health program students are expected to be in uniform while in the classroom or at an internship/externship/clinical site. The uniform must be neat, clean, and in good repair.
- Student must wear conservative, closed-toed shoes at all times. Athletic shoes are best; sandals, flip-flops, and high heels are prohibited.
- All students must be conservative in their hairstyles and use of cosmetics; well groomed (including facial hair and fingernails); and present themselves with a professional

appearance when on campus or representing the College at an internship/externship/clinical site.

- Jewelry should be limited to a wedding band, watch, and small earrings.

Grounds for Disciplinary Action

- Unsatisfactory academic performance
- Unsatisfactory attendance
- Violation of the Code of Conduct
- Violation of the Dress Code
- Non-compliance with any Glendale Career College policy and standard

DISCIPLINARY PROCEDURES AND TERMINATION

All disciplinary matters will be reviewed by the Campus Director/designee. The student will be notified of the violation and given the opportunity to meet with the Campus Director/designee to discuss the matter before a sanction determination is made. Sanctions and disciplinary action will be determined based on the seriousness and frequency of the offense or violation. Students will be immediately notified, in writing, of any sanctions or disciplinary action taken by the College.

One of the following disciplinary actions may be taken:

- Notice of Violation
- Disciplinary Warning
- Disciplinary Probation
- Suspension
- Dismissal/Termination
- Reporting to Law Enforcement
- Other Appropriate Action

DISCIPLINARY ACTION APPEAL POLICY

All appeals must be submitted, in writing, within 10 days of notification of the violation. The student must provide supporting documentation for the appeal. Appeals will be reviewed within ten (10) business days by the Appeals Committee, under the coordination of the Corporate Director of Academic Operations. The decision of the Appeals Committee is final.

COPYRIGHT POLICY

Summary of Civil and Criminal Penalties for Violation of Federal Copyright Laws

Copyright infringement is the act of exercising, without permission or legal authority, one or more of the exclusive rights granted to the copyright owner under section 106 of the Copyright Act (Title 17 of the United States Code).

These rights include the right to reproduce or distribute a copyrighted work. In the file-sharing context, downloading or uploading substantial parts of a copyrighted work without authority constitutes an infringement.

Penalties for copyright infringement include civil and criminal penalties. In general, anyone found liable for civil copyright infringement may be ordered to pay either actual damages or “statutory” damages affixed at not less than \$750 and not more than \$30,000 per work infringed. For “willful” infringement, a court may award up to \$150,000 per work infringed. A court can, in its discretion, also assess costs and attorneys’ fees. For details, see Title 17, United States Code, Sections 504, 505.

Willful copyright infringement can also result in criminal penalties, including imprisonment of up to five years and fines of up to \$250,000 per offense. For more information, please see the website of the U.S. Copyright Office at www.copyright.gov.

College Consequences for Student Violations

If the College receives a copyright violation notice relating to student activity, the College will take the following actions:

First Violation:

The student will receive a Copyright Policy Warning in writing. The student will be required to meet with the Campus Director or their designee to review the College’s Copyright Policy and signs the Copyrights Policy Warning acknowledging understanding and agreement. The documentation regarding the Warning will be placed in the student’s disciplinary record.

Second Violation:

The student will be considered to be in violation of the College’s Student Conduct Policy. The student will be placed on Disciplinary Probation. The student will be required to meet with the Campus Director or their designee to review the College’s Copyright Policy and sign the Copyrights Policy Probation notification. The student may be subject to sanctions based on the student’s responsibility in the violation and a history of previous incidents of Conduct Policy violation(s). Possible sanctions can include but are not limited to:

- Writing an essay regarding copyright infringement
- Required completion of an ethics class
- Suspension

The documentation regarding the Conduct Probation will be placed in the student’s disciplinary record.

Third Violation:

The student may be dismissed/terminated from the College. The dismissal/termination can be appealed. The student will be required to meet with the Campus Director or their designee to justify why dismissal/termination is not warranted, including the submission of supporting

documentation. The decision of the Campus Director is final. The documentation regarding the dismissal/termination will be placed in the student's disciplinary record.

For further questions, please contact your Campus Director.

ATTENDANCE POLICY

Maintaining good attendance is a fundamental element of successful career preparation. Students are expected to attend all classes according to their established schedules. Frequent absences and/or tardiness will cause disruption to a student's learning process and the establishment of good employment habits. Poor attendance can lead to disciplinary action such as Probation or dismissal/termination.

Students who are absent for 14 consecutive calendar days will be considered an Unofficial Withdrawal by the College. A student can officially withdraw by notifying the Campus Director/Registrar before reaching the 14th day of absence. The 14-day absence timeline does not include scheduled calendar days designated as official College breaks. Please refer to the College's SAP Policy and Grading Policy for information regarding grades awarded when student's Withdraw from the College.

Students must maintain a minimum of 90% attendance in all scheduled clock hours of instruction in their program of study. This requirement applies to students in both clock hour and credit hour programs. The clock hour is the basis for the credit hours earned in a given course.

The student will be placed on Attendance Probation if his/her attendance percentage falls below 90%. The maximum amount of excused absences is 10% of the scheduled clock hours attempted in the program. A letter notifying the student of his/her placement on Attendance Probation will be provided to the student. All students placed on Attendance Probation are given thirty (30) days to raise their attendance percentage. This may include attendance at a faculty supervised make-up session. See the College's Make-Up Policy for additional information. If the student's attendance percentage is still below 90% at the end of the thirty (30) day Attendance Probation period, the student may be dismissed/terminated.

The student may submit an appeal to the Campus Director or their designee for an extension of the Attendance Probation period if the student has documented mitigating circumstances. The extended Probation period may not exceed thirty (30) additional days. If a student is dismissed/terminated due to unsatisfactory attendance, he/she may appeal to the Campus Director for re-entry following the College's published appeal process.

Please refer to the applicable program-specific handbook for additional information regarding program-specific attendance policy requirements.

TARDINESS/EARLY DEPARTURE

In order to obtain the maximum benefit of their instructional program, students are expected to be in class on time and remain for the entire instructional period. Tardiness and early departure will count as time out of class, just like an absence, and may result in disciplinary action up to and including Attendance Probation, course failure or dismissal/termination. Time out of class will be rounded up to the nearest quarter-hour increment and reported as absent time. *For*

example, if a student is tardy 10 minutes, the student will be reported as missing 15 minutes of class time which will reduce the student's attendance percentage.

Please refer to the applicable program-specific handbook for additional information regarding program-specific attendance policy requirements.

INTERNSHIP/EXTERNSHIP/CLINICAL EXPERIENCE

Clinical experiences are typically completed during the day, including Internships/Externships for students enrolled in evening/night programs. The College does not guarantee that Internships/Externships/Clinicals can be completed using any particular day or evening schedule. Some programs require the student to travel a certain distance for Internships/Externships/Clinicals. The student must have reliable transportation, whether it is their own car, a reliable ride, or public transportation. The College is not responsible for arranging student transportation to Internships/Externships/Clinicals experience locations.

The student is required to begin Internship/Externship/Clinicals on the dates and times scheduled by the program. Students working full-time may Intern/Extern on a pre-approved modified schedule.

The clinical component of the Vocational Nurse program starts in Term 1.

The clinical component of the Surgical Technology program is described in detail in the Surgical Technology program's Student Handbook and is scheduled to begin at the end of the didactic and laboratory components of the program.

Students required to complete clinical experiences are not employees of the clinical agency and are not paid for these experiential learning opportunities by either the clinical agency or by the College.

Students must complete 100% of all scheduled Internship/Externship/Clinical hours.

Students who are dismissed/terminated by their Internship/Externship/Clinical site will be evaluated by the College to determine if the student will be offered a second Internship/Externship/Clinical site or be dismissed/ terminated. This determination will be based on the seriousness of the circumstances surrounding the dismissal/termination.

In a rare case where the Campus Director determines the student was wrongfully dismissed/terminated from the site or there were unique circumstances surrounding his/her dismissal/termination, an additional Internship/Externship/Clinical opportunity may be provided. Students who are terminated from a second Internship/ Externship/Clinical site opportunity may be subject to dismissal/termination from the College.

Please refer to the applicable program-specific handbook for additional information regarding program-specific attendance policy requirements.

MAKE-UP POLICY

Academics

- There is no make-up allowed for missed quizzes. Points for missed quizzes are forfeited by the student.
- Students are allowed to make-up one (1) exam per course. This exam may be used as the unscheduled make-up exam or to improve a failing grade.
- Scheduled make-up exams may be given before a scheduled absence or immediately upon return to class.
- A scheduled make-up exam must be approved by the instructor before the absence. No point deduction is taken from a scheduled make-up exam.
- Unscheduled make-up exams are given immediately upon return to class. The maximum grade that a student can earn is a 70 on an unscheduled make-up exam, unless extenuating circumstances, as determined by the instructor, would indicate otherwise. (Surgical Technology and Vocational Nursing students should refer to their program handbook regarding make-up exams and grading.)
- If a student is absent on the agreed-upon date of a make-up exam, a grade of "0" will be recorded and the student will not be given an additional opportunity to make-up the exam.

Make-up Time Procedure

- a. Student must obtain a make-up slip from the front office prior to making up time. A make-up slip may be obtained from the Instructor, if making up time on weekends.
- b. Students making up time during the week must wear the prescribed uniform for their program, unless the dress code for the day states otherwise (Casual Dress Day). Students making up time on weekends (Saturdays and Sundays) may wear clothes that conform to the College's Casual Dress Day rules. Students who are not properly attired will not be permitted to complete make-up time on that day.
- c. Student must check in with the Instructor-in-Charge to receive make-up time assignment(s). Students must ensure that the Instructor-in-Charge can easily locate him/her throughout the make-up time period, whether student is in the computer lab or classroom.
- d. In order for the Instructor-in-Charge to sign off on make-up time, all assigned make-up work must be completed and submitted.
- e. Student should ask the Instructor-in-Charge to complete and return the make-up slip to him/her at the end of the make-up time for that day.
- f. Upon returning to regularly scheduled class, the Student must give the make-up slip to his/her Instructor.
- g. Make-up time for students in the Vocational Nursing and Surgical Technology programs must be scheduled with the Instructor, Program Director, and/or Clinical Coordinator, and make-up time is scheduled at the discretion of the Instructor/Program Director/Clinical Coordinator.

It is the student's responsibility to complete all required make-up time, as well as complete any assignments, exams or other work missed. It is also the student's responsibility to obtain missed work from his/her Instructor, and to make arrangements with the Instructor to ensure that all work is made-up before the end of the course in which the work was missed.

Please refer to the applicable program-specific handbook for additional information regarding program-specific attendance and make-up policy requirements.

DISTANCE EDUCATION ATTENDANCE REQUIREMENTS

Students are required to attend an online course by actively participating in at least two (2) academically-related activities each week.

Academic Attendance Activity

In order for the student to receive full participation credit for the week, he or she must attend by logging in and completing at least two (2) required academically-related activities for that week. Academically-related activities that constitute online course attendance include:

- Academically-relevant discussion board postings, blogs and/or chats
- Submitting complete assignments/projects/exams/quizzes
- Completing virtual classroom activities

The course instructor will assess each student's participation during the week and record attendance. The instructor will give participation credit and record attendance based on the first and last day of the student's participation in academically-related activities for the week. Recorded attendance for students in the same class will vary based on when the student completes his or her assignments. If a student fails to participate in any academically-related activities during the week, he or she will be given no participation credit for that week and will get two absences. If the student only participates in one academically-related activity during the week, the student will receive only partial participation credit for the week and will get one absence.

Last Date of Attendance in an Online Course

If a student does not attend an academically-related activity for fourteen (14) consecutive days, the student will be withdrawn from the course. The attendance record will be used to determine the student's last day of attendance, and the day of the last recorded academic attendance activity for that student will be considered the student's last day of attendance. The last day of attendance is used to determine the student's charges and how much financial aid has been earned upon withdrawal. Documentation supporting the last day of attendance must be reviewed, confirmed, and retained by the faculty and registrar's office before the student's refund calculations can be processed.

LEAVE OF ABSENCE (LOA)

If it becomes necessary for a student to temporarily stop attending classes, the student must request and be approved for a Leave of Absence (LOA) or the student will be considered Withdrawn. Leaves of Absence must be pre-approved unless an unforeseen circumstance prevents the student from doing so. If the student's LOA is not approved, the student will be treated as a Withdrawal for financial aid purposes. An LOA request will be considered for approval only if:

- the student has completed a minimum of 30 calendar days of coursework or one (1) completed course;
- the LOA is requested in writing and signed and dated;
- the LOA request includes the reason for the leave;
- there is a reasonable expectation that the student will return after the LOA;
- on a subsequent LOA request, the cumulative number of days on leave does not exceed 180 days per 12-month period; and
- prior arrangements have been made for the student to be able to continue his or her academic coursework upon return from the LOA.

The student must notify the College if he or she intends to return from the LOA early.

A student with extenuating circumstances may be granted a subsequent Leave(s) of Absence not to exceed 180 days on leave within a 12-month period. Supporting documentation must be provided for a subsequent LOA request(s). The number of days on an LOA is counted beginning with the first day of the student's initial LOA.

If the student is unable to provide a written LOA request for pre-approval due to unexpected, extenuating circumstances, such as a car accident, the College will accept a verbal LOA request. The student must subsequently provide a written LOA request along with supporting documentation within 14 days. If the student is unable to provide the subsequent written LOA request within 14 days, the College will assume that there is not a reasonable expectation that the student will return from LOA and the student will be Withdrawn from the program.

The student will not be charged any fee or additional tuition as a result of taking an LOA. The student will not be eligible for additional financial aid as a result of taking an LOA. However, the student's financial aid package may change.

The student will be charged a fee to retake a course when the student fails a course and subsequently requests an LOA.

Failure to return on the expected LOA return date will result in immediate Withdrawal from the College per the College's Withdrawal Policy. Withdrawal from the College places the student in his or her student loan grace period starting at the first day of the LOA. For example, if a student is on LOA for 60 days and does not return, the 2 months on LOA will be deducted from the student's 6 month grace period. The student's loan repayment will begin four (4) months after Withdrawal instead of six (6) months.

Re-Entry Policy

If the student leaves the College without requesting a Leave of Absence and then elects to return to the College, the student must meet with the Campus Director to determine whether the student may re-enter the program of study. The decision to allow the student to return to the

program of study will be based on the length of time the student has been away from the College and their prior academic standing.

Tuition for Repeating Class Work

Students who are required to repeat a portion of the program for which they did not receive credit due to excessive absences or unsatisfactory grades will be charged a pro-rated tuition based on the tuition at the time of initial enrollment.

Program Re-entry Requests

Students terminated from their program of study due to excessive absences or unsatisfactory grades may request re-entry into their program of study.

The Campus Director, in discussion with the Corporate Director of Academic Operations, may elect to allow the student to re-enter their program of study. Re-entry in to the College/program of study is not guaranteed.

To be considered for re-entry, former students must request re-entry in writing.

Re-entry considerations are as follows:

- Students may only re-enter into their original program of study.
- Eligibility for re-entry status is open for 12 months after the original last day of attendance
- Only one re-entry request consideration is allowed.
- If the re-entry request exceeds 12 months from the last date of attendance, the request must be approved by the Campus Director and the Corporate Director of Academic Operations.
- The applicant may be required to undergo knowledge and skills assessment.

Any classroom nursing course with a required co-requisite clinical course is integrated and inseparable from the clinical course; therefore, a student must pass both courses with a “B” (80%) or better in the same semester in order to be eligible to enroll in the next level of courses.

NOTIFICATION OF RIGHTS UNDER FERPA

Education records are defined as files which are comprised of materials and documents containing information directly related to a student and their education that are maintained by the College. Records are supervised by the Campus Director and access is afforded the College’s Team Members for the purposes of recording grades and attendance, documenting career services and advising notes, and admissions and financial aid information. Student information is also reviewed by the financial aid department for purposes of determining financial aid eligibility.

The Family Educational Rights and Privacy Act (FERPA) affords students certain rights with respect to their education records. These rights include:

1. The right to inspect and review the student’s education records within forty-five (45) days of the day that the College receives a request for access. Students may request a review of their records, in writing and submitted to the Campus Support Center at 2121 West Garvey

Avenue, North, West Covina, California 91790. Students will be allowed to review the education record under appropriate supervision during regular business hours.

2. The right to request the amendment of a student's education record that the student believes is inaccurate, misleading, or otherwise in violation of the student's privacy rights under FERPA. Students may request that the College amend a record by requesting the amendment, in writing, submitted to the official responsible for the record, clearly identify the part of the record the student requests be amended, and specify why the amendment should be made. If the College decides not to amend the record as requested, the College will notify the student, in writing, of the decision and the student's right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the student when notified of the right to a hearing.
3. The right to provide written consent before the College discloses personally identifiable information in the student's education record, except to the extent that FERPA Authorizes disclosure without consent. The College discloses an education record without a student's prior written consent under the FERPA exception for disclosure to College officials with legitimate educational interests. A school official is a person employed by the College in an administrative, supervisory, academic or research, or support staff position (including law enforcement unit personnel and health staff); a person or company with whom the College has contracted as its agent to provide a service instead of using institutional employees or officials (such as an attorney, auditor, or collection agent); a person serving on the Board; or a student serving on an official committee, such as a disciplinary or grievance committee, or assisting another College official performing his or her tasks. A College official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibilities.
4. The right to file a complaint with the U.S. Department of Education concerning alleged failures by the College to comply with the requirements of FERPA. The name and address of the Office that administers FERPA is:

Family Policy Compliance Office
U.S. Department of Education
400 Maryland Avenue, SW
Washington, DC 20202-5901
FERPA@ed.gov

A charge of \$25.00 will be made for copying a complete set of the student's education record or any portion thereof.

"Directory Information" showing student's name, address, telephone number, birth date and place, program undertaken, dates of attendance and certificate awarded may be provided to third parties by the College, unless a request to omit such information is presented in writing 30 days prior to graduation or termination.

Written consent is required before an education record will be disclosed to third parties with the exception of accrediting commissions or governmental agencies so authorized by law. Academic Transcripts and Proof of Attendance are available within ten days of receiving a written request for same. The charge is \$15 per copy. Financial Aid Transcripts are available, upon request, for other educational institutions which a Glendale Career College student or graduate may wish to attend. There is no charge for a Financial Aid Transcript.

Glendale Career College secures, retains, and disposes student record information in accordance with local, state, and federal regulations.

STUDENT COMPLAINTS/GRIEVANCE PROCEDURE

Many issues or concerns can be resolved by discussing the situation with an appropriate staff member. Students seeking to resolve problems or complaints should follow the steps below when seeking a resolution:

- Contact the appropriate instructor or staff member;
- If the issue remains unresolved, contact the Program Director or Campus Director;
- If the concern is still yet unresolved, the complaint or grievance must be submitted to the Campus Director in writing. The Campus Director will consider all information presented and attempt to resolve the situation in the best interest of the student and College. The complaint or grievance, along with any necessary supporting documentation, must be presented in writing to the Campus Director at the campus at the address listed below:

**Glendale Career College
240 North Brand Boulevard, Lower Level
Glendale, CA 91203**

- A written response will be provided within ten (10) business days.
- If the complaint or grievance remains unresolved, students may contact the Corporate Academic Operations at the address and telephone number listed below. The Corporate Director of Academic Operations will endeavor to reach a resolution acceptable to both the student and the College's administration.

