SCHOOL CATALOG

2026 - 2027

Denver, Colorado | Effective October 5, 2026

CONCORDE[SM] CAREER COLLEGE

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History of the School

The school was founded in October 1966 under a franchise agreement with Los Angeles College of Medical and Dental Assistants. In May 1969, Concorde Career Colleges, Inc., purchased the school. Original program offerings included Medical and Dental Assistant.

The school later changed its name to Colorado College of Medical and Dental Careers. In 1988, the campus relocated to expanded facilities in downtown Denver at 770 Grant Street. In 1989, the school's name was changed to Concorde Career Institute. The school added Surgical Technologist, Practical Nursing, Radiologic Technology, and Insurance Coding and Billing Specialist programs.

In March 2004, the school relocated to its current location in Aurora. In 2005, the school's name changed to Concorde Career College, and it gained approval to offer four associate degree programs, including Associate of Applied Science in Respiratory Therapy, Associate of Applied Science in Radiologic Technology, Associate of Applied Science in Nursing, and Associate of Applied Science in Nursing Bridge Program Option. In May 2010, Concorde opened a branch location in Dallas, Texas, located at 12606 Greenville Avenue, Suite 130, Dallas, Texas 75243.

In June 2026, the school moved to its present location in Denver, Colorado.

Location & Contact Information

The campus is located at 4300 N Kittredge Street, Suite 100, Denver, CO 80239; Phone: 303-861-1151; Fax: 303-731-3756; www.concorde.edu. Classes are held at this location.

Our Mission Statement

Concorde prepares committed students for successful employment in a rewarding healthcare profession through high-caliber training, real-world experience, and student-centered support.

This is Our Mission, our North Star, a guiding light that defines and illuminates the course to our future and for potential students, the path to a successful healthcare career. It defines our handshake with students and establishes the primacy of that covenant. We acknowledge their commitment, the financial and personal sacrifices they make to attend Concorde. We dedicate ourselves to making their sacrifices manageable, and we commit to truly preparing them for success in a gainful healthcare profession.

Our students have set very immediate goals for starting careers. The practical hands-on learning needed to attain their goals is foremost in their minds. We satisfy their expectations by modeling our faculty, facilities, equipment, and curriculum after the healthcare field they will enter.

We know that the ultimate judge of their preparation will be their future employers. Employers expect our students to have more than just knowledge and technical skills. They are looking for integrity, discipline, team play, and the drive that defines professionals, and we accept responsibility for modeling and instilling those values. We partner with employers to ensure our programs reflect real work expectations and settings through program advisory boards, externships, and clinical rotations. Once students have completed their training, we again call on our network of employer relationships to support students in securing a job in their chosen profession.

Throughout our students' preparation, we endeavor to meet the highest practicable standards, and our faculty, equipment, and facilities reflect that commitment. We strive for superior outcomes in student satisfaction, program completion and, most importantly, career placement.

Concorde prepares committed students for successful employment in a rewarding healthcare profession through high-caliber training, real-world experience, and student-centered support.

We are Concorde Career College and this is Our Mission.

Values

The five core values at Concorde are:

- Integrity
- Collaboration
- Accountability
- Innovation
- Results Driven

Administration

Concorde Career Colleges, Inc., including its subsidiaries, headquartered at 6701 W. 64th St., Suite 200, Overland Park, KS 66202 ("Concorde"), is a national network of proprietary schools offering training in allied health occupations. Concorde is a wholly owned subsidiary of UTI Holdings, Inc. itself a wholly owned subsidiary of Universal Technical Institute, Inc. ("UTI").

The Board of Directors of Concorde is composed of the following individuals: Jerome Grant, Chief Executive Officer of UTI; Bruce Schuman, Chief Financial Officer UTI; and Christopher Kevane, Secretary of the Board and Chief Legal Officer of UTI.

Accreditations, Approvals & Memberships

Institutional Accreditations and Approvals

- Accredited by the Accrediting Commission of Career Schools and Colleges (ACCSC), an institutional recognized accrediting agency.
- Approved by the Colorado State Approving Agency for Veterans Education and Training to offer veterans education benefits.
- Approved by the Colorado Commission on Higher Education to offer the Bachelor of Science in Nursing program.
- Approved and Regulated by the Colorado Department of Higher Education, Private Occupational School Board.
- Eligible to participate in the student financial assistance programs authorized by Title IV of the Higher Education Act of 1965, as amended.

Programmatic Accreditations

Bachelor of Science in Nursing

The Colorado State Board of Nursing has granted Interim Approval to the Bachelor of Science in Nursing program. Colorado Board of Nursing,1560 Broadway, Suite 1350, Denver, CO 80202, 303-894-7800, www.pr.mo.gov/nursing.asp.

The Bachelor of Science in Nursing program at Concorde Career College at the Denver campus is accredited by the: Accreditation Commission for Education in Nursing (ACEN).

3390 Peachtree Road NE, Suite 1400 Atlanta, GA, 30326

The most recent accreditation decision made by the ACEN Board of Commissioners for the Bachelor of Science in Nursing program is Initial Accreditation.

View the public information disclosed by the ACEN regarding this program on the ACEN website.

Dental Hygiene Program

The Dental Hygiene program is accredited by the Commission on Dental Accreditation (CODA) and has been granted the accreditation status of approval without reporting requirements. CODA is a specialized accrediting body recognized by the United States Department of Education. Commission on Dental Accreditation: 211 East Chicago Avenue, Chicago, IL 60611; 312-440-4653; https://coda.ada.org/.

Programmatic accreditation is required for this program in order to become licensed/certified and/or gain employment following graduation.

Practical Nursing Program

The Practical Nursing program at Concorde Career Colleges, Inc. at the Denver campus located in Denver, CO is accredited by the:

Accreditation Commissions for Education in Nursing (ACEN)
3390 Peachtree Road NE, Suite 1400 Atlanta, GA 30326
(404) 975-5000

The most recent accreditation decision made by the ACEN Board of Commissioners for the Practical Nursing program is Initial Accreditation.

View the public information disclosed by the ACEN regarding this program at https://www.acenursing.org/acen-programs-05202024/concorde-career-colleges-inc-b

Radiologic Technology Program

The Radiologic Technology program is accredited for 8 years by the Joint Review Committee on Education in Radiologic Technology (JRCERT), 20 North Wacker Drive, Suite 2850, Chicago, IL 60606-3182; 312-704-5300 or mail@jrcert.org; http://www.jrcert.org.

Respiratory Therapy Program

The Respiratory Therapy program (#200510) is accredited by the Commission on Accreditation for Respiratory Care; www.coarc.com.

Programmatic accreditation is required for this program in order to become licensed/certified and/or gain employment following graduation.

Surgical Technologist Program

The Surgical Technology program is accredited by the Accrediting Bureau of Health Education Schools (ABHES), 6116 Executive Blvd., Suite 730, North Bethesda, MD 20852; www.abhes.org.

Campus Facilities

Concorde Career College is located in a 55,000-square-foot, free-standing, education center. The entire complex is devoted to Concorde's Education department and includes various laboratories and classrooms, as well as faculty office space, the Registrar, the Student Affairs department, and the Graduate Employment department.

The administrative office section of Concorde occupies a suite and includes offices for the Admissions department, the Financial Aid department, the Business department, and the Campus President.

Instructional areas are equipped with the type of equipment found in medical and dental offices, clinics, laboratories, and hospitals.

Among the various classrooms, laboratories, and other facilities provided for students are:

- Computer laboratories equipped with individual workstations where students may participate in the preparation of diagnostic models and various other dental procedures.
- A dental x-ray darkroom equipped for exposing and processing dental radiographs.
- A dental laboratory onsite and fully functional, equipped with four dental operatories, dental x-ray units, and teaching and x-ray mannequins.
- A nursing skill laboratory, including hospital beds and simulated patient units.
- A radiography lab equipped with a diagnostic radiography unit and table, darkroom, and automatic processor.
- A respiratory laboratory equipped with therapeutic equipment.
- A surgical technologist mock operating room setup with an operating room table, back table, mayo stands, prep tables, simulated autoclave, overhead surgical lights, anesthesia machine, disposable medical and surgical supplies, scrub sinks, IV stands, operating room stretcher, crash cart, and basic surgical instruments.
- A Learning Resource Center (LRC), providing a quiet area where students may refer to various publications, journals, technical manuals, and reference books. Students are allowed to check out books from the LRC for purposes of research, review, or report preparation. Books may be checked out with the library supervisor. Students are also able to complete homework assignments with the use of eight online computers.

  Students will be held responsible and accountable for books and other items belonging to Concorde Career Colleges, Inc., and the LRC. Once a book, or other item, is borrowed from the LRC by a student, it becomes the responsibility of the receiver (student) to maintain the integrity and condition of the book and return the item within three business days (excluding Saturdays, Sundays, and holidays). Students who have checked out a book from the LRC will have three business days to use the item in its educational capacity. If the book is needed for longer than the three-day checkout, it may be rechecked at the discretion of the LRC Coordinator. If the book is then not returned within the three-day period, a charge of $.50 per day will be assessed. If the student loses the book, the student will be responsible for paying the original list price for the lost book. If the student damages the book, the student can be charged a minimum of $10, up to full, original list price, depending on the damage and ability to reuse the book.

  Students are placed on Records Hold until all LRC materials are either returned or the replacement cost of any damaged or lost materials is paid.
- A nonsmoking student lounge, which includes vending machines and microwaves, is available for student use.

Equipment

Equipment and instruments are available to instruct students in the skills they will need in their chosen careers. Concorde students acquire knowledge and technical skills through demonstrations, actual operation of equipment, and the practice of techniques. Among the major items of equipment available to Concorde students are the following (by program):

Bachelor of Science in Nursing

The Nursing program is equipped with catheters, nasogastric tubes, needles, syringes, suction machine, a wheelchair, stethoscopes, sphygmomanometers, an electronic thermometer, an opthalmoscope, an otoscope, simulated patient units, hospital beds, teaching mannequins and models, drug cart, hoyer lift, gurney, EKG machine, walkers, canes, glucometers, feeding pump, bedside commode, Noelle Maternal Birthing simulated mannequin, and other miscellaneous equipment.

Cardiovascular Sonography Program

Equipment includes hospital beds, various ultrasound scanning systems, ultrasound transducers (abdominal, vascular, cardiac), ABI scanning equipment, simulation training computers, medical record software, medical ultrasound printer and scanning simulation mannequins.

Dental Assistant Program

Fully functional dental operatories, dental x-ray unit, complete darkroom facilities, amalgamators, teaching and x-ray mannequins, dental laboratory, model-trimmers, lathes, bench grinders, vibrators, sterilization equipment, dental instruments, dental chairs, and miscellaneous teaching aids.

Dental Hygiene Program

Students enrolled in the Dental Hygiene program have access to a completely equipped and functioning dental clinic. Included in the clinical facility are four radiography units, a panoramic x-ray unit, and 12 fully equipped operatories. Students learn various technical skills in the lab before treating a patient. Some special equipment included are model trimmers, intraoral cameras, digital x-rays, autoclaves, and StatIM sterilizer.

Mannequins are used for instrument skill and instruction. Personal computers with appropriate software are also used for the benefit of the student.

Diagnostic Medical Sonography Program

Equipment includes hospital beds, various ultrasound scanning systems, various transducers (abdominal, vascular, endovaginal), simulation training computers, coding and medical record software, medical ultrasound printer and picture archiving and communication system, and scanning simulation mannequins.

Medical Assistant Program

This program has a laboratory stocked with medical test supplies and equipment, such as stethoscopes, glucometers, sphygmomanometers, examination and treatment tables, autoclaves, electrocardiograph machines, centrifuges, microscopes, teaching mannequins, and other teaching aids.

Pharmacy Technician Program

The laboratory includes flow hoods and a gowning area where students may scrub and dress in appropriate attire. The retail laboratory is stocked with a supply of over-the-counter medications and computer software for dispensing medications. Students also have access to computers to learn pharmacy-specific computer skills.

Phlebotomy Technician Program

Equipment includes blood drawing chairs, microhematocrit machines, Centrifuge, Vacutainer, Tubes, Needles and Holders, capillary tubes and other blood drawing supplies.

Practical Nursing Program

The nursing lab contains six patient units typical of a hospital setting. Standard equipment includes hospital beds, wheelchairs, walkers, IV poles, patient mannequins, and bedside tables and stands.

Radiologic Technology Program

The Radiologic Technology program equipment includes an energized radiographic unit with computed radiography laser reader and CR cassettes, darkroom, automatic processor, film and film holders, two full body Phantoms, quality control test equipment, position sponges and sandbags, wall-mounted chest board with grid, skeleton, disarticulated skeleton, and protective lead aprons.

Respiratory Therapy Program

This program has a comprehensive laboratory equipped with oxygen devices, aerosol/humidity devices, lung expansion devices (intermittent positive pressure breathing machines, incentive spirometers, continuous positive airway pressure machines), mechanical ventilators (respirators), airway maintenance devices (suction machines, intubation tools, artificial airways), and ancillary equipment (arterial blood gas equipment, oximetry, capnography, pulmonary function equipment, mannequins), plus a library complete with respiratory and respiratory-related medical journals, texts, and audiovisual equipment.

Surgical Technologist Program

The program has a mock operating room setup with operating room tables, mayo stands, back tables, pulse oximeter, surgical mannequin, instrumentation autoclave, draping and prepping materials, sutures, drains, and catheters.

Audiovisual Aids

Concorde's programs are supported with reference books, charts, field trips, demonstrations, and other teaching aids. Speakers from business and industry are used when possible to supplement classroom instruction.

Admissions

Entrance Requirements

Prospective students are encouraged to review this catalog prior to signing an Enrollment Agreement. Concorde Career College provides electronic access to the school catalog through the online enrollment portal upon enrollment. The catalog may also be accessed at www.concorde.edu under the school's webpage under "Resources Link."

The school reserves the right to reject applicants and/or rescind eligibility for an applicant to begin classes if all general and selective admissions requirements are not successfully completed within the required timeframe.

Admission to any one program does not automatically qualify a student for admission into any other program. If a student wishes to apply to another program in the future, the individual must independently meet all the admissions requirements in place for that program at the time of the future enrollment. The student will also be subject to all selection procedures in place for admittance into the other program. Admittance into the other program is not guaranteed.

General Admissions Requirements

The following items must be successfully completed prior to enrollment and prior to being eligible to sit in class:

- Personal interview and campus tour
- Completion of all admissions documentation, including but not limited to the Enrollment Agreement and disclosures
- Completion and passage of applicable entrance assessments
- Completion of Online Readiness Assessment
- In the event of limited seat availability, the program may require an interview as part of the selection process. Interviews, when applicable, will be conducted using criteria to support selection of qualified applicants.
- Acceptable proof of graduation, which includes one of the following [(1)]:
- Copy of high school diploma or unofficial or official transcripts (must be a standard high school diploma not including special diploma, certificate of completion or other diplomas that do not meet the standards or regular high school requirements)
- Home school transcripts
- Copy of a General Education Diploma (GED) or successful completion of other high school equivalency exam (e.g. HiSET)
- Copy of a diploma, unofficial or official transcripts of a conferred Associate, Bachelor's, Master's or Doctoral degree from an accredited postsecondary institution recognized by the U.S. Department of Education.
    - In accordance with Federal regulations, to be a recognized equivalent of a proof of high school diploma, the following are acceptable:
        1. Successful completion of an associate degree program (diploma or transcripts);
        2. Success completion of at least 60 semester or trimester credit hours or 72 quarter credit hours that did not result in the awarding of an associate degree, but that are acceptable for full credit toward a bachelor's degree at any institution (transcripts); or
        3. Enrollment in a bachelor's degree program where at least 60 semester or trimester credit hours or 72 quarter credit hours have been successfully completed, including credit hours transferred into the bachelor's degree program (transcripts).
- Foreign transcripts (high school or college) accompanied by foreign evaluation report and translation (if applicable).

[(1)] Acceptable documentation of high school graduation must be received by the Institution prior to the student's first scheduled class of the program. It is the student's responsibility to provide acceptable documentation of high school graduation or its equivalency, as well as any additional documentation that may be needed to support the validity of the documentation. Any student who does not provide valid documentation of high school graduation or its equivalent within this timeframe will be unregistered from all classes and his or her program of study.

All applicants must be citizens, permanent residents, or eligible noncitizens of the United States. Documentation may be required.

Prospective students may be conditionally accepted contingent upon satisfaction of all admissions requirements and receipt of supporting documentation no later than the first scheduled day of class.

Admission to Concorde is open to all applicants who will be 18 years of age at the time the clinical/externship portion of their program begins (as applicable). A parent, legal guardian, or spouse of legal age must co-sign the Enrollment Agreement for applicants under 18.

A health certificate, immunization records, and the results of certain tests may be required for some programs.

Applicants must be able to read, speak, and write in English.

Please refer to the "Financial Information" section of this catalog for information on additional requirements applicable to tuition financing.

Criminal Background Check

A criminal background check is not a requirement for admission; however, students are required to complete a criminal background disclosure as part of the enrollment process, and a background check may be required during the program based on program, clinical, or regulatory requirements. For additional information, refer to the "Criminal Background Check" section of this catalog.

Social Security Number

Applicants for admission must possess a valid social security number. Documentation must be provided upon request. A valid social security number is required to be registered and/or certified by appropriate boards. Other documents may be required by some licensing agencies.

Foreign Transcripts

Applicants indicating that they graduated from a foreign high school and have the equivalent of a U.S. secondary education must present original credentials (diploma, transcript, etc.). In addition, documentation from foreign countries must be translated and certified to be at least the equivalent of a U.S. high school diploma.

Coursework taken at a foreign institution (excluding secondary school documents that are in English and are recognized by the U.S. Department of Education) must be evaluated for equivalence to coursework taken at a United States institution. Concorde only accepts for consideration the evaluations of foreign coursework conducted by agencies approved by the National Association of Credential Evaluation Services (NACES) or Association of International Credential Evaluators, Inc. (AICE), which charge applicants directly for these services. Listings of approved agencies can be found at:

- www.naces.org
- www.aice-eval.org

Document Integrity

Any forged/altered academic document, foreign or domestic, submitted by a prospective student will be retained as property of the Institution and will not be returned to the prospective student. The student will not be considered for admission.

If a student is currently attending, and the Institution becomes aware of a forged credential, the following applies:

- If the forged document was used to admit the student, and the absence of that credential would make the student inadmissible, the student will be dismissed from the Institution with no earned credits awarded; or
- If the forged document was used to gain transfer credit, the student will be dismissed from the Institution and any transfer credit already awarded from the forged credential will be removed.

Personal Interview

The school requires a personal, on-campus interview with each applicant prior to acceptance into any program. The school encourages parents or spouses to attend the interview. This gives applicants and their families the opportunity to see the campus's equipment and facilities and to ask specific questions relating to the school, the curriculum, and the career training being considered. The personal interview also gives the school the opportunity to meet prospective students and evaluate their qualifications and aptitude. Certain programs may also require an interview with the program director prior to enrollment.

Acceptance by the School

For Dental Assistant and Medical Assistant programs, available seats are filled on a first-come-first-served basis once all entrance requirements have been fulfilled.

For all other programs, once all entrance requirements have been completed, the applicant will be placed on a waitlist.

Student Orientation

Prior to beginning classes, all new students attend an orientation program. Orientation facilitates a successful transition into Concorde; therefore, attendance for new students is imperative regardless of prior college experience. At orientation, students are acquainted with the campus, administrative staff, faculty and their peers. Administrative departments explain ways in which they assist students and clarify students' rights and responsibilities. In the event a student is unable to attend orientation, Student Affairs will meet with the student during the first week of class to ensure all relevant information is reviewed with him/her.

Waitlists

Concorde limits the number of students who are accepted for admission to its programs to maintain optimum faculty to student ratios and ensure appropriate clinical opportunity for all students. Once all applicants are processed, those placed on the waitlist will be ranked using a rubric. The rubric is a points-based assessment, with points awarded based on applicant success in the following components: Online Readiness Assessment, clinical entrance assessment, interview with department personnel, and financial readiness.

Alternates

Depending on circumstances, students may be conditionally accepted into certain programs as an Alternate Student. Alternates are chosen based on the rank order of the waitlist. Waitlist applicants selected as an alternate must attend orientation and all classes scheduled in the first seven calendar days. Alternates are subject to the requirements of the school catalog, including attendance, behavior, dress code, and classroom assignments.

Should space become available within the seven days, alternates have the opportunity to be accepted as regular students. If not formally accepted as regular students during the seven days, alternates will not be able to attend further classes. If not accepted as regular students, alternates will not incur any tuition charges. Alternates may be charged for books and equipment not returned in accordance with the requirements of the school catalog and the Enrollment Agreement. Alternates not accepted as regular students have the option of transferring their enrollment to a future start date or canceling it.

Retest for Waitlist

Prospective students who are placed on a waitlist for any program may retest for a higher score at their own expense. Contact the Director of Admissions for further information.

Distance Education

Currently, the school offers General Education classes and certain core classes through online delivery. The online courses are offered through a consortium agreement with Concorde Career College, Kansas City, Mo. Certain courses may only be offered in a distance education format; therefore, all students must meet the requirements outlined in the "Distance Education/ Online" section of this catalog.

In addition to the Entrance Assessment Requirements below, all students must take an Online Readiness Assessment (ORA) immediately following the first attempt of the Wonderlic. A passing score on the Wonderlic does not preclude the requirement for the applicant to complete the ORA. The ORA is used for assessing the applicant's readiness for online coursework and to identify any obstacles where he or she may need extra support or guidance.

Entrance Assessment Requirements

Prospective students applying for admission who are high school graduates or hold a GED must meet the minimum assessment scores as follows:

Program	Wonderlic SLE	HESI A^2
Bachelor of Science in Nursing	22	80
Cardiovascular Sonography	21	75
Dental Assistant	8	N/A
Dental Hygiene	20	70
Diagnostic Medical Sonography	21	75
Medical Assistant	8	N/A
Pharmacy Technician	10	N/A
Phlebotomy Technician	8	N/A
Practical Nursing	17	70
Radiologic Technology	19	70
Respiratory Therapy	17	70
Sterile Processing Technician	8	N/A
Surgical Technologist AAS	17	65

Applicants for all programs may attempt the Wonderlic a total of three times (only twice on the same day) and, when required, the Health Education Systems, Inc. (HESI) A^2 entrance assessment a total of two times. If the minimum score is not met, the applicant must wait six (6) months before retesting.

An applicant may retake the HESI A^2 entrance exam only once after passing the required cut scores at the student's expense.

All students must complete the Online Readiness Assessment.

All previously completed HESI assessments from Concorde, or another institution will be accepted at Concorde's approved acceptable minimum scores. In addition, assessments from other institutions must not have been taken within 30 days of enrollment.

The Wonderlic SLE requirement may be waived upon receipt of documentation of any of the following:

- SAT score of 1000 or above achieved within five years of the date of application to Concorde.
- ACT score of 19 or above achieved within five years of the date of application to Concorde.

- Official proof of successfully passing the Wonderlic SLE at the current required score.
- All core and clinical applicants and reentry students are exempt from Wonderlic SLE testing if they can provide a copy of unofficial transcripts of earning an Associate's or higher degree that was taught in the English language. Applicants for clinical programs must still take and pass the HESI for their program if they are using a waiver for the Wonderlic SLE.

The HESI A^2 requirement may be waived for applicants to programs that do not require the HESI A^2 for waitlist ranking, provided the applicant meets one of the following criteria:

- The applicant submits a copy of unofficial transcripts of earning an Associate's or higher degree that was taught in the English language.

  Applicants with an approved HESI A^2 waiver must still take the Wonderlic SLE and meet the minimum score.

  OR

- The applicant scores a 20 or higher on the Wonderlic SLE for Practical Nursing, Respiratory Therapy, or Surgical Technologist.

Bachelor of Science in Nursing

Candidates must meet the minimum overall HESI A^2 assessment score listed above. In addition, candidates must meet the minimum assessment score on each of the three individual sections of the assessment. The minimum assessment score for each section is 10 points lower than the required HESI A^2 overall score listed above.

Cardiovascular Sonography

Candidates must meet the minimum overall HESI A^2 assessment score listed above. In addition, candidates must meet the minimum assessment score on each of the three individual sections of the assessment. The minimum assessment score for each section is 10 points lower than the required HESI A^2 overall score listed above.

Diagnostic Medical Sonography

Candidates must meet the minimum overall HESI A^2 assessment score listed above. In addition, candidates must meet the minimum assessment score on each of the three individual sections of the assessment. The minimum assessment score for each section is 10 points lower than the required HESI A^2 overall score listed above.

Clinical Programs

Prospective clinical students will sit for the Wonderlic SLE (excluding those exempted above). Prospective students applying for clinical programs that lead to board exams and/or licensure who meet the initial Wonderlic SLE acceptable minimum score (and those exempted above) will be required to take the HESI (excluding those exempted above). Candidates for these programs must achieve the minimum composite score to move forward in the admissions process. Please note that a clinical applicant will not be eligible for a waiver for both the Wonderlic and the HESI.

Those meeting the Wonderlic SLE minimum score requirement and HESI minimum score requirement will be placed on a waitlist, if applicable. The list will be sorted high to low based on the current waitlist criteria. Students will be selected from the waitlist and notified at least two weeks before the start of the program.

Program Information

In addition to meeting the General Admissions Requirements, applicants to the following programs must also meet the following selective criteria.

Surgical Technologist

During the enrollment process, students will sign a disclosure to include the location of the campus where they will attend along with their address. If a student changes their address during their enrollment, they should contact the Campus Registrar at the location where they are enrolled.

Readmission

Effective: 06/09/2022

It is Concorde's policy to encourage previously withdrawn students to return to school to complete their education.

Students must meet all entrance requirements in place at the time of readmission. The reentry process requires review and approval of the student's financial status, financial aid eligibility (when applicable), completion of enrollment agreement, collection and review of official transcripts, as well as prior academic performance and any other documentation required by the program the student is reentering. Students may be required to demonstrate skill competency prior to readmission and may have to repeat a course(s) depending on the results. Readmission is contingent upon space availability and requires final approval of the Campus President. Returning students will be enrolled into the program curriculum in place at time of reentry. Students who are dismissed from the program are not eligible for readmission. Under certain conditions, students may be

required to complete and pass a drug screening, at their expense, prior to readmission as outlined in the Drug Screening section of this catalog.

Criminal Background Check

Effective: 05/20/2026

Concorde does not use criminal background history as a basis for admission decisions. This approach is applied consistently across programs and locations, including in states where laws restrict the use of criminal history in the admissions process. However, students may be required to complete a background check during their program to participate in required program activities.

Students should be aware that criminal charges (past, present, or pending) or convictions may affect their ability to participate in required clinical, externship, patient care, or related program components. In some cases, this may prevent a student from progressing in or completing the program.

Students should consider how criminal background information may impact these requirements prior to enrollment. Students are also required to report new criminal charges or convictions that occur during enrollment and may be required to complete an additional background check at their own expense to evaluate the potential impact on continued program participation.

Some programs include clinical, externship, or patient care components. Participation in these components may require a criminal background check.

Additional criminal background checks may be required during a student's enrollment based on program, clinical, externship, or regulatory requirements. Students are also required to report to the Academic Dean any new criminal charges or convictions that occur during enrollment. Failure to report such information may affect a student's ability to meet program requirements and continue in the program. Students may also be required to complete an additional background check at their own expense to evaluate the potential impact on continued program participation.

Requirements vary depending on:

- program structure
- clinical or externship site requirements
- licensing, regulatory, or legal standards established by external entities

These requirements are determined by external entities and may change over time.

Students who are unable to meet these requirements may:

- be unable to participate in required program components
- be unable to be assigned to a clinical or externship site
- be unable to complete the program
- be unable to obtain licensure, certification, or employment

Concorde does not guarantee:

- clinical or externship placement
- licensure or certification eligibility
- employment outcomes

Students are responsible for tuition and fees incurred according to the terms of their enrollment agreement and the policies outlined in the School's catalog.

Certain outside agencies may have additional requirements that impact a student's ability to complete a program or participate in required program components. These requirements may include, but are not limited to, submission of fingerprints for background checks, pre-clinical or pre-licensure eligibility determinations, or additional documentation or approval processes required by licensing boards or regulatory agencies.

Students are responsible for complying with all applicable program and external requirements. Failure to meet these requirements may prevent participation in clinical or externship components and may affect a student's ability to complete the program or obtain licensure.

Prospective and enrolled students should independently evaluate how a criminal background may impact their ability to meet program requirements, obtain licensure or certification, and secure employment. Clinical, externship, and employment are not guaranteed, and these external decisions may be based on criteria established by third parties that differ from those applied within this educational program.

Students who have concerns regarding how a criminal background may impact their ability to complete program requirements may elect to obtain a background check at any time at their own expense.

A newly enrolled student who receives background check results which results in concerns regarding how such results may impact their ability to meet program requirements may elect to cancel their enrollment within 7 calendar days of the initial program start (within the standard cancellation period) without incurring tuition charges. Charges for books, equipment, or uniforms are subject to cancellation and refund rules outlined in the catalog.

Timing and Responsibility (Fee):

- Timing is dependent upon when students reach coursework that includes patient care, clinical rotations, or externship.
- Cost varies by type of report required and ranges from $47 to $75. Prices are subject to change and paid to the third-party provider.
- For the Criminal Background Check Program-Based Timing and Responsibility Table refer to Consumer Information at https://www.concorde.edu/admissions/resources/consumer-information-guide.

Students are responsible for making informed decisions about enrollment and program participation based on how their background may affect these requirements and their ability to complete the program and pursue employment in the field.

Drug Screening

Effective: 11/22/2023

Applicants are advised that the cost of the background check/drug screen is an out-of-pocket expense. Current and future students may contact an admissions representative and/or program director of the program of interest for more information regarding these requirements.

Externship and clinical facilities may require the school to follow drug-screening requirements including unannounced screening prior to working with patients. Concorde reserves the right to conduct random drug screening at any time throughout the program. Drug Screening results are confidential, and are evaluated on a pass/fail basis. Students failing the final screening that is reviewed by the Medical Review Officer will immediately be withdrawn from the school. A student may request a retest at his or her own expense if they believe the screening resulted in a false positive. The rescreening must consist of an observed urine test within 48 hours at a facility directed by Concorde. If the retest is negative the student may remain in school. If the results of the retest are diluted, adulterated, and/or a substituted reading, it will be considered "flagged" and will be considered a failed test.

A student withdrawn for a failed drug screening has one opportunity to be eligible to apply for readmission into the school and program of study under the following conditions: Prior to readmission, a drug screening must be taken at the direction of the school and paid for by the student. If the drug screening is negative and the student meets all conditions of the Readmission section of this catalog, then the student may be approved to re-enter into the school and program. If the drug screening is positive, the student will be prohibited from reentering the school and program at any time in the future. Any subsequent violation of the drug policy after readmission will result in immediate dismissal.

Students should be advised that Concorde is governed by federal law in matters regarding the possession and use of controlled or illegal substances. As referenced in the Drug & Alcohol Abuse Policy outlined in this catalog, the possession or use of amphetamines, cocaine, marijuana, opiates, and phencyclidine are illegal under federal law.

If a student has a prescription for a controlled substance, with the exception of any recommendation for marijuana under the Colorado Medical Marijuana Code or Proposition 64, the student should provide proof of this to Concorde. Concorde will verify the prescription with the student's physician, and subject to resolution of any concerns regarding the student's ability to participate safely in the program, this will not disqualify the student.

Additionally, clinical sites may require drug testing as a condition of participation. Concorde does not accommodate student requests to be exempt from placement at clinical/extern sites that require drug testing.

Disclosure Concerning Arbitration and Class Action Waiver

Effective: 07/06/2020

As part of your enrollment at the school, you are being required to sign an arbitration agreement and class action waiver, which are defined as follows:

Arbitration, a form of alternative dispute resolution, is a way to resolve disputes outside the courts. The dispute will be decided by one or more persons (the 'arbitrators', 'arbiters' or 'arbitral tribunal'), which renders the 'arbitration award'. An arbitration award is legally binding on both sides and enforceable in the courts. A pre-dispute arbitration agreement requires a person to obtain relief through arbitration instead of seeking relief through litigation in the courts.

A class action waiver prevents an individual from bringing or participating in a class action. A class action, also known as a class action lawsuit, class suit, or representative action, is a type of lawsuit where one of the parties is a group of people who are represented collectively by a member of that group.

In addition, the school cannot require that the borrower participate in arbitration, nor in any internal dispute resolution process, prior to the borrower's filing of a defense to repayment claim with the U.S. Department of Education under 34 C.F.R. § 685.206(e); the school

cannot in any way require that a student limit, waive, or relinquish their ability to pursue filing a borrower defense claim with the U.S. Department of Education under 34 C.F.R. § 685.206(e); and, if any arbitration is ultimately undertaken pursuant to a pre-dispute arbitration agreement, the period of that arbitration tolls the limitations period for filing a borrower defense to repayment application or claim with the U.S. Department of Education under 34 C.F.R. § 685.206(e)(6)(ii).

Articulation Partnerships for Concorde – Colorado

Concorde is proud to partner with a growing list of other institutions of higher education. Articulation partners allow students to continue pursuing their education by transferring credits earned at Concorde. Transfer of credit and program availability varies by each articulation partner.

Credits that transfer to an institution are done so on an individual course basis. Please contact the Academics or Student Affairs team for details.

Articulation (Partnership) Agreements

- Grand Canyon University
- Grantham University
- National American University
- Park University
- United States University

Veterans Administration Students

Students applying for veteran's benefits must report all previous education and training. The school will evaluate any previous postsecondary transcripts to determine appropriate credit. The veteran and Veterans Administration will be notified of any reduction in training time or tuition.

Statement of Nondiscrimination

No person shall be excluded from participation, denied any benefits, or subjected to any form of discrimination based on race, sex, religion, color, national origin, age, disability, or any other factor protected by law.

Programs of Study

Bachelor of Science in Nursing

Contact Hours: 2,475
Semester Credits: 121.5
Instructional Weeks – Full Time: 120
Average Time to Complete – Full Time: 29 Months

Successful completion of the program leads to the award of a Bachelor of Science degree and permits the graduate to apply to take the National Council Licensure Examination for Registered Nurses® (NCLEX-RN) and to the State Board of Nursing for licensure. State licensure is required to practice as an RN in Colorado. Licensure may be denied by the Board of Nursing for reasons that include, but are not limited to, fraud/deceit in making application, felony or misdemeanor convictions, issues with drugs or alcohol, or charges pending in any state.

In addition, Colorado is one of 35 states that currently participate in the Nursing Licensure Compact (NLC) program. The NLC is an agreement between states that allows nurses to have one license but the ability to practice in other states that are part of the agreement. Please note that in each state, other factors beyond passing the NCLEX exam are considered in granting licensure, including background checks and drug screens. Additional information regarding the Nurse Licensure Compact and an up-to-date listing of participating states may be obtained from the National Council of State Boards of Nursing (NCSBN).

Program Mission

The mission of the Concorde Bachelor of Science nursing program is to prepare healthcare professionals capable of providing care to individuals across the lifespan. Our graduates will be prepared to deliver superior healthcare to diverse communities using the art of discovery, teaching, and leadership.

Vision Statement

The vision of the BSN program is to create an environment which fosters professional identity formation and a spirit of inquiry through:

- **Program** - Deliver a creative and stimulating nursing program which equips the nurse to solve healthcare issues facing local and global populations.
- **Scholarship** - Provide an educational experience that supports evidence-based practice and innovative inquiry.
- **Transition into Healthcare** - Shape nursing graduates capable of performing in variable settings while utilizing critical thinking and incorporating healthcare technology in patient care.
- **Professional Advancement** - Prepare highly competent graduate for leadership positions within the interdisciplinary healthcare team.

Program Outcomes:

1. Utilize critical thinking to synthesize knowledge derived from natural and behavioral sciences, humanities, and the art and science of professional nursing.
2. Apply the nursing process to develop safe, compassionate, and competent nursing care to patients and families from diverse backgrounds across the lifespan in a variety of healthcare settings.
3. Utilizing acquired knowledge, skills, and attitudes into nursing practice incorporating ethical and legal principles to promote collaborative practice within an interdisciplinary healthcare team.
4. Integrate theories of nursing care and evidence-based practice when planning care and making clinical judgements appropriate for diverse populations and communities.
5. Demonstrate accountability as an independent leader using concepts of leadership, inspiring life-long learning, and teamwork in healthcare.

Program Delivery

The Bachelor of Science in Nursing program is delivered in a blended format. Courses will be delivered entirely online, entirely on-ground or with an appropriate blend of both online and on-ground hours in the same course. Campuses may have the option to deliver general education courses either online or on-ground, depending on local need and availability.

Type: Bachelor of Science

Term 1

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
NRSG1211	Professional Nursing Concepts			30 (30 / 0)	0	0	2
HPRS1320	Foundations for Health Professionals			45 (0 / 45)	0	0	3
ENGL1310	English Composition I			45 (0 / 45)	0	0	3
MATH Elective	MATH1310 Contemporary Mathematics or MATH1320 College Algebra			45 (0 / 45)	0	0	3
			Subtotal	**165 (30/135)**	**0**	**0**	**11**

Term 2

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
BIOL1310	Anatomy & Physiology I			45 (0 / 45)	0	0	3
BIOL1111	Anatomy & Physiology I VLab			0	30 (0 / 30)	0	1
COMM1310	Elements of Human Communication			45 (0 / 45)	0	0	3
MATH3350	Statistics for Decision Making			45 (0 / 45)	0	0	3
SOCI1310	Introduction to Sociology			45 (0 / 45)	0	0	3
			Subtotal	**180 (0/180)**	**30 (0/30)**	**0**	**13**

Term 3

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
BIOL1320	Anatomy & Physiology II			45 (0 / 45)	0	0	3
BIOL1121	Anatomy & Physiology II VLab			0	30 (0 / 30)	0	1

PSYC1310	General Psychology			45 (0 / 45)	0	0	3
BIOL2110	General Biology VLab			0	30 (0 / 30)	0	1
BIOL2310	General Biology			45 (0 / 45)	0	0	3
			Subtotal	**135 (0/135)**	**60 (0/60)**	**0**	**11**

Term 4

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
BIOL1330	Microbiology			45 (0 / 45)	0	0	3
BIOL1130	Microbiology VLab			0	30 (0 / 30)	0	1
PSYC1320	Human Growth & Development			45 (0 / 45)	0	0	3
NUTR1310	Nutrition			45 (0 / 45)	0	0	3
			Subtotal	**135 (0/135)**	**30 (0/30)**	**0**	**10**

Term 5

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
NRSG1351	Introduction to Professional Nursing	All Term 1 - 4 Courses, NRSG1211		45 (35 / 10)	0	0	3
NRSG1352	Healthcare Law & Ethics	All Term 1 - 4 Courses, NRSG1211		45 (30 / 15)	0	0	3
NRSG3320	Pathophysiology	All Term 1 - 4 Courses, NRSG1211		45 (35 / 10)	0	0	3
			Subtotal	**135 (100/35)**	**0**	**0**	**9**

Term 6

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
NRSG1331	Health Assessment	NRSG1351 NRSG1352 NRSG3320		30 (25 / 5)	30 (30 / 0)	0	3
NRSG1960	Foundations of Professional Nursing and Applications	NRSG1351 NRSG1352 NRSG3320		60 (50 / 10)	60 (60 / 0)	135 (135 / 0)	9
			Subtotal	**90 (75/15)**	**90 (90/0)**	**135 (135/0)**	**12**

Term 7

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
NRSG2872	Adult Health I and Applications	NRSG1331 NRSG1960		60 (35 / 25)	30 (30 / 0)	135 (135 / 0)	8

NRSG2271	Pharmacology	NRSG1331 NRSG1960		30 (15 / 15)	0	0	2
			Subtotal	**90 (50/40)**	**30 (30/0)**	**135 (135/0)**	**10**

Term 8

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
NRSG2882	Adult Health II and Applications	NRSG2271 NRSG2872		60 (35 / 25)	30 (30 / 0)	135 (135 / 0)	8
NRSG2380	Nursing Research Methodologies and Evidence Based Practice	NRSG2271 NRSG2872		45 (25 / 20)	0	0	3
			Subtotal	**105 (60/45)**	**30 (30/0)**	**135 (135/0)**	**11**

Term 9

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
NRSG3493	Maternal Child Nursing and Applications	NRSG2380 NRSG2882		45 (25 / 20)	15 (15 / 0)	45 (45 / 0)	4.5
NRSG3494	Pediatric Nursing and Applications	NRSG2380 NRSG2882		45 (25 / 20)	15 (15 / 0)	45 (45 / 0)	4.5
			Subtotal	**90 (50/40)**	**30 (30/0)**	**90 (90/0)**	**9**

Term 10

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
NRSG3421	Community Nursing and Public Health and Applications	NRSG3493 NRSG3494		45 (25 / 20)	0	45 (45 / 0)	4
NRSG3419	Mental Health and Applications	NRSG3493 NRSG3494		45 (20 / 25)	0	45 (45 / 0)	4
			Subtotal	**90 (45/45)**	**0**	**90 (90/0)**	**8**

Term 11

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
NRSG4416	Care of the Complex Patient and Applications	NRSG3419 NRSG3421		45 (25 / 20)	0	45 (45 / 0)	4
NRSG4415	Professional Identity, Leadership and	NRSG3419 NRSG3421		45 (25 / 20)	0	45 (45 / 0)	4

	Management and Applications						
			Subtotal	**90 (50/40)**	**0**	**90 (90/0)**	**8**

Term 12

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
NRSG4912	Nursing Capstone & Licensure Readiness	NRSG4415 NRSG4416		120 (80 / 40)	0	75 (75 / 0)	9.5
			Subtotal	**120 (80/40)**	**0**	**75 (75/0)**	**9.5**
			Total	**1425 (540/885)**	**300 (180/120)**	**750 (750/0)**	**121.5**

**General education courses (those with prefixes other than NRSG) must be completed as prerequisites prior to taking any NRSG courses except for NRSG 1211. In addition, these courses may be offered 100% online or 100% on ground.*

Cardiovascular Sonography

Contact Hours: 2,175
Semester Credits: 89.5
Instructional Weeks – Full Time: 80
Average Time to Complete – Full Time: 20 Months

Program Overview

Cardiovascular sonographers use special imaging equipment that directs sound waves into a patient's body (in a procedure commonly known as an ultrasound, sonogram, or echocardiogram) to assess and diagnose various medical conditions.