**Corporate Director of Academic Operations
Success Education Colleges
2121 West Garvey Avenue North
West Covina, CA 91790
Telephone Number: 626-960-5046**

A student or any member of the public may file a complaint about this institution with the Bureau for Private Postsecondary Education by calling toll-free 1-888-370-7589 or by completing a complaint form, which can be obtained on the bureau's Internet Web site www.bppve.ca.gov.

Schools accredited by the Accrediting Bureau of Health Education Schools (ABHES) must have a procedure and operational plan for handling student complaints. ABHES reviews complaints against an accredited institution or program that relate to the accreditation requirements set forth in the *Accreditation Manual*. If a complaint raises a question of possible violation of these requirements, the institution or program will be given the opportunity to respond to the complaint. If a violation is found, ABHES will take enforcement action as necessary.

All complaints must be submitted in writing using the ABHES Complaint Form. This form is available from ABHES or at www.abhes.org. The written complaint and supporting documentation must be emailed to Complaints Specialist, info@abhes.org, or mailed to Complaints Specialist, 7777 Leesburg Pike, Suite 314 North Falls Church, Virginia 22043.

Complaints must be in sufficient detail and clarity to permit the institution or program to respond effectively and to permit ABHES to make a determination of the facts relating to the complaint. Complaints must be made within 90 days of the last event that is material to the complaint.

NON-DISCRIMINATION AND ANTI-HARASSMENT POLICY

The College is committed to equal opportunity and creating and maintaining an educational and working environment free from discrimination and harassment as described in this policy.

This policy prohibits such discrimination and harassment and applies to all students and employees.

When the College becomes aware that a member of the College community may have been subjected to or affected by discriminatory and/or harassing behavior, the College will take prompt action, including a review of the matter and, if necessary, an investigation and appropriate action to stop the discrimination and/or harassment. The course of action taken by the College, including any disciplinary penalty, will depend on the particular facts and circumstances involved.

This policy does not address sexual assault, domestic or dating violence, or stalking. Those categories of prohibited conduct are governed by the College's *Title IX/Sexual Misconduct Policy*, which also establishes separate procedures that outline reporting options and explain how the College assesses, investigates, and resolves reports of such prohibited conduct against students and employees. The *Title IX* policy and related procedures supersede any conflicting information contained in this Policy.

I. Definitions

Protected characteristics are those personal traits, characteristics and/or beliefs that are defined by applicable law as protected from discrimination and/or harassment. They include race, creed, color, sex, gender identity or expression, age, national origin, ancestry, religion, physical or mental disability, military and veteran status, marital or domestic partnership status, affectional or sexual orientation, and/or other characteristics protected by applicable law.

Discrimination is adverse treatment of an individual based on a protected characteristic, rather than individual merit. Examples of conduct that can constitute discrimination, if based on an individual's protected characteristic, include but are not limited to:

- Singling out or targeting an individual for different or less favorable treatment (e.g., more severe discipline, lower salary increase) because of their protected characteristic
- Failing or refusing to hire or admit an individual because of their protected characteristic
- Terminating an individual from employment or an educational program based on their protected characteristic.

Harassment is unwelcome verbal or physical behavior which is directed at a person based on a protected characteristic and which are sufficiently severe and/or pervasive to have the effect of unreasonably interfering with an individual's educational experience, working conditions, or living conditions by creating an intimidating, hostile, or offensive environment. Examples of conduct that can constitute harassment, if based on an individual's protected characteristic, include but are not limited to:

- Unwelcome jokes or comments about a legally protected characteristic (e.g., racial or ethnic jokes);
- Disparaging remarks to a person about a legally protected characteristic (e.g., negative or offensive remarks or jokes about a person's religion or religious garments);
- Displaying negative or offensive posters or pictures about a legally protected characteristic;
- Electronic communications, such as e-mail, text messaging, and internet use, that violate this Policy.

Retaliation is any attempt to seek retribution against an individual or group of individuals involved in filing a complaint or report under this Policy, filing an external complaint, participating in a disciplinary process, or opposing in a reasonable manner an action believed to constitute a violation of this Policy. Retaliation can take many forms, including abuse or violence, threats, and intimidation. Actions in response to a good faith report or response under this Policy are considered retaliatory if they have a materially adverse effect on the working, academic, or College-controlled environment of an individual; or if they hinder or prevent the individual from effectively carrying out their College responsibilities. Any individual or group of individuals can engage in retaliation and will be held accountable under this Policy.

II. Options for Addressing Discrimination and/or Harassment

The College encourages everyone to report all incidents of discrimination and/or harassment, regardless of the offender's identity or position. When individuals feel that they have been subjected to discrimination and/or harassment or have observed discrimination or harassment of others, they have multiple options, including discussing their concern with their immediate supervisor, or their Campus Director.

The Campus Director oversees the College's response to concerns of discrimination and/or harassment, and is made aware of all such concerns. Please contact the Campus Director at your campus to discuss any concerns or complaints.

In addition, the College encourages individuals who believe they are being subjected to such conduct to promptly advise the offender that his or her behavior is unwelcome and to request that it be discontinued. Often this action alone will resolve the problem. The College recognizes, however, that an individual may prefer to pursue the matter through formal complaint procedures.

III. Complaint Reporting, Investigation, and Resolution Involving Complaints Against Faculty or Staff Members

1. Complaint Reporting

When individuals feel that they have been subjected to discrimination and/or harassment, or have observed discrimination or harassment of others, they have multiple options, including discussing their concern with their immediate supervisor or their Campus Director.

The written complaint should identify the parties involved, describe the harassing or discriminatory behavior, including when and where it occurred, and identify by name or description any witnesses and/or evidence. Written complaints should be treated as confidential, should only be provided to appropriate designated individual listed above, and should be provided directly to that individual.

2. Interim Steps

When appropriate, prior to or during the investigation, the College may take reasonable and appropriate interim steps to protect the safety and well-being of members of the College community, maintain the integrity of the investigative and/or resolution process, and deter retaliation.

3. Investigation Process

The purpose of the investigation is to gather facts relating to the incident(s) outlined in the written complaint and to determine whether it is more likely than not that the alleged behavior occurred and, if so, whether it constitutes discrimination and/or harassment. The investigator (or co-investigators, as necessary) will conduct a fact-finding inquiry that may include written statements, interviews, and any other sources of evidence the investigator deems appropriate. During the course of the investigation, the investigator may receive counsel from other parties as needed.

While the length of an investigation will depend on a variety of factors, including the nature and scope of the allegations, the number of parties and witnesses, and the availability of parties and witnesses, the investigator will seek to conclude the investigation within forty-five (45) business days of receipt of the complaint.

Note: The College expects faculty, staff, and other members of the College community to cooperate fully in the investigation process. Any faculty or staff member who is the subject of or potential witness regarding a discrimination or harassment complaint and refuses to cooperate in an investigation is subject to discipline, up to and including termination of employment.

Note: Adversarial hearings, including confrontation, cross-examination by the parties, and active advocacy by attorneys or other outside advocates, are neither appropriate nor permitted during the investigation process.

4. Complaint Resolution

At the conclusion of the investigation, the investigator will prepare a report. The report will explain the scope of the investigation and whether any allegations in the complaint were substantiated. The report will be submitted to the appropriate parties as deemed necessary.

Finding of “No Violation” of the College’s Policy on Discrimination and/or Harassment

If there is a determination that the behavior investigated did not violate this Policy, both parties will be so informed. Neither party may appeal such a finding. If retaliatory behavior occurs after the issuance of this determination, either party may bring a complaint under this Policy.

Finding of “Inappropriate Behavior Not Rising to the Level of a Violation” of the College’s Policy on Discrimination and/or Harassment

There may be a determination that the behavior was inappropriate and unprofessional but did not rise to the level of violating this Policy. Such inappropriate behavior may merit discipline, ongoing monitoring, coaching, or other appropriate action. Neither party may appeal such a finding. If retaliatory behavior occurs after the issuance of this determination, either party may bring a complaint under this Policy.

Finding of “Violation” of the College’s Policy on Discrimination and/or Harassment

If there is a determination that the behavior did violate this Policy, the Campus Director, in consultation with the appropriate Corporate Director, and /or Executive Committee member, the Human Resource Consultant, and/or legal counsel will determine the appropriate corrective actions to be taken, up to and including academic expulsion or employment termination. In addition, where appropriate, the Campus Director may implement measures to ensure that the person who filed the complaint is not subjected to further discrimination or harassment, and to remedy the effects of any discrimination or harassment that may have occurred. Remedial steps, where appropriate, are at the discretion of the College, may include, but are not limited to, counseling or training and separation of the parties. Sanctions against the perpetrator may include a written warning, probation with or without conditions, suspension, academic dismissal or expulsion, and demotion or termination of employment in accordance with College's policy. The process for appealing such a finding is set forth in Section VII below.

The College's ability to discipline an individual who is not an employee or student (such as a vendor or contractor) is limited by the degree of control, if any, that the College may have over such individual. Nonetheless, the College will seek to take appropriate action in response to violations of this Policy.

IV. Confidentiality

Any allegation of discrimination or harassment brought to the attention of the College will be discreetly addressed. Investigations will be conducted in a confidential manner to the extent possible. However, the investigation of complaints may also require disclosure to the accused individual and to other witnesses for the purpose of gathering pertinent information. In such case, disclosures will be limited to the extent possible.

Individuals involved in investigations or disciplinary proceedings under this policy are encouraged to exercise discretion in sharing information in order to safeguard the integrity of the process and to avoid the appearance of retaliation. While discretion regarding the process is important, complainants and respondents are not restricted from discussing and sharing information with others who may support or assist them in presenting their case.

Medical and counseling records are privileged and confidential documents that parties will not be required to disclose.

V. Protection from Retaliation

Retaliation against an individual for reporting harassment or discrimination or for participating in an investigation of a claim of harassment or discrimination is a serious violation of this policy and, like harassment or discrimination itself, will be subject to disciplinary action. Acts of retaliation should be reported immediately and will be promptly investigated and addressed.

Retaliation can take many forms, including abuse or violence, threats, and intimidation. Actions in response to a good faith report or response under this policy are considered retaliatory if they have a materially adverse effect on the working, or educationally hinder or prevent the individual from effectively carrying out their College responsibilities. Any individual or group of individuals can engage in retaliation and will be held accountable under this policy.

Prior to the conclusion of an investigation and findings, a complaint of discrimination or harassment does not constitute proof of prohibited conduct. As such, the complaint shall not

be taken into account during promotion, merit or other evaluation or review until a determination has been made that the College's Policy has been violated.

Complaints of retaliation should be reported as violations of this Policy. Retaliatory conduct may result in serious disciplinary sanctions, up to and including termination/expulsion from the student's program of study or employment.

VI. Protection from Bad Faith Complaints

It is the responsibility of the College to balance the rights of all parties. Therefore, if the College's investigation reveals that the complaint is malicious or knowingly false, such charges will be dismissed and the person who filed the complaint may be subject to discipline, up to and including termination/expulsion from the student's program of study or employment.

GRADUATION REQUIREMENTS

Students who complete their prescribed program of study, which includes Internship/Externship/Clinical, then must meet the following additional requirements in order to be considered a graduate of Glendale Career College and receive a diploma from the College:

1. Have satisfied all financial obligations to the College.
2. Completed the program of study and all prescribed requirements with a minimum cumulative GPA of 2.0.

Additional graduation requirements may apply. Please see the applicable Student Handbook.

DIPLOMA/DEGREE

California statute requires that a student who successfully completes a program of study, be awarded an appropriate diploma/degree. Students completing all courses offered at Glendale Career College receive a diploma/degree.

OTHER LICENSE AND CERTIFICATION INFORMATION

Vocational Nurses must become licensed by the Board of Vocational Nursing and Psychiatric Technicians (BVNPT) to practice as a Licensed Vocational Nurse in the state of California. Vocational Nurses will become licensed by taking and passing the NCLEX, a year-round computer-adaptive vocational nurse licensure examination. For further information regarding the requirements for eligibility for licensure in the state of California, please refer to the BVNPT website: www.bvnpt.ca.gov.

USE OF IMAGES

Students acknowledge that during the course of your program, there may be photographic or video images taken of you. You understand that these images might be used in print media publications, advertisements, online and in any other format that Glendale Career College chooses.

Students release Glendale Career College, their offices, employees, agents and designees from liability for any violation of any personal or proprietary right you may have in connection with such use of these images.

ASSOCIATE OF SCIENCE IN HEALTH ADMINISTRATION

(Enrolled prior to July 31, 2015)

CIP Code: 51.2211

SOC Code: N/A

DOT Code: 169.167-046

Semester Credits: 60.5

Program Length: 64 Weeks

Method of Delivery: Residential

Course Hours: 1272 / Total Hours: 1272

Program Objectives:

Graduates will be eligible for entry-level positions within the allied health field, and with the additional skills learned within the Associate of Science in Health Administration program, they will be able to accept positions and/or promotions at a higher level of employment.

Required Courses:

OCC 150 – Introduction to Healthcare Administration – 4.5 Semester Credit Hours

Course Hours: 96 / Total Hours: 96

Prerequisites: None

Introduces the student to the overall subject matter associated with Health Care Administration. The course includes a comparison of health care systems around the world, legal and business issues in health care, financial management, the different settings in the health care environment, facility design, quality and patient safety, and organizing the physician practice. Other subjects including team member motivation and conflict management, leadership, human resources management, and communication are covered.

OCC 151 – Global Healthcare Environment – 4.5 Semester Credit Hours

Course Hours: 96 / Total Hours: 96

Prerequisites: None

This course includes understanding global health problems, the role of international health agencies and differing forms of major health care systems around the world. Discussion of the role of the health care administrative/ management role and their impact on these health care systems is included.

OCC 152 – Administrative Technology Skills – 4.5 Semester Credit Hours

Course Hours: 96 / Total Hours: 96

Prerequisites: None

In administrative positions, supervisory or otherwise, requirements may be to prepare and present reports, maintain logs, and to track employee or patient data. Students require the skills and knowledge of the software and technology to prepare these required documents in today's technological atmosphere. In this course, students will cover Access, PowerPoint, and Excel

utilizing a hands-on and practical approach to complete projects that are customized to the student's particular field.

OCC 153 Administrative Office Skills – 4.5 Semester Credit Hours

Course Hours: 96 / Total Hours: 96

Prerequisites: None

A comprehensive introduction to administrative office management focusing on what office managers actually do on the job and the skills necessary to perform the administrative managers job such as dealing with organizational issues, evaluation of employees, communication, office environment, supervision, motivation, equipment and furniture, salaries, productivity, telecommunications, applications software, records management, quality and quantity control, and budgetary and cost control.

OCC 154 – Professionalism in Healthcare Careers – 4.5 Semester Credit Hours

Course Hours: 96 / Total Hours: 96

Prerequisites: None

A course designed to provide the student working in any health care field with the information to present a professional image and be successful in their chosen career. This course will enhance the student's ability to obtain an administrative/supervisory position by providing them with the "soft skill" tools that are needed to perform in a professional, ethical, legal and competent manner.

OCC 155 – Office Case Study – 9.5 Semester Credit Hours

Course Hours: 192 / Total Hours: 192

Prerequisites: None

The student must analyze and research an issue or concern that was evident in their extern/clinical office or place of employment, and present a thorough plan detailing a resolution of this complexity. The student will be required to draw upon knowledge acquired throughout their entire program of study, as well as their extern/clinical and/or employment experience. The student will prepare and facilitate a public presentation of their issue, findings and ultimate solution to the issue. Preparation and presentation will include a "thesis" style APA formatted paper and PowerPoint presentation.

COMM 160 – Interpersonal Relations – 5.0 Semester Credit Hours

Course Hours: 104/ Total Hours: 104

Prerequisites: None

Provides skills and tools for health career students to communicate with patients, peers, superiors, and/or subordinates. Offers exploration of grief and loss, developmental milestones, addiction, professional ethics and law, as well as examining health care personnel as counselors and educators. Discusses tools for observing others, listening, sending and receiving accurate messages, influence of culture's role in health and healing, and theories of human understanding.

MATH 161 – Quantitative Principles – 5.0 Semester Credit Hours

Course Hours: 104/ Total Hours: 104

Prerequisites: None

Provides an overview of mathematics relating to business, economics, life sciences, and social sciences. Provides students with varying degrees of mathematical experience with an overview of all areas of mathematics, to include elementary functions, finite mathematics, and some calculus.

SCI 162 – Body Function and Terminology – 5.0 Semester Credit Hours

Course Hours: 104/ Total Hours: 104

Prerequisites: None

An introductory course that presents the principles and facts of human physiology for the health care professional. An advanced offering of medical terminology completes this comprehensive course, providing both clinical and administrative office examples and cases in a realistic context for introduction of terms and definitions.

SOC 163 – Sociology and Health Care – 5.0 Semester Credit Hours

Course Hours: 104/ Total Hours: 104

Prerequisites: None

Overview of sociology and its relation to health care touching on science, values, emotions, and tradition; the social distribution of health; society, health, and health care; inequality and access to health care.

TECH 164 – Advanced Computer Skills – 4.5 Semester Credit Hours

Course Hours: 96 / Total Hours: 96

Prerequisites: None

Building upon the foundational skills covered in OCC152, the student will be provided with further practical knowledge of the uses of Access in the health care profession.

HUM 165 – Medical Ethics – 4.5 Semester Credit Hours

Course Hours: 96 / Total Hours: 96

Prerequisites: None

A course designed to provide the health care professional with analytical and responsible decision-making skills utilizing ethical issues which are prevalent in a health care setting.

ASSOCIATE OF SCIENCE IN HEALTHCARE ADMINISTRATION

(Effective August 1, 2015)

CIP Code: 51.2211

SOC Code: N/A

DOT Code: 169.167-046

Semester Credits: 60.0

Program Length: 80 Weeks

Method of Delivery: Residential

Course Hours: 960 / Outside Hours: 1920 / Total Hours: 2880

Program Objectives:

The Associate of Science in Healthcare Administration program prepares graduates for entry-level employment in a health care administration setting. This program is designed to meet the needs of individuals who desire to work in the allied health industry. The students learn the skills needed to work in health care institutions, hospitals, clinics, both large or small, medical offices or health maintenance organizations. The graduates should gain the skills needed to interact and or manage other employees in an office setting. Also, the program provides expanded knowledge and understanding of general education courses which are beneficial to students in interacting within their community and beyond, and will be able to accept positions and/or promotions at a higher level of employment.

Required Courses:

OCC 150-N15 – Introduction to Healthcare Administration – 4.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 128.00 / Total Hours: 192.00

Prerequisites: None

Introduces the student to the overall subject matter associated with Health Care Administration. The course includes a comparison of health care systems around the world, legal and business issues in health care, financial management, the different settings in the health care environment, facility design, quality and patient safety, and organizing the physician practice. Other subjects including team member motivation and conflict management, leadership, human resources management, and communication are covered. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

OCC 151-N15 – Global Healthcare Environment – 4.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 128.00 / Total Hours: 192.00

Prerequisites: None

This course includes understanding global health problems, the role of international health agencies and differing forms of major health care systems around the world. Discussion of the role of the health care administrative/management role and their impact on these health care systems is included. Outside preparation and study time, in addition to regular classroom

activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

OCC 152-N15 – Administrative Technology Skills – 4.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 128.00 / Total Hours: 192.00

Prerequisites: None

In administrative positions, supervisory or otherwise, requirements may be to prepare and present reports, maintain logs, and to track employee or patient data. Students require the skills and knowledge of the software and technology to prepare these required documents in today's technological atmosphere. In this course, students will cover Access, PowerPoint, and Excel utilizing a hands-on and practical approach to complete projects that are customized to the student's particular field. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

OCC 153-N15 Administrative Office Skills – 4.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 128.00 / Total Hours: 192.00

Prerequisites: None

A comprehensive introduction to administrative office management focusing on what office managers actually do on the job and the skills necessary to perform the administrative managers job such as dealing with organizational issues, evaluation of employees, communication, office environment, supervision, motivation, equipment and furniture, salaries, productivity, telecommunications, applications software, records management, quality and quantity control, and budgetary and cost control. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

OCC 154-N15 – Professionalism in Healthcare Careers – 4.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 128.00 / Total Hours: 192.00

Prerequisites: None

A course designed to provide the student working in any health care field with the information to present a professional image and be successful in their chosen career. This course will enhance the student's ability to obtain an administrative/supervisory position by providing them with the "soft skill" tools that are needed to perform in a professional, ethical, legal and competent manner. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

OCC 155-N15 – Office Case Study – 4.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 128.00 / Total Hours: 192.00

Prerequisites: None

The student must analyze and research an issue or concern that was evident in their extern/clinical office or place of employment, and present a thorough plan detailing a resolution of this complexity. The student will be required to draw upon knowledge acquired throughout their entire program of study, as well as their extern/clinical and/or employment experience. The student will prepare and facilitate a public presentation of their issue, findings and ultimate solution to the issue. Preparation and presentation will include a “thesis” style APA formatted paper and PowerPoint presentation. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

OCC 157-N15 – Information System for Healthcare – 4.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 128.00 / Total Hours: 192.00

Prerequisites: None

The Health Care Information Technology course is designed to equip students with the knowledge necessary to successfully navigate Information Systems in the Health Care Setting. The course will include an overview of Information technology, Health Care Information Technology leadership roles, strategic planning, hardware, software, and communications. In addition, students will learn how to utilize electronic health records, patient scheduling, and office automations. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

OCC 158-N15 – Legal Aspects of Health Administration – 4.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 128.00 / Total Hours: 192.00

Prerequisites: None

An overview of health law issues. Government regulation including legal constraints; liability; negligence; patient rights; confidentiality; and corporate/administrative responsibility. Emphasis on business applications of health law. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

OCC 159-N15 – Marketing for Health Services Organizations – 4.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 128.00 / Total Hours: 192.00

Prerequisites: None

This course is designed to develop competencies in the business skills and knowledge domain. Development of marketing strategies and analyses in a health care setting. Design of services to include pricing, communication, distribution channels, and client motivation and services. Outside preparation and study time, in addition to regular classroom activities, is required to complete

the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

OCC 163-N15 – Leadership in Healthcare Administration – 4.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 128.00 / Total Hours: 192.00

Prerequisites: None

Micro and macro organizational behavior theories will provide the theoretical foundation for critical study of effective leadership within organizations. The processes of communication, problem solving, critical thinking, conflict management, change management and decision making will be explored at an individual, group, and organizational level. The imperative for leaders to understand and properly manage people will be emphasized. Various models of leadership will be reviewed including leadership competencies. Globalization, diversity leadership, governance and cultural diversity will be examined. Additionally, participants will reflect upon and evaluate their individual leadership abilities, competencies, personal values, interpersonal and communication skills. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

COMM 160-N15 – Interpersonal Relations – 4.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 128.00 / Total Hours: 192.00

Prerequisites: None

Provides skills and tools for health career students to communicate with patients, peers, superiors, and/or subordinates. Offers exploration of grief and loss, developmental milestones, addiction, professional ethics and law, as well as examining health care personnel as counselors and educators. Discusses tools for observing others, listening, sending and receiving accurate messages, influence of culture's role in health and healing, and theories of human understanding. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

MTH 161-N15 – Quantitative Principles – 4.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 128.00 / Total Hours: 192.00

Prerequisites: None

Provides an overview of mathematics relating to business, economics, life sciences and social sciences. Provides students with varying degrees of mathematical experience with an overview of all areas of mathematics, to include elementary functions, finite mathematics, and some calculus. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

SCI 162-N15 – Body Function and Terminology – 4.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 128.00 / Total Hours: 192.00

Prerequisites: None

An introductory course that presents the principles and facts of human physiology for the health care professional. An advanced offering of medical terminology completes this comprehensive course, providing both clinical and administrative office examples and cases in a realistic context for introduction of terms and definitions. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

HUM 165-N15 – Medical Ethics – 4.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 128.00 / Total Hours: 192.00

Prerequisites: None

A course designed to provide the health care professional with analytical and responsible decision-making skills utilizing ethical issues which are prevalent in a health care setting. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

ENG 163-N15 – College English – 4.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 128.00 / Total Hours: 192.00

Prerequisites: None

The course offers instruction and practice in writing by focusing on instruction in the composing process that includes exploration of ideas through reading, methods of writing development, and use of writing conventions. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

ASSOCIATE OF SCIENCE IN HEALTHCARE ADMINISTRATION – DE

CIP Code: 51.2211

SOC Code: N/A

DOT Code: 169.167-046

Semester Credits: 60.0

Program Length: 80 Weeks

Method of Delivery: Distance Education

Course Hours: 960 / Outside Hours: 1920 / Total Hours: 2880

Program Objectives:

The Associate of Science in Healthcare Administration program prepares graduates for entry-level employment in a health care administration setting. This program is designed to meet the needs of individuals who desire to work in the allied health industry. The students learn the skills needed to work in health care institutions, hospitals, clinics, both large or small, medical offices or health maintenance organizations. The graduates should gain the skills needed to interact and or manage other employees in an office setting. Also, the program provides expanded knowledge and understanding of general education courses which are beneficial to students in interacting within their community and beyond, and will be able to accept positions and/or promotions at a higher level of employment.

Required Courses:

OCC 150-DE – Introduction to Healthcare Administration – 4.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 128.00 / Total Hours: 192.00

Prerequisites: None

Introduces the student to the overall subject matter associated with Health Care Administration. The course includes a comparison of health care systems around the world, legal and business issues in health care, financial management, the different settings in the health care environment, facility design, quality and patient safety, and organizing the physician practice. Other subjects including team member motivation and conflict management, leadership, human resources management, and communication are covered. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

OCC 151-DE – Global Healthcare Environment – 4.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 128.00 / Total Hours: 192.00

Prerequisites: None

This course includes understanding global health problems, the role of international health agencies and differing forms of major health care systems around the world. Discussion of the role of the health care administrative/ management role and their impact on these health care systems is included. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

OCC 152-DE – Administrative Technology Skills – 4.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 128.00 / Total Hours: 192.00

Prerequisites: None

In administrative positions, supervisory or otherwise, requirements may be to prepare and present reports, maintain logs, and to track employee or patient data. Students require the skills and knowledge of the software and technology to prepare these required documents in today's technological atmosphere. In this course, students will cover Access, PowerPoint, and Excel utilizing a hands-on and practical approach to complete projects that are customized to the student's particular field. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

OCC 153-DE Administrative Office Skills – 4.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 128.00 / Total Hours: 192.00

Prerequisites: None

A comprehensive introduction to administrative office management focusing on what office managers actually do on the job and the skills necessary to perform the administrative managers job such as dealing with organizational issues, evaluation of employees, communication, office environment, supervision, motivation, equipment and furniture, salaries, productivity, telecommunications, applications software, records management, quality and quantity control, and budgetary and cost control. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

OCC 154-DE – Professionalism in Healthcare Careers – 4.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 128.00 / Total Hours: 192.00

Prerequisites: None

A course designed to provide the student working in any health care field with the information to present a professional image and be successful in their chosen career. This course will enhance the student's ability to obtain an administrative/supervisory position by providing them with the "soft skill" tools that are needed to perform in a professional, ethical, legal and competent manner. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

OCC 155-DE – Office Case Study – 4.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 128.00 / Total Hours: 192.00

Prerequisites: None

The student must analyze and research an issue or concern that was evident in their extern/clinical office or place of employment, and present a thorough plan detailing a resolution of this complexity. The student will be required to draw upon knowledge acquired throughout their entire program of study, as well as their extern/clinical and/or employment experience. The student will prepare and facilitate a public presentation of their issue, findings and ultimate solution to the issue. Preparation and presentation will include a “thesis” style APA formatted paper and PowerPoint presentation. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

OCC 157-DE – Information System for Healthcare – 4.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 128.00 / Total Hours: 192.00

Prerequisites: None

The Health Care Information Technology course is designed to equip students with the knowledge necessary to successfully navigate Information Systems in the Health Care Setting. The course will include an overview of Information technology, Health Care Information Technology leadership roles, strategic planning, hardware, software, and communications. In addition, students will learn how to utilize electronic health records, patient scheduling, and office automations. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

OCC 158-DE – Legal Aspects of Health Administration – 4.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 128.00 / Total Hours: 192.00

Prerequisites: None

Overview of health law issues. Government regulation including legal constraints; liability; negligence; patient rights; confidentiality; and corporate/administrative responsibility. Emphasis on business applications of health law. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

OCC 159-DE – Marketing for Health Services Organizations – 4.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 128.00 / Total Hours: 192.00

Prerequisites: None

This course is designed to develop competencies in the business skills and knowledge domain. Development of marketing strategies and analyses in a health care setting. Design of services to include pricing, communication, distribution channels, and client motivation and services. Outside preparation and study time, in addition to regular classroom activities, is required to complete

the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

OCC 163-DE – Leadership in Healthcare Administration – 4.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 128.00 / Total Hours: 192.00

Prerequisites: None

Micro and macro organizational behavior theories will provide the theoretical foundation for critical study of effective leadership within organizations. The processes of communication, problem solving, critical thinking, conflict management, change management and decision making will be explored at an individual, group, and organizational level. The imperative for leaders to understand and properly manage people will be emphasized. Various models of leadership will be reviewed including leadership competencies. Globalization, diversity leadership, governance and cultural diversity will be examined. Additionally, participants will reflect upon and evaluate their individual leadership abilities, competencies, personal values, interpersonal and communication skills. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

COM 160-DE – Interpersonal Relations – 4.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 128.00 / Total Hours: 192.00

Prerequisites: None

Provides skills and tools for health career students to communicate with patients, peers, superiors, and/or subordinates. Offers exploration of grief and loss, developmental milestones, addiction, professional ethics and law, as well as examining health care personnel as counselors and educators. Discusses tools for observing others, listening, sending and receiving accurate messages, influence of culture's role in health and healing, and theories of human understanding. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

MTH 161-DE – Quantitative Principles – 4.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 128.00 / Total Hours: 192.00

Prerequisites: None

Provides overview of mathematics relating to business, economics, life sciences and social sciences. Provides students with varying degrees of mathematical experience with an overview of all areas of mathematics, to include elementary functions, finite mathematics, and some calculus. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

SCI 162-DE – Body Function and Terminology – 4.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 128.00 / Total Hours: 192.00

Prerequisites: None

An introductory course that presents the principles and facts of human physiology for the health care professional. An advanced offering of medical terminology completes this comprehensive course, providing both clinical and administrative office examples and cases in a realistic context for introduction of terms and definitions. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

HUM 165-DE – Medical Ethics – 4.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 128.00 / Total Hours: 192.00

Prerequisites: None

A course designed to provide the health care professional with analytical and responsible decision-making skills utilizing ethical issues which are prevalent in a health care setting. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

ENG 163-DE – College English – 4.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 128.00 / Total Hours: 192.00

Prerequisites: None

The course offers instruction and practice in writing by focusing on instruction in the composing process that includes exploration of ideas through reading, methods of writing development, and use of writing conventions. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

CENTRAL SERVICE INSTRUMENT TECHNICIAN

CIP Code: 51.1012

SOC Code: 31-9093.00

DOT Code: 381.687-010

Semester Credits: 27.0

Program Length: 34 Weeks

Method of Delivery: Residential

Course Hours: 784 / Outside Hours: 66 / Total Hours: 850

Program Objectives:

The Central Service Instrument Technician (CSIT) program will prepare students to acquire the knowledge, skills, abilities and experience needed to function as a central service instrument technician. This program is designed to introduce the varied processes and procedures utilized in the central service department of a hospital. This program will prepare the student to function effectively in providing patient care and safety to the patient. Students will work on developing skills in instrumentation, chemical disinfection, sterilization, decontamination, quality assurance, and inventory control. Job-related skills will be acquired through a balance of program lecture, demonstration, discussion, and laboratory work in clinical site activities. Upon successful completion of the program, the graduate will be eligible to take the CRCST certification exam through the International Association of Healthcare Central Service Materiel Management (IAHCSMM).

A graduate of the Central Service Instrument Technician Program may be employed as a Central Sterile Supply Technician, Sterile Processing Technician, Certified Registered Central Service Technician, Sterile Preparation Technician, Sterile Processing and Distribution Technician, Medical Supply Technician, Sterile Technician, Materiel Reprocessing Technician, and Surgical Equipment Technician upon successfully passing the IAHCSMM Certification exam. This person may be employed in the Central Processing department of a hospital or surgical centers.

Required Courses:

SOS – Seminar for Success – 3.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 15 / Total Hours: 79

Prerequisites: None

Orientation and success building course for Career Students. Review of basic math, language, vocabulary, and writing skills. Introduction to core career classes, availability of community resources, outlining, summarizing, managing credit, and other life skills. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

CSIT101 – Medical Terminology – 0.5 Semester Credit Hours

Course Hours: 12 / Outside Hours: 3 / Total Hours: 15

Prerequisites: SOS

Medical terminology is the professional language utilized in the field of medicine. It is the introductory course to all the allied health related programs. This course will provide the students with the basic skills to communicate in the medical language. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

CSIT102 – Anatomy & Physiology – 1.5 Semester Credit Hours

Course Hours: 28 / Outside Hours: 6.5 / Total Hours: 34.5

Prerequisites: SOS

The Anatomy & Physiology course will be an introduction to the complicated world of the human body. Students will receive lectures on organization of the body, cell theory, tissues, glands, membranes and the integumentary, skeletal, and muscular systems. Students will receive lectures on blood, heart, blood vessels, lymphatic, nervous, sensory, endocrine, respiratory, urinary, digestive, and the reproductive systems. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

CSIT103 – Microbiology – 1.0 Semester Credit Hours

Course Hours: 20 / Outside Hours: 4.5 / Total Hours: 24.5

Prerequisites: SOS

In this course, students will be introduced to the principles of microbiology and the study of microorganisms such as bacteria, viruses, protozoa and fungi, with emphasis on the nature and the characteristics of microbes and their transmission in the environment. In addition, the fundamentals of Standard (Universal) Precautions and OSHA regulations are stressed. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

CSIT104 – Aseptic Technique – 1.0 Semester Credit Hours

Course Hours: 20 / Outside Hours: 3 / Total Hours: 23

Prerequisites: SOS

The principles of asepsis and infection control measures are stressed during this course in order to ensure a safe working environment. During this course, the fundamentals of Standard (Universal) Precautions and OSHA regulations continue to be addressed with emphasis on reducing the risk of transmitting infectious agents to patients. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

CSIT105 – Sterilization & Disinfection – 5.5 Semester Credit Hours

Course Hours: 100 / Outside Hours: 17 / Total Hours: 117

Prerequisites: SOS

This course will provide the student the opportunity to develop the skills needed to work in the central processing department of a hospital or a medical facility. Students will develop skills in decontamination and disinfection as well as high-and-low-temperature sterilization methods, materiel management, and wrapping and storage of supplies. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

CSIT106 – Instrumentation – 2.0 Semester Credit Hours

Course Hours: 60 / Outside Hours: 2 / Total Hours: 62

Prerequisites: SOS

In this course, students will learn and be able to identify and name basic surgical instruments, their application and use as well as caring for and maintaining them. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

CSIT107 – Distribution – 2.0 Semester Credit Hours

Course Hours: 40 / Outside Hours: 7.5 / Total Hours: 47.5

Prerequisites: SOS

In this course, students will learn and be able to apply basic concepts in inventory control and distribution of surgical and medical supplies throughout a hospital or medical facility. Storage and space utilization skills will be emphasized as well as hospital requisitions and case cart distribution systems. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

CSIT108 – Quality Assurance, Risk Management, CPR – 2.0 Semester Credit Hours

Course Hours: 40 / Outside Hours: 7.5 / Total Hours: 47.5

Prerequisites: SOS

In this course, students will learn the Fundamentals of Basic Life Support and cardiopulmonary resuscitation (CPR) according to the guidelines of The American Heart Association (AHA). Students will progress in their area of Material Safety Data Sheets (MSDS), work simplification, special handling, record keeping, and the Six Sigma concepts in quality assurance. Students will also learn inventory management, human relations skills and professional development. Prior to clinical experience, students will receive Job Preparation training designed to assist the student in entering the workforce. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

CSIT109 – Clinical Experience I – 0.5 Semester Credit Hours

Course Hours: 40 / Outside Hours: 0 / Total Hours: 40

Prerequisites: SOS, CSIT101-108

The first week of Clinical consists of introductory hands-on experience through the central service and sterile processing departments of a hospital or outpatient facility. The student will be expected to observe and perform the basic duties of a central service instrument technician under the supervision of a facility staff member, preceptor or clinical educator.

CSIT110 – Clinical Experience II – 8.0 Semester Credit Hours

Course Hours: 360 / Outside Hours: 0 / Total Hours: 360

Prerequisites: SOS, CSIT101-109

Clinical consists of a 9-week hands-on experience through the central service and sterile processing departments of a hospital or outpatient facility. The student will be expected to perform the duties of a central service instrument technician under the supervision of a facility staff member, preceptor or clinical educator.

MEDICAL ASSISTANT

CIP Code: 51.0801

SOC Code: 31-9092.00

DOT Code: 079.362-010

Semester Credits: 31.0

Program Length: 43 Weeks

Method of Delivery: Residential

Course Hours: 784 / Outside Hours: 99 / Total Hours: 883

Program Objectives:

After successful completion of the Medical Assistant program, the graduate will be qualified to work in doctor's offices, general medical clinics or urgent care clinics. The student will be able to perform the duties required for examinations, use diagnostic equipment, perform laboratory duties, and function in all phases of the business office including having a working knowledge of data input on the computer. Graduates will be qualified to accept entry-level or mid-level positions. Medical Assistant students are eligible to sit for the Medical Assistant national certification exam through the American Medical Technologists organization. Graduates are also eligible to register for several additional national certification exams, if they so choose.

A graduate of the Medical Assistant Program may be employed by a physician, hospital, medical and diagnostic laboratories, nursing care facilities, or outpatient facility. Employment opportunities can be found in the front office environment such as word processing, medical transcribing, admitting clerk, intake personnel, receptionist, medical records clerk, and other medical administrative procedures. Opportunities in the back office environment may include laboratory procedures such as venipuncture and other laboratory testing, preparing patients for examination, conducting diagnostic tests, and assisting with minor surgeries.