The Cardiovascular Sonography curriculum integrates didactic and clinical instruction with increasing expectations at each level. Clinical sites utilized by the program are geographically dispersed. Students may have to travel outside of the local area for clinical placements.

Program Delivery

The Cardiovascular Sonography program is delivered in a blended format. Courses will be delivered entirely online, entirely on-ground or with an appropriate blend of both online and on-ground hours in the same course. Campuses may have the option to deliver general education courses either online or on-ground, depending on local need and availability.

Program Objectives

To prepare competent entry-level sonographers in the cognitive (knowledge), psychomotor (skills), and affective (behavior) learning domains for the following concentration(s) it offers:

- Adult cardiac sonography

Graduates of this program will develop skills to:

1. Be clinically competent to perform appropriate procedures and record anatomic, pathologic, and/or physiologic data;
2. Apply critical thinking and problem solving skills to exercise discretion and judgment in performance of diagnostic sonography;
3. Demonstrate appropriate communication skills; and
4. Demonstrate professionalism and growth in the profession.

Type: Associate of Applied Science

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
BIOL1131	Anatomy & Physiology VLab			0	30 (0 / 30)	0	1
BIOL1405	Anatomy & Physiology			60 (0 / 60)	0	0	4
COMM1310	Elements of Human Communication			45 (0 / 45)	0	0	3
CVSG1210	Scanning Lab I	HPRS1320 PHYS1311		0	80 (65 / 15)	0	2.5

CVSG1240	Echocardiography Scanning Lab I	DMSG1810 CVSG1210 ECGY1330	0	80 (65 / 15)	0	2.5
CVSG1340	Cardiovascular Pathology	DMSG1810 CVSG1210 ECGY1330	45 (20 / 25)	0	0	3
CVSG1640	Echocardiography I	DMSG1810 CVSG1210 ECGY1330	90 (20 / 70)	0	0	6
CVSG2250	Echocardiography Scanning Lab II	CVSG1640 CVSG1240 CVSG1340	0	80 (65 / 15)	0	2.5
CVSG2251	Cardiovascular Pharmacology	CVSG1640 CVSG1240 CVSG1340	30 (0 / 30)	0	0	2
CVSG2280	Cardiovascular Registry Review	CVSG2370 CVSG2770	30 (20 / 10)	0	0	2
CVSG2360	Vascular Sonography I	CVSG2850 CVSG2250 CVSG2251	30 (5 / 25)	30 (30 / 0)	0	3
CVSG2370	Vascular Sonography II	CVSG2360 CVSG2760	30 (5 / 25)	30 (30 / 0)	0	3
CVSG2760	Cardiovascular Clinical Education I	CVSG2850 CVSG2250 CVSG2251	0	0	320 (320 / 0)	7
CVSG2770	Cardiovascular Clinical Education II	CVSG2360 CVSG2760	0	0	320 (320 / 0)	7
CVSG2780	Cardiovascular Clinical Education III	CVSG2370 CVSG2770	0	0	320 (320 / 0)	7
CVSG2850	Echocardiography II	CVSG1640 CVSG1240 CVSG1340	120 (20 / 100)	0	0	8
DMSG1810	Physics & Instrumentation	HPRS1320 PHYS1311	120 (60 / 60)	0	0	8
ECGY1330	Electrophysiology	HPRS1320 PHYS1311	30 (5 / 25)	30 (30 / 0)	0	3
ENGL1310	English Composition I		45 (0 / 45)	0	0	3
HPRS1320	Foundations for Health Professionals		45 (0 / 45)	0	0	3
MATH1320	College Algebra		45 (0 / 45)	0	0	3
PHYS1311	Introductory Physics		45 (0 / 45)	0	0	3
PSYC1310	General Psychology		45 (0 / 45)	0	0	3
		Total	**855 (155/700)**	**360 (285/75)**	**960 (960/0)**	**89.5**

These courses may be offered entirely online or entirely on-ground at the campus

Dental Assistant

Contact Hours: 800
Semester Credits: 26
Instructional Weeks – Full Time: 32
Average Time to Complete – Full Time: 9 Months

Program Overview

Dental Assistant duties range from scheduling appointments and receiving patients to assisting chairside, performing laboratory functions, maintaining patient records, and practicing good communication techniques. Dental Assistants must be able to expose and process radiographs; fabricate diagnostic cast models; perform oral evacuation and instrument exchange; instruct patients in proper oral hygiene; assist in the selection, placement and removal of rubber dams, sutures and periodontal packs; prepare fabrication of temporaries; perform removal of temporaries; and function as an entry-level member of the dental health team.

Program Delivery

The Dental Assistant program is delivered in a blended format. Courses will be delivered entirely online, entirely on-ground or with an appropriate blend of both online and on-ground hours in the same course.

Program Objectives

The program provides students with theoretical knowledge and practical skills that prepare them as entry-level chairside or front-office Dental Assistants.

Type: Diploma

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
DNTA1324	Infection Control			55 (8 / 47)	40 (32 / 8)	0	3.5
DNTA1354	Dental Specialties			55 (8 / 47)	40 (32 / 8)	0	3.5
DNTA1364	Materials & Instruments			55 (8 / 47)	40 (32 / 8)	0	3.5
DNTA1374	Business Operations and Emergencies			55 (8 / 47)	40 (32 / 8)	0	3.5
DNTA1384	Preventive Dentistry			55 (8 / 47)	40 (32 / 8)	0	3.5
DNTA1394	Radiation Safety			55 (8 / 47)	40 (32 / 8)	0	3.5
DNTA1201	Externship I	DNTA1324 DNTA1354 DNTA1364 DNTA1374 DNTA1384 DNTA1394		0	0	115 (80 / 35)	2.5
DNTA1202	Externship II	DNTA1201		0	0	115 (80 / 35)	2.5

Dental Hygiene

Contact Hours: 1,810
Semester Credits: 88.5
Instructional Weeks – Full Time: 70
Average Time to Complete – Full Time: 17 Months

Program Overview

Dental Hygienists are licensed, professional oral clinicians and dental health educators who prevent and treat oral disease, promote and encourage preventive aspects of dental care, and assume responsibility for patient care in the dental office. They provide a variety of services to patients, including comprehensive examination of the oral cavity, radiographs, prophylaxis, fluoride treatments, patient education, and preventive services. They are required to pass written and clinical examinations before they apply for licensure to practice. Dental Hygienists are integral members of the dental team who use their dental, clinical, and social sciences to aid individuals in achieving optimum oral health. Besides working in a private dental practice, Dental Hygienists also work as educators, administrators, and researchers.

Program Mission

The mission is to provide a supportive learning environment in which the student acquires theoretical knowledge, technical skills, and professional attributes necessary to qualify for licensure as a Registered Dental Hygienist and entry-level employment as a Dental Hygienist. The program strives to instill the importance of personal growth, professional commitment, community involvement, and continued research. Graduates will be eligible to sit for the National Board Dental Hygiene Examination. Registration and certification requirements for taking and passing this examination are not controlled by Concorde, but by outside agencies, and are subject to change by the agency without notice. Therefore, Concorde cannot guarantee that graduates will be eligible to take this exam, at all or at any specific time, regardless of their eligibility status upon enrollment.

Program Delivery

The Dental Hygiene program is delivered in a blended format. Courses will be delivered entirely online, entirely on-ground or with an appropriate blend of both online and on-ground hours in the same course. Campuses may have the option to deliver general education courses either online or on-ground, depending on local need and availability.

Type: Associate of Applied Science

Term 1

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
BIOL1405	Anatomy & Physiology			60 (0 / 60)	0	0	4
ENGL1310	English Composition I			45 (0 / 45)	0	0	3
MATH1320	College Algebra			45 (0 / 45)	0	0	3
PSYC1310	General Psychology			45 (0 / 45)	0	0	3
			Subtotal	**195 (0/195)**	**0**	**0**	**13**

Term 2

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
BIOL1330	Microbiology			45 (0 / 45)	0	0	3
CHEM1310	Chemistry			45 (0 / 45)	0	0	3

COMM1310	Elements of Human Communication			45 (0 / 45)	0	0	3
SOCI1310	Introduction to Sociology			45 (0 / 45)	0	0	3
			Subtotal	**180 (0/180)**	**0**	**0**	**12**

Term 3

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
DH101	Dental Hygiene I	All Term 1 & 2 Courses		30 (25 / 5)	90 (80 / 10)	0	5
DH103	Dental Radiography	All Term 1 & 2 Courses		30 (30 / 0)	30 (20 / 10)	0	3
DH105	Dental Anatomy/ Tooth Morphology	All Term 1 & 2 Courses		60 (40 / 20)	0	0	4
DH111	Dental Office Emergencies	All Term 1 & 2 Courses		15 (15 / 0)	0	0	1
			Subtotal	**135 (110/25)**	**120 (100/20)**	**0**	**13**

Term 4

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
DH102	Dental Hygiene II	All Term 3 Courses		30 (30 / 0)	60 (45 / 15)	80 (80 / 0)	5.5
DH104	Dental Materials	All Term 3 Courses		15 (10 / 5)	30 (30 / 0)	0	2
DH110	Oral Embryology & Histology	All Term 3 Courses		45 (30 / 15)	0	0	3
DH203	Periodontology	All Term 3 Courses		45 (40 / 5)	0	0	3
			Subtotal	**135 (110/25)**	**90 (75/15)**	**80 (80/0)**	**13.5**

Term 5

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
DH201	Dental Hygiene III	All Term 4 Courses		30 (15 / 15)	0	135 (120 / 15)	5
DH209	Nutrition	All Term 4 Courses		45 (20 / 25)	0	0	3
DH224	Dental Public Health	All Term 4 Courses		45 (30 / 15)	0	0	3
DH226	Dental Law/ Ethics	All Term 4 Courses		30 (6 / 24)	0	0	2
			Subtotal	**150 (71/79)**	**0**	**135 (120/15)**	**13**

Term 6

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours

DH202	Dental Hygiene IV	All Term 5 Courses		30 (15 / 15)	0	185 (165 / 20)	6
DH206	Dental Pharmacology	All Term 5 Courses		45 (30 / 15)	0	0	3
DH228	Oral Pathology	All Term 5 Courses		45 (25 / 20)	0	0	3
			Subtotal	**120 (70/50)**	**0**	**185 (165/20)**	**12**

Term 7

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
DH207	Dental Hygiene Seminar	All Term 6 Courses		30 (15 / 15)	0	0	2
DH227	Board Review	All Term 6 Courses		45 (30 / 15)	0	0	3
DH300	Dental Office Management	All Term 6 Courses		30 (10 / 20)	0	0	2
DH301	Dental Hygiene V	All Term 6 Courses		30 (10 / 20)	0	150 (130 / 20)	5
			Subtotal	**135 (65/70)**	**0**	**150 (130/20)**	**12**
			Total	**1050 (426/624)**	**210 (175/35)**	**550 (495/55)**	**88.5**

Diagnostic Medical Sonography

Contact Hours: 2,055
Semester Credits: 84.5
Instructional Weeks – Full Time: 80
Average Time to Complete – Full Time: 20 Months

Program Overview

Diagnostic medical sonographers use special imaging equipment that directs sound waves into a patient's body (in a procedure commonly known as an ultrasound, sonogram, or echocardiogram) to assess and diagnose various medical conditions.

The Diagnostic Medical Sonography curriculum integrates didactic and clinical instruction with increasing expectations at each level. Clinical sites utilized by the program are geographically dispersed. Students may have to travel outside of the local area for clinical placements.

Program Delivery

The Diagnostic Medical Sonography program is delivered in a blended format. Courses will be delivered entirely online, entirely on-ground or with an appropriate blend of both online and on-ground hours in the same course. Campuses may have the option to deliver general education courses either online or on-ground, depending on local need and availability.

Program Objectives

To prepare competent entry-level sonographers in the cognitive (knowledge), psychomotor (skills), and affective (behavior) learning domains for the following concentration(s) it offers:

- Abdominal sonography - Extended
- Obstetrics and gynecology sonography

Graduates of this program will develop skills to:

1. Be clinically competent to perform appropriate procedures and record anatomic, pathologic, and/or physiologic data;
2. Apply critical thinking and problem-solving skills to exercise discretion and judgment in performance of diagnostic sonography;
3. Demonstrate appropriate communication skills; and
4. Demonstrate professionalism and growth in the profession.

The program will continually monitor program effectiveness through assessment and evaluation to ensure that the needs of the community are met.

Type: Associate of Applied Science

Term 1

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
BIOL1131	Anatomy & Physiology VLab			0	30 (0 / 30)	0	1
BIOL1405	Anatomy & Physiology			60 (0 / 60)	0	0	4

COMM1310	Elements of Human Communication			45 (0 / 45)	0	0	3
MATH1320	College Algebra			45 (0 / 45)	0	0	3
			Subtotal	**150 (0/150)**	**30 (0/30)**	**0**	**11**

Term 2

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
ENGL1310 *	English Composition I			45 (0 / 45)	0	0	3
HPRS1320 *	Foundations for Health Professionals			45 (0 / 45)	0	0	3
PHYS1311	Introductory Physics			45 (0 / 45)	0	0	3
PSYC1310	General Psychology			45 (0 / 45)	0	0	3
			Subtotal	**180 (0/180)**	**0**	**0**	**12**

Term 3

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
DMSG1210	Scanning Lab I	HPRS1320 PHYS1311		0	80 (65 / 15)	0	2.5
DMSG1321	Sonographic Cross-Sectional Anatomy	HPRS1320 PHYS1311		45 (30 / 15)	0	0	3
DMSG1810	Physics & Instrumentation	HPRS1320 PHYS1311		120 (60 / 60)	0	0	8
			Subtotal	**165 (90/75)**	**80 (65/15)**	**0**	**13.5**

Term 4

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
DMSG1220	Scanning Lab II	DMSG1210 DMSG1321 DMSG1810		0	80 (70 / 10)	0	2.5
DMSG1820	Abdominal Sonography	DMSG1210 DMSG1321 DMSG1810		120 (30 / 90)	0	0	8
			Subtotal	**120 (30/90)**	**80 (70/10)**	**0**	**10.5**

Term 5

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
DMSG2210	Scanning Lab III	DMSG1220 DMSG1820		0	80 (70 / 10)	0	2.5
DMSG2810	OB/GYN Sonography	DMSG1220 DMSG1820		120 (30 / 90)	0	0	8

			Subtotal	**120 (30/90)**	**80 (70/10)**	**0**	**10.5**

Term 6

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
DMSG2230	General Vascular Sonography I	DMSG2210 DMSG2810		30 (30 / 0)	0	0	2
DMSG2710	Clinical Education I	DMSG2210 DMSG2810		0	0	320 (320 / 0)	7
			Subtotal	**30 (30/0)**	**0**	**320 (320/0)**	**9**

Term 7

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
DMSG2240	General Vascular Sonography II	DMSG2230 DMSG2710		30 (25 / 5)	0	0	2
DMSG2720	Clinical Education II	DMSG2230 DMSG2710		0	0	320 (320 / 0)	7
			Subtotal	**30 (25/5)**	**0**	**320 (320/0)**	**9**

Term 8

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
DMSG2220	Registry Review	DMSG2240 DMSG2720		30 (30 / 0)	0	0	2
DMSG2730	Clinical Education III	DMSG2240 DMSG2720		0	0	320 (320 / 0)	7
			Subtotal	**30 (30/0)**	**0**	**320 (320/0)**	**9**
			Total	**825 (235/590)**	**270 (205/65)**	**960 (960/0)**	**84.5**

General education courses (those with prefixes other than DMSG) may be scheduled in any term providing that prerequisites are honored. In addition, these courses may be offered 100% online or 100% on ground

Medical Assistant

Contact Hours: 800
Semester Credits: 26
Instructional Weeks – Full Time: 32
Average Time to Complete – Full Time: 9 Months

Program Overview

Whether in a physician's office, a clinic, or hospital-owned physician network, the Medical Assistant performs many services on the physician's behalf. These may include admissions work, preparing the patient for examination or treatment, operating diagnostic equipment, and performing diagnostic procedures. The Medical Assistant is also responsible for the patient's medical records and insurance forms as well as for scheduling appointments and maintaining medical records for the physician.

Program Delivery

The Medical Assistant program is delivered in a blended format. Courses will be delivered entirely online, entirely on-ground or with an appropriate blend of both online and on-ground hours in the same course.

Program Objectives

Upon completion of the Medical Assistant program, the student will possess the knowledge and skills required in the areas of anatomy, physiology, pathology, the body systems, medical terminology, medical front office procedures, venipuncture, laboratory diagnostic procedures, EKG, and administration of parenteral medications to function successfully in an entry-level position as a Medical Assistant in a clinic or a physician's office.

Type: Diploma

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Externship Hours (Ground/Online)	Semester Credit Hours
MDCA1313	General Patient Care, Skeletal and Muscular Systems			55 (10 / 45)	40 (30 / 10)	0	3.5
MDCA1323	Medical Ethics, Nervous and Sensory Systems			55 (10 / 45)	40 (30 / 10)	0	3.5
MDCA1333	Office Procedures, Digestive and Reproductive Systems			55 (10 / 45)	40 (30 / 10)	0	3.5
MDCA1343	Endocrine, Cardiology, and Professional Communicati on			55 (10 / 45)	40 (30 / 10)	0	3.5
MDCA1353	Diagnostic Procedures, Hematology, Urinary			55 (10 / 45)	40 (30 / 10)	0	3.5

	System & Medical Billing					
MDCA1363	Pharmacology , Health Insurance and Respiratory System		55 (10 / 45)	40 (30 / 10)	0	3.5
MDCA1201	Externship I	MDCA1313 MDCA1323 MDCA1333 MDCA1343 MDCA1353 MDCA1363	0	0	115 (80 / 35)	2.5
MDCA1202	Externship II	MDCA1201	0	0	115 (80 / 35)	2.5

Pharmacy Technician

Contact Hours: 625
Semester Credits: 21
Instructional Weeks – Full Time: 26
Average Time to Complete – Full Time: 7 Months

Program Mission

The mission of the Pharmacy Technician program is to equip students with the necessary practical skills and theoretical knowledge to be successful in an entry-level position as a Pharmacy Technician. The program aligns with industry standards, regulatory requirements, and best practices in pharmacy operations.

Program Overview

The Pharmacy Technician Diploma program is designed to prepare graduates for entry-level roles in diverse pharmacy settings, including community, hospital, and institutional environments. The curriculum integrates foundational knowledge, hands-on technical skills, and professional competencies to ensure graduates can support pharmacists in delivering safe, effective, and ethical patient care.

The program prepares graduates to sit for the Pharmacy Technician Certification Examination. Registration and certification requirements for taking and passing this examination are not controlled by Concorde, but by outside agencies, and are subject to change by the agency without notice. Therefore, Concorde cannot guarantee that graduates will be eligible to take this exam, at all or at any specific time, regardless of their eligibility status upon enrollment.

Program Learning Outcomes

Upon completion, graduates should be equipped to:

- Demonstrate foundational knowledge of pharmacy practice and healthcare systems.
- Apply pharmacological principles to support safe medication use.
- Perform essential pharmacy operations and management tasks.
- Prepare and compound medications using aseptic and non-aseptic techniques.
- Operate pharmacy technology and information systems effectively.
- Communicate professionally with patients, pharmacists, and healthcare teams.
- Exhibit critical thinking and problem-solving in pharmacy practice.