Required Courses:

SOS – Seminar for Success – 3.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 15 / Total Hours: 79

Prerequisites: None

Orientation and success building course for Career Students. Review of basic math, language, vocabulary, and writing skills. Introduction to core career classes, availability of community resources, outlining, summarizing, managing credit, and other life skills. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

AHA101 – Medical History and Fundamentals – 3.5 Semester Credit Hours

Course Hours: 80 / Outside Hours: 12 / Total Hours: 92

Prerequisites: SOS

This course provides an overview of the roles and responsibilities of the medical paraprofessional and an introduction to medical specialties and subspecialties. This course introduces the student to the structures and functions of the human body. Topics include the history of medicine, the health care team and office environment, interpersonal communications, medical law and ethics, basic keyboarding, and medical terminology. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

AHA102 – Medical Office Administration – 3.5 Semester Credit Hours

Course Hours: 80 / Outside Hours: 12 / Total Hours: 92

Prerequisites: SOS

This course will introduce students to the basic procedures of the daily management of a medical office. Activities and simulation exercises related to practice management are provided throughout the course. Topics covered include telephone techniques, appointment scheduling, word processing projects to include resumes and cover letters, insurance claims processing, constructing and managing patient records, medical office management software, and basic keyboarding. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

MA103 – Anatomy & Physiology – A – 3.5 Semester Credit Hours

Course Hours: 80 / Outside Hours: 12 / Total Hours: 92

Prerequisites: SOS

This course will focus on the respiratory and circulatory systems. Students will learn a variety of patient-care skills such as Venipuncture, ECG testing, and specialty exams. Students will practice skills introduced in this course through laboratory exercises. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

MA104 – Anatomy & Physiology – B – 3.5 Semester Credit Hours

Course Hours: 80 / Outside Hours: 12 / Total Hours: 92

Prerequisites: SOS

This course will focus on the lymphatic, immune, digestive, urinary and nervous systems. Students will learn related laboratory skills such as urinalysis and microscope use. Students will practice skills introduced in this course through laboratory exercises. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

MA105 – Anatomy & Physiology – C – 3.5 Semester Credit Hours

Course Hours: 80 / Outside Hours: 12 / Total Hours: 92

Prerequisites: SOS

This course introduces the student to the male and female reproductive systems, and the endocrine, integumentary, sensory, and muscular and skeletal systems. Students will practice skills introduced in this course through laboratory exercises. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

MA106 – Medical Assisting Skills – 3.5 Semester Credit Hours

Course Hours: 80 / Outside Hours: 12 / Total Hours: 92

Prerequisites: SOS

This course introduces students to basic pharmacology and dosage calculation. Students will assist with medications, injections, and minor surgical procedures. The introduction of related practical skills such as surgical instruments and tray sets, medical asepsis, and sterile gloving are included in the course. This course covers behaviors influencing health, stress reduction, time management skills, and introduces alternative related therapies. Students will practice skills introduced in this course through laboratory exercises. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

MA107 – Medical Assisting Skills and Response Training – 3.5 Semester Credit Hours

Course Hours: 80 / Outside Hours: 12 / Total Hours: 92

Prerequisites: SOS

This course introduces the students to office emergencies and first aid techniques. Basic Life Support training for the health care provider provides students with the opportunity to become CPR certified. Students will practice skills introduced in this course through laboratory exercises. Students will discuss beginning their job search. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

MA108 – Externship – 3.5 Semester Credit Hours

Course Hours: 160 / Outside Hours: 0 / Total Hours: 160

Prerequisites: SOS, AHA101-102, MA103-107

Upon successful completion of classroom training, medical assisting students will participate in a supervised 160-hour externship experience in medical setting. This course is a requirement for graduation.

MEDICAL INSURANCE BILLER and CODER

CIP Code: 51.0714

SOC Code: 29-2071.00

DOT Code: 214.482-010

Semester Credits: 31.0

Program Length: 43 Weeks

Method of Delivery: Residential

Course Hours: 784 / Outside Hours: 206.25 / Total Hours: 990.25

Program Objectives:

The Medical Insurance Biller and Coder program prepares graduates for entry-level employment as a medical office billing specialist by providing training in the knowledge, skills, and techniques needed to function in the medical front office, hospital, or medical clinic. Students will learn to set up patient records, computerized practice management, and other functions essential to the medical office environment. Students will also learn the basics of medical coding using CPT and ICD-9-CM codes, and preparation and processing of various insurance claims.

A graduate of the Medical Insurance Biller and Coder program may be employed as a medical administrative assistant, billing specialist, billing secretary, medical fee clerk, medical record administrator, or a medical record technician. Employment may be found in a variety of places, including corporate offices, medical offices, school administration offices, insurance offices, hospital billing offices, and private employment.

Required Courses:

SOS – Seminar for Success – 3.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 22.50 / Total Hours: 86.5

Prerequisites: None

Orientation and success building course for Career Students. Review of basic math, language, vocabulary, and writing skills. Introduction to core career classes, availability of community resources, outlining, summarizing, managing credit, and other life skills. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

AHA101 – Medical History and Fundamentals – 3.5 Semester Credit Hours

Course Hours: 80 / Outside Hours: 26.25 / Total Hours: 106.25

Prerequisites: SOS

This course provides an overview of the roles and responsibilities of the medical paraprofessional and an introduction to medical specialties and subspecialties. This course introduces the student to the structures and functions of the human body. Topics include the history of medicine, the health care team and office environment, interpersonal communications, medical law and ethics, basic keyboarding, and medical terminology. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

AHA102 – Medical Office Administration – 3.5 Semester Credit Hours

Course Hours: 80 / Outside Hours: 26.25 / Total Hours: 106.25

Prerequisites: SOS

This course will introduce students to the basic procedures of the daily management of a medical office. Activities and simulation exercises related to practice management are provided throughout the course. Topics covered include telephone techniques, appointment scheduling, word processing projects to include resumes and cover letters, insurance claims processing, constructing and managing patient records, medical office management software, and basic keyboarding. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

MIB103 – Medical Terminology; Anatomy & Physiology – 3.5 Semester Credit Hours

Course Hours: 80 / Outside Hours: 26.25 / Total Hours: 106.25

Prerequisites: SOS

This course provides instruction in medical terminology with emphasis on word structure including word roots, suffixes, and prefixes. The course covers word meaning and pronunciation in addition to common medical abbreviations. Students will be introduced to basic anatomy and physiology, critical to the understanding of medical coding. A study of common disorders and basic diagnostic procedures related to the body systems will be presented. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

MIB104 – Medical Health Insurance – 3.5 Semester Credit Hours

Course Hours: 80 / Outside Hours: 26.25 / Total Hours: 106.25

Prerequisites: SOS

This course provides instruction in all aspects of insurance billing, including but not limited to completing, submitting, tracing, and appealing claims. Guidelines for submitting claims to Medicare, Medicaid, TriCare, CHAMPVA, Worker's Compensation, and disability programs are covered. Students are also introduced to HIPAA compliance issues as they relate to patient privacy. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

MIB105 – ICD-9-CM, HCPCS, & Evaluation Management – 3.5 Semester Credit Hours

Course Hours: 80 / Outside Hours: 26.25 / Total Hours: 106.25

Prerequisites: SOS

This course provides detailed instruction in the history, characteristics, and purpose of the coding and classification systems used in the medical claims industry. Students receive an in depth review of CPT, ICD-9-CM, and HCPCS medical coding systems, using the industry standard codebooks and source documents. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

MIB106 – CPT Coding – 3.5 Semester Credit Hours

Course Hours: 80 / Outside Hours: 26.25 / Total Hours: 106.25

Prerequisites: SOS

This course provides detailed instruction in the characteristics of the procedural coding and classification system used in the medical claims industry. Students will learn the principles of procedural coding using the Current Procedural Terminology (CPT) medical coding system and manual. Students will also be exposed to various source documents ranging from simple to complex. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

MIB107 – Medical Career Fundamentals – 3.5 Semester Credit Hours

Course Hours: 80 / Outside Hours: 26.25 / Total Hours: 106.25

Prerequisites: SOS

This course introduces students to the various roles and responsibilities of the insurance billing specialist. Instruction is provided in office and insurance claim processing procedures, including completing, transmitting, tracing, and appealing claims. Medical records documentation practices and computerized practice management software and techniques are taught. This course also introduces students to office emergencies and first aid techniques. Basic Life Support training for the health care provider provides students with the opportunity to become CPR certified. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

MIB108 – Externship – 3.5 Semester Credit Hours

Course Hours: 160 / Outside Hours: 0 / Total Hours: 160

Prerequisites: SOS, AHA101-102, MIBC103-107

Upon successful completion of classroom training, medical office specialist students will participate in a supervised 160-hour externship experience in a medical setting. This course is a requirement for graduation.

PROFESSIONAL FITNESS TRAINER

CIP Code: 31.0501

SOC Code: 39-9031.00

DOT Code: 153.224-010

Semester Credits: 37.5

Program Length: 31 Weeks

Method of Delivery: Residential

Course Hours: 764 / Outside Hours: 281 / Total Hours: 1045

Program Objectives:

The Professional Fitness Trainer will prepare the student for an entry-level position in the fitness field. It offers students the opportunity to obtain the knowledge, skills, and techniques needed to function in the fitness industry.

Personal trainers provide assistance to those seeking to improve their personal health fitness, and athleticism through exercise and nutrition. Most fitness positions are found in gym setting, physical fitness centers, or in concert with wellness or rehabilitation centers.

Although not required to work as a Personal Trainer in California, you may seek to become a National Academy of Sports Medicine-certified Personal Trainer (NASM-CPT). To do so, you must pass the examination offered by the National Academy of Sports Medicine Certified Personal Trainer (NASM-CPT) examination. The Professional Fitness Trainer program at Glendale Career College provides training and instruction for students to prepare for the National Academy of Sports Medicine Certified Personal Trainer (NASM-CPT) and Corrective Exercise Specialist (NASM-CES) examination. A graduate of the Professional Fitness Trainer program may be employed by a gym, physical fitness centers, or in concert with wellness or rehabilitation centers. Additionally, they can work as independent personal fitness trainers and possibly start their own business.

Required Courses:

SOS – Seminar for Success – 3.0 Semester Credit Hours

Course Hours: 64 / Outside Hours: 22.50 / Total Hours: 86.5

Prerequisites: None

Orientation and success building course for Career Students. Review of basic math, language, vocabulary, and writing skills. Introduction to core career classes, availability of community resources, outlining, summarizing, managing credit, and other life skills. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

PFT 101 – Concepts of Integrated Training – 2.0 Semester Credit Hours

Course Hours: 50 / Outside Hours: 15 / Total Hours: 65

Prerequisites: SOS

This course will provide in-depth study to the interdependent and intradependent relationship of the components to integrated training. Specifically, the student will focus on theory and systematic, progressive application of flexibility training, core training, balance training, and plyometric training. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

PFT 102 – Design of Fitness Program – 2.0 Semester Credit Hours

Course Hours: 50 / Outside Hours: 15 / Total Hours: 65

Prerequisites: SOS

Students in this course will study the practice of resistance training to enhance neuromuscular function and development, and design goal-specific Optimum Performance Training (OPT™) fitness programs, stabilization programs, strength programs, power programs, and cardiorespiratory training programs. Additionally, this course provides in-depth study of the theories and progressive applications of linear speed, multidirectional agility, and quickness activities. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

PFT 103 – Human Movement Assessment – 3.0 Semester Credit Hours

Course Hours: 50 / Outside Hours: 22.5 / Total Hours: 72.5

Prerequisites: SOS

Paramount to student success is the comprehension and application of a dynamic relationship between the articular system, muscular system, and nervous system. Students in this course will explore a detailed look at anatomy, physiology, and kinesiology and will apply that gained knowledge to a variety of assessments intended to evaluate the existence and impact of human movement impairments. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

PFT 104 – Nutrition & Supplementation – 2.5 Semester Credit Hours

Course Hours: 50 / Outside Hours: 18.75 / Total Hours: 68.75

Prerequisites: SOS

Students in this course will be exposed to the theories and principles of integrated training and the Optimum Performance Training (OPT™) model. Of particular focus will be the study of nutrition and the healthy composition of diet. This course will also explore the efficacy and practice of dietary supplementation as well as professional ethics and boundary-setting applied to the health and fitness industry. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

PFT 105 – Professional & Career Development – 3.0 Semester Credit Hours

Course Hours: 50 / Outside Hours: 22.5 / Total Hours: 72.5

Prerequisites: SOS

Students will concentrate on various strategies that include job search, résumé formats, necessary pre-employment letters, and interview techniques. The student will develop effective communication skills to interact professionally with clients and colleagues. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

PFT 106 – Leadership, Business, & Sales – 2.5 Semester Credit Hours

Course Hours: 50 / Outside Hours: 18.75 / Total Hours: 68.75

Prerequisites: SOS

Students in this course will learn how to become successful business owner. In addition, students will learn basic business principles and how to create a successful career as a personal fitness trainer. Students will also learn about office productivity software, marketing materials, résumé development, business-plan development, licensing, and continuing education in the fitness industry. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

PFT 107 – Exercise Psychology & Lifestyle Coaching – 3.0 Semester Credit Hours

Course Hours: 50 / Outside Hours: 22.5 / Total Hours: 72.5

Prerequisites: SOS

Students in this course learn the basics of personal and professional leadership as well as motivational and situational techniques to use during interaction with clients to enhance positive behavioral change. Students also learn how to apply a holistic, integrated, principle-centered approach to organizing personal lives and motivating people to be physically active. In addition, students learn to effects of planned stress (e.g., exercise) and recovery (e.g., sleep, massage) on mental health, physical performance, and health-related quality of life. This course lays the foundation for students to effectively promote personal training as part of a healthy lifestyle. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

PFT 108 – Exercise Physiology – 3.0 Semester Credit Hours

Course Hours: 50 / Outside Hours: 22.5 / Total Hours: 72.5

Prerequisites: SOS

Students in this course learn about the physiological adjustments that occur with in the body during exercise. In addition, students learn about the physiological systems as they are affected by physical exercise, including observations of respiratory, circulatory, nervous, and metabolic adjustments to physical exercise. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside

preparation may take the form of homework assignments, projects, reading, and required studying.

PFT 109 – Special Populations Fitness Prescription – 2.0 Semester Credit Hours

Course Hours: 50 / Outside Hours: 15 / Total Hours: 65

Prerequisites: SOS

Students in this course learn and practice the skills and knowledge to develop fitness programs for clientele requiring special considerations. Populations to be studied include youth, seniors, pregnant women, obese people, diabetic people, those with osteoporosis, those with arthritis, and those with increased cardiorespiratory disease risk factors. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

PFT 110 – OPT™ for Sport-Specific Training – 2.0 Semester Credit Hours

Course Hours: 50 / Outside Hours: 11 / Total Hours: 61

Prerequisites: SOS

This lab is the practical application of program design for sport-specific clients. Students will be able to design cardiorespiratory training programs, power OPT™ programs, and programs for clients who participate in individual competitions for team sports. Students will apply principles of reactive neuromuscular training (plyometric) and integrated speed training to help clients achieve their established goals. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

PFT 111 – Certification Exam Preparation – 2.5 Semester Credit Hours

Course Hours: 50 / Outside Hours: 18.75 / Total Hours: 68.75

Prerequisites: SOS

This course provides the student with tips and essential skills to take and pass the NASM-CPT (Certified personal Trainer) nationally-accredited certification examination. This course provides the student with how to prepare for the exam and a comprehensive review of the requirements to demonstrate proficiency in the performance domains of Basic and Applied Sciences; Assessment; Exercise Technique and Training Instruction; Program Design; Considerations in Nutrition; Client Relations and Behavioral Coaching; and Professional Development, Practice, and Responsibility. The certification test will be presented during the last class session, and students who successfully complete the training will receive the NASM-CPT designation. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

PFT 112 – Advanced Fitness Nutrition – 2.5 Semester Credit Hours

Course Hours: 50 / Outside Hours: 18.75 / Total Hours: 68.75

Prerequisites: SOS

Students in this course learn about the physiological adjustments that occur within the body during exercise. In addition, students learn about the physiological systems as they are affected by physical exercise, including observations of respiratory, circulatory, nervous, and metabolic adjustments to physical exercise. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

PFT 113 – Lifespan Fitness – 2.5 Semester Credit Hours

Course Hours: 50 / Outside Hours: 18.75 / Total Hours: 68.75

Prerequisites: SOS

This course will expand market research and growth opportunities by applying appropriate and relevant exercise selections to populations with special consideration. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

PFT 114 – Essentials of Corrective Exercise – 2.5 Semester Credit Hours

Course Hours: 50 / Outside Hours: 18.75 / Total Hours: 68.75

Prerequisites: SOS

This course will present an evidence-based approach to corrective exercise, the components of a comprehensive solution, and the practical know-how to develop and implement integrated strategies to improve common movement impairments. Students completing this course will be prepared to take the NASM Corrective Exercise Specialist credentialing examination. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

SURGICAL TECHNOLOGY

CIP Code: 51.0909

SOC Code: 29-2055.00

DOT Code: 079.374-022

Semester Credits: 64.0

Program Length: 60 Weeks

Method of Delivery: Residential

Course Hours: 1565 / Outside Hours: 371.25 / Total Hours: 1936.25

Program Objectives:

The Surgical Technology program is designed to instruct in all phases of Surgical Technology, and to prepare competent, entry-level surgical technologists in the cognitive (knowledge), psychomotor (skills), and affective (behavior) learning domains. Upon completion, the graduate can effectively work with and under the supervision of surgeons or registered nurses and become an integral part of the team providing care to patients during the crucial periods of surgery. Much of the training is focused on the clinical aspect of the program where the students gain skills in helping to set up the operating room; prepare patients for surgery; scrub, gown and glove self and other team members; pass instruments and other sterile supplies to surgeons; help care for and dispose of specimens; and assist nurses in cleaning and stocking the operating room for the next operation. The curriculum reflects the latest developments in biomedical science. A graduate of the Surgical Technology program may be employed as a member of an operating room team, which includes surgeons, anesthesiologists, and circulating nurses. In addition to hospital operating rooms, our graduates will be qualified to work in surgical centers, delivery rooms, and medical clinics.