Program Delivery

The Pharmacy Technician program is delivered in a blended format. Courses will be delivered entirely online, entirely on-ground or with an appropriate blend of both online and on-ground hours in the same course.

Type: Diploma

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Externship Hours (Ground/Online)	Semester Credit Hours
PHAR1210	Introduction to Pharmacy Practice		PHAR1110	45 (20 / 25)	0	0	2
PHAR1110	Introduction to Pharmacy Practice Lab		PHAR1210	0	48 (20 / 28)	0	1.5
PHAR1215	Systems Pharmacology		PHAR1115	45 (20 / 25)	0	0	2

PHAR1115	Systems Pharmacology Lab		PHAR1215	0	48 (20 / 28)	0	1.5
PHAR1235	Pharmacy Management		PHAR1135	45 (20 / 25)	0	0	2
PHAR1135	Pharmacy Management Lab		PHAR1235	0	48 (20 / 28)	0	1.5
PHAR1240	Compounding and Aseptic Techniques		PHAR1140	45 (20 / 25)	0	0	2
PHAR1140	Compounding and Aseptic Techniques Lab		PHAR1240	0	48 (20 / 28)	0	1.5
PHAR1245	Professional Skills for Pharmacy Technicians		PHAR1145	45 (20 / 25)	0	0	2
PHAR1145	Professional Skills for Pharmacy Technicians Lab		PHAR1245	0	48 (20 / 28)	0	1.5
PHAR1370	Pharmacy Technician Externship	PHAR1210 PHAR1110 PHAR1215 PHAR1115 PHAR1235 PHAR1135 PHAR1240 PHAR1140 PHAR1245 PHAR1145		0	0	160 (160 / 0)	3.5
			Total	**225 (100/125)**	**240 (100/140)**	**160 (160/0)**	**21**

Phlebotomy Technician

Contact Hours: 128
Semester Credits: 5.5
Instructional Weeks – Full Time: 8
Average Time to Complete – Full Time: 3 Months

Program Overview

The Phlebotomy Technician program is designed to prepare students for entry-level employment in a variety of settings, including hospitals, laboratories, blood centers, or other healthcare facilities. The primary function of the Phlebotomy Tech is to collect blood samples from patients via venipuncture or capillary puncture. The Phlebotomy Tech facilitates the collection and transportation of laboratory specimens and is often the patient's only contact with the medical lab. A Phlebotomy Technician also draws blood for transfusions, donations, and research.

Duties performed by a Phlebotomy Technician differ according to the medical setting, but typical duties may include:

- Draw blood from patients or donors
- Assemble equipment (such as needles, blood collection devices, gauze, tourniquet, cotton, and alcohol)
- Verify or record identity of patient or donor
- Converse with patients to alleviate fear of procedure
- Apply tourniquet to arm, locate vein, swab area with disinfectant, and insert needle into vein to draw blood into collection tube
- Label and store blood container for processing
- Conduct interviews, take vital signs and test blood samples to screen donors at a blood bank
- Analyze information and make appropriate recommendations

Graduates of this program are eligible to sit for the following certification examinations at no cost: the Phlebotomy Technician Certification (PTC) examination offered by the American Medical Certification Association (AMCA). Alternative certification examinations may be considered provided that the program curriculum meets all eligibility and registration requirements established by the certifying body.

This program is not eligible for any Federal Financial Aid.

Type: Diploma

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours	Lab Hours	Externship Hours	Semester Credit Hours
HPRS1313	Healthcare Concepts			64	0	0	3
PHLB1310	Phlebotomy Procedures	HPRS1313		24	40	0	2.5

All courses may be offered online, on ground, or a combination of online and ground as shown above.

Practical Nursing

Contact Hours: 1,015
Semester Credits: 35.5
Instructional Weeks – Full Time: 40
Average Time to Complete – Full Time: 10 Months

Program Overview

As a vital member of the healthcare team, the Practical Nurse combines nursing skill with human understanding to care for both chronically and acutely ill patients in a variety of settings.

Program Philosophy

Nursing

Nursing is an art and a science as a practice discipline that provides ethical, holistic, and compassionate care to diverse individuals in a variety of settings.

Nursing care, the outcome of practice, is founded on the nursing process, which encompasses assessment, diagnosis, planning, implementation, and evaluation.

Nursing involves professional accountability while delivering competent, culturally sensitive nursing care with clients and groups.

Wellness

Nursing works with individuals, families and communities to prevent and treat illnesses, promote and maintain health and improve quality of life.

Person

Nursing views each individual as unique with value and dignity.

Nursing views education as a lifelong process that starts with undergraduate studies and continues with professional development and education.

Environment

Nursing responds to healthcare's dynamic internal and external forces that affect individuals and groups.

End of Program Student Learning Outcomes

1. Provide safe, caring and compassionate nursing care to diverse patients across the lifespan in various healthcare settings using evidenced-based practice to improve outcomes.
2. Function as a competent, entry-level healthcare provider applying leadership and management skills and embracing ethical and legal principles in the provision of culturally appropriate nursing care.
3. Collaborate with members of the interprofessional healthcare team to provide optimal care for diverse patients and their families.
4. Communicate effectively through verbal, nonverbal and technological methods with patients, families and members of the interprofessional healthcare team.

Program Objectives

The objective of this program is to prepare the student with sufficient theoretical knowledge and specialized practical skills to qualify for an entry-level position as a member of the nursing staff in an acute-care hospital, extended-care facility, physician's office, or other healthcare agency.

Type: Diploma

Term 1

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours	Lab Hours	Clinical Hours	Semester Credit Hours
CPSO1011	Career Path Success A			15	0	0	0.5
CPSO1012	Career Path Success B			15	0	0	0.5
ENGL1210	English Composition I			45	0	0	2
PSYC1220	Human Growth & Development			45	0	0	2
HPRS1110	Foundations for Health Professions			30	0	0	1
NRSG1221	Fundamentals of Anatomy & Physiology			45			2
			Subtotal	**195**	**0**	**0**	**8**

Term 2

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours	Lab Hours	Clinical Hours	Semester Credit Hours
CPSO1013	Career Path Success C			15			0.5
NRSG1010	Dosage Calculations	NRSG1221 ENGL1210 PSYC1220 HPRS1110		20	0	0	0.5
NRSG1151	Pharmacology I	NRSG1221 ENGL1210 PSYC1220 HPRS1110		35			1.5
NRSG1122	Fundamentals of Nursing	NRSG1221 ENGL1210 PSYC1220 HPRS1110	NRSG1622	30	0	0	1
NRSG1622	Fundamentals of Nursing Applications	NRSG1221 ENGL1210 PSYC1220 HPRS1110	NRSG1122	0	90	90	6.5
			Subtotal	**100**	**90**	**90**	**10**

Term 3

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours	Lab Hours	Clinical Hours	Semester Credit Hours
CPSO1014	Career Path Success D			15			0.5
NRSG1136	Family Nursing	NRSG1010 NRSG1151 NRSG1122 NRSG1622	NRSG1258	30	0	0	1

NRSG1258	Family Nursing Applications	NRSG1010 NRSG1151 NRSG1122 NRSG1622	NRSG1136	0	30	45	2.5
NRSG1134	Nursing Care of Adults I	NRSG1010 NRSG1151 NRSG1122 NRSG1622	NRSG1456	30	0	0	1
NRSG1456	Nursing Care of Adults I Applications	NRSG1010 NRSG1151 NRSG1122 NRSG1622	NRSG1134	0	0	135	4.5
			Subtotal	**75**	**30**	**180**	**9.5**

Term 4

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours	Lab Hours	Clinical Hours	Semester Credit Hours
CPSO1015	Career Path Success E			15	0	0	0.5
CPSO1016	Career Path Success F			15			0.5
NRSG1141	Mental Health Nursing	NRSG1136 NRSG1258 NRSG1134 NRSG1456		30	0	0	1
NRSG1145	Nursing Care of Adults II	NRSG1136 NRSG1258 NRSG1134 NRSG1456	NRSG1445	30	0	0	1
NRSG1445	Nursing Care of Adults II Applications	NRSG1136 NRSG1258 NRSG1134 NRSG1456	NRSG1145	0	0	135	4
NRSG1152	Readiness for Practice	NRSG1136 NRSG1258 NRSG1134 NRSG1456		30	0	0	1
			Subtotal	**120**	**0**	**135**	**8**
			Total	**490**	**120**	**405**	**35.5**

Radiologic Technology

Contact Hours: 2,642.5
Semester Credits: 98.5
Instructional Weeks – Full Time: 80
Average Time to Complete – Full Time: 20 Months

Program Overview

The Radiologic Technology program offers a two-year Associate of Applied Science degree that prepares qualified individuals to enter the healthcare field as professionals skilled in performing diagnostic medical imaging and associated procedures. Graduates from the program are eligible to take the American Registry of Radiologic Technologists Examination and, upon successful completion of this examination, can become Registered Technologists in Radiography, RT(R).

Registration and certification requirements for taking and passing this examination are not controlled by Concorde, but by outside agencies, and are subject to change by the agency without notice. Therefore, Concorde cannot guarantee that graduates will be eligible to take this exam, at all or at any specific time, regardless of their eligibility status upon enrollment.

Mission Statement

The program provides and maintains a positive learning environment and curriculum while preparing students for entry-level, diagnostic radiographer positions.

Statement of Values

The Radiologic Technology program is committed to:

- Adherence to the Concorde mission statement and values.
- Achieving the standard of quality established by the healthcare community.
- Continual assessment and evaluation of the community's needs to maintain a program consistent with changes in the Radiologic Technology profession.

Program Goals

- Students/graduates will demonstrate clinical competency.
- Students/graduates will practice effective communication.
- Students/graduates employ critical thinking skills.
- Students/graduates demonstrate professionalism.
- Graduates/employers recommend program.

Program Delivery

The Radiologic Technology program is delivered in a blended format. Courses will be delivered entirely online, entirely on-ground or with an appropriate blend of both online and on-ground hours in the same course. Campuses may have the option to deliver general education courses either online or on-ground, depending on local need and availability.

Program Objectives

The program objective is to prepare students with sufficient theoretical knowledge and specialized practical skills to qualify for an entry-level position.

Type: Associate of Applied Science

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours

MATH1320	College Algebra		45 (0 / 45)	0	0	3
ENGL1310	English Composition I		45 (0 / 45)	0	0	3
COMM1310	Elements of Human Communication		45 (0 / 45)	0	0	3
PSYC1310	General Psychology		45 (0 / 45)	0	0	3
SOCI1310	Introduction to Sociology		45 (0 / 45)	0	0	3
CSCI1310	Computer Science		45 (0 / 45)	0	0	3
PHIL1310	Critical Thinking		45 (0 / 45)	0	0	3
BIOL1301	Anatomy & Physiology		45 (0 / 45)	0	0	3
RAD120	Introduction to Radiologic Technology		37.5 (15 / 22.5)	15 (15 / 0)	0	3
RAD121	Patient Care in Radiology		37.5 (15 / 22.5)	15 (15 / 0)	0	3
RAD124	Medical Terminology		45 (10 / 35)	0	0	3
RAD130	Image Production I		30 (20 / 10)	0	0	2
RAD131	Radiation Physics		37.5 (20 / 17.5)	15 (15 / 0)	0	3
RAD135	Positioning I		30 (10 / 20)	60 (60 / 0)	0	4
RAD136	Clinical I		0	0	160 (160 / 0)	3.5
RAD140	Image Production II	RAD130	45 (30 / 15)	0	0	3
RAD142	Radiation Biology		45 (25 / 20)	0	0	3
RAD145	Positioning II	RAD135	30 (15 / 15)	30 (30 / 0)	0	3
RAD146	Clinical II	RAD136	0	0	160 (160 / 0)	3.5
RAD255	Positioning III	RAD145	30 (15 / 15)	30 (30 / 0)	0	3
RAD256	Clinical III	RAD146	0	0	320 (320 / 0)	7
RAD266	Clinical IV	RAD256	0	0	400 (400 / 0)	8.5
RAD270	Medical Ethics & Law		30 (9 / 21)	0	0	2
RAD271	Radiological Theory		30 (15 / 15)	0	0	2
RAD272	Special Radiographic Procedures/ Pathology	RAD255	45 (25 / 20)	0	0	3
RAD276	Clinical V	RAD266	0	0	240 (240 / 0)	5
RAD281	Registry Review	RAD271 RAD272 RAD276	45 (35 / 10)	0	0	3

RAD286	Clinical VI	RAD276		0	0	320 (320 / 0)	7
			Total	**877.5 (259/618.5)**	**165 (165/0)**	**1600 (1600/0)**	**98.5**

** These courses may be offered entirely online or entirely on-ground at the campus.*

Respiratory Therapy

Contact Hours: 1,865
Semester Credits: 76
Instructional Weeks – Full Time: 70
Average Time to Complete – Full Time: 17 Months

Program Overview

Respiratory Therapists assess, treat, and care for patients with breathing disorders. They assume primary responsibility for all respiratory care modalities, including the supervision of respiratory therapy technicians. Respiratory Therapists initiate and conduct therapeutic procedures; maintain patient records; and select, assemble, check, and operate equipment. They also may serve as asthma educators, patient educators, case managers, Hyperbaric Oxygen Specialists, Extra Corporeal Membrane Oxygenation Specialists and Sleep Specialists. Respiratory Therapists work in hospitals, clinics, skilled nursing facilities, home care, and diagnostic labs.

The Respiratory Care Practitioner (RCP) deals with patients of all ages who may be gravely injured or ill. The RCP is among the first on the medical team called to provide treatment in cardiopulmonary emergencies. The RCP also cares for patients in all aspects of their treatment and recovery. The RCP must be sensitive to the needs of those who have serious physical, mental, or psychological impairments. The RCP must also be able to cope with emergencies and work well as a member of the healthcare team.

Program Mission

The purpose of the Respiratory Therapy program is to prepare graduates with demonstrated competence in the cognitive (knowledge), psychomotor (skills), and affective (behavior) learning domains of respiratory care practice as performed by Registered Respiratory Therapists (RRTs). Graduates will earn an Associate of Applied Science degree.

Graduates of this program will be eligible to sit for the new Respiratory Therapy Examination (RTE) administered by the National Board for Respiratory Care (NBRC), beginning January 2027. The RTE will be taken to achieve both the Certified Respiratory Therapist (CRT) and Registered Respiratory Therapist (RRT) credentials. Refer to the NBRC website for exam information.

Achieving the minimum acceptable score on the RTE will allow the candidate to receive the CRT credential. Candidates who meet the RRT-level score on the RTE will be eligible to sit for the Clinical Simulation Examination (CSE) of the NBRC. Successful completion of the RTE at the RRT level and the CSE is required to obtain the RRT credential. In addition, the Texas Medical Board requires successful completion of the jurisprudence exam.

Registration and certification requirements for taking and passing these examinations are not controlled by Concorde, but by outside agencies, and are subject to change by the agency without notice. Therefore, Concorde cannot guarantee that graduates will be eligible to take these exams, at all or at any specific time, regardless of their eligibility status upon enrollment.

Skills Proficiency

Students must be able to perform certain procedures and skills to work as Respiratory Care Practitioners. These are learned in the school's clinical laboratory and at hospital clinical sites under the direct supervision and evaluation of a preceptor. All students must participate. All students must take and pass preclinical written and oral examinations prior to advancing to the clinical portion of the program.

Program Delivery

The Respiratory Therapy program is delivered in a blended format. Courses will be delivered entirely online, entirely on-ground or with an appropriate blend of both online and on-ground hours in the same course. Campuses may have the option to deliver general education courses either online or on-ground, depending on local need and availability.

Program Objectives

- To provide a learning environment that correlates well with the actual workplace and a clinical experience that correlates with classroom instruction.
- To instill in the student a sense of professional behavior, attitude, and dress consistent with medical standards.
- To provide the student with entry-level knowledge and skills in the field of respiratory care.
- To supply competent Respiratory Therapists to the national work pool.

Type: Associate of Applied Science

Term 1

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
BIOL1310 *	Anatomy & Physiology I			45 (0 / 45)	0	0	3
COMM1310 *	Elements of Human Communication			45 (0 / 45)	0	0	3
ENGL1310 *	English Composition I			45 (0 / 45)	0	0	3
MATH1320 *	College Algebra			45 (0 / 45)	0	0	3
			Subtotal	**180 (0/180)**	**0**	**0**	**12**

Term 2

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
BIOL1320 *	Anatomy & Physiology II	BIOL1310		45 (0 / 45)	0	0	3
BIOL1330 *	Microbiology			45 (0 / 45)	0	0	3
BIOL1350 *	Cardiopulmonary Anatomy & Physiology			45 (0 / 45)	0	0	3
PSYC1310 *	General Psychology			45 (0 / 45)	0	0	3
			Subtotal	**180 (0/180)**	**0**	**0**	**12**

Term 3

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
RESP1110	Respiratory Therapy Foundations	All Terms 1 & 2 Courses	RESP1210	180 (140 / 40)	0	0	10.5
RESP1210	Respiratory Therapy Foundations Applications	All Terms 1 & 2 Courses	RESP1110	0	60 (60 / 0)	0	2
			Subtotal	**180 (140/40)**	**60 (60/0)**	**0**	**12.5**

Term 4

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours

RESP1310	Respiratory Therapeutics, Diagnostics and Disease Management	All Term 3 Courses		30 (25 / 5)	45 (40 / 5)	0	3.5
RESP1610	Respiratory Therapeutics, Diagnostics and Disease Management Applications	All Term 3 Courses		0	0	285 (285 / 0)	6
			Subtotal	**30 (25/5)**	**45 (40/5)**	**285 (285/0)**	**9.5**

Term 5

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
RESP2310	Cardiopulmonary Critical Care	All Term 4 Courses		30 (30 / 0)	45 (40 / 5)	0	3.5
RESP2610	Cardiopulmonary Critical Care Applications	All Term 4 Courses		0	0	285 (285 / 0)	6
			Subtotal	**30 (30/0)**	**45 (40/5)**	**285 (285/0)**	**9.5**

Term 6

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
RESP2620	Respiratory Care of Specialty Populations	All Term 5 Courses		75 (55 / 20)	30 (25 / 5)	0	6
RESP2410	Respiratory Care of Specialty Populations Applications	All Term 5 Courses		0	0	180 (180 / 0)	4
			Subtotal	**75 (55/20)**	**30 (25/5)**	**180 (180/0)**	**10**

Term 7

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
RESP2810	Respiratory Therapy Capstone and Board Exam Prep	All Term 6 Courses		100 (80 / 20)	40 (35 / 5)	0	8
RESP2210	Respiratory Therapy Capstone and Board Exam Prep Applications	All Term 6 Courses		0	0	120 (120 / 0)	2.5
			Subtotal	**100 (80/20)**	**40 (35/5)**	**120 (120/0)**	**10.5**
			Total	**775 (330/445)**	**220 (200/20)**	**870 (870/0)**	**76**

**General education courses (those with prefixes other than RESP) may be scheduled in any term providing that prerequisites are honored. In addition, these courses may be offered 100% online or 100% on ground.*

Sterile Processing Technician

Contact Hours: 216
Semester Credits: 8
Instructional Weeks – Full Time: 16
Average Time to Complete – Full Time: 5 Months

Program Overview

Sterile processing technicians are medical equipment preparers who are responsible for preventing the spread of disease by sterilizing and preparing medical equipment. These technicians may work in a variety of healthcare settings such as hospitals and surgery centers and go by many other job titles, such as central services technician, certified registered central service technician (CRCST), central sterile supply technician (CSST), or sterile preparation technician.

- Duties performed by a Sterile Processing or Central Services Technician may include:
- Cleaning and sterilizing equipment
- Packaging and/or preparing equipment for use
- Operating medical equipment as needed
- Inspecting medical equipment for functionality and sterilization
- Maintaining inventory of medical equipment
- Ensuring medical procedure rooms are sterile
- Organizing medical equipment
- Transporting prepared equipment
- Recording test results for sterilization
- Using and maintaining autoclaves for sterilization

Upon successful completion, graduates will receive a certificate of completion and will prepare to take the Healthcare Sterile Processing Association (HSPA) examination to become a Certified Registered Central Service Technician (CRCST).

Certified Registered Central Service Technician (CRCST) Experiential Requirements

CRCST certification requires that an applicant pass the certification exam and complete 400 hours of hands-on experience in a Central Services (CS) department. These hours can be completed before testing or within 6 months of passing the exam. HSPA recommends completing, or at least beginning, experiential hours before testing. Hands-on experience provides an invaluable resource with which to better understand the standards, knowledge, and practices needed to be successful in a CS department and on the CRCST Exam.

This program provides 80 hours towards the 400-hour requirement. Graduates are required to complete the remaining 320 hours on their own. Upon completion of the program, students will sit for the CRCST examination and, if successfully completed, will become provisionally certified. Once the graduate completes the remainder of the required 400 hours, they may submit verification of hours to HSPA to receive full certification.

This program is not eligible for any Federal Financial Aid.

Type: Diploma

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours	Lab Hours	Externship Hours	Semester Credit Hours
HPRS1313	Healthcare Concepts			64	0	0	3
CRST1123	Sterile Processing I	HPRS1313		36	0	0	1.5
CRST1133	Sterile Processing II	HPRS1313 CRST1123		36	0	0	1.5
CRST1244	Sterile Processing Externship	HPRS1313 CRST1123 CRST1133		0	0	80	2

All courses may be offered online, on ground, or a combination of online and ground as shown above.

Surgical Technologist

Contact Hours: 1,655
Semester Credits: 68
Instructional Weeks – Full Time: 70
Average Time to Complete – Full Time: 17 Months

Program Mission

The mission of the Surgical Technologist program is to prepare graduates with the basic knowledge and fundamental practical and professional skills needed for employment as entry-level generalists in the field. The program combines academic studies in the classroom, hands-on laboratory instruction, and clinical training in various surgical settings to prepare graduates who are eligible for employment in a variety of surgical settings.

Clinical Case Requirements

Students must complete a total of 130 surgical procedures as delineated below. Students must complete a minimum of 30 cases in General Surgery; 20 of which must be in the First Scrub Role. The remaining 10 cases may be performed in either the First or Second Scrub Role. Students must complete a minimum of 90 cases in various surgical specialties, excluding General Surgery. A total of 80 cases (including General Cases) must be performed in the First Scrub Role. A minimum of 10 cases in the First Scrub Role must be completed in each of the required minimum of 4 surgical specialties (40 cases total required). Observations must be documented but are not counted. Diagnostic endoscopy cases and vaginal delivery cases are not mandatory. However, up to 10 diagnostic endoscopic cases and 5 vaginal delivery cases can be counted toward the maximum number of Second Scrub Role cases. Vaginal delivery cases must be documented in the category of Labor and Delivery rather than in the OB/GYN specialty.

All student activities associated with the curriculum, especially while students are completing clinical rotations, will be educational in nature. Students will not be substituted for hired staff personnel within the clinical institution, in the capacity of a surgical technologist.

Program Outcome

To prepare competent, entry-level Surgical Technologists in the cognitive (knowledge), psychomotor (skills), and affective (behavior) learning domains.

Program Goals

Cognitive Domain

The student will:

- Grasp concepts of human anatomy and physiology, pathophysiology, microbiology and infectious process and recognize his or her relationship to safe patient care; and,
- Understand the principles of safe patient care in the preoperative, intraoperative, and postoperative settings; and
- Recognize the interdependent role of the Surgical Technologist with the other team members and ancillary services providers.

Psychomotor Domain

The student will:

- Develop and apply fundamental surgical assisting skills through practice and evaluation in the clinical setting; and,
- Accurately apply the principles of asepsis across the spectrum of common surgical experiences; and
- Employ the Standard Precautions and other recognized safe practice guidelines in every surgical setting.

Affective Domain

The student will:

- Recognize the variety of patients' needs and the impact of his or her personal, physical, emotional and cultural experiences on the rendering of patient care; and,
- Demonstrate professional responsibility in performance, attitude, and personal conduct; and
- Practice within the confines of the recognized scope of practice within the healthcare community to provide optimal patient care.

Description of the Profession

The Surgical Technologist is a highly skilled and knowledgeable allied health professional who, as an essential member of the surgical team, works with surgeons, anesthesia providers, operating room nurses, and other professionals in providing safe care to the surgical patient. Surgical Technologists possess expertise in assisting surgeons in the safe and effective conduct of both major and minor surgical procedures in several specialty services and in a variety of surgical settings.

Professional duties include aseptic technique, operating room environmental safety, equipment setup, instrumentation, preparing medications, and directly assisting in the three phases of surgical patient care: preoperative, intraoperative, and postoperative. The entry-level Surgical Technologist works in acute-care hospitals, outpatient surgery centers, surgical clinics, central sterile processing departments, birthing centers, and other healthcare settings throughout the United States.

Program Delivery

The Surgical Technologist program is delivered in a blended format. Courses will be delivered entirely online, entirely on-ground or with an appropriate blend of both online and on-ground hours in the same course. Campuses may have the option to deliver general education courses either online or on-ground, depending on local need and availability.

Type: Associate of Applied Science

Term 1

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
BIOL1111 *	Anatomy & Physiology I VLab			0	30 (0 / 30)	0	1
BIOL1310 *	Anatomy & Physiology I			45 (0 / 45)	0	0	3
COMM1310 *	Elements of Human Communication			45 (0 / 45)	0	0	3
HPRS1320 *	Foundations for Health Professionals			45 (0 / 45)	0	0	3
MATH Elective	MATH1310 Contemporary Mathematics or MATH1320 College Algebra			45 (0 / 45)	0	0	3
			Subtotal	**180 (0/180)**	**30 (0/30)**	**0**	**13**

Term 2

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours

BIOL1121 *	Anatomy & Physiology II VLab	BIOL1111		0	30 (0 / 30)	0	1
BIOL1320 *	Anatomy & Physiology II	BIOL1310		45 (0 / 45)	0	0	3
ENGL1310 *	English Composition I			45 (0 / 45)	0	0	3
Behavior Science Elective	PSYC1310: General Psychology or PSYC1320: Human Growth & Development or SOCI1310: Introduction to Sociology			45 (0 / 45)			3
SURG1223	Applied Microbiology for Surgical Technology			30 (25 / 5)	0	0	2
			Subtotal	**165 (25/140)**	**30 (0/30)**	**0**	**12**

Term 3

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
SURG1533	Surgical Technology Theory I	BIOL1111 BIOL1121 BIOL1310 BIOL1320 SURG1223	SURG1233	100 (50 / 50)	0	0	5.5
SURG1233	Surgical Technology I Laboratory	BIOL1111 BIOL1121 BIOL1310 BIOL1320 SURG1223	SURG1533	0	80 (60 / 20)	0	2.5
			Subtotal	**100 (50/50)**	**80 (60/20)**	**0**	**8**

Term 4

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
SURG2243	Surgical Technology Lab II	SURG1533 SURG1233	SURG2543	0	80 (70 / 10)	0	2.5
SURG2543	Surgical Technology Theory II	SURG1533 SURG1233	SURG2243	100 (50 / 50)	0	0	5.5
			Subtotal	**100 (50/50)**	**80 (70/10)**	**0**	**8**

Term 5

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours

SURG2253	Surgical Technology Lab III	SURG2543 SURG2243	SURG2553	0	80 (70 / 10)	0	2.5
SURG2553	Surgical Technology Procedures	SURG2543 SURG2243	SURG2253	100 (50 / 50)	0	0	5.5
			Subtotal	**100 (50/50)**	**80 (70/10)**	**0**	**8**

Term 6

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
SURG2263	Surgical Technology Clinical Review I	SURG2553 SURG2253		50 (30 / 20)	0	0	2.5
SURG2763	Surgical Technology Clinical I	SURG2553 SURG2253		0	0	320 (310 / 10)	7
			Subtotal	**50 (30/20)**	**0**	**320 (310/10)**	**9.5**

Term 7

Course #	Course Title	Pre-Requisites	Co-Requisites	Theory Hours (Ground/Online)	Lab Hours (Ground/Online)	Clinical Hours (Ground/Online)	Semester Credit Hours
SURG2473	Surgical Technology Clinical Review II	SURG2263		80 (60 / 20)	0	0	4
SURG2573	Surgical Technology Clinical II	SURG2763		0	0	260 (250 / 10)	5.5
			Subtotal	**80 (60/20)**	**0**	**260 (250/10)**	**9.5**
			Total	**775 (265/510)**	**300 (200/100)**	**580 (560/20)**	**68**

Financial Information

Financing Requirements

All students must have a financing package on file no later than the seventh calendar day of their first term. This may include but is not limited to application and confirmation of eligibility for Title IV funding, if desired; executed individual payment plan; completion of all documentation needed to secure non-Title IV funding (e.g., WIOA, VA, state grant).

Concorde reserves the right to withdraw at any time any student who fails to complete their individual financing requirements or make timely payments.

Cancellation & Refund

Student's Right to Cancel

Effective: 05/14/2021

Applicants or students may cancel or terminate their enrollment at any time before or during their training. Applicants or students should notify an Academic Dean or Campus President of their intent to cancel or withdraw wither in person, via telephone, email, or in writing.

All monies will be refunded if the school does not accept the applicant or if the Student cancels within three (3) business days (excluding Saturdays, Sundays and holidays) after signing the Enrollment Agreement and making initial payment. Cancellation after the third (3rd) business day, but before the first class, will result in a refund of all monies paid, with the exception of the application fee. If notice of cancellation is received, refunds will be paid by the school within 30 days. After the expiration of the cancellation period, the school is entitled to retain the application fee.

Students who have not visited the school prior to enrollment will have the opportunity to withdraw without penalty within three (3) days following either attendance at a regularly scheduled orientation or following a tour of the school and inspection of the equipment.

Postponement of a starting date, whether at the request of the school or the student, requires a written agreement signed by the student and the school. The agreement must set forth: (A) whether the postponement is for the convenience of the school or the student and (B) a deadline for the new start date, beyond which the start date will not be postponed. If the course is not commenced, or the student fails to attend by the new start date set forth in the agreement, the student will be entitled to an appropriate refund of prepaid tuition and fees within 30 days of the deadline, determined in accordance with the school's refund policy and all applicable laws and rules concerning the Private Occupational Education Act of 1981.

Student's Right to Withdraw

The Institution's policy for determining the Student's withdrawal date is the earlier of (A) the date the Student notifies the Institution of his or her withdrawal or the date specified by the Student or (B) the last recorded date of class attendance by the Student, as documented by the Institution, if the Student stops attending classes without notifying the Institution or (C) the date the Student violates published Institution policy that provides for the Student being withdrawn.

The Student's start date through the last date of attendance will determine the percentage of program completion, and the applicable percentage will be applied to the formula used in the refund calculation as stated below.

For students withdrawing from degree-granting programs or the Practical Nursing program, the percentage of program completion is calculated by dividing the number of weeks the Student was scheduled to attend in the period of enrollment or payment period as of the last recorded day of attendance into the number of weeks comprising the period of enrollment or payment period for which the Student has been charged.

For students withdrawing from diploma programs, the percentage of program completion is calculated by dividing the number of hours the Student was scheduled to attend in the period of enrollment or payment period as of the last recorded day of attendance into the number of hours comprising the period of enrollment or payment period for which the Student has been charged.

Refund Policy

Refunds are made for a student who withdraws or is withdrawn from the Institution prior to the completion of his/her program and are based on the tuition billed for the payment period or period of enrollment in which the Student withdraws, according to the Refund Calculation set forth below. Refunds will be based on the total charge incurred by the Student at the time of withdrawal, not the amount the Student has actually paid. The date from which refunds will be determined is the last date of recorded attendance. Refunds will be made within 30 calendar days of the notification of an official withdrawal or date of determination of withdrawal by the Institution. Students who withdraw, or are withdrawn prior to the end of the payment period or period of enrollment are subject to the Return of Title IV Funds Policy noted below which may increase their balance due to the Institution. If there is a balance due to the Institution after all Title IV funds have been returned, this balance will be due immediately, unless a

cash payment agreement for this balance has been approved by the Institution. Concorde does not refund charges for books issued to the Student unless the books are returned in new and unused condition within 14 calendar days following the date of receipt or Student withdrawal. Credit balances due to the Student of less than $5 (after all Title IV refunds have been made) will not be refunded unless requested by the Student.

Refund Calculation

Effective: 12/05/2024

The schedule of refunds for students who withdraw after starting school, or are dismissed by the Institution, will be computed as follows:

- If a first-time student withdraws within the first twenty-one (21) calendar days of his or her program of study, no tuition charges or technology fee will be incurred.
    - A first-time student is defined as one who has not previously attended the Institution.
    - A non first-time student who withdraws within the first twenty-one (21) calendar days of his or her program of study is entitled to a pro rata refund as explained below.
- If a student withdraws after the first twenty-one (21) calendar days, but prior to the 75 percent point of the period of enrollment or payment period for which he or she has been charged, the Student shall be entitled to a pro rata refund of the tuition charged for the period of enrollment or payment period.
    - Example 1: A student who withdraws at the 20 percent point of the period of enrollment or payment period is entitled to a refund of 80 percent of the tuition charged for the period of enrollment or payment period.
    - Example 2: A student who withdraws at the 30 percent point of the period of enrollment or payment is entitled to a refund of 70 percent of the tuition charged for the period of enrollment or payment period.
    - Example 3: A student who withdraws at the 51 percent point of the period of enrollment or payment period is entitled to a refund of 49 percent of the tuition charged for the period of enrollment or payment period.
- If a student withdraws after the 75 percent point of the period of enrollment or payment period for which he or she has been charged, the Student shall be obligated for the tuition charged for the entire period of enrollment or payment period and not entitled to any refund.

Student Notifications Regarding Withdrawal and Refunds

Effective: 07/20/2020

A $100.00 administrative fee will be assessed to any withdrawn student eight days after their last date of attendance.

In case of prolonged illness or accident, death in the family, or other circumstances that make it impractical to complete the program, the Institution shall make a settlement that is reasonable and fair to both parties.

Students may repeat a class. If the Student should withdraw from the program for any reason, based on the refund policy, the hours or weeks in attendance for repeating a class, depending on the program, will be used in the program completion percentage calculation in determining the Student's financial obligation to the Institution.

If any portion of your tuition was paid from the proceeds of a loan, the refund will be sent to the lender or to the agency that guaranteed the loan. Any amount in excess of the unpaid balance of the loan will be first used to repay any federal/state/private student financial aid program from which you received benefits, in proportion to the amount of the benefits received. Any remaining amount greater than $5.00 will be paid to you. If there is a balance due, you will be responsible for paying that amount.

Financial Aid Office

The Financial Aid Office is open to students during the hours posted on campus. Students are encouraged to call or visit the office if they have any questions or need assistance regarding their financial aid.

The resources of the Financial Aid Office are available to all students. Financial Aid staff members assist students in determining individual eligibility for the various aid programs and in completing the necessary applications and paperwork. To receive federal financial assistance, students must maintain satisfactory academic progress toward completion of their program as outlined in the school catalog. The Financial Aid Office is responsible for monitoring each student's academic progress to ensure continued eligibility.

Student Responsibilities

- Students must promptly return all required applications and paperwork to the Financial Aid Office.
- If the Financial Aid Office needs to see a student, the office will contact the student personally. It is the student's responsibility to see Financial Aid when notified.
- Each student who receives a student loan is required to complete entrance and exit counseling. The Financial Aid Office will notify each student when these sessions are scheduled.

If a student misses a session, it is the student's responsibility to contact the Financial Aid Office to reschedule a date.
- If a student obtains a loan to pay for an educational program, the student will be responsible for repaying the full amount of the loan plus interest, less the amount of any refund.

Financial Aid

Concorde Career College participates in the United States Department of Education's Federal Student Assistance programs. These programs are available for those who qualify.

Federal Pell Grant

The Federal Pell Grant is a grant to students who qualify under the federal financial need guidelines. Application is made through the Free Application for Federal Student Aid (FAFSA).

Federal Supplemental Educational Opportunity Grant (FSEOG)

The FSEOG is a grant that the school awards to students based on financial need and the availability of funds. Application is made through the Free Application for Federal Student Aid (FAFSA).

Federal Subsidized and Unsubsidized Loans

Subsidized and Unsubsidized Loans are low-interest loans made by the U.S. Department of Education. See Financial Aid for details.

Federal Parent Loans for Undergraduate Students (PLUS)

The Federal PLUS Loan is a low-interest-rate loan available for parents of dependent, undergraduate students enrolled at least half time. Applications are available online at https://studentaid.gov/.

Default

If you received a loan guaranteed by the federal or state government and you default on the loan, both of the following may occur:

1. The federal or state government or a loan guarantee agency may take action against you, including applying any income tax refund to which the person is entitled to reduce the balance owed on the loan.
2. You may not be eligible for any other federal student financial aid at another institution or other government assistance until the loan is repaid.

Colorado State Aid

Colorado Student Grant and other State-funded programs are available to Colorado residents. To apply, a student must complete the Free Application for Federal Student Aid (FAFSA) and a tuition classification form. Awards will be made based on financial need and availability of funds.

The Colorado General Assembly is the source of state-funded student financial assistance including Colorado Student Grant funds, Colorado Graduate Grant, Colorado Work Study program.

Individuals willfully misrepresenting information provided in applying for Colorado student aid funds are subject to penalty of Colorado law.

Alternative Financing

For those students who qualify, alternative financing is available through several lenders. Cosigners may be necessary, depending on credit history.

Other Aid

Effective: 10/29/2021

Your education is a major financial investment. Flexible payment options are available to help make your costs more manageable. Concorde Career College offers many different payment plans depending on your financial situation. Retail Installment Contracts are available to be paid in school prior to your graduation date at a 0% interest. If you are unable to pay by your graduation, we offer extended retail installment contracts. See your Campus Financial Representative for more information.

Veterans Administration Students

Prior Credit Evaluation

All official college transcripts need to be submitted for evaluation for prior credit by the 24th week of school or by the end of the second term.

Veterans Benefits and Transition Act of 2018

Effective: 08/06/2021

In accordance with Title 38 US Code 3679 subsection (e), this school adopts the following additional provisions for any students using U.S. Department of Veterans Affairs (VA) Post 9/11 G.I. Bill® (Ch. 33) or Veteran Readiness and Employment (Ch. 31) benefits, while payment to the institution is pending from the VA. This school will not:

- Prevent the student's enrollment;
- Assess a late penalty fee to the student;
- Require the student to secure alternative or additional funding;

- Deny the student access to any resources (access to classes, libraries, or other institutional facilities) available to other students who have satisfied their tuition and fee bills to the institution.

However, to qualify for this provision such students must:

- Produce the VA Certificate of Eligibility (COE) by the first day of class

You may be required to:

- Provide a written request to be certified;
- Provide additional information needed to properly certify the enrollment as described in other institutional policies

GI Bill® is a registered trademark of the U.S. Department of Veterans Affairs (VA). More information about education benefits offered by VA is available at the official U.S. government Web site at https://benefits.va.gov/gibill/index.asp.

Partnership Agreements

Concorde participates in business and agency agreements with outside organizations. Enrollment pursuant to these agreements is contingent on the student meeting and maintaining eligibility as defined in individual agreements.

Any student who originally enrolled with a partnership agreement will need to reverify eligibility to return if he or she is withdrawn from the program.

Concorde Institutional Grants Program

Effective: 07/13/2026

Concorde makes available institutionally-sponsored grant programs to students who qualify. Specific conditions, criteria and awards may vary. Any grant awarded will be applied only to the costs of tuition, fees and books. Grants awarded have no cash value and will not result in a cash or credit balance. A grant cannot be combined with any other Concorde grant, employee education benefit, B2B/partnership discount or any Concorde scholarships except for the Kozet Boyd and Working Student Scholarships.

Grant programs are subject to available funding and may be discontinued at any time.

Healthcare Demand Grant

Applicable only to the following programs:

- Dental Assistant
- Medical Assistant
- Pharmacy Technician
- Practical Nursing
- Radiologic Technology
- Respiratory Therapy
- Surgical Technologist

The Healthcare Demand Grant is designed to assist new, enrolling students who are pursuing education in a healthcare program. There is no application process and all newly enrolled students are reviewed for eligibility.

Grant Amount:

Grant amounts vary by program. See the term sheet for each program for more information.

Grant Deadline: December 7, 2026

Eligibility Criteria:

- Newly enrolled student in a healthcare program **who enroll and start prior to December 14, 2026**
- Achieve the required score on the Wonderlic entrance assessment

Previous Education Grant

Applicable only to the following programs:

- Respiratory Therapy
- Surgical Technologist

The Previous Education Grant is designed to assist new, enrolling students who are pursuing education in a healthcare program and who have previously graduated from an accredited postsecondary institution with an associates, bachelors or masters degree. There is no application process and all newly enrolled students are reviewed for eligibility.

Grant Amount:

Grant amounts vary by program. See the term sheet for each program for more information.