Required Courses:

STSOS – Seminar for Success – 3.0 Semester Credit Hours

Course Hours: 60 / Outside Hours: 22.5 / Total Hours: 82.5

Prerequisites: None

This introductory course provides an overview of learning readiness skills, including how to study, student learning styles, reading skills to increase comprehension, time management and stress management, communication, teamwork, and leadership, an overview of basic health care-related math skills, and an introduction to medical terminology, including word parts and basic medical terms related to body systems. This course also introduces students to the field of surgical technology and the expectations of the surgical technology program. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

ST112 – The Human Body I – 8.0 Semester Credit Hours

Course Hours: 120 / Outside Hours: 60.00 / Total Hours: 180.00

Prerequisites: SOS

This course focuses on the structure, function, and disease processes of the human body including the organization structure of the human body, the Integumentary, Musculoskeletal, Neuro-Sensory, and Endocrine Systems, and medical terminology related to these systems. The course also includes an overview of the concepts and principles of microbiology as related to surgical practice, including microbe-based diseases and immunology. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

ST120 – Fundamentals – 7.0 Semester Credit Hours

Course Hours: 120 / Outside Hours: 52.50 / Total Hours: 172.50

Prerequisites: None

This course introduces the student to the broad field of Surgical Technology by addressing topics and concepts related to the health care setting. Included in this course is the job description of the Surgical Technologist, descriptions of the roles of care providers in the OR, including the role of the Surgical Technologist-Scrub Role (STSR), ethical, moral, and medico-legal practice, professional communication, teamwork, and employment skills. This course also presents concepts related to operating room practice and discusses the biopsychosocial needs of the surgical patient. The course also addresses the principles and techniques of disinfection, sterilization, and antisepsis as they apply to the Operating Room. The laboratory component of the course focuses on the skills related to the processing of surgical instrumentation and supplies in a non-patient utilization setting. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

ST212 – The Human Body II – 5.0 Semester Credit Hours

Course Hours: 75 / Outside Hours: 37.50 / Total Hours: 112.50

Prerequisites: SOS

This course focuses on the structure, function, and disease processes of the human body including the Circulatory, Cardiovascular, Lymphatic, Respiratory, Gastrointestinal, Genitourinary, and Male and Female Reproductive Systems, and medical terminology related to these systems. This course also includes an introduction to pharmacology including medication types, sources, classifications, dosages, uses, and medications commonly used in surgery. Concepts of anesthesia, including methods, types, administration, and potential complications are also discussed. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

ST220 – Asepsis – 10.0 Semester Credit Hours

Course Hours: 150 / Outside Hours: 75 / Total Hours: 225

Prerequisites: SOS

This course introduces the knowledge, skills, and techniques utilized to prepare the patient for the surgical experience and to prepare and maintain the sterile field during the surgical experience. Included are pre-operative patient preparation, gowning and gloving, the establishment of the sterile field with the equipment, instruments, and supplies; patient positioning and skin preparation. pre-, intra-, and postoperative case management techniques. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

ST230 – Mock Lab – 2.5 Semester Credit Hours

Course Hours: 75 / Outside Hours: 0 / Total Hours: 75

Prerequisites: None

This course provides a laboratory environment in which students concentrate on development of skills and practical performances by preparing for a surgical procedures in a non-patient contact environment. Emphasis will be placed on learning and understanding the different responsibilities of the scrub and assistant circulator roles in the operating room and how to build teamwork by providing the student with the opportunity to assume sterile and non-sterile member roles, as well as an understanding of safety concepts, including instrument, sponge, and needle counts, as well as patient identification. During this course, students are given the opportunity to discuss, understand and demonstrate group dynamics, cultural diversity, leadership, and teamwork.

ST310 – Surgical Procedures I – 4.0 Semester Credit Hours

Course Hours: 60 / Outside Hours: 30 / Total Hours: 90

Prerequisites: None

This course focuses on integration of the professional knowledge of the Surgical Technologist using the procedural format. The anatomy, physiology, pathophysiology, case management, and patient considerations of General Surgery, Obstetrics and Gynecologic Surgery, Genitourinary Surgery, Otorhinolaryngologic Surgery, and Oral/Maxillofacial Surgery will be presented. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

ST311 – Surgical Procedures Lab I – 2.0 Semester Credit Hours

Course Hours: 60 / Outside Hours: 0 / Total Hours: 60

Prerequisites: None

This course provides a laboratory environment in which students concentrate on further development of skills and practical performances by preparing for a variety of basic surgical procedures in a non-patient contact environment. Emphasis will be placed on learning and understanding the different roles in the operating room and how to build teamwork by providing mock situations in which students will have the opportunity to assume sterile and non-sterile member roles, as well as an understanding of safety concepts, including instrument, sponge, and needle counts, as well as patient identification. During this course, students are given the opportunity to discuss, understand and demonstrate group dynamics, cultural diversity, leadership, and teamwork.

ST320 – Surgical Procedures II – 4.5 Semester Credit Hours

Course Hours: 70 / Outside Hours: 33.75 / Total Hours: 103.75

Prerequisites: None

This course focuses on integration of the professional knowledge of the Surgical Technologist using the procedural format. The anatomy, physiology, pathophysiology, case management, and patient considerations of Orthopedic Surgery, Ophthalmic Surgery, Plastic/Reconstructive Surgery, Cardiothoracic and Peripheral Vascular Surgery, and Neurosurgical Surgery will be presented. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

ST321 – Surgical Procedures Lab II – 2.0 Semester Credit Hours

Course Hours: 70 / Outside Hours: 0 / Total Hours: 70

Prerequisites: None

This course provides a laboratory environment in which students concentrate on further development of skills and practical performances by preparing for a variety of more complex surgical procedures in a non-patient contact environment. Emphasis will be placed on learning and understanding the different roles in the operating room and how to build teamwork by providing mock situations in which students will have the opportunity to assume sterile and non-sterile member roles, as well as an understanding of safety concepts, including instrument, sponge, and needle counts, as well as patient identification. During this course, students are given the opportunity to discuss, understand and demonstrate group dynamics, cultural diversity, leadership, and teamwork.

ST330 – Sterile Processing – 1.5 Semester Credit Hours

Course Hours: 80 / Outside Hours: 0 / Total Hours: 80

Prerequisites: None

This course focuses on completion of a rotation in the Sterile Processing Department of a health care facility where the student will participate in the instrument reprocessing experience including sterilization, disinfection, tray assembly, sterile storage, and distribution.

ST410 – Clinical Externship I – 6.0 Semester Credit Hours

Course Hours: 280 / Outside Hours: 22.5 / Total Hours: 302.50

Prerequisites: None

This course focuses on application of professional knowledge, skills, and behaviors in a patient care setting at a local health care facility. The student will actively participate in basic to moderately-complex surgical procedures in the assistant circulator, observation, second scrub, and first scrub roles. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

ST420 – Clinical Externship II – 7.0 Semester Credit Hours

Course Hours: 320 / Outside Hours: 26.25 / Total Hours: 346.25

Prerequisites: None

This course focuses on application of professional knowledge, skills, and behaviors in a patient care setting at a local health care facility. The student will actively participate in moderately-complex to complex surgical procedures in the assistant circulator, observation, second scrub, and first scrub roles. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

ST430 – CST Exam Review – 1.5 Semester Credit Hours

Course Hours: 25 / Outside Hours: 11.25 / Total Hours: 36.25

Prerequisites: None

This course focuses on a comprehensive review of the surgical technology curriculum in preparation to take the National Board for Surgical Technology and Surgical Assisting (NBSTSA) CST® Certification exam and the Program Final Exam (PFE). Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

Clinical Case Requirements – Surgical Technology

1. The total number of cases the student must complete is **120**.
2. Students are required to complete thirty (**30**) cases in General Surgery. Twenty (**20**) of these cases must be in the First Scrub Role.
3. Students are required to complete ninety (**90**) cases in various surgical specialties excluding General Surgery; sixty (**60**) which must be performed in the First Scrub Role. The additional thirty (**30**) cases may be performed in either their First or Second Scrub Role. A minimum of sixty (**60**) surgical cases must be performed in the First Scrub Role and distributed amongst a minimum of four (**4**) surgical specialties. A minimum of ten (**10**) case in the First Scrub Role must be completed in each of the required minimum of four (**4**) surgical specialties (**40** cases total required). The additional twenty (**20**) cases in the First Scrub Role may be distributed amongst any one surgical specialty or multiple surgical specialties. The remaining thirty (**30**) surgical specialties cases may be performed in any surgical specialty either in the First or Second Scrub Role.
4. Diagnostic endoscopy cases and vaginal delivery cases are not mandatory, but up to ten (**10**) diagnostic cases and five (**5**) vaginal delivery cases can be counted towards the maximum number of Second Scrub Role cases.

Note: Observation cases must be documented, but do not count toward the **120** required total cases.

SURGICAL TECHNOLOGY ACCELERATED ALTERNATE DELIVERY PROGRAM

CIP Code: 51.0909

SOC Code: 29-2055.00

DOT Code: 079.374-022

Semester Credits: 60.0

Program Length: 45 Weeks

Method of Delivery: Distance Education

Course Hours: 900 / Outside Hours: 450 / Total Hours: 1350

Program Objectives:

The Accelerated Alternate Delivery Program in Surgical Technology is designed to assist non-certified currently practicing surgical technologists to obtain the educational background they need to be eligible to sit for the National Board of Surgical Technology and Surgical Assisting (NBSTSA) certification exam. The curriculum reflects the latest developments in biomedical science. Students will be instructed in all phases of Surgical Technology in the cognitive (knowledge), psychomotor (skills), and affective (behavior) learning domains. Upon completing the specific requirements, the student is eligible to be granted a diploma of completion from Glendale Career College and apply to take the Certified Surgical Technologist (CST®) Exam offered by the NBSTSA.

A graduate of the Surgical Technology Accelerated Alternate Delivery program may continue to be employed as a member of an operating room team, which includes surgeons, anesthesiologists, and circulating nurses. In addition to hospital operating rooms, our graduates will be qualified to work in surgical centers, delivery rooms, and medical clinics.

Required Courses:

STAAD110 – Fundamental Knowledge – Term I – 20.0 Semester Credit Hours

Course Hours: 300 / Outside Hours: 150 / Total Hours: 450

Prerequisites: None

This course will focus on the basic structure and function of the human body as well as the basic concepts of Microbiology. The information presented is presented in a progressive manner allowing the student to understand the body as a whole, its line of defense, movement, support, and coordination. All systems will be covered along with an overview of the immune system and body defenses that will prepare the student to understand the concepts of immunization, autoimmunity, and hypersensitivity reactions. This course will provide the essential knowledge in the surgical environment, as well as an overview of basic surgical instrumentation. Sterilization and disinfection will be covered as it relates to safe surgical practice. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

STAAD120 – Principles of Surgical Techniques – Term II – 15.0 Semester Credit Hours

Course Hours: 225 / Outside Hours: 112.50 / Total Hours: 337.50

Prerequisites: STAAD110

This course will provide essential knowledge in all aspects of surgical patient care including preoperative, intraoperative, and postoperative. An emphasis on aseptic technique will be reinforced in relation to scrubbing, gowning, gloving, and creation and maintenance of the sterile field. Students will learn the importance of preoperative education with emphasis on patient care and safety. Students will review the principles of transportation, positioning, and draping as well as assistant circulator duties, and factors that influence healing and infections. This course will reinforce the student's knowledge needed in case of emergency, such as cardiac/respiratory arrest or a disaster where public health is affected. This course will also enhance the student's knowledge base allowing for the opportunity to advance further in their field of employment. In addition, basic principles of pharmacology and anesthesia as it applies to the surgical technologist will be reviewed as an introduction to general surgery and other surgical specialties. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

STAAD130 – Surgical Procedures – Term III – 25.0 Semester Credit Hours

Course Hours: 375 / Outside Hours: 187.50 / Total Hours: 562.50

Prerequisites: STAAD120

During this course, the student will explore surgical procedures in each of the surgical specialty areas including: General Surgery, OB/GYN, Genitourinary, Orthopedics, Otorhinolaryngology, Ophthalmic, Oral and Maxillofacial, Plastic and Reconstructive, Thoracic, Cardiovascular, Peripheral Vascular, and Neurosurgical Procedures. Students will prepare to take the National Board of Surgical Technology and Surgical Assisting (NBSTSA) CST® Exam, demonstrate entry-level proficiency in the scrub role, and complete all course and program requirements. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

Additional Program Requirements:

Students enrolled in the Surgical Technology Accelerated Alternate Delivery (ST-AAD) Program must provide verification of:

1. Laboratory Skills
2. Completion of Program Clinical Case Requirement:
 1. The total number of cases the student must complete is **120**.
 2. Students are required to complete thirty (**30**) cases in General Surgery. Twenty (**20**) of these cases must be in the First Scrub Role.
 3. Students are required to complete ninety (**90**) cases in various surgical specialties excluding General Surgery; sixty (**60**) which must be performed in the First Scrub Role. The additional thirty (**30**) cases may be performed in either their First or Second Scrub Role. A minimum of sixty (**60**) surgical cases must be performed in the First Scrub Role and distributed amongst a minimum of four (**4**) surgical specialties.

A minimum of ten **(10)** case in the First Scrub Role must be completed in each of the required minimum of four **(4)** surgical specialties (**40** cases total required).The additional twenty **(20)** cases in the First Scrub Role may be distributed amongst any one surgical specialty or multiple surgical specialties. The remaining thirty **(30)** surgical specialties cases may be performed in any surgical specialty either in the First or Second Scrub Role.

4. Up to ten **(10)** diagnostic cases and five **(5)** vaginal delivery cases can be counted towards the maximum number of Second Scrub Role cases, but are not mandatory.

VOCATIONAL NURSING

CIP Code: 51.3901

SOC Code: 29-2061.00

DOT Code: 079.374-014

Program Clock Hours: 1701

Program Length: 64 Weeks

Method of Delivery: Residential

Course Hours: 1701 / Outside Hours: N/A / Total Hours: 1701

Program Objectives:

The Vocational Nursing program provides students with the opportunity to develop the knowledge and skills necessary to function as a vocational nurse in a variety of settings. The student will receive classroom, laboratory, and clinical instruction in nursing areas of fundamentals, anatomy and physiology, pharmacology, medical/surgical nursing, mental health, maternity, pediatric, and leadership nursing.

After successful completion of the program, the student is required to take the NCLEX-VN examination for licensure as a vocational nurse. Graduates of the Vocational Nursing program may be employed as a Licensed Vocational Nurse upon application to the State Board of Nursing and successfully passing the NCLEX-VN examination. This person may serve patients and clients in many settings including hospitals, clinics, doctor's offices, extended-care facilities, and other medical facilities.

Required Courses:

VNSOS – Seminar for Success – 77 hours

Prerequisites: None

Orientation and success building course for Career Students. Review of math including pharmacological calculations, language, vocabulary, writing and communication skills. This course also includes introduction to nutrition and hygiene, professional growth and career development, availability of community resources, outlining, summarizing, critical thinking and other life skills.

VN110 – Nursing Fundamentals – 94 hours

VN110C – Nursing Fundamentals-Clinical – 240 hours

Prerequisites: None

Students will gain a knowledge of basic nursing skills, their principles, rationale, including communication skills, the nursing process, patient education, gerontological nursing and rehabilitative nursing. Legal and ethical aspects of nursing care are also covered. Basic nutrition using the food pyramid and food groups will be introduced. Students will also learn basic diets for different medical conditions, (cardiac, diabetic, etc.) that will also be covered in more detail as those disease processes are explored in Medical/Surgical nursing. This course looks at the patient as a whole being and emphasizes treating the person with respect to cultural and ethical differences. Maslow's theory is utilized as a basis for understanding human needs. Psychological adaptations to illness and various situations are discussed as well as

care of the patient with a psychological diagnosis in the acute care facility. The growth and development of patients as part of the normal aging process is discussed. Starting from birth to death there are certain stages most people pass through and this is relevant to the nursing care plan for each patient.

VN120 – Anatomy & Physiology – 48 hours

Prerequisites: None

Students will gain knowledge of basic anatomy and physiology of the human body. The structure and normal function of each of the body systems and the related pathology will be studied with correlation to each system as it is covered in the Medical/Surgical nursing courses.

VN210 – Medical/Surgical Nursing 2 – 166 hours

VN210C – Medical/Surgical Nursing 2-Clinical – 240 hours

Prerequisites: None

This course covers medical and surgical treatment of the adult. It will cover disorders of the muscular-skeletal, respiratory, lymphatic, immune, and gastrointestinal systems. In addition, communicable diseases, pain management, perioperative nursing, and oncology are discussed. Diseases and disorders, treatment, diets, and medications will be introduced for each system. Students will develop nursing care plans for assigned patients. In the clinical area, the student will provide direct hands-on care to patients, including the administration of medications. Ethical problems and behaviors are also part of the curriculum in this course.

VN310 – Medical/Surgical Nursing 3 – 166 hours

VN310C – Medical/Surgical Nursing 3-Clinical – 240 hours

Prerequisites: None

This course covers medical and surgical treatment of the adult. It will cover disorders of the cardiovascular, integumentary, endocrine, reproductive, and renal/genitourinary systems. Diseases and disorders, treatment, diets, and medications will be introduced for each system. Comprehensive review of subjects related to pharmacology, nutrition, as well as anatomy and physiology discussed during Terms 1 and 2. Students will continue development of concept maps and patient care strategies during the clinical portion of their course, and will also continue to provide direct hands-on care to patients, including the administration of medications.

VN320 – Pharmacology – 24 hours

Prerequisites: None

The basic preparation of medications for administration is covered. The classes and groups of medications, their actions and uses are discussed throughout the program. The student is expected to know the indications and contraindications of each medication before it is administered and to prepare and give medications safely and accurately. 24 hours are completed in Term 1; an additional 30 hours of Basic Pharmacology is integrated into Term 2, 3, and 4.

VN410 – Medical/Surgical Nursing 4 – 70 hours

VN410C – Medical/Surgical Nursing 4-Clinical – 168 hours

Prerequisites: None

This course covers medical and surgical treatment of the adult. It will cover diseases of the neurosensory system. This course covers professional development and leadership skills which are necessary for becoming a nursing team member, assignment making, reporting at change of shift and other duties expected of a nurse. It encompasses responsibility for a team of care providers and one's own behaviors. As the student prepares to graduate, they will need to develop employment-seeking skills. This will include a review of resume writing and interviewing with prospective employers. Preparation for the licensure exam and the necessary paperwork will be completed and the needs for review of materials before the licensure exam are emphasized.

VN420 – Maternal Health – 36 hours

VN420C – Maternal Health-Clinical – 24 hours

Prerequisites: None

Areas covered will include prenatal, perinatal, neonatal and postpartum care. Discussion of providing medically appropriate care during the unique experience of pregnancy, birth and the transition through postpartum recovery

VN430 – Child Health – 30 hours

VN430C – Child Health-Clinical – 24 hours

Prerequisites: None

Areas covered include a general introduction to the pediatric patient and progresses to specific needs including diseases and disorders related to each body system. The needs of the pediatric patient and how it differs from the adult patient, pediatric medication administration, and psychological needs of the child and the family will also be discussed.

VN440 – Mental Health – 30 hours

VN440C – Mental Health-Clinical – 24 hours

Prerequisites: None

An overview of psychiatric-mental health nursing and mental health disorders, dealing with the needs of victims of abuse, loss, grief, and death, substance abuse, personality, mood and anxiety disorders. Also provides a brief look at crisis intervention and suicide.

The Vocational Nursing curriculum also includes: Student Orientation and CPR.

ASSOCIATE OF ARTS IN NURSING

**CIP Code: 51.3801
169.167-046**

SOC Code: 29-1141.00

DOT Code:

Semester Credits: 76.0

Program Length: 96 Weeks

Method of Delivery: Residential

Course Hours: 1952 / Outside Hours: 1913.00 / Total Hours: 3865.00

Program Objectives:

The Associate of Arts in Nursing Program provides students with the opportunity to develop the knowledge and skills necessary to function as a Registered Nurse in a variety of settings. The student will receive classroom, laboratory, and clinical instruction in nursing areas of fundamentals, anatomy and physiology, pharmacology, medical/surgical nursing, mental health, obstetrics, and pediatric nursing.

After successful completion of the program, the student is required to take the NCLEX-RN examination for licensure as a Registered Nurse. Graduates of the Associate of Arts in Nursing Program may be employed as a Registered Nurse upon application to the State Board of Nursing and successfully passing the NCLEX-RN examination. This person may serve patients and clients in many settings including hospitals, clinics, doctor's offices, extended-care facilities, and other medical facilities.