Grant Deadline: December 7, 2026

Eligibility Criteria:

- Newly enrolled students in a healthcare program **who enroll and start prior to December 14, 2026**
- Previously have graduated from an accredited postsecondary institution with an associates, bachelors or masters degree and provide a copy of the diploma or an official or unofficial transcript

Concorde Alumni Grant

Grant available to Concorde Alumni Enrolling in a Subsequent Degree/Diploma Program

Concorde seeks to encourage all graduates to continue their professional education as their career progress. In

order to facilitate this Concorde offers a grant* in the form of a tuition reduction to Concorde graduates who enroll in a new program, with certain restrictions.

Grant Amount: Grant amounts vary by program. See the term sheet for each program for more information. **

Application Deadline: Year-Round

Eligibility Criteria:

- Be a graduate of a program of study at any Concorde location
- Meet all admissions criteria for the new program of study as defined in the college catalog***
- Must be current on any financial obligations to Concorde
- Is not in default or delinquent on any federal student loan

For Additional Details, Consult with the Campus Financial Aid Specialist.

**This is a tuition reduction applied to a student's current program of study tuition balance and not to any non -tuition expenses such as past balances, textbooks, uniforms, application fees, health screens, etc.*

***The tuition reduction rate is applied to the net calculated tuition after all transfer credits have been factored. See campus catalog for more information.*

****The following programs of study are not eligible for this tuition reduction: Cardiovascular Sonography (Denver), Neurodiagnostic Technology (Grand Prairie) and Dental Hygiene (all campuses except Memphis and Miramar).*

High School Senior Grant

Available to graduating high school seniors who have been issued a high school diploma or its equivalent and intend to continue their education at Concorde Career College.

Eligibility:

- To be eligible to apply, a student must be a graduating high school senior.
- Must be enrolled and start the program within 6 months after the student's high school graduation date.
- Must have a minimum of a 2.2 GPA (4.0 scale).

Submission Requirements:

- A copy of a current high school transcript or diploma.

Application Deadline: Year-Round

Grant Amounts:

- Core programs: $1500
- Clinical programs: $3500

*Cannot be combined with any other grants.

**The following programs are not eligible for the grant.

- Cardiovascular Sonography
- Dental Hygiene
- Diagnostic Medical Sonography
- Practical Nursing
- Radiologic Technology

First Responder Grant

Available to any first responder personnel intending to continue their education at Concorde Career College.

Eligibility:

- To be eligible to apply, a student must be currently working or have previously worked as a first responder.
    - Eligible first responder positions – EMT's, paramedics, police, firefighters, corrections officers and dispatchers.

Submission Requirements:

- Documentation verifying working or having worked as a first responder in one of the listed positions.

Application Deadline: Year-Round

Grant Amounts:

- Core programs: $2000
- Clinical programs: $4500

*Cannot be combined with another grant.

**The following programs are not eligible for the grant.

- Cardiovascular Sonography
- Dental Hygiene
- Diagnostic Medical Sonography
- Practical Nursing
- Radiologic Technology

Scholarships

Kozet Boyd Memorial Scholarship

The Scholarship Foundation for Concorde Career College established the Kozet Boyd Memorial Scholarship to assist students who display the same values and determination that Kozet epitomized as an educator with Concorde's North Hollywood campus. These scholarships are awarded to students who have demonstrated academic discipline and strong personal values that align with Concorde's Mission Statement and Core Values.

Kozet Boyd Scholarships will be based on personal circumstances and references, and the actual amount will be based on a recommendation from the Campus President.

Working Student Scholarship

The Working Student Scholarship (WSS) is a scholarship program to assist students, who worked prior to continuing their education, with meeting the financial obligations while career training at a Concorde school. If a student qualifies, the scholarship will be applied to the student's tuition expenses.

PROCESS:

1. The WSS will be published in the school catalog, and discussed with potential applicants during the Financial Aid process.
2. Any student who meets the Eligibility Considerations may apply by completing the application that is available in the Financial Aid Office, Front Desk, or Online.
3. The WSS Committee (Comprised of the CP and the FAD at each campus) will review the applications and select candidates to move forward in the approval process based on established Eligibility Considerations.
    a. Completed applications will be reviewed by the WSS Committee, no less than one week prior to class start.
4. This scholarship is awarded in the following increments:
    a. $1,000 for diploma programs and
    b. $2,000 for degree programs.
    c. A maximum of 500 students per fiscal year may receive this scholarship.
    d. The amounts awarded could be less than the above to avoid a credit balance.
5. The WSS Committee will ensure award notifications are communicated to students and the Financial Aid & Admissions departments prior to orientation.

DISBURSEMENT:

1. Scholarship awards will be incorporated into student aid packages.
    a. Scholarship funds are only used to cover direct costs and may not create a credit balance on the student's account.
2. For Clinical programs, funding will be awarded in two equal disbursements at the beginning of the first term and fourth term (after verification of other requirements).
3. For all other programs, funding will be awarded in two equal disbursements:
    a. Beginning of first term
    b. Midpoint (after verification of other requirements)
4. Prior to second disbursement of scholarship funds, Business Office Managers will confirm the student's continued eligibility.

ELIGIBILITY CONSIDERATIONS:

The WSS Committee will evaluate applications on the following criteria. Eligible candidates will:

1. Have a minimum of one year of employment (prior to application) with recommendation letter from Employer.
    a. Exceptions to the one year of employment may be made for single working parents at the sole discretion of the Campus President. Single parents who do not meet the minimum application requirement for proof of one year of employment may request an interview with the Campus President. If an interview is granted, the Campus President may determine from the interview to allow the single parent with less than one year of employment to apply for this scholarship. The interview is not a guarantee of award but is only to determine if the applicant "may" apply, at which time the WSS Committee will review with other applications.
2. Have a minimum of one letter of recommendation from an employer
3. Express strong motivation, integrity, and desire to pursue their chosen healthcare career through a 80 word minimum "Statement of Commitment".
4. Meet all institutional and program-specific admissions criteria
5. Be enrolled to start at the first available class start date following the scholarship award notification
6. Completed scholarship application form

CONTINUED ELIGIBILITY REQUIREMENTS

1. This is a first come, first serve scholarship so once the Campus limit is attained for the applicable year, this scholarship is not available.
2. Students must graduate to remain eligible for the final disbursement
    a. If a scholarship recipient does not graduate, or withdraws from school, s/he loses continued eligibility and any award amounts not yet disbursed will be cancelled.
3. Continued eligibility is based on the school's stated attendance requirements and the student maintains a 3.0 GPA for the duration of the scholarship award. If attendance requirements and GPA requirements are not met, the remaining balance created due to the loss of scholarship.
    a. Students who do not meet the Continued Eligibility Requirements outlined above may not re-apply for the scholarship.
4. If approved by WSS Committee and all eligibility requirements remain intact, students who have withdrawn in good standing and subsequently re-

enter within 180 days, will have their Working Student scholarship funding reinstated, less any prior disbursements.

Education Costs

Concorde will assist students in developing financial plans to pay for their education through a combination of student or family contributions, financial aid (if eligible), and finance plans. All students must sign a Retail Installment Contact for direct educational costs not covered by Title IV or agency funding. All payments are the full responsibility of the student and are payable as stated in the student's Enrollment Agreement and retail installment contract if applicable.

Students may be required to make monthly payments while attending school. Payment amounts are based upon the program in which the student is enrolled and the amount of financial aid the student may be receiving.

Any change in financial situation that may affect a student's financial aid or ability to make scheduled payments must be discussed with the Financial Aid Office and the Business Office.

Failure to keep all payments current may result in withdrawal from the school.

Return of Title IV Funds Policy

The Institution follows the federal Return of Title IV Funds Policy to determine the amount of Title IV funds the Student has received and the amount, if any, which needs to be returned at the time of withdrawal. Under current federal regulations, the amount of funds earned is calculated on a pro rata basis through 60% of the payment period or period of enrollment. After the 60% point in the payment period or period of enrollment, a Student has earned 100% of the Title IV funds. The Institution may adjust the Student's account based on any repayments of Title IV funds that the Institution was required to make.

Students who withdraw from school or are withdrawn by the school prior to completing more than 60% of their period of enrollment or payment period for degree programs (a period of time for which students receive Title IV aid) will have their Title IV eligibility recalculated based on the percentage of the period of enrollment or payment period for degree programs attended. For example, a student who withdraws completing only 30% of the period of enrollment or payment period for degree programs will have "earned" only 30% of Title IV aid. The school and/or the student must return the remaining 70%.

This policy applies to any student who withdraws or is withdrawn by Concorde Career College and receives financial aid from Title IV funds. The term "Title IV funds" refers to Federal Pell Grants, Federal Supplemental Educational Opportunity Grants (FSEOG), Subsidized Federal Stafford Loans, Unsubsidized Federal Stafford Loans, and Federal Parent Loans for Undergraduate Students (PLUS).

For purposes of the Return of Title IV Funds Policy, a student's withdrawal date is the student's last day of attendance.

Title IV aid is earned in a prorated manner on a per diem basis up to and including the 60% point in the period of enrollment or payment period for degree programs. Title IV aid is considered 100% earned after that point in time. The percentage of Title IV aid earned is calculated as:

$$\frac{\text{Number of days completed by the student*}}{\text{Number of days in the period of enrollment or payment period for degree programs*}} = \text{Percentage of period of enrollment or payment period for degree programs completed}$$

**The total number of calendar days in a period of enrollment or payment period for degree programs and the number of days completed by the student will exclude any scheduled breaks of five days or more.*

The percentage of period of enrollment or payment period for degree programs completed will be the percentage of Title IV aid earned by the student. The percentage of Title IV aid unearned (i.e., amount to be returned to the appropriate Title IV program) will be 100% less the percentage earned. Concorde Career College will return unearned aid from the student's account as follows:

1. Unsubsidized Direct Stafford Loans (other than PLUS loans).
2. Subsidized Direct Stafford Loans.
3. Direct PLUS Loans.
4. Federal Pell Grants for which a return of funds is required.
5. Federal Supplemental Educational Opportunity Grants (FSEOG) for which a return of funds is required.

Concorde will return the unearned aid within forty-five (45) days from the date the school determined the student withdrew.

When the total amount of unearned aid is greater than the amount returned by Concorde Career College from the student's account, the student is responsible for returning unearned aid to the appropriate Title IV program as follows:

1. Unsubsidized Direct Stafford Loans (other than PLUS loans).*
2. Subsidized Direct Stafford Loans.*
3. Direct PLUS Loans.*
4. Federal Pell Grants for which a return of funds is required.**
5. Federal Supplemental Educational Opportunity Grants (FSEOG) for which a return of funds is required.**

** Loan amounts are returned in accordance with the terms of the promissory note.*

*** Unearned federal grant amounts to be returned by the student will be reduced by 50%.*

Within thirty (30) days of the date the school determined the student withdrew, the student will be notified in writing if he or she is required to return any federal grant aid (Federal Pell or FSEOG). The student is considered to be in an overpayment status. A student who owes a federal grant overpayment remains eligible for Title IV funds for a period of forty-five (45) days from the earlier of the date the school sends a notification to the student of the overpayment or the date the school was required to notify the student of the overpayment.

If during the forty-five (45)-day period the student repays the overpayment to the school or signs a repayment agreement with the U.S. Department of Education, the student will remain eligible for further Title IV funds. If during the forty-five (45)-day period the student fails to repay the overpayment or sign a repayment agreement with the U.S. Department of Education, the student is considered to be in an overpayment status and, thus, ineligible for any additional Title IV aid until that amount is repaid.

Refund Procedures for Non-Title IV Financial Assistance

Refunds for state aid programs and applicable third-party funding agencies (e.g., Veterans Administration, WIOA, etc.) will be calculated as stated in the Cancellation & Refund provisions published in this catalog and in the student's Enrollment Agreement. Any state or third-party funding agency refund due will be calculated based on the agency contract or guidelines.

Student Information & Affairs

Annual Security Report

The school publishes the policies and procedures for reporting crimes as well as the types of crimes that have been committed on or near the campus in the Annual Security Report. This publication is distributed annually to all students and is available at any time from a school administrator or on the school's website.

Canceled Class Policy

When a scheduled class is canceled for unforeseen reasons (e.g., inclement weather, power outage, etc.), the class will be made up before the end of the term in which the cancellation occurred. If students are unable to attend the rescheduled class, they will be marked absent, and the Student Attendance Policy will apply.

In the event of unfavorable weather conditions, classes may be canceled at the discretion of the Campus President. Students will be notified through local television and radio stations and on social media.

Graduate Employment

Placement services are available at any Concorde Career Institute/College, owned by Concorde Career Colleges, Inc. The Graduate Employment staff will assist students in their career search throughout and upon successful completion of studies by offering information on career opportunities, temporary assignments, résumé preparation, and guidance in interviewing techniques. Professional development seminars are conducted throughout each program to assist students in developing their interpersonal skills. The following services are included: career overview at orientation, pre- and post-interview techniques, personalized skills matching, one-on-one résumé review, career progression tips and completion certificates for professional portfolios.

Concorde does not guarantee employment for its graduates. Graduates are considered to be partners with Concorde in their career search. Graduates are expected to maintain consistent communication with their graduate employment team during their job search. This procedure keeps the school informed of a graduate's employment status and allows the school to keep the graduate current with career opportunities.

Drug & Alcohol Abuse Policy

Concorde Career College ("Concorde") supports and endorses the Federal Drug-Free Workplace Act of 1988 and the Drug-Free Schools and Communities Act amendments of 1989.

The unlawful manufacturing, distribution, dispensation, possession, or use of alcohol, marijuana, or any controlled substance by an employee or student on Concorde's property or as part of any Concorde activity is prohibited. Any student or employee of Concorde found to be using, possessing, manufacturing, or distributing alcohol, marijuana, or any controlled substances in violation of the law on Concorde property or at Concorde events shall be subject to disciplinary action. For employees, the school will take appropriate personnel action for such infractions, up to and including dismissal. Students who violate this policy will be dismissed and are not eligible for readmission.

For purposes of this policy, "conviction" means a finding of guilt (including a plea of nolo contendere) or imposition of sentence or both by any judicial body charged with the responsibility of the federal or state criminal drug statutes.

Health Risks

Abuse of alcohol and use of drugs is harmful to one's physical, mental, and social well-being. With excessive drug use, life becomes centered on drugs to the exclusion of health, work, school, family, and general well-being. Accidents and injuries are more likely to occur if alcohol and drugs are used. Alcohol and drug users can lose resistance to disease and destroy one's health. Increasing tolerance developed by the user complicates the effects of drug use. This tolerance may be psychological, physiological, or both and may lead to greater danger of overdose.

Alcoholism takes a toll on personal finances, health, social relationships, and families. Abuse of alcohol or use of drugs may cause an individual driving a motor vehicle to injure himself or herself or others and may subject the person to criminal prosecution.

The following summarizes the effects and dangers of the major categories of drugs:

Amphetamines: Physical dependency, heart problems, infections, malnutrition, and death may result from continued high doses of amphetamines.

Narcotics: Chronic use of narcotics can cause lung damage, convulsions, respiratory paralysis, and death.

Depressants: These drugs, such as tranquilizers and alcohol, can produce slowed reactions, slowed heart rate, damage to liver and heart, respiratory arrest, convulsions, and accidental overdoses.

Hallucinogens: These drugs may cause psychosis, convulsions, coma, and psychological dependency.

Counseling, Treatment, or Rehabilitation Programs

The administration of Concorde maintains a list of hospital and community agencies available to assist employees and students seeking alcohol and drug counseling and treatment.

Employees and students who have a substance-dependency problem are strongly encouraged to obtain counseling and treatment. Anyone seeking additional information about health problems and treatment related to alcohol and drug problems can contact the Campus President or Human Resources. Requests for assistance will be held in complete confidentiality and will be provided on a need-to-know basis only.

Penalties

A student suspected of the possession, sale, manufacture, use, or distribution of a controlled substance, may be suspended from the student's program of study during the investigation and may become ineligible for continued participation in the Higher Education Act (HEA), Title IV Student Assistance Programs. If convicted, the student's relationship with Concorde will be terminated, and the student may lose the ability to participate in the HEA, Title IV Student Assistance Programs.

A student who violates any provision of this policy shall be subject to appropriate disciplinary action to include dismissal from Concorde. A student who is dismissed is not eligible for readmission.

In addition, any student or employee who violates the standards of conduct as set forth in this policy may be subject to referral for prosecution.

State-Specific Sanctions

Students and employees are reminded that unlawful possession, distribution or use of illicit drugs or alcohol may subject individuals to criminal prosecution. Concorde will refer violations of prescribed conduct to appropriate authorities for prosecution.

Federal and state sanctions for illegal possession of controlled substances range from up to four years' imprisonment and up to $20,000 in fines for each offense. Under federal laws, possession of drugs such as heroin or cocaine may result in sanctions of not less than five years and up to life imprisonment for a first offense involving 100 grams or more. Offenses involving lesser amounts, 10-99 grams, may result in sanctions up to and including 20 years' imprisonment and a fine of up to $4 million. Please note that the possession or use of marijuana is illegal under federal law, notwithstanding the provisions of the Colorado Medical Marijuana Code or Proposition 64. A physician's recommendation under that Code has no legal effect under federal law. A positive drug test result for metabolites of marijuana will result in your dismissal from school.

Under Colorado laws, possession of not more than two ounces of marijuana shall be punished by a fine of not more than $100. Any person possessing more than two ounces, but not less than six ounces, of marijuana may be punished by up to three months' imprisonment and/or a fine of not more than $250. Any person who possesses more than six ounces, but not more than 12 ounces, of marijuana or not more than three ounces of marijuana concentrate, may be punished by not less than six months and up to eighteen months' imprisonment and/or a fine no less than $500 and no more than $5,000. Any person who possesses more than 12 ounces of marijuana or more than three ounces of marijuana concentrate may be punished by at least one year and up to two years' imprisonment and a fine of not less than $1,000 and not more than $100,000.

Any person who possesses 225 grams or more of any controlled substance, such as cocaine, shall be incarcerated for at least the minimum term under the guidelines, eight years, and shall be fined no less than $5,000 and no more than $1,000,000.

The state of Colorado may impose a wide range of sanctions for alcohol-related offenses. For example, a person convicted of illegal possession or consumption of alcohol shall be punished by a fine of not more than $100 and may be required to perform up to 24 hours of useful public service. It is a misdemeanor for any person who is under the influence to drive a motor vehicle in Colorado. If a person does drive a vehicle with .10 blood alcohol, that person's driver's license shall be revoked. Subsequent offenses can lead to significantly increased sanctions. It is unlawful for any person to use false identification to purchase alcohol.

The term "controlled substance" as used in this policy means any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance, as defined in Schedules I through V of Section 202 of the Controlled Substances Act, 21 U.S.C. 812, and as further defined by regulation 21 C.F.R. 1208.01 et seq. The term does not include the use of a controlled substance pursuant to a valid prescription or other use authorized by law.

Health Requirements

Health Services

Effective: 11/22/2023

The school does not provide health services on campus.

- Immunizations: Clinical/externship sites may require various vaccinations prior to participation in a clinical/externship rotation. Program Directors

maintain a list of vaccination requirements, which can be provided upon request. The immunization requirements are based on general requirements for working in a healthcare setting and may change without notice. It is the students' responsibility to ensure compliance with immunization requirements at their own cost. Students who qualify for exclusion must request an exemption; there is no assurance a clinical site will accept the exemption. Furthermore, if a student does not obtain required immunizations or is unable to provide documentation of past immunizations to meet clinical requirements, Concorde cannot guarantee placement at a clinical/externship site. In these cases, the student may be required to complete additional health facility-specific documentation, including waivers. Under no conditions can Concorde guarantee employment.

- Health Insurance Coverage: The externship/clinical sites do not provide health insurance coverage for students. All students are covered by accident and liability insurance policies while in school, on externship, or on a clinical rotation. This policy does not automatically pay for all medical expenses due to school-related accidents. It is designed to work together with the insurance the student may already have. A student is required to meet with the Program Director regarding the processing of a claim. None of the programs provide health insurance as part of the tuition fee. Health insurance is the sole responsibility of the student.
- Health Conditions: It is the responsibility of the student to inform the appropriate instructor(s) of any physical or mental condition that could interfere with the safety of the student and/or patient while at the externship/clinical site.

While ill, it is the responsibility of the student to notify the Program Director, the Director of Clinical Education (DCE)/Clinical Instructor/Extern Coordinator and the externship/clinical site. Students are not permitted to attend class, externship or clinical with a communicable disease.

General Information

Accessibility for Disabilities

The buildings are designed to be accessible to the disabled. Spaces are clearly marked and are reserved for disabled students, staff, and faculty. Cars parked in these designated areas without the proper identification will be towed.

Cellular Phones

Effective: 04/26/2024

Students may not use cell phones for personal reasons in the classroom unless approved by the instructor.

Personal cell phone use in Clinical - All policies set by our clinical site partners are priority for students and must be followed during clinical rotations. If the clinical site has a cell phone use specific policy, that policy will guide student cell phone use at the clinical site. Students must refrain from using their cell phone during patient care. Cell phones may be used on instructor approved breaks outside of patient accessible areas. If cell phone use becomes necessary outside of approved times or during patient care, the student should immediately alert the instructor for further guidance. If this policy is violated, the student will receive a written advising for their first infraction. Any infraction thereafter may result in failure of the clinical course and may include dismissal from the program.

Commencement Ceremonies

To be considered a Concorde graduate, students are required to successfully complete all program requirements. This includes all phases of their didactic training as well as their externship and/or clinical education.

Participation in commencement ceremonies does not constitute official graduation. All requirements as stated in the school catalog must be fulfilled prior to conferment of graduate status. To be eligible to participate in the official commencement ceremonies, graduates must be current on all financial obligations at the time of commencement. (For details regarding graduation requirements, see "Graduation Requirements" in the "Academic Standards" section.)

Community Activities

Concorde participates in community activities and encourages students to become active community members. Students are encouraged to notify the Campus President, Academic Dean or Director of Student Affairs of any upcoming activities in which they would like the school to participate.

Customized Training

Concorde Career College offers customized training and technical assistance to employers on a contractual basis. Specialized curriculum and consultant services can be provided for business-specific needs.

Day Care Services

Children are not permitted in any class, nor are they allowed on school premises while a parent or guardian is attending class. For information regarding day care services available to students at a reasonable cost, students may contact the Student Affairs department. Many area day care centers understand the need for quality care at a reasonable cost while pursuing educational goals, and the school maintains a list of those centers.

Eating & Smoking

Students are welcome to pause, relax, eat and drink in the student lounge. Smoking, in all forms (e.g., cigarettes, e-cigarettes, etc.), and chewing tobacco are not permitted anywhere on Concorde property. Smoking and chewing tobacco are strictly prohibited in all areas of the school, including all hallways, restroom facilities, and the reception area. Absolutely no food or beverage are allowed in the labs. Absolutely no food or beverage are allowed in the classrooms unless approved by the campus administration.

Emergency Telephone Numbers

Each student must provide the school with one or more telephone numbers where a family member may be reached in an emergency. Only in the case of an emergency will a student be called out of class to take a telephone call.

Institutional Information Dissemination

Federal regulation 34 CFR 668.44 requires Concorde to designate an employee or group of employees who shall be available on a full-time basis to assist enrolled or prospective students in obtaining information on the following topics:

- Financial assistance information.
- Tuition and costs, withdrawal and refund policy, academic progress, facilities, faculty, and school approvals.
- Completion and retention rate calculations.
- Institutional Security Polices.

If a student has any questions, he or she should see one of the following personnel: Campus President, Director of Admissions, Financial Aid Director or Academic Dean.

Insurance

Effective: 03/13/2026

Concorde provides a student accident insurance plan that may cover injuries due to an accident that occurs while attending or participating in a Concorde-supervised and sponsored activity. The policy is intended to reimburse students on claims to their own insurance carrier, first (if they have insurance). The plan has up to a $10,000 limit on covered benefits. For clarification, students can check with their Campus President.

International Student Services

Concorde does not admit students based on student visas because Concorde does not participate in the SEVIS program.

Language of Instruction

All classes at Concorde are conducted in English. No English language services are provided. All students must be able to demonstrate the English language proficiency of a U.S. high school graduate.

Lost Books & Supplies

Textbooks and curriculum materials are provided for all students; however, lost books are the student's responsibility to purchase at cost. Students will be expected to furnish such incidentals as paper, notebook, pencils, and pens.

Maximum Class Size

Classes are generally limited in size not to exceed 30 students per laboratory or lecture session. Specific programmatic requirements are addressed in the program section of this catalog.

Parking

Parking is provided for students. Students park in the parking lot at their own risk. Concorde is not responsible for any damage or loss.

Personal Belongings

Purses, clothes, books, etc., should not be left unattended, as the school does not assume responsibility for loss or theft.

Personal Data Changes

Any change of name, address, email or telephone number must be reported to the Registrar's office as soon as the change occurs. Emergency information should be kept current at all times.

Refresher Training

Concorde offers limited refresher training to its graduates. A graduate may apply for refresher training at any Concorde Career College/Institute offering similar classes.

Graduates may be accepted for refresher training (excluding externships) on a space-available basis. The graduate must be in good standing with the Business Office. No tuition will be charged. The graduate must have or purchase current text(s), workbook(s), digital materials, and/or uniform(s) as required. The graduate is required to adhere to current school policies governing attendance and dress.

Student Affairs

Concorde associates make every effort to maintain close communication with their students. Students have access to faculty and administrative staff for both

vocational and academic advising. Students experiencing personal challenges that require professional advising will be referred to the appropriate agencies.

Student Housing

While the school does not offer on-campus housing for its students, living accommodations are available within a convenient distance of the school. Students must arrange for their own housing.

Student Injuries

Students injured while attending school, participating in a school-supervised function, or in transit to or from supervised school activities are to report immediately to the instructor who will accompany the student to the Campus President. If necessary, immediate emergency procedures will be implemented, and a member of the staff or faculty will accompany the student, in the absence of a parent, guardian or spouse, to the appropriate medical facility. Refer to the "Insurance" section in this catalog for more information.

Student Complaint & Grievance Policy

Effective: 06/19/2020

Students are encouraged, at all times, to communicate their concerns to members of the faculty and administration. If a situation arises in which a student has a complaint or grievance the student is to adhere to the following procedure:

1. Within 72 hours: Discuss the matter with his or her instructor, if applicable. If not resolved,
2. Within the following 72 hours: Discuss the matter with the Program Director. If not resolved,
3. Within the following 72 hours: Discuss the matter with the Academic Dean. If not resolved,
4. Within the following 72 hours: Discuss the matter with the Campus President/Director.

If a student is still unable to resolve the issue, a written grievance statement along with supporting documentation may be submitted to the Campus President. The written statement should include the details of the student's issue, a summary of the conversations the student had with individuals while following the above procedure, and an explanation as to why the student believes the issue remains unresolved.

The Campus President will schedule a grievance committee meeting within three business days of receipt of the written grievance. Students are required to appear before the grievance committee. The Campus President will inform the student of the time and place to appear before the committee. The grievance committee has the responsibility of reaching a decision that is in balance with the best interest of both the student and the college. Students will be notified in writing within three business days of the committee's decision. Legal representation is not permitted since a grievance committee meeting is not considered a legal proceeding.

Further, students have the right to report any apparent inconsistencies with the application of the Student Complaint & Grievance Policy outlined in the school catalog. The request must be completed in writing and submitted to Concorde's Campus Support Center Student Affairs Department at: studentaffairs@concorde.edu. The request must include a summary of the student's grievance and any details and supporting documentation of the student's conversation with campus staff regarding the grievance, and it must describe how the campus' management of the grievance procedure was inconsistent with the school catalog. The Student Affairs Department will research the student's report as deemed appropriate, including requesting additional information from the student as needed, and render a final decision that is binding. The student will be notified in writing of the decision.

Additional Student Grievance Options

Accrediting Commission of Career Schools and Colleges (ACCSC)

Student Complaint Procedure

Schools accredited by the Accrediting Commission of Career Schools and Colleges must have a procedure and operational plan for handling student complaints. If a student does not feel that the school has adequately addressed a complaint or concern, the student may consider contacting the Accrediting Commission. All complaints reviewed by the Commission must be in written form and should grant permission for the Commission to forward a copy of the complaint to the school for a response. This can be accomplished by filing the ACCSC Complaint Form. The complainant(s) will be kept informed as to the status of the complaint as well as the final resolution by the Commission. Please direct all inquiries to:

Accrediting Commission of Career Schools & Colleges

2101 Wilson Boulevard, Suite 302

Arlington, VA 22201

(703) 247-4212

www.accsc.org | complaints@accsc.org

A copy of the ACCSC Complaint Form is available at the school and may be obtained by contacting complaints@accsc.org or at https://www.accsc.org/Student-Corner/Complaints.aspx.

Colorado Department of Higher Education Procedure

Attempting to resolve any issue with the School first is strongly encouraged. Student Complaints may be brought to the attention of the Division of Private Occupational Schools online at http://highered.colorado.gov/dpos, 303-862-3001. There is a two-year statute of limitations for the Division to take action on a student complaint (from student's last day of attendance).

A student in the Bachelor of Science in Nursing program may direct an unresolved complaint to:

Colorado Board of Nursing
1560 Broadway, Suite 1350
Denver, CO 80202
303-894-7800
www.pr.mo.gov/nursing.asp

A student in the Dental Hygiene program may direct an unresolved complaint to:

Commission on Dental Accreditation
211 East Chicago Avenue
Chicago, IL 60611
312-440-4653
www.ada.org/coda

A student in the Practical Nursing program may direct an unresolved complaint to:

Accrediting Commission for Education in Nursing (ACEN)
3343 Peachtree Road NE, Suite 850
Atlanta, GA 30326
404-975-5000
www.acenursing.org

A student in the Radiologic Technology program may direct an unresolved complaint to:

Joint Review Committee on Education in Radiologic Technology
20 North Wacker Drive, Suite 2850
Chicago, IL 60606-3182
312-704-5300
www.jrcert.org

A student in the Respiratory Therapy program may direct unresolved complaints to:

Commission on Accreditation for Respiratory Care
264 Precision Blvd
Telford, TN 37690 USA
Telephone: 817-283-2835
Fax: 817-354-8519
www.coarc.com

A student in the Surgical Technologist program may direct an unresolved complaint to:

Accrediting Bureau of Health Education Schools (ABHES)
6116 Executive Blvd., Suite 730
North Bethesda, MD 20852
(301) 291-7550
https://www.abhes.org

Student Tutoring & Advising

Assistance is available for students who require individual tutoring in order to raise their grades to a passing level. Students who simply wish to further enhance their own clinical or theoretical knowledge may also take advantage of this service. Students should contact their instructor, Program Director, or Academic Dean for further details.

Changes

In keeping with the school philosophy of remaining responsive to the needs of students and employers, the school reserves the right to make modifications and schedule changes without additional charges to the student and within regulatory guidelines.

Veterans and Nonveterans Edition

In accordance with requirements of DVB Circular 20-76-84, Appendix P, this is to certify this school catalog is true and correct in content and policy.

Academic Information

Clinical Experience/ Externship

Effective: 07/30/2026

Certain programs require students to serve a clinical experience/externship in the office of a physician, dentist, hospital, clinic, or long-term-care facility during, near the end or upon completion of academic training. The Director of Clinical Education (DCE)/Clinical Instructor/Extern Coordinator will arrange all clinicals/externships. The clinical/extern site is under no obligation to employ the student following completion of the clinical/externship. During the clinical experience/externship, students are given the opportunity to put their classroom and laboratory training into practical application under actual employment conditions. While on clinical/externship, the student is under the supervision of a Clinical Instructor/Externship Site Supervisor and Externship Coordinator or school faculty. Any absence incurred during the clinical experience/externship must be reported to the Program Director, the Clinical Instructor/Extern Coordinator, DCE and the Clinical/Extern Site Supervisor/Preceptor. Clinical experience/externship must begin immediately upon assignment following classroom completion. All program and catalog requirements apply, including dress code, name tags, drug use, etc. Additionally, students must abide by the rules and regulations of the site to which they are assigned. This includes rules governing confidentiality of medical records and reports to conform to the Health Insurance Portability and Accountability Act (HIPAA). While on clinical experience/externship, students must comply with the following clinical/extern regulations:

1. The school will assign students to a clinical/externship site. Students may not turn down a clinical/externship. The school cannot guarantee a particular facility or geographical location; however, Concorde will consider the student's request when making assignments. Students are not permitted to complete their clinical/externship experiences at current employers or sites where family members may have direct influence over students' clinical or externship experiences.
2. Students must work the same hours as employees at their assigned site. Some programs require 12-hour shifts and may be completed days, nights, and weekends to obtain the desired clinical skills. Depending upon state laws, a certain amount of time is required for lunch. Lunch time is not included in the total clinical/externship hours.
3. Clinical/externship is a part of the student's education. Students will not be paid and may be withdrawn from the program if the facility reports that they were asking for or receiving pay.
4. Clinical/extern sites may require that students be vaccinated/immunized for various diseases, be tested for drug usage and/or be checked for any criminal background prior to accepting them.
5. Students must meet the objectives on the clinical/externship checkoff and their midpoint evaluations. An unsatisfactory evaluation from the healthcare facility may require the student to serve an extra clinical/externship period, return to school for further training, or result in his or her withdrawal from the school. Poor performance or removal from a clinical site may result in withdrawal from the program.
6. As part of the clinical/externship requirements, students are responsible for completing and submitting forms and documents as required. Students are responsible for accurate and prompt recording of work hours. Midterm evaluations (for programs requiring them) must be completed and submitted to the school at the halfway point of the externship. It is the student's responsibility to ensure that the healthcare facility has completed and signed all evaluations and time verification sheets.

   Students are required to submit all time verification sheets in a timely manner to ensure accurate recording of attendance and academic progress. Completed time verification sheets must be submitted within seven (7) calendar days of the scheduled activity or work period. Failure to submit time verification sheets within this timeframe may result in delays in attendance posting, potential impact to academic standing, and/or loss of credit for the associated hours.
7. It is the student's responsibility to attend scheduled meetings, including site interviews, before and during his or her clinical/externship. Students may be required to return to the campus during their clinical/externship at the direction of their Clinical Instructor/Extern Coordinator or Program Director.
8. Students are expected to behave in a professional manner at all times. Any conduct that reflects discredit upon the student, the school, or the site will subject the student to withdrawal from the school.
9. If a student is going to be late or absent, he or she must notify the healthcare facility and the Clinical Instructor/Externship Coordinator. Violation of attendance policy will result in probation or withdrawal from school.
10. Students should immediately notify their Clinical Instructor/Extern Coordinator/DCE if any problems are encountered during clinical/externship: personality conflicts, illness, etc.

(Students must never walk off the site, for any reason, without first notifying their Clinical Instructor/Extern Coordinator or Program Director.)

11. Tuition payments must be kept current.
12. If a student is dismissed from a clinical/externship site, the Program Director will evaluate the circumstances of his or her dismissal, and a decision will be made regarding his or her status as a student. The student may be withdrawn or dismissed from school at that time. If the student is allowed to continue his or her clinical/externship and is dismissed from another site, he or she will be withdrawn from school. Students who are dismissed from clinical/externships will be required to repeat the entire clinical/externship.

Students may be required to travel up to 250 miles away from campus to attend clinical assignments, depending on programmatic requirements. Specific information regarding travel distance to clinical assignments will be provided to students during the enrollment process. Students are responsible for their own travel to and from clinical assignments and must plan accordingly.

Criteria for Assessing Student Performance While on Externship

Students must demonstrate passing scores in all courses, including practical written exams and hands-on lab exams, prior to being assigned an externship.

During the externship course, each student will be evaluated in the areas of professional performance and appearance, attendance, and practical skills. To complete the externship successfully, a student must satisfactorily perform each procedure outlined in the training plan and demonstrate satisfactory work habits.

If, when evaluated, the extern is unable to perform certain procedures properly, the student will be required to return to campus for additional training in the unsatisfactory areas. During the externship course, the student may be required to return to campus for weekly scheduled meetings to provide continued interaction with the Extern Coordinator. If the student's work habits are unsatisfactory on the first evaluation, the coordinator will confer with the student at that time. If work habits are still unsatisfactory at the end of the externship period, the student may be required to serve an additional externship. A student may repeat the externship only once. If failure of the externship occurs twice, the student will be withdrawn from the program.

The externship evaluation scale is as follows:

Score	Explanation
3	Student knows the underlying principles and carries out procedures skillfully and accurately.
2	Student performs procedures with a fair degree of accuracy.
1	Student performs most procedures but requires guidance and supervision.
0	Student is unable to perform procedures even with guidance and supervision.
X	Procedure was not observed or performed.

Student Records

Effective: 03/22/2023

The Registrar's office maintains academic records of all coursework completed at the school, and they are maintained on campus for five years. Academic transcripts are maintained indefinitely. Transcripts are released only after receipt of a signed, written request from the student. Transcripts issued to the student are marked "Issued to Student." Students are allowed one official transcript at no charge. A fee will be charged for each additional transcript. Students may request an unofficial transcript in this case. The word "Unofficial" will be stamped on the transcript. Third-party transcripts from other institutions cannot be released to any individual or institution.

Academic Units of Credit

One semester credit hour equals 45 units (and one quarter credit hour equals 30 units), comprised of the following academic activities:

- One clock hour in a didactic learning environment = 2 units
- One clock hour in a supervised laboratory setting of instruction = 1.5 units
- One hour of externship = 1 unit
- One hour of out-of-class work and/or preparation for the didactic learning environment or supervised laboratory setting of instruction that are designed to measure the student's achieved competency relative to the required subject matter objectives = 0.5 unit

Financial Aid Units of Credit

Effective: 07/01/2021

Concorde measures programs in either semester credit hours or financial aid units of credit. For financial aid eligibility and disbursements, the school uses the system of clock hour to credit hour conversion established by the U.S. Department of Education. One credit is equal to 30 clock hours.

Measure of Program Duration

The ending date or graduation date from a program is a "scheduled" graduation date. In-service days, holidays, and other unscheduled events that could cause interruptions in scheduled training may influence the actual calendar length of a program.

Withdrawal Policy

Student-Initiated Withdrawal

Effective: 04/21/2023

Students who wish to withdraw may do so by contacting the Academic Dean or Program Director via telephone, mail, or preferably in person. The withdrawal date will be the student's last date of attendance. A student who withdraws during the first seven calendar days of a grading period will not have that course(s) recorded on his or her transcript. A student who withdraws after the first seven calendar days of a grading period will receive a grade of "W". This is not calculated in his or her cumulative grade point average (CGPA). The credits will count toward attempted credits.

The student will be provided with exit interview forms. There are financial and/or financial aid implications for withdrawing. Please consult with the Financial Aid and/or Business Office to determine how withdrawal will impact your student account.

Withdrawal for Violation of School Policy

The school may withdraw a student from his or her program of study for violation of published school policy. If a student withdraws from school without notifying the school, the withdrawal will be effective from the last date of attendance. If the student is withdrawn for violation of published school policy, the withdrawal date will be the last date of attendance.

A student who has been withdrawn during the first seven calendar days of a grading period will not have that course(s) recorded on his or her transcript. A student who has been withdrawn after the first seven calendar days of a grading period will receive a grade of "W," which is not calculated in his or her cumulative grade point average (CGPA). The credits will count toward attempted credits.

Course Drop/Add Policy

The Drop/Add period for each term is 7 calendar days. A student who does not attend a course or whose last date of attendance (LDA) in a course is within the Drop/Add period may be voluntarily or involuntarily withdrawn from the course without academic or financial penalty. A student who does not post any attendance in a course in the first 14 calendar days after the start of the term will be unregistered from the course and not receive a grade for the course.

Course Withdrawal Policy

Effective: 04/15/2024

A student withdrawing or being withdrawn from a course who has posted attendance after the Drop/Add period will receive a grade of "W". A student with attendance within the last seven calendar days of the course will receive the grade earned in the course. Withdrawing from a course may impact a student's eligibility for Financial Aid. Please speak with a Financial Aid Representative to discuss your individual account.

Program Changes

A student who wishes to change programs may do so at any time prior to starting classes. A student changing programs after starting classes will be evaluated according to the school's refund policy.

Program Monitoring

Concorde makes critical comparisons between the content of its programs and the needs and demands of business and industry by monitoring feedback from local agencies, the program advisory committee, test results, graduates, and employers. The instructors communicate closely with industry personnel to keep program objectives and content current.

Dress Code

Effective date: 08/02/2022

Students are preparing for careers and should develop the habit of wearing appropriate attire. Students are required to wear the designated school uniform in class and on externship or clinical experience unless directed otherwise. Clinical/externship sites may require students to wear white shoes. Students are responsible for meeting dress code requirements for the site.

A student's personal appearance must be appropriate at all times when the student is in school uniform. The general requirements are as follows:

- Uniforms will vary by program.