Required Courses:

ANT201 – Anatomy – 3.0 Semester Credit Hours

Course Hours: 48 / Outside Hours: 96 / Total Hours: 144

Prerequisites: None

Co-requisites: ANT201L Anatomy Laboratory

A study of the microscopic and macroscopic structures of the human body. Emphasis on cell structures, integumentary, skeletal, muscular, respiratory, cardiovascular, nervous, digestive, urinary, endocrine, and reproductive systems of the body including disorders of these structures and respective pathologies. Laboratory activities as related to body systems/parts. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

ANT201L – Anatomy Laboratory – 1.0 Semester Credit Hours

Course Hours: 48 / Outside Hours: 48 / Total Hours: 96

Prerequisites: None

Co-requisites: ANT201 Anatomy

A laboratory investigation of both the microscopic and macroscopic structures of the human body. Emphasis on cell structures, integumentary, skeletal, muscular, respiratory,

cardiovascular, nervous, digestive, urinary, endocrine, and reproductive systems of the body including disorders of these structures and respective pathologies. Laboratory activities will also incorporate dissection studies of the fetal pig related to analogous body systems/parts. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

PHY202 – Human Physiology – 3.0 Semester Credit Hours

Course Hours: 48 / Outside Hours: 96 / Total Hours: 144

Prerequisites: None

Co-requisites: PHY202L Human Physiology Laboratory

The study of the dynamic nature of life processes in the human body including cell physiology and functions and inter-relations of the organ systems. Laboratory experience utilizing experimentation and scientific reasoning is an integral part of the course. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

PHY202L – Human Physiology Laboratory – 1.0 Semester Credit Hours

Course Hours: 48 / Outside Hours: 48 / Total Hours: 96

Prerequisites: None

Co-requisites: PHY202 Human Physiology

The study of the dynamic nature of life processes in the human body including cell physiology and functions and inter-relations of the organ systems. Laboratory experience in utilizing experimentation and scientific reasoning is an integral part of the course. This is the lab complement to the Human Physiology lecture course. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

MIC203 – Microbiology – 3.0 Semester Credit Hours

Course Hours: 48 / Outside Hours: 96 / Total Hours: 144

Prerequisites: None

Co-requisites: MIC203L Microbiology Laboratory

This course is designed as an introduction to microbiology, genetics, taxonomy, metabolism, controlling microbes, and immunology. Laboratory experience in order: staining, culturing, analysis and classification of microorganisms. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

MIC203L – Microbiology Laboratory – 2.0 Semester Credit Hours

Course Hours: 96 / Outside Hours: 96 / Total Hours: 192

Prerequisites: None

Co-requisites: MIC203 Microbiology

This course is designed as an introduction to Microbiology, pathogenicity, microbial morphology, genetics, taxonomy, metabolism, controlling microbes and immunology. Laboratory experience in order: staining, culturing, analysis and classification of microorganisms. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

ENG101 – English – 3.0 Semester Credit Hours

Course Hours: 48 / Outside Hours: 96 / Total Hours: 144

Prerequisites: None

Co-requisites: None

The main purpose of English 101 is to introduce the college student to the conventions of academic writing and critical thinking. In this course you will analyze and write about selected readings assigned to you. It is an objective of this course that you learn to compose an effective essay. Upon completion of this course you will have gained the skills necessary to express your ideas in written form in a clear, concise, articulate, and grammatically correct manner. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

PSY101 – General Psychology – 3.0 Semester Credit Hours

Course Hours: 48 / Outside Hours: 96 / Total Hours: 144

Prerequisites: None

Co-requisites: None

Survey of introductory topics such as learning, memory, sensation and perception, personality, life-span development, physiological basis of human behavior which includes: human sexuality, personality, stress and coping, relationships, psychological disorders and psychotherapeutic as well as pharmacotherapeutic interventions. Additional topics such as stress and health, psychological disorders, social psychology, and research methods may also be addressed. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

COM101 – Oral Communications – 3.0 Semester Credit Hours

Course Hours: 48 / Outside Hours: 96 / Total Hours: 144

Prerequisites: SOS – Seminar for Success

Co-requisites:

This course enables the student to understand the ways that communication affects and relates to everyday experiences. COM101 is a fundamentals course that introduces the principles of effectively preparing, presenting, and critically consuming messages in nonverbal, one-on-one, small group, workplace, and public speaking contexts. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The

type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

SOC101 – Sociology – 3.0 Semester Credit Hours

Course Hours: 48 / Outside Hours: 96 / Total Hours: 144

Prerequisites: None

Co-requisites: None

This course provides an introduction to sociology, “the systematic study of the relationship between individuals and society” (Croteau and Hoynes, p.5). The students will become familiar with sociology as an academic discipline. This course is a study of human relationships as they apply to social institutions and culture. The analysis of human behavior and needs as relate to the development of social organized groups is emphasized. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

PSY201 – Growth and Development – 3.0 Semester Credit Hours

Course Hours: 48 / Outside Hours: 96 / Total Hours: 144

Prerequisites: None

Co-requisites: None

A survey of the physical, cognitive, emotional, and social factors in human development from conception to death. There will be an emphasis on understanding people at various ages of development in order to be more patient with them and to interact with them more effectively. This course will help the student develop a better understanding of people who are at a different stage in life than the one they are currently in. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

ADN101 – Fundamentals of Nursing Care – 4.5 Semester Credit Hours

Course Hours: 152 / Outside Hours: 89 / Total Hours: 241

Prerequisites: Admission to the Associate of Arts in Nursing Degree Program

Co-requisites: ADN109 Pharmacological Nursing Care and ADN102 Introduction to Medical Surgical Nursing Care

An introduction to the basic concepts of nursing: Nursing process, critical thinking, nursing theory, and patient-centered care. Concepts of pharmacology, nutrition, the healthcare team, and basic nursing interventions skills are introduced. Other topics presented are views of health and different healthcare team members. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

ADN102 – Introduction to Medical Surgical Nursing – 5.5 Semester Credit Hours

Course Hours: 168 / Outside Hours: 96 / Total Hours: 264

Prerequisites: Admission to the Associate of Arts in Nursing Degree Program; ADN109 Pharmacological Nursing Care

Co-requisites: ADN101 Fundamentals of Nursing Care

The introductory medical surgical course delivers general assessment and alternations of health of various chronic disorders and their nursing management. Concepts of genetics, cancer, rehabilitation and perioperative care are also covered. The clinical experience will focus on providing basic patient care applying theoretical knowledge, analysis of medical management, and the nursing management of the hospitalized adult as a member of the healthcare team. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

ADN103 – Pediatric Nursing Care – 6.5 Semester Credit Hours

Course Hours: 184 / Outside Hours: 128 / Total Hours: 312

Prerequisites: ADN101 Fundamentals of Nursing Care, ADN102 Introduction to Medical Surgical Nursing Care, ADN108 Intermediate Medial Surgical Nursing Care, ADN109 Pharmacological Nursing Care, ADN104 Obstetrical Nursing Care

Co-requisites: None

This course introduces the student to the nursing care of the pediatric patient and their families. Concepts of growth and development, anticipatory guidance, health promotion and prevention are presented. Nursing care for children with chronic illness, acute illness, pain management, and life threatening conditions are also discussed. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

ADN104 – Obstetrical Nursing Care – 5.5 Semester Credit Hours

Course Hours: 168 / Outside Hours: 96 / Total Hours: 264

Prerequisites: ADN101 Fundamentals of Nursing Care, ADN102 Introduction to Medical Surgical Nursing Care, ADN108 Intermediate Medial Surgical Nursing Care, ADN109 Pharmacological Nursing Care

Co-requisites: None

This course focuses on the nursing care of women from young adulthood to the older adult stage. Concepts of health promotion prevention, common health concerns and reproductive health for women is presented. Theories and perceptions of parenthood, pregnancy, delivery, and postpartum care are also discussed. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

ADN105 – Mental Health Nursing Care – 5.5 Semester Credit Hours

Course Hours: 168 / Outside Hours: 96 / Total Hours: 264

Prerequisites: ADN101 Fundamentals of Nursing Care, ADN102 Introduction to Medical Surgical Nursing Care, ADN109 Pharmacological Nursing Care

Co-requisites: None

This course provides students with nursing management for mental and psychiatric disorders and the corresponding nursing management. Standards of care and safety are discussed. Different intervention modalities are also presented. The student is also given ways to care for self. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

ADN106 – Advanced Medical Surgical Nursing – 8.0 Semester Credit Hours

Course Hours: 256 / Outside Hours: 128 / Total Hours: 384

Prerequisites: ADN101 Fundamentals of Nursing Care, ADN102 Introduction to Medical Surgical Nursing Care, ADN108 Intermediate Medical Surgical Nursing Care, AND109 Pharmacological Nursing Care, ADN104 Obstetrical Nursing Care, ADN103 Pediatric Nursing Care, ADN105 Mental Health Nursing Care

Co-requisites: ADN107 Transition to RN and ADN110 NCLEX Review

Advanced medical surgical nursing care provides students with a focus on critically ill and emergency patients; and different levels of floor nursing experiences. Patients with common critical illness and emergency presentations give students an opportunity to use prior nursing education for complex health assessment and setting priorities. Community base care is introduced in management of communicable disease, terrorism, mass causality, and disaster nursing. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

ADN107 – Transition to Registered Nursing – 2.0 Semester Credit Hours

Course Hours: 32 / Outside Hours: 64 / Total Hours: 96

Prerequisites: ADN104 Obstetrical Nursing Care & ADN103 Pediatric Nursing Care; ADN098 Bridging Nursing Care; ADN108 Intermediate Nursing Care; ADN105 Mental Health Nursing Care

Co-requisites: Successful completion of ADN104 Obstetrical Nursing Care & ADN103 Pediatric Nursing Care; ADN098 Bridging Nursing Care; ADN108 Intermediate Nursing Care; ADN105 Mental Health Nursing Care

Provides content related to moving into the role of professional nursing practice using knowledge acquisition from student education and experiences. Leadership methods, prioritization and delegation are explored. Information about obtaining a license and preparing for the role of professional nursing is discussed. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

ADN108 – Intermediate Nursing Care – 6.5 Semester Credit Hours

Course Hours: 184 / Outside Hours: 128 / Total Hours: 312

Prerequisites: Admission to the Associate of Arts in Nursing Degree Program; ADN109 Pharmacological Nursing Care

Co-requisites: ADN101 Fundamentals of Nursing Care

The intermediate medical surgical course focuses on the care of the older adult. The student develops skills to care for patients with many health, cultural, spiritual, and psychosocial needs.

Alterations in health focuses on a variety of typical disorders of the older adult. Concepts of rehabilitation and perioperative care are also covered. The clinical experience will focus on providing basic patient care applying theoretical knowledge, analysis of medical management, and the nursing management of the hospitalized adult with chronic illness and working with the healthcare team. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

ADN109 – Pharmacological Nursing Care – 2.0 Semester Credit Hours

Course Hours: 32 / Outside Hours: 64 / Total Hours: 96

Prerequisites: Admission to the Associate of Arts in Nursing Degree Program

Co-requisites: ADN101 Fundamental of Nursing Care

Pharmacological concepts important to nursing practice are discussed. Topics include general pharmacology concepts; safety of medication administration and risk reduction; types of mediations by system; pain management; life span considerations; herbals and supplements. Other topic includes cultural aspects of medication and patient adherence strategies. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

ADN110 – NCLEX Review – 2.0 Semester Credit Hours

Course Hours: 32 / Outside Hours: 64 / Total Hours: 96

Prerequisites: ADN104 Obstetrical Nursing Care & ADN103 Pediatric Nursing Care; ADN098 Bridging Nursing Care; ADN108 Intermediate Nursing Care; ADN105 Mental Health Nursing Care; ADN107 Transition to RN

Co-requisites: ADN106 Advanced Medical Surgical Nursing Care of Nursing Care

Preparation for the NCLEX-RN exam is the focus of this course. A self-assessment of knowledge and personalized plan is designed to concentrate the student's efforts in preparing for state boards. Outside preparation and study time, in addition to regular classroom activities, is required to complete the class assignments. The type of outside preparation may take the form of homework assignments, projects, reading, and required studying.

PROGRAM TUITION SCHEDULES

	Tuition	Books and Supplies*	Registration Fee**	Total Program Charges
Associate of Science in Healthcare Administration (Residential and DE)	\$30,095	\$1,705	\$100	\$31,900
Central Service Instrument Technician	\$15,750	\$145	\$100	\$15,995
Medical Assistant	\$15,493	\$402	\$100	\$15,995
Medical Insurance Biller and Coder	\$15,354	\$541	\$100	\$15,995
Personal Fitness Trainer	\$14,889	\$1,006	\$100	\$15,995
Surgical Technology	\$31,258	\$542	\$100	\$31,900
Surgical Technology Accelerated Alternate Delivery (STAAD)	\$9,669	\$181	\$100	\$9,950
Vocational Nursing	\$33,147	\$653	\$100	\$33,900
Associate of Arts in Nursing	\$67,260	\$2,635	\$100	\$69,995

*Books and Supplies consist of Uniforms, Textbooks, Supplies, and Tutoring.
Also Review Courses where License or Certification is required.

** Non-refundable.

Financial arrangements must be completed by the first day of class, which may include student payments made directly to the College. Payments may sometimes be arranged with approval of the Campus Director. If the students' payments are late, then a 5 % late charge on the unpaid past due balance will be added monthly, three days after the due date.

Students attending most health care programs will receive uniforms as follows:

Women * 2 – Regulation Uniforms
Men * 2 – Regulation Uniforms

(* Other required apparel, i.e. shoes, supplied by the student.)

The books may vary according to need and decision of the College. Supplies will be distributed on an "as needed" basis. Supplies do not include what would be considered normal "school supplies," i.e., note paper, pens, pencils, ring binders, etc.

STATE OF CALIFORNIA STUDENT TUITION RECOVERY FUND (STRF)

You may be required to pay the state-imposed assessment for the Student Tuition Recovery Fund (STRF) if STRF is being collected by the State of California and all of the following applies to you:

1. You are a student, who is a California resident and prepays all or part of your tuition either by cash, guaranteed student loans, or personal loans, and
2. Your total charges are not paid by any third-party payer such as an employer, government program or other payer unless you have a separate agreement to repay the third party.

You are not eligible for protection from the STRF and you are not required to pay the STRF assessment, if either of the following applies:

1. You are not a California resident.
2. Your total charges are paid by a third party, such as an employer, government program or other payer, and you have no separate agreement to repay the third party.

The State of California created the Student Tuition Recovery Fund (STRF) to relieve or mitigate economic losses suffered by California residents who were students attending certain schools regulated by the Bureau for Private Postsecondary Education (BPPE)

You may be eligible for STRF if you are a California resident, prepaid tuition, paid the STRF assessment, and suffered an economic loss as a result of any of the following:

1. The school closed before the course of instruction was completed.
2. The school's failure to pay refunds or charges on behalf of a student to a third party for license fees or any other purpose, or to provide equipment or materials for which a charge was collected within 180 days before the closure of the school.
3. The school's failure to pay or reimburse loan proceeds under a federally guaranteed student loan program, as required by law, or to pay or reimburse proceeds received by the school, prior to closure, in excess of tuition and other cost.
4. There was a decline in the quality of the course of instruction within 30 days before the school closed or, if the decline began earlier than 30 days prior to closure, the period of decline determined by the Bureau of Private Postsecondary Education (BPPE).
5. An inability to collect on a judgment against the institution for a violation of the Act.

REFUND POLICY

Prior to the Start of Classes

If the applicant is not accepted by the College, all monies paid, including tuition and registration fee will be refunded.

If the applicant is accepted by the College and does not start classes, all monies paid, including tuition and registration fee will be refunded.

During the Cancellation Period (First Seven Calendar Days After You Start Your First Class)

If the applicant is accepted by the College, starts classes, and cancels their enrollment within the allowable cancellation period (on or before midnight of the seventh calendar day after you have started your first class), all monies paid, minus the cost of used books and supplies will be refunded*.

The student must give written notice of cancellation to the College by mail, hand delivery, or email. If the notice is mailed, the postmark is considered the effective date of cancellation.

After the Cancellation Period

The student has the right to withdraw at any time. If the applicant is accepted by the College, starts classes, and elects not to continue after midnight of the seventh calendar day after the student has started their first class, the student will be considered a voluntary Withdrawal. The student will be charged a prorated amount of tuition and fees, up to 100% of the program length, according to the method below.

Institutional Refund Policy

- a. Determine the total amount of tuition and fees charged to the student; deduct the one-time charges such as the registration fee not to exceed one hundred fifty dollars (\$150) and the cost of used equipment, books, and supplies fees from the total tuition charge. (Note that unused books, educational supplies and equipment are not included in this offset, and will be separately evaluated on a case-by-case basis.)

Example: \$15,495 tuition/fees - \$100 registration fee - \$800 used equipment/books/supplies fee = \$14,595 charges subject to proration.

- b. Divide this figure by the number of hours in the program.

Example: \$14,595 charges/900 clock hours in program = \$16.21 per clock hour.

- c. The amount owed by the student for purposes of calculating a refund is derived by multiplying the total hours measured from the first day of instruction as set forth in the enrollment agreement through the Last Date of Attendance (LDA) regardless of absences by the hourly charge for instruction.

Example: \$16.21 per hour x 450 clock hours attempted (scheduled) = \$7,294.50 prorated tuition.

- d. The prorated tuition is added to the registration fee and used equipment, books, and supplies fee to determine the total amount of charges the student is obligated to pay.

Example: \$7,294.50 + \$100 registration fee + \$800 used equipment/books/supplies = \$8,194.50 amount the Institute is allowed to retain.

- e. The amount the student has paid for the program is subtracted from the amount the Institute is allowed to retain to determine if the student has a balance due or a refund is due.

Example: \$8,194.50 amount the Institute is allowed to retain - \$9,672.00 amount paid = \$1,477.50 refund due to student.

WITHDRAWAL POLICY

Official (Voluntary) Withdrawal: To be considered an official Withdrawal, the student must notify the College of his/her intent to withdraw in writing by providing a written notice to the Campus Director or Office of the Registrar by mail, hand-delivery, or email.

Unofficial (Administrative/Termination/Dismissal) Withdrawal: A student will be unofficially withdrawn by the College for the following reasons:

- a. failure to attend classes for a period of 14 scheduled calendar days;
- b. failure to return from a Leave of Absence (LOA);
- c. violation of the student Code of Conduct, pursuant to College disciplinary procedures;
- d. violation of the satisfactory academic progress policy; and
- e. serious violation of any College policy, pursuant to College disciplinary procedures.

TUITION AND/OR OTHER FEE PAYMENTS

In School Students

Payment of tuition, as listed on a student's Retail Installment Contract (RIC), is due and payable on the first day of every month, whether or not an invoice has been received. Payments not made within five (5) business days of the scheduled due date may be subject to a late charge. If no payment is received ninety (90) days after payment is due, the student may be removed from class until all payments are current. If the student is out of class for 14 consecutive days, the student is subject to Unofficial Withdrawal from the College.

Out of School Students

Payment is due on the first day of the month as listed in the student's Retail Installment Contract (RIC) regardless of whether an invoice has been received. Payments not made within five (5) business days of the scheduled due date may be subject to a late charge. Failure to make payments as stated in the RIC may result in the account being turned over to a collection agency.

Delinquent Accounts and Access to Records and Services

The College reserves the right to hold a graduate's diploma until the student's account is current. The College may withhold progress reports, attendance reports, transcripts, employment placement assistance, subsequent enrollment, or any other student services until the student's account is current.

FINANCIAL AID INFORMATION

Glendale Career College participates in federal and state financial aid programs. All applicants must fill out the *Free Application for Federal Student Aid* (FAFSA[®]) and meet with the Financial Aid Office either by telephone (818-243-1131) or in person on campus to complete the financial aid process.

FINANCIAL AID STUDENTS RIGHTS

Students have the right to know:

- The types of Financial Aid available at Glendale Career College;
- The basis for eligibility and the process for obtaining Financial Aid;
- The types of Financial Aid awarded to the student and the conditions of the Financial Aid award under which the student agrees to comply;
- The standards under which a student maintains and reestablishes eligibility for Financial Aid;
- The method and timing of the disbursement of Financial Aid;
- The terms of any Direct Loan received by the student;
- The general terms applicable to any Federal Work-study employment;
- The refund policy of the College, including the Return of Title IV funds;
- Information regarding the institution; and
- Information regarding the retention and completion rates.

This information is available in the Financial Aid Department, on the institution's website and/or included within this catalog.

FINANCIAL AID PROGRAMS

The following financial aid programs are available to students at Glendale Career College subject to individual qualifications and eligibility.

Federal Pell Grant – This is a grant that does not have to be repaid. Federal Pell Grants usually are awarded only to undergraduate students who have not earned a bachelor's or a professional degree. Amounts can change yearly. For the 2015–16 award year (July 1, 2015 to June 30, 2016), the maximum award is \$5,775. The amount you get, though, will depend on:

- your financial need,
- your cost of attendance,
- your status as a full-time or part-time student, and
- the program of study - whether a full academic year or less.

You may not receive Federal Pell Grant funds from more than one school at a time and Pell Grant eligibility is capped at 600% of Lifetime Eligibility Used (LEU).

Federal Supplemental Educational Opportunity Grant – Students who receive a Federal Pell Grant and have the most financial need may receive FSEOG. The FSEOG does not need to be repaid. The FSEOG program is administered directly by the financial aid office and student awards are limited and range from \$100 to \$500 per year.

Iraq and Afghanistan Service Grant – These grants are available to students who are not eligible for Federal Pell Grant and have a parent or guardian who was a member of the U.S. armed forces and died as a result of military service performed in Iraq or Afghanistan after the

events of 9/11, who are under 24 years of age, and enrolled in college at least part-time at the time of the parent's or guardian's death.

Federal Work Study – This program provides part-time employment for undergraduate and graduate students with financial need, allowing them to earn money to help pay education expenses. The program encourages community service work and work related to the student's course of study. The student should check with the Campus Director for the availability of work-study employment opportunities.

Federal Direct Subsidized Stafford Loan – These loans are available to undergraduate students and eligibility is based upon the student's need and program length. The U.S. Department of Education pays the interest or subsidizes the loan while the student is in school at least half-time, for the first six months after leaving school (referred to as a grace period), and during a period of deferment (a postponement of loan payments). Loan amounts may be up to \$3,500 for a first year student and \$4,500 for a second year student. Please note that the US Department of Education has a Subsidized Usage Limit rule. This rule only applies to new students who do not have prior student loan indebtedness on July 1, 2013 and thereafter. If a student had no loan indebtedness, then the student will be tracked by the US Dept. of Education for as long as student is enrolled to make sure they complete the program of study within 150% of the published program length. If the student does not complete the program of study within this timeframe, then the student will lose the interest subsidies on their Subsidized Stafford loan and the interest on the loan will accrue as though it was an Unsubsidized Stafford loan.

Federal Direct Unsubsidized Stafford Loan – These loans are available to undergraduate students and there is no requirement to demonstrate financial need. Eligibility is based upon cost of attendance, other financial aid awards that the student receives, and dependency status. The student is responsible for paying the interest on a Direct Unsubsidized Loan during all periods. Loans may be up to \$6,000 for a first or second year independent student or for a first or second year dependent student whose parent(s) do not qualify for a Parent (PLUS) Loan and may be up to \$2,000 per year for all other dependent students.

Federal Direct PLUS Loan – PLUS loans are federal loans that parents of dependent, undergraduate students can use to help pay education expenses. The U.S. Department of Education grants Direct PLUS Loans and the borrower must not have an adverse credit history. The maximum loan amount is the student's cost of attendance minus any other financial aid awards received.

CAL Grant Program – A Cal Grant is an additional grant source provided by the State of California to residents of California who graduated from high school or have a GED. It is a grant and does not need to be repaid. The State of California determines the award amount and the College disburses the awarded amount. Participants must meet certain criteria to receive a Cal Grant. The College qualifies for Cal Grant B and Cal Grant C awards. Additional information regarding Cal Grants is available online at www.csac.ca.gov.

Payment Plans – Students may also choose to make payments towards their tuition and fees directly to the College. Scheduled tuition payments are due the first of every month.

Alternative Loans – Students who have limited financial aid assistance may qualify for other alternative educational loans to cover their tuition and fees through a private lender.

VA Veterans Administration – Veterans Administration (VA) educational benefits may be available to those individuals who qualify. Information regarding VA benefits is available online at www.benefits.va.gov and from your financial aid representative.

RETURN OF TITLE IV FUNDS

The College must calculate the amount of financial aid a student has earned when the student withdraws. A student can officially withdraw by submitting a notice of withdrawal to the Campus Director or Office of the Registrar. A student will be Unofficially Withdrawn for failing to attend classes for 14 consecutive calendar days, violating the student Code of Conduct, violating the Satisfactory Academic Progress (SAP) policy, or any other serious violation of College policy.

Financial aid is awarded by enrollment period, which is an academic year or less. When the student withdraws, a portion of the financial aid may need to be returned to the lender (generally the US Department of Education or loan servicer). This calculation is separate from the Institutional Refund Policy, stated above, which only determines the student's tuition and fees obligation. The College is required to return unearned financial aid; the student may then owe the College a remaining balance originally paid by financial aid funds. The student may also be required to return financial aid funds previously released to them for living expenses.

The calculation of the amount of earned financial aid is based upon the percentage of the academic year or period of enrollment the student completed at the point of Withdrawal. The student's last day of attendance is considered the withdrawal date. In order to determine how much financial aid the student has earned, and what must be returned, the College calculates the amount of financial aid the student has earned using the following formula:

1. The Percentage of the Period of Enrollment Completed – To determine the percentage of the period of enrollment completed, count the number of calendar days completed between the first day of the period of enrollment and the last day of attendance; this number is then divided by the total number of days in the period of enrollment. Weekends, holidays, and non-class days are included; only scheduled breaks of 5 days or more and approved Leaves of Absence are excluded. For example: the student completed 55 days of a 210 day period of enrollment or 26.2%. This is the percentage of financial aid the student has earned for the period of enrollment.
2. The Percentage of Title IV Aid Earned – The net amount of financial aid disbursed and what could have been disbursed is determined for the period of enrollment; this amount is multiplied by the percentage of the period of enrollment completed. The result is the amount of earned financial aid. For example: the student was disbursed/could have been disbursed \$16,000.00 in financial aid for the period of enrollment x 26.2% earned = \$4,192.00 earned financial aid for the period of enrollment.
3. Total Amount of Title IV Aid To Be Disbursed or Returned – The earned financial aid is subtracted from the financial aid that was actually disbursed to, or on behalf of, the student to determine if any earned financial aid must be returned to the financial aid programs or if the student is due a post-withdrawal disbursement. For example: \$8,000.00 actually disbursed financial aid - \$4,192.00 earned financial aid = \$3,808 unearned financial aid which must be returned.

If, at the time of Withdrawal, all awarded financial aid has not been disbursed, the student may be eligible for a “Post-Withdrawal” Disbursement. Certain funds may not be eligible for disbursement due to other eligibility reasons. If the student is eligible for a Pell Grant post-withdrawal disbursement, it will be disbursed and credited to the student’s account. If the student is eligible for a Direct Stafford Loan and/or a Direct PLUS Loan post-withdrawal disbursement, the borrower will be notified within 30 days of Withdrawal and must approve the disbursement within 14 days of receipt of the notice. If a response is not received within 14 days of the notification, the post-withdrawal Direct Loan disbursement will not be disbursed and credited to the student’s account.

If the student received financial aid in excess of institutional charges for living expenses, the College is only required to return the unearned portion of financial aid that was used to pay institutional charges. Any unearned financial aid that is part of the funds the student received will be returned by the student to the appropriate financial aid program. This is called an overpayment and the student will be notified if this type of return of funds is required. Loan overpayments are generally paid in the normal course of loan repayment. Pell Grant overpayments are rare, but can occur. These types of overpayments can be paid to the College within the first 30 days after notification. However, if no payment is received after the 30-day period has elapsed, the College will refer the overpayment to the U.S. Department of Education Student Credit Management Collections, and subsequently, the student will be ineligible for additional financial aid until the overpayment is resolved.

Unearned financial aid must be returned to the financial aid programs within 45 days of the date of determination of withdrawal in the following order:

- Direct Unsubsidized Stafford Loan
- Direct Subsidized Stafford Loan
- Direct PLUS Loan Program
- Federal Pell Grant Program
- Federal SEOG Program
- Other assistance awarded under this title for which return of funds is required.

PROGRAM INFORMATION[†]
PROGRAM CREDIT HOURS & OUTSIDE PREPARATION HOURS REQUIRED

Program Title	•Semester Credit Hours for Accreditation and Possible Articulation	••Semester Credit Hours to meet U.S. Dept. of Education Guidelines for Financial Aid	•••Course Hours	•••••Outside Preparation Hours	Total Hours	Intern/Extern/ Clinical Hours (Included in Total Hours)	Total Weeks
Associate of Science in Health Care Administration (prior to August 1, 2015)	60.5	34	1272	0	1272	0	64
Associate of Science in Health Care Administration (Effective August 1, 2015 - Residential and DE)	60	60	960	1920	2880	0	80
Central Service Instrument Technician	27	23	784	66***	850	400***	34
Medical Assistant	31	24	784	99***	883	160*	43
Medical Insurance Billers and Coder	31	27	784	206.25***	990.25	180*	43
Personal Fitness Trainer	37.5	28	764	281***	1045	0	31
Surgical Technology	64	52	1565	371.25***	1936.25	680***	60
Surgical Technology Accelerated Alternate Delivery (STAAD)	60	36	900	450	1350	0	45
Vocational Nursing	0	N/A	1701	0	1701	960**	64
Associate of Arts in Nursing	76	76	1952	1913	3865	1104**	96

The table above shows course hours and outside preparation hours required for the student's ease of understanding.

[†] All programs are systematically divided into courses making it easy for the student to enter at multiple times during the year and begin their program of study. This may allow the student to repeat a course, if it becomes necessary. Students needing to repeat more than one course or term may be assessed additional tuition at regular tuition rates.

- Semester Units are based on the following formula:
 - 15 Hours Lecture = 1 semester unit
 - 30 Hours Laboratory = 1 semester unit
 - 45 Hours Internship = 1 semester unit
- Semester Units are based on the following formula for Federal Financial Aid:
 - 37.5 Total Hours = 1 semester unit

••• Clock Hours are based on the following formula: 1 Clock Hour = 50-60 minutes

•••• These hours are based on the ABHES formula for approval of Outside Work Clock Hours.

* Includes internship hours from 15-20 hours per week served concurrently with class attendance.

**These hours are done in conjunction with the theory hours, under the supervision of an instructor.

***Only those students who have met the attendance and financial requirements set by the College and who are considered competent in all areas of their studies are allowed to progress to clinical. Students who are not able to demonstrate competency will not be released for clinical, and will be required to repeat course work needed to improve the necessary skill sets.

Glendale Career College measures most of its programs in "credit hour units" shown in semester units on the table above. The Vocational Nursing program is a clock hour program. This method allows other learning institutions to evaluate the student's work if the student wishes to attend another educational institution.

GRADING SYSTEM

(Effective for Students Who Started Classes on or before December 31, 2015)

Required Grades

All students are evaluated on their practical performance as well as their written work. Students are expected to progress at a standard learning pace. Students having difficulty with a standard pace will be given tutoring help, at no extra charge. The following grade scale is used:

100% - 90%	=	A	=	4	=	Superior
89% - 80%	=	B	=	3	=	Above Average
79% - 70%	=	C	=	2	=	Average
59% - or Below	=	F	=	0	=	Failure
		P	=	P	=	Pass
		W	=	W	=	Withdrawal (*Please see the note below)
		Incomplete	=	I	=	Incomplete (*Please see the note below)

***Incomplete:** Not completing a course or failure to complete all work related to the course due to extenuating circumstances including but not limited to documented illness. An Incomplete (I) becomes a Failure (F) if the work relating to the Incomplete has not been completed within fourteen (14) days of the end of the course. If a student repeats a subject, the second grade will be substituted.

***Withdrawal:** A grade of "W" will be posted to the student's transcript for any student who formally withdraws from a program, is withdrawn by the College, or has an approved Leave of Absence (LOA) prior to the completion of 50% or less of the total course hours. A grade of "F" will be posted to the student's transcript for any student who formally withdraws or is withdrawn by the College or requests a LOA after completion of more than 50 % of the total course hours.

GRADING SYSTEM

(Effective for Students Who Started Classes on or after January 1, 2016)

Required Grades

All students are evaluated on their practical performance as well as their written work. Students are expected to progress at a standard learning pace. Students having difficulty with a standard pace will be given tutoring help, at no extra charge. The following grade scale is used:

100% - 90%	=	A	=	4	=	Superior
80% - 89.99%	=	B	=	3	=	Above Average
70% - 79.99%	=	C	=	2	=	Average
69.99% - or Below	=	F	=	0	=	Failure
Transfer Credits	=	TC	=	0	=	Transfer Credits
		W	=	0	=	Withdrawal (*Please see the note below)
		P	=	0	=	Pass
		NP	=	0	=	No Pass
		WNP	=	0	=	Withdrawal No Pass
		AU	=	0	=	Audit
		Incomplete	=	0	=	Incomplete (*Please see the note below)

***Incomplete:** Not completing a course or failure to complete all work related to the course due to extenuating circumstances including but not limited to documented illness. An Incomplete (I) becomes a Failure (F) if the work relating to the Incomplete has not been completed within fourteen (14) days of the end of the course. If a student repeats a subject, the second grade will be substituted.

***Withdrawal:** A grade of "W" will be posted to the student's transcript for any student who formally withdraws from a program, is withdrawn by the College, or has an approved Leave of Absence (LOA) prior to the completion of 50% or less of the total course hours. A grade of "F" will be posted to the student's transcript for any student who formally withdraws or is withdrawn by the College or requests a LOA after completion of more than 50 % of the total course hours.

Course Repeat Grade Policy

If a student repeats a course, the second grade will be substituted for the original grade when posted to the transcript.

SATISFACTORY ACADEMIC PROGRESS

All students must progress toward completion of their program of study at a pace specified by the Satisfactory Academic Progress (SAP) policy. This policy applies to all students regardless of how they pay for tuition. Students who receive federal financial aid must meet the SAP policy requirements to maintain their financial aid eligibility. The Higher Education Act, as amended by the U.S. Congress, mandates that higher education institutions establish minimum standards of SAP for students receiving Title IV financial aid, as well as equivalent measures and policies for those students who do not receive Title IV financial aid.

SAP Requirements

Qualitative Requirement – Cumulative Grade Point Average

Students must maintain a cumulative grade point average (CGPA) of 2.0 in all programs except Vocational Nursing. Students in the Vocational Nursing program must maintain a CGPA of 3.0.

Quantitative Requirement – Pace of Completion

Students must successfully complete 67% of the cumulative credits or clock hours attempted. Credits and clock hours are considered successfully completed when the student earns a grade of A, B, or C in all program courses except Vocational Nursing. The Vocational Nursing program requires that the student earns a grade of A or B grade to successfully complete a course. A student is required to successfully complete all required program credits to graduate.

Maximum Timeframe

Students are required to complete their program of study within one and a half times the scheduled length of their program of study. For example, a student in a 25 credit program may only attempt 37.5 credits towards the completion of that program of study.

SAP Evaluation Points

SAP is evaluated at the end of each financial aid payment period, which is similar to a term. The financial aid payment period consists of one half of the program credits and weeks for students in a program of study of one academic year or less.

For programs of study that are greater than one (1) academic year, the financial aid payment period is equal to one half of each academic year, which is usually 12 credits and 15 weeks, depending on the length of each academic year.

For clock hour programs, the financial aid payment period is 450 clock hours and 15 weeks. SAP is evaluated after the student successfully completes the clock hours in each financial aid payment period.

SAP Sanctions

Students are considered to be making Satisfactory Academic Progress (SAP) when they begin their program and maintain the minimum SAP requirements at each subsequent financial aid evaluation point. Students not meeting the SAP requirements at any evaluation point will be subject to sanctions, will be at risk of losing their financial aid eligibility, and could face dismissal/termination from their program of study.

A student who has not met all of the SAP requirements will receive a letter to notify him or her of a change in SAP status and if the change in SAP status has impacted his or her financial aid eligibility or enrollment status.

If at any time it is determined that a student cannot complete his or her program of study within the maximum time frame (MTF) or when it is determined that the student cannot achieve the CGPA required for completion of the program of study, the student will become ineligible to receive additional financial aid and may be dismissed/terminated from the program of study.

SAP Warning

If a student fails to meet any of the SAP requirements and was in good SAP standing during the prior payment period, the student will be placed on Warning status for one financial aid-eligible payment period. At the next SAP evaluation point, the student will return to good SAP standing if he or she meets all of the SAP requirements. If the student does not meet all of the minimum SAP requirements at the end of the Warning payment period, the student will become ineligible to receive financial aid, but can appeal the ineligibility determination.

SAP Appeals

A student may appeal the loss of financial aid eligibility due to unsatisfactory academic performance within ten (10) business days following notification. Only appeals based on extenuating circumstances, such as a serious illness, hospitalization, extreme family emergency, or death in the family will be considered in support of an appeal. Circumstances related to the student's lack of maturity or commitment to the program of study are not an acceptable basis for appeal.

All appeals must be submitted in writing and the student must provide documentation to support the appeal. In the written appeal letter, the student must explain the extenuating circumstances and what has changed to allow him or her to make SAP at the next evaluation. Documentation to support the extenuating circumstance must also be submitted. Documentation to support the potential for achievement of SAP during the next eligibility period may also be requested.

Students granted an appeal will be notified in writing and placed on SAP Probation for one (1) eligibility payment period. If the appeal is denied, the student will remain ineligible for financial aid and may be subject to dismissal/termination from his/her program of study. All appeal decisions are final.

SAP Probation

A student who successfully appeals is placed on SAP Probation for one (1) financial aid eligibility payment period. At the next SAP evaluation point, the student will be returned to good SAP standing if he or she meets all of the SAP requirements. If the student does not meet all of the minimum SAP requirements, the student will become ineligible to receive financial aid and may be subject to dismissal/termination from the program of study.

SAP Academic Plan

An Individualized Education Academic Plan (IEAP) is developed for a student who has not met the minimum SAP standards and has successfully appealed but will be unable to meet the

minimum SAP requirements at the end of the SAP Probation payment period. A student on an IEAP will be required to meet the standards set forth in the plan to maintain financial aid eligibility. If the student does not meet the terms of the plan, the student will become ineligible for financial aid and will be dismissed/terminated from the College. No more than one (1) IEAP for each student may be developed throughout a student's program of study.

SAP Reinstatement

If a student becomes ineligible for financial aid for failing to maintain the required grade point average or pace of completion SAP requirements, the student may be given the option to attend courses without receiving financial aid to improve his or her SAP standing. Students who withdraw from and reapply to any program of study at the College will be considered on the same SAP standing as when they withdrew from the College.

If a student reestablishes satisfactory academic progress, financial aid eligibility will be reinstated.

INCOMPLETE (I) GRADES, WITHDRAWAL, COURSE REPEAT, COURSE AUDIT, TRANSFER CREDITS, AND PROGRAM CHANGES

Incomplete (I) Grade

Incomplete (I) is an interim grade given to a student who is not able to complete a course. An Incomplete (I) becomes a Failure (F) if the work relating to the Incomplete has not been completed within 14 days of the end of the course and SAP is recalculated following the grade change. If a student repeats a subject, the second grade will be substituted.

An Incomplete (I) will not be considered as an attempted credit, will not be included in the calculation of CGPA, and must be updated within 14 days of the grade change.

Withdrawal

A student who is either terminated by the College or voluntarily withdraws from a course before completion of 50% or more of the course will receive a grade of W. A student who is either terminated by the College or voluntarily withdraws from a course after completion of 50% or more of the course will receive a grade of F. The grade of Withdrawal (W) will be recorded on the student's transcript and considered attempted credit or clock hours, but will not be included in the calculation of CGPA.

Course Repeat

Students who fail a course must repeat that course in order to graduate. If a student repeats a course, the second grade will also be recorded. The failing grade and the course repeat grade will be considered attempted credits or clock hours and recorded on the student's transcript. Only the repeat course grade will be included in calculation of CGPA. All credit hours and clock hours attempted will be counted toward maximum program length.

Course Audit

At the recommendation of an instructor and with permission from the Campus Director, a student may audit a course for review purposes. This is called a Course Audit. Students will be expected to complete all course assignments, tests, and examinations, but will not receive credit or a grade for their work. Course audits do not count toward SAP and tuition may be waived. A

course audit (AU) will be recorded on the student's transcript, but will not be included in calculation of CGPA.

Transfer Credits

Transfer credits from other institutions that apply to a student's program of study are not counted in the CGPA, but are counted as both attempted and earned credits for the purposes of SAP.

The College does not have proficiency credits, non-credit courses, remedial courses, or non-punitive (pass/fail) grades.

Program Changes

Students who desire to change their program of study must meet with the Campus Director or designee for approval and to complete a new Enrollment Agreement. The College will determine which courses transfer to the new program of study. Transfer courses between programs of study will be included in all SAP measurements.

Appeal Process for Unsatisfactory Academic Progress

The student may appeal the College's decision regarding the loss of financial aid eligibility for failure to meet the conditions of Academic Warning Status within ten (10) business days of notification. All appeals must be submitted in writing, and the student must be able to provide documentation in support of the appeal. In the written appeal letter, the student must explain the unusual circumstances that the student believes have a bearing on reinstatement for financial aid, such as an emergency, illness, or an accident. The student should also describe what has changed in the student's situation to allow the student to make SAP at the next evaluation. Supporting documentation must also be submitted.

The appeal procedure and a sample appeal letter may be obtained in the Financial Aid Office.

Appeals will be reviewed by the Campus Director within ten (10) business days. The decision of the Campus Director is final.

Students granted an appeal will be notified in writing and placed on Academic Probation status for one (1) evaluation period, and will regain eligibility for financial aid disbursements for that evaluation period. If the appeal is denied, the student will not be eligible for Federal financial aid disbursements and may be subject to withdrawal/termination.

Additional Satisfactory Academic Progress (SAP) Requirements (Vocational Nursing Program and Surgical Technology Program)

In addition to meeting the College's required progress towards completion, students enrolled in these two programs must satisfy all of the academic requirements as described in their corresponding student handbook.

Grade Requirements (Vocational Nursing Program)

All students are evaluated on their practical performance as well as their written work. Students are expected to progress at a standard learning pace. Students having difficulty with a standard pace will be given tutoring help, at no extra charge. The following grade scale is used:

100% - 90%	=	A	=	4	=	Superior
89% - 80%	=	B	=	3	=	Above Average
79% and below	=	F	=	0	=	Failure

After completion of the Vocational Nursing program, a review class will be offered to graduates to prepare them for the NCLEX-PN exam. There will be no charge for this. Review classes will also be scheduled as needed for any students who have not been successful on the NCLEX-PN.

Credit Granting Policy (Vocational Nursing Program)

Transfer credit may be granted to those Vocational Nursing students who have completed courses comparable to the courses taught in the College's Vocational Nursing program, at an accredited school recognized by the U.S. Department of Education. The courses must have been completed within the past three (3) years with a grade of 80% (B grade) or higher. Those students meeting these requirements will not need to take the comparable course. They will be required to take a written or practical exam in order to identify any areas that need remediation. The remediation will be scheduled when the student is not in class.

Challenge Credit may be granted to students who have attended other programs or have comparable work experience within the last five (5) years. They will need to take an exam to evaluate areas they may need to remediate. CNA's must have a current active certificate to meet these qualifications.

Application/request for Transfer Credit and/or Challenge Credit must be submitted to the College at least one month prior to the desired entrance date. Official, sealed transcripts from the previous school attended must be presented at the time the request is made. Written and/or performance assessment may be required. The Director of Nursing and the Corporate Director of Academic Operations must approve the request.

Grade Requirements (Surgical Technology Program)

Students must maintain a cumulative GPA of 2.0 or higher in order to progress in their program of study. The cumulative GPA is calculated at the end of each course.

Final Examinations

Each program may include a comprehensive learning assessment (exam) covering all material presented in a particular course and/or the program. Students will be provided advanced notification of these examinations and their scheduled dates during the course of their program.

TERMINATION POLICY

A student is subject to termination for violating any of the following:

1. Failure to maintain Satisfactory Academic Progress (SAP).
2. Failure to comply with the College's Attendance Policy.
3. Failure to comply with the College's Student Conduct Policy.
4. Failure to satisfy all financial obligations to the College.
5. Violation of any of the conditions as set forth and agreed to in the Enrollment Agreement.

Please refer to the specific descriptions of each of the above policies in this College Catalog for further clarification.

Additionally, a Vocational Nursing student or Surgical Technology student can be terminated for not passing their physical examination, by being deemed clinically unsafe by their instructor and/or their appropriate Program Director, or for dismissal from a clinical affiliate site at the site's request.

RE-ADMITTANCE POLICY

Students who have been terminated from the College for lack of Satisfactory Academic Progress (SAP) may reapply for admission at the discretion of the Campus Director. The student must show that the previous cause(s) of poor performance have been addressed. The Campus Director will review all such cases, and may place certain requirements upon students requesting to be readmitted.

ARTICULATION AGREEMENTS

Glendale Career College has not entered into an articulation or transfer agreement with any other college or university. The College does not accept transfer credits for advanced placement (AP) coursework or examinations due to the technical nature of our programs.

VETERAN'S ADMINISTRATION STUDENTS INFORMATION

GRADING SYSTEM

(Effective for Students Who Started Classes on or before December 31, 2015)

Required Grades

All students are evaluated on their practical performance as well as their written work. Students are expected to progress at a standard learning pace. Students having difficulty with a standard pace will be given tutoring help, at no extra charge. The following grade scale is used:

100% - 90%	=	A	=	4	=	Superior
89% - 80%	=	B	=	3	=	Above Average
79% - 70%	=	C	=	2	=	Average
69% - or	=	F	=	0	=	Failure
Below						
		P	=	P	=	Pass
		W	=	W	=	Withdrawal (*Please see the note below)
		Incomplete	=	I	=	Incomplete (*Please see the note below)

***Incomplete:** Not completing a course or failure to complete all work related to the course due to extenuating circumstances including but not limited to documented illness. An Incomplete (I) becomes a Failure (F) if the work relating to the Incomplete has not been completed within fourteen (14) days of the end of the course. If a student repeats a subject, the second grade will be substituted.

***Withdrawal:** A grade of "W" will be posted to the student's transcript for any student who formally withdraws from a program, is withdrawn by the College, or has an approved Leave of Absence (LOA) prior to the completion of 50% or less of the total course hours. A grade of "F" will be posted to the student's transcript for any student who formally withdraws or is withdrawn by the College or requests a LOA after completion of more than 50 % of the total course hours.

GRADING SYSTEM

(Effective for Students Who Started Classes on or after January 1, 2016)

Required Grades

All students are evaluated on their practical performance as well as their written work. Students are expected to progress at a standard learning pace. Students having difficulty with a standard pace will be given tutoring help, at no extra charge. The following grade scale is used:

100% - 90%	=	A	=	4	=	Superior
80% - 89.99%	=	B	=	3	=	Above Average
70% - 79.99%	=	C	=	2	=	Average
69.99% - or	=	F	=	0	=	Failure
Below						
Transfer Credits	=	TC	=	0	=	Transfer Credits
		W	=	0	=	Withdrawal (*Please see the note below)
		P	=	0	=	Pass
		NP	=	0	=	No Pass
		WNP	=	0	=	Withdrawal No Pass
		AU	=	0	=	Audit
		Incomplete	=	0	=	Incomplete (*Please see the note below)

***Incomplete:** Not completing a course or failure to complete all work related to the course due to extenuating circumstances including but not limited to documented illness. An Incomplete (I) becomes a Failure (F) if the work relating to the Incomplete has not been completed within fourteen (14) days of the end of the course. If a student repeats a subject, the second grade will be substituted.

***Withdrawal:** A grade of "W" will be posted to the student's transcript for any student who formally withdraws from a program, is withdrawn by the College, or has an approved Leave of Absence (LOA) prior to the completion of 50% or less of the total course hours. A grade of "F" will be posted to the student's transcript for any student who formally withdraws or is withdrawn by the College or requests a LOA after completion of more than 50 % of the total course hours.

SATISFACTORY ACADEMIC PROGRESS (SAP)

Please see the College's Satisfactory Academic Progress (SAP) Policy on page 85 of this catalog.

TRANSFER CREDITS - VETERAN'S ADMINISTRATION (VA) STUDENTS

Glendale Career College is required to evaluate transfer credit for all students who qualify for Department of Veteran's Affairs (VA) education benefits. The student must follow the process outlined in the Evaluation of Transfer Credit Policy. This process is mandatory for all students receiving Veteran's Benefits, even if the student only has military training and no prior college credits.

The College will maintain a record of the transfer credit evaluation in the student's record. The student's eligibility for Veteran's Benefits may be reduced if the student receives transfer credit.

FACULTY INFORMATION

Our Staff and Faculty

All faculty are required to have, at minimum, three (3) years of actual work experience in their field. Faculty providing instruction in programs which lead to licensing and/or certification are required to maintain their own licenses and certifications as well. Glendale Career College requires all of its allied health instructors to be BLS certified in CPR.

Vocational Nursing

Faculty is required to have a valid and current license in the State of California to practice as either a Licensed Vocational Nursing (LVN) or Registered Nursing (RN), and meet all state requirements to hold those licenses. Glendale Career College Vocational Nursing programs are approved by the Board of Vocational Nursing and Psychiatric Technicians (BVNPT). Information on further requirements for faculty teaching either theory or clinical classes is available on their website at www.bvnpt.ca.gov.

Surgical Technology

Faculty is required to have a valid and current certification to practice as a surgical technologist and meet all requirements to hold this certification. The Glendale Career College Surgical Technology program is accredited by the Commission on Accreditation of Allied Health Education Programs (CAAHEP). Information on additional requirements for faculty is available on the CAAHEP website at www.caahep.org and the ARC/STSA website at www.arcstsa.org.

The Glendale Career College Surgical Technology program is also accredited by the Accrediting Bureau of Health Education Schools (ABHES). Information on accreditation is available on the ABHES website at www.abhes.org.

CAMPUS LEADERSHIP TEAM

Name	Title	Status
Vivek Sharma	Campus Director	Full-Time
Whitney Floyd, MHA	Associate of Science in Health Administration Program Chair	Part-Time
Shushan Demirjian	Registrar/Executive Assistant	Full-Time
Lorena Hernandez	Sr. Financial Planning Officer	Full-Time
Anoush Zakarian	Associate Director of Career Services	Full-Time
Vivek Sharma	Medical Programs Administrator – MA & ST	Full-Time

CAMPUS STAFF

Name	Title	Status
Vivek Sharma	Campus Director	Full-Time
Shushan Demirjian	Registrar/Executive Assistant	Full-Time
Anoush Zakarian	Associate Director of Career Services	Full-Time
Lorena Hernandez	Sr. Financial Planning Officer	Full-Time
Yuri Gomez	Financial Planning Officer	Part-Time
Amelia Lafleur	Librarian	Part-Time
Marco Ruiz	Receptionist/Testing Coordinator	Part-Time
Patricia Aragon	Receptionist/Testing Coordinator	Part-Time
Yvonne Gudino	Career Services Coordinator	Full-Time
Fausta Vjerdha	Associate Director of Admissions	Part-Time
Angelica Gaytan	Admissions Representative	Full-Time
Erica Montoya	Admissions Representative	Full-Time
Rebeka Ezalbar	Admissions Representative	Full-Time
Manish Chokshi	Admissions Representative	Full-Time
Jennifer Limon	VN/Administrative Assistant	Part-Time

CAMPUS FACULTY

Name	Title	Status	
Damon Ward	SOS Instructor/Student Advisor	Full-Time	AS – Commercial Business College, Toronto, Canada
Joseph Russo	Central Service Instrument Instructor	Part-Time	CRCST-Glendale Career College
Connie Marquez	Medical Insurance Biller and Coder Instructor	Part-Time	Certificate in Medical Insurance Billing & Coding-Bryman College
Garbis Bartanian, PFT	Professional Fitness Trainer Instructor	Part-Time	NASM-Certified Personal Trainer
Cynthia Flores	Professional Fitness Trainer Instructor (substitute)	Part-Time	NASM-Certified Personal Trainer
Luz Uggas	Adjunct Faculty	Part-Time	MBA – Pepperdine University
Lysa Liggins	Adjunct Faculty	Part-Time	EdD – Pepperdine University MS – University of La Verne
Thomas Ligouri	Adjunct Faculty	Part-Time	MHA-University of La Verne
Whitney Floyd, MHA	Associate of Science in Health Administration Instructor	Part-Time	MHA – University of Phoenix
Patricia Conaty, JD, MPH	Associate of Science in Health Administration Instructor	Part-Time	JD – University of San Diego MPH
Matti Maya, CST, CRCST	Surgical Technology Program Director/ Instructor	Full-Time	ST – Glendale Career College
Debra Mays, CST	Surgical Technology Clinical Coordinator/ST/CSIT Instructor	Full-Time	ST – Glendale Career College
Art Busch	Surgical Technology Instructor/Distance Ed Instructor	Part-Time	ST – Glendale Career College
Fernando Mendoza, CST	Surgical Technology Instructor	Part-Time	ST – Glendale Career College
Gary Whitmore, CST	Surgical Technology Instructor	Part-Time	ST – Glendale Career College
Michael Nicolas, CST	Surgical Technology Instructor	Full-Time	ST – Glendale Career College
Renee Dupont, CST	Surgical Technology Clinical Instructor	Full-Time	CST-CDH School of Surgical Technology
Barbara D Reviglio, CST	Surgical Technology Instructor	Part-Time	ST – Glendale Career College
Dan Simpson, CST	Surgical Technology Instructor	Full-Time	ST – Middletown Hospital
Raul Garcia, CST	Surgical Technology Instructor	Full-Time	ST – Glendale Career College
Karla Guidos, CST	Surgical Technology Instructor	Part-Time	ST – Glendale Career College
Marquee Harris, CST	Surgical Technology Instructor	Full-Time	ST – Glendale Career College
Tom Parra, CST/CSFA	Surgical Technology Instructor	Part-Time	ST – Naval School of Health Sciences
Arvella Battick	Director of Nursing (VN)	Full-Time	MSN-Ed, RN PHN
Jubeth Pascual, MSN	Vocational Nursing Instructor	Part-Time	MSN – University of the Philippines (out of country)
Noel De La Merced	Vocational Nursing Clinical Coordinator	Full-Time	LVN – Pacific Coast College
Allan Chang, BSN	Vocational Nursing Theory Instructor	Part-Time	BSN – Chamberlain College
Debra Kreuter, MSN	Vocational Nursing Theory Instructor	Part-Time	Hurley School of Nursing
Benjamin Timbol	Vocational Nursing Clinical Instructor	Part-Time	LVN – Concorde Career College
Cleta Depedro	Vocational Nursing Clinical Instructor	Part-Time	RN – St. Jude College (out of country)

Diana Zhabilova	Vocational Nursing Clinical Instructor	Part-Time	LVN, BSN (out of country)
Gerogia Murakami	Vocational Nursing Clinical Instructor	Part-Time	BSN – Kaplan University
Lailani Gonzaga	Vocational Nursing Clinical Instructor	Part-Time	BSN (out of country)
Leticia Chavarria	Vocational Nursing Clinical Instructor	Part-Time	LVN – Kaplan College BS – University of La Verne MBA – University of La Verne
Mestin Abebe	Vocational Nursing Clinical Instructor	Part-Time	BSN – University of Southern California
Romulo Albino	Vocational Nursing Clinical Instructor	Part-Time	LVN – University of the Philippines (out of country)
Rosario Varias	Vocational Nursing Clinical Instructor	Part-Time	BSN (out of country)
Salvacion Guintu	Vocational Nursing Clinical Instructor	Part-Time	LVN, AS – The Family Clinic and Hospital School of Nursing (out of country)
Monserrat De La Merced	Vocational Nursing Clinical Instructor	Part-Time	LVN – Pacific Coast College
Judy Klintong	Vocational Nursing Clinical Instructor	Part-Time	LVN – Pasadena City College
Dawn Morey	Vocational Nursing Clinical Instructor (substitute)	Part-Time	LVN – North-West College
Peter Bracken	Vocational Nursing Theory Instructor (substitute)	Part-Time	BSN – CSU-Los Angeles
Gloria Blatti	Dean of Nursing (RN)	Full-Time	MSEd – Columbia University EdD – Columbia University
Wendy Taylor	Associate Dean of Nursing (RN)	Full-Time	MSN – Rush University DNS – Rush University
Nathan Chu	Science Chair	Full-Time	PhD – University of California-Irvine
Bernard Hardy	Assistant Professor Clinicals/Laboratory	Part-Time	MD- Ross University School of Medicine
Jeff Boland	Adjunct English Professor	Part-Time	BA English- Western Michigan University BA Theatre Performance- Western Michigan University

CORPORATE LEADERSHIP TEAM

Name	Title	Status
Mitchell Fuerst	President	Full-Time
Lisa Fuerst	Vice President	Full-Time
Baylor Meza	Chief Operating Officer	Full-Time
Jason Li	Chief Financial Officer	Full-Time
Serjik Kesachekian	Chief Strategy Officer	Full-Time
Adnan Almouazzen, MPH, BSN, RN	Chief Nursing Education Officer	Full-Time
Brooke Allen	Corporate Director of Academic Operations	Full-Time
Doug Cowley	Corporate Director of Marketing	Full-Time
Aldwin Dauis	Corporate Director of Career Services	Full-Time
Nancy Aquillon	Corporate Director of Admissions	Full-Time
Jessica Hubbard	Corporate Director of Compliance	Full-Time
Marlene Melgar	Corporate Director of Financial Aid	Full-Time
Iraklis Notis	Information Systems Manager	Full-Time
Shirley Powell	Corporate Director of Facilities and Internal Compliance	Full-Time