- Uniforms or scrubs must be clean, wrinkle-free and well-fitted. Pants and dresses must be proper length.
- No outerwear is permitted in the classroom except for a lab coat or sweater as established by school/program standards.
- Shoes must be leather or vinyl, closed-toed, and closed heel. Students must keep their shoes clean and polished.
- Underclothing is to be worn while in uniform. Undergarments must not be visible.
- The ID badge is part of the uniform and must be visible at all times.
- College-approved lab coats may be worn over the regulation uniform. T-shirts or turtlenecks may be worn under scrubs, but they must be tucked in. T-shirts or turtlenecks must be removed in the lab if they become a safety hazard.
- Jewelry may not be worn with the uniform, except for one pair of small stud earrings, one ring (e.g., wedding and/or engagement ring, class ring) and a watch. Dangling earrings, hoop earrings, or multiple earrings will not be permitted. A single necklace that does not dangle may also be worn. For safety reasons, no jewelry may be worn under protective gloves. Jewelry used in body/tongue piercing other than the earlobe is not acceptable. Medical identification worn as a bracelet or necklace is acceptable.
- Hair must be of a natural hue, neatly combed, clean, and pulled away from the face, so that it does not hang in the face when bending over during lab/clinical activities. No head covers, including beads or jewels interwoven into the hair are to be worn. All religious head coverings must be approved by the Academic Dean.
    - Any discrimination based on any protective hairstyle (this includes such hairstyles as braids, twists, tight coils or curls, cornrows, Bantu knots, afros and headwraps) is prohibited.
- Fingernails must be kept short, clean, and neatly manicured. No polish, acrylic nails, overlays, or any synthetic enhancements to the natural nails.
- Proper daily hygiene, including the use of antiperspirant and mouthwash, is essential because students work very closely with others. Cologne and perfume should not be worn.
- Many healthcare facilities mandate coverage of tattoos, and students may be asked to leave a clinical or externship site if tattoos are visible. In order to ensure we are preparing you for the work environment of your chosen field, Concorde requires that students make a reasonable attempt to cover all tattoos.
- Eyelash extensions are prohibited.

Failure to comply with the above expectations may result in dismissal from the classroom, externship, and/or clinical site.

Licensure Payment Policy

Concorde is committed to preparing students with the skills and knowledge necessary to become entry-level practitioners in their field of study. Some of the programs offered by Concorde have employment outcomes where passage of a professional certification, licensure or registry examination may be required for employment or that will enhance potential employment opportunities. Concorde will pay exam fees for graduates of these programs based on the eligibility requirements below. Please discuss with your Program Director which exams are relevant to employment in your field of study and the requirements for successfully demonstrating examination preparedness.

Eligibility is determined by the graduate's completion of the following:

- Receive approval from the Program Director, Academic Dean or Campus President before testing.
- Take the exam within two months of graduation, or take the first available exam opportunity for those exams offered only on a periodic schedule.
- Meet all Concorde graduation requirements.
- Demonstrate that the student is prepared to sit for licensure by completing a "green light" process at the campus.

If a second attempt is necessary due to first-time failure, all of the following must be met:

- Evidence of a valid benefit to the student and college, such as meeting or exceeding programmatic licensure pass rate standards and/or graduate employment rate standards;
- Campus President approval;
- Proof that the graduate sat for, and completed, the first-time exam(s);
- Submission of exam scores from the student's first exam attempt;
- Successful completion by the graduate of a remediation program approved by both the campus-level Program Director and Concorde's Vice President of Academic Affairs or designee.

Registration and certification requirements for taking and passing these examinations are not controlled by Concorde, but by outside agencies, and are subject to change by the agency without notice. Therefore, Concorde cannot guarantee that graduates will be eligible to take these exams, at all or at any specific time, regardless of their eligibility status upon enrollment.

Distance Education/ Online

Effective: 04/02/2026

Concorde supports the educational needs of the busy adult learner, delivering some courses in an online format. Online classes are not intended as easy substitutes for learning on campus. Students will find that learning online can be as challenging and rewarding as attending on-campus but allows the flexibility of determining when learning is convenient. Although time is flexible, attendance and participation is expected and monitored.

The convenience of online courses allows students to work on assignments and participate in class discussions as their schedules permit within specified timeframes. Learning is achieved through both individual inquiry and collaboration. Each course encompasses a variety of different graded learning activities.

Students enrolled in online classes and programs are expected to be capable of using a computer to complete some or all of their coursework and be familiar with accessing Internet resources. In addition, they must have access to a reliable computer and high-speed Internet connection sufficient to complete their coursework. Students are also welcome to utilize the Concorde computer labs and/or the Learning Resource Center (LRC) to complete coursework. Online courses utilize the Canvas Learning Management System (LMS), a secure, web-based platform that employs multimedia technologies and is accessible 24 hours per day via Internet access. Prior to enrollment, prospective students will be required to complete an online assessment of their readiness to successfully complete their education in an online environment. The campus may require the student to participate in an orientation as well as online sessions at the campus.

Some courses may only be offered in a distance education format. Please refer to the Admissions Representative or Academic Dean for course schedules.

Attendance Requirements

Online education affords students great flexibility in managing their time. However, academic success requires that students engage in learning activities regularly and participate in meaningful interactions with faculty and fellow students. Specific daily attendance is not required for online courses, as it would be on a campus. Students are required, however, to log into their class regularly and submit assignments in a timely manner, or they may risk being withdrawn for lack of attendance.

For each course, initial attendance is recorded when a student logs into his or her class and completes a learning activity. Students who only view the syllabus but make no other substantive participation for the rest of the course are not considered enrolled. Attendance in subsequent weeks is recorded by a student completing a learning activity. The act of logging in each week does not constitute attendance; the student must participate by either engaging in the discussion board or submitting a graded assignment to be considered present for that week.

Once a student has logged into his or her class and completed a learning activity or assignment, he or she is considered officially enrolled in the course and expected to complete the entire course. Failure to post attendance for two consecutive weeks may subject the student to immediate withdrawal.

Coursework is assigned weekly. Students are expected to complete assignments according to the course outline. (Refer to the "Make-Up Work" policy for submitting missed coursework.) Students must show attendance within the first three days of the course, or they are subject to withdrawal from the course.

Learning Activities

Online students use the Canvas Learning Management System (LMS) to view video content, receive and submit project work and assignments, take assessments, quizzes and tests, communicate with instructors and classmates, and review course progress and grades. In keeping with the modality of online learning much of the content will be delivered either with e-books or digital content. Successful online learning requires the student to be an active participant in all learning activities. Learning activities will vary by course but may include:

- discussion thread posts
- exams, quizzes and assessments
- case studies
- group interactive assignments
- other graded assignments

All learning activities associated with a course will be clearly outlined on the syllabus page within each Canvas course. Attendance is recorded when the student submits any learning activity. Students must contribute weekly to the discussion forums. Deadlines are established differently based upon the length of each term. Concorde offers online courses and programs in four-week and 10-week terms.

Four-Week Modules

Due dates are established according to the day of the week the module starts. Weekly modules always begin at 12:00 a.m. CST and end at 11:59 p.m. CST. Courses generally last for four weeks. This is divided into four

modules within the online course. Each module is five class days in length and does not include weekends. Initial discussion board posts are always due on the third class day of the weekly module. Assignments, assessments and discussion board responses are due on the fifth or last class day of each weekly module.

Ten-Week Terms

Courses are 10 weeks in length, and the weekly module will always start on Monday (12:00 a.m. CST) to Sunday (11:59 p.m. CST). Initial discussion board posts are due not later than every Wednesday (11:59 p.m. CST), and assignments, assessments and discussion board responses are due by Sunday (11:59 p.m. CST).

Students who are considered officially enrolled in the course but do not fulfill all of the coursework required will receive a grade based on the assignments they have completed.

Faculty/Student Interaction & Academic Advising

Faculty/student interaction is critical for student success in an online environment. Online methods of interaction include online lectures, email, document sharing, and threaded discussions. Faculty members review and respond to student requests within a 24-hour time period.

Ground students who have opted to take some of their General Education courses online receive the same benefits as fully online students in regard to faculty interaction. However, student advising during midterms and finals will be the responsibility of the campus at which the student is enrolled.

Student Services

Effective: 07/21/2021

Students enrolled in online courses, whether they are fully online or ground students taking select General Education courses, will be given support and services. Ground students will be provided services directly through their home campus. Each campus has a designated "Online Success Coach" (OSC) who will be provided weekly reports for high-risk students and can provide basic troubleshooting within the Learning Management System (LMS). The OSC can also refer the student to the Director of Student Affairs located on campus.

Fully online students will have student support access through the Dean of Online Operations. The Dean will provide support to students who may be high-risk, typically via telephone or email, and may also assist students by involving other campus associates.

Learning Resources

Concorde Career Colleges, Inc., subscribes to multiple databases from Gale Cengage Learning, which is available to all students through the Canvas Learning Management System (LMS). Included in these materials are over 20,000 titles with peer-reviewed full text articles exceeding 8,000 as well as ebooks, experiments, projects, and images. Many of the students' immediate research questions can be met by using these online reference sources. The user-friendly web interface has information from leading medical journals, encyclopedias, newspapers, newsletters, and pamphlets.

Learning Outcomes

Learning outcomes for online coursework are the same as on-ground coursework.

Graduation Requirements

Students taking online courses must meet the graduation requirements for their chosen program of study.

Health Screens

Students enrolling in programs where health screens are required will be provided with a list of required immunizations. Students will be required to provide proof of immunization prior to beginning clinical rotations.

Uniforms

Students enrolling in programs where uniforms are required for clinical rotations are responsible for providing their own clothing in accordance with the established policies of the institution where they will be completing their clinicals.

Academic Standards

Attendance Policy

General

Effective: 09/11/2023

Regular attendance in scheduled ground classes, clinical and externship experiences, and frequent and full participation in online activities is expected of all students. It is expected that students will complete all assigned work, both online and on ground, and complete all homework to receive the full benefit of the program. When a student enrolls, that student accepts the responsibility of participating fully in all coursework. Attendance is recorded for all appropriate online and on-ground activities and becomes part of the student's permanent record with the school.

Concorde recognizes, however, that unforeseen situations do occur in students' lives. For this reason, Concorde allows for specific Attendance Warning and Attendance Probation periods.

In all cases, a student will be withdrawn on the first business day following 14 consecutive calendar days of nonattendance online or on ground, excluding holidays and term breaks published in the school catalog.

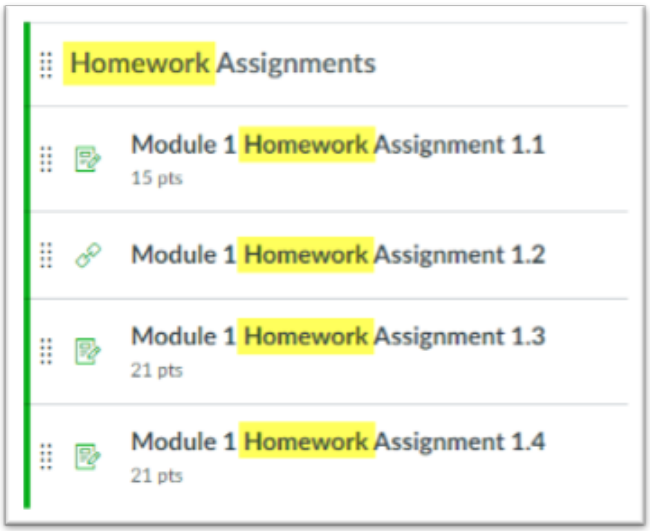
Blended Programs (exclusive of externship & clinical)

Effective: 03/11/2021

Attendance for blended programs/courses may consist of the following:

- **Ground Attendance** (GA) is time awarded for classes scheduled at specific times on campus. Students are scheduled for these classes and any time absent will be recorded. This attendance includes on-campus lecture or lab activities. Students are expected to attend all GA activities within a term.
- **Online Attendance** (OA) are academic activities that a student completes online on his or her own schedule. These would include assignments, projects, simulation, and other academically related non-homework activities. Students will be awarded attendance based on the online completion and/or submission of activities.

Homework is incorporated into many classes and is to be completed on the students' own time**.** Attendance is never awarded for activities identified as homework.



Sample Online Assignments Identified as "Homework"

Excessive Absences

Effective: 03/11/2021

Excessive absences will prevent a student from achieving course and program outcomes. For the purposes of this policy, excessive absences are defined as:

- Missing more than 20 percent of total scheduled Ground Attendance hours within a module for programs on four-week modules.
- Missing more than 10 percent of total scheduled Ground Attendance hours within a term for programs on 10-week or longer terms.

Attendance Warning

Effective: 03/11/2021

A student will be advised of their attendance performance and placed on Attendance Warning at the end of the first module or term during which the student has excessive absences. The student will remain on Attendance Warning until the end of the next term or module.

Attendance Probation

Effective: 03/11/2021

A student who is already in an Attendance Warning status will be advised of possible withdrawal and placed on Attendance Probation at the end of an Attendance Warning term or module during which the student has excessive absences. A student already on Attendance Probation will be withdrawn immediately upon having excessive absences during the term or module. A student who does not have excessive absences will remain on Attendance Probation until the end of the following term or module.

Return to Good Standing

Effective: 03/11/2021

A student in an Attendance Warning or Attendance Probation status who does not have excessive absences at the end of a term or module will be notified and returned to good standing.

Externship Courses

Effective: 11/19/2025

A student must complete all hours designated as externship within the time allotted to pass the externship course. Externship experiences are scheduled in partnership with the externship site. Students must plan sufficiently in advance to attend every day of the scheduled externship experience. In the event a student will be absent from, or will arrive late to a site, the student must contact the site and the appropriate school official immediately upon becoming aware of the situation. Except in cases of documented emergency, notification of absence or tardiness must occur at least 60 minutes in advance of the scheduled start time. If the site supervisor or school official determines that a student is not reliable for any reason, including absences, the student may be removed from the site and may be withdrawn from the program. Students will be required to make up missed hours prior to the end of the course.

Clinical Classes

Effective: 11/19/2025

Clinical participation is vital to student success, and students are expected to be present, on time, and prepared for every scheduled clinical experience.

- For programs that require full clinical attendance, a student must complete 100% of published clinical hours by the last day of the term to pass the class. A student who does not complete all clinical course hours in these programs will fail and be required to repeat the clinical class.
- For all other clinical programs, a student may not miss more than 10% of published clinical hours. A student who is absent more than 10% of the published clinical hours will be required to make up that time within the same clinical course. If the makeup time extends beyond the scheduled end date but can be completed before the next term begins, the student will receive an incomplete grade. Progression in the program is contingent upon successfully completing the clinical course and required hours. Should the student not complete the required hours, the student will fail and be required to repeat the clinical course, even if all clinical cases or competencies are met.

If, for any reason, a student will be late or absent for a clinical shift, the student must notify the instructor or other designated Concorde individual immediately upon becoming aware of the situation. Except in the case of a documented emergency, failure to notify of an absence or tardiness at least 60 minutes before a scheduled start time or arriving more than 30 minutes late to a scheduled clinical shift may result in disciplinary actions up to and including withdrawal from the program. Some clinical facilities may have additional or stricter attendance requirements for students. In this case, students are required to follow the attendance policy in place at the clinical facility.

Students who have any absence or absences that result in not completing the required clinical hours, lab competencies, or required cases shall fail the course. Clinical make-up sessions may be provided; however, the program's ability to provide make-up hours is dependent upon scheduling and other factors that may prohibit the availability of clinical make-up hours.

Online Courses and Programs

Students taking online courses should refer to the Distance Education/Online section of the catalog for specific attendance requirements.

Make-Up Work

Effective: 02/10/2025

All graded work or performed competencies (letter grade or pass/fail) not completed by the due date, or missed due to absence, including being tardy or leaving early, will not be eligible for a grade. Students will receive a zero (0) for missed work or an "F" for missed competencies. Instructors may approve an extension if a significant, documentable, and infrequent situation caused a student to miss a submission deadline.

The following procedure must be followed for consideration:

- A student must have a significant life event (e.g., natural disaster, personal or immediate family emergency, extended illness/hospitalization, personal injury, extended jury duty, military commitment).
- A student must present a request in writing (email is acceptable) no later than 48 hours after the due date and before the course ends. *Note, discussion boards are not eligible for late submission.
- If the student does not submit a request in the prescribed timeframe, they will not be eligible to submit the missed assignment or assessment. The student will receive a grade of zero (0) for all missed assignments and assessments.
- The student will have three (3) calendar days, or until the last day of the term, whichever comes first, to submit the missing work.

Marital, Parental and Military Leave Statuses

Concorde Career Colleges, Inc., complies with all requirements outlined in 34 C.F.R. 106.40 (a) and (b) with regard to the marital or parental status of students. Any student is eligible for leave in the care of pregnancy, childbirth, false pregnancy, termination of pregnancy, and recovery therefrom for so long a period as deemed medically necessary by the student's physician. The student will be administratively withdrawn from the Institution for this leave period. At the conclusion of the student's leave period, the student will be reinstated to the same academic and enrollment status that he or she held when the leave began. An academic skills assessment may be applicable upon return.

Additionally, Concorde complies with all requirements outlined in 34 C.F.R.668.18 (a), (e), and (g). Students who have been deployed, or are required to attend military training, will be administratively withdrawn from school for this leave period. The school will promptly readmit a service member into the same or similar program, under the same academic status and tuition at the time of withdrawal; in accordance with regulation, eligibility for this reinstatement is valid for up to one year from return from military service. The cumulative length of absence and of all previous absences from the school for military service may not exceed five years. Only the time the student spends actually performing service is counted. An academic skills assessment may be applicable upon return.

For further information on these statuses and how to apply, please contact a member of the Student Affairs department. For information on how these statuses impact your Financial Aid, please contact a member of the Financial Aid department.

Campus Safety Policy

Effective: 11/28/2023

Concorde is committed to providing a safe and productive environment for all Concorde associates and students. To help prevent incidents of violence from occurring, Concorde has implemented this campus safety policy. Concorde expressly prohibits any acts or threats of violence by an associate, student, or former associate against any other associate or student in or about its facilities or clinical sites at any time. Concorde does not condone any acts or threats of violence against associates, students, clients, or visitors by an individual on the school's premises at any time or while such an individual is engaged in business with or on behalf of Concorde, on or off the school's premises. In keeping with the spirit and intent of this policy and to ensure that the objectives in this regard are attained, Concorde is committed to the following policies:

- Providing a safe and healthy work and educational environment.
- Taking prompt remedial action up to and including immediate dismissal of any associate or student who engages in any threatening behavior or acts of violence or uses obscene, abusive, or threatening language or gestures.
- Taking appropriate action when dealing with clients, former associates or students, or visitors to the school's facilities who engage in such behavior. Such action may include notifying the police or other law enforcement personnel and prosecuting violators of this policy.
- Prohibiting associates, former associates, students, clients, and visitors from bringing unauthorized firearms or other weapons onto the school's premises.

In furtherance of this policy, associates and students have a "duty to alert" their supervisors, Campus President, or Human Resources of any suspicious activity, situations, or incidents that they observe or know of that involve other associates, students, former associates, clients, or visitors and that appear problematic. This would include threats or acts of violence, aggressive behavior, offensive acts, and threatening or offensive comments or remarks. Associate and student reports made pursuant to this policy are held in confidence to the extent possible. Concorde will not condone any form of retaliation against any associate or student for making a report in good faith under this policy.

Threats against individual(s) and/or Concorde should be immediately reported to the Campus President or Human Resources at the Campus Support Center. It is critical that any material relevant to the incident be maintained until Human Resources decides on the proper disposition. Confrontational threats while on campus may be dealt with by the Campus President and Human Resources. Actions may include suspension (for gathering additional facts), written warning, or dismissal.

A copy of the Emergency Response Plan can be obtained from the Campus President in conjunction with the campus community and Concorde Career College resources.

Student Code of Conduct

Effective: 11/19/2025

Concorde believes strongly in promoting the development of personal, professional and social responsibility. Concorde also believes in a humanistic approach to discipline conducive to academic pursuits. However, Concorde recognizes that its responsibility for the protection of personal and institutional rights and property is a primary focus of the disciplinary process. Behavior that infringes upon rights, safety or privileges,

or that impedes the educational process, is unacceptable and may lead to sanctions up to and including dismissal from the school. Courteous behavior and professional conduct, appropriate to a business environment, is to be displayed at all times.

All students are expected to respect the rights of others and are held responsible for conforming to the laws of the federal, local, and State governments. Students are expected to conduct themselves in a manner consistent with the best interests of Concorde and of the student body.

Concorde's administration reserves the right to develop any policy or take any action(s) deemed appropriate to maintain the safety and well-being of any or all students. Student conduct offenses may be related to persons, property, campus operations, and welfare, and the health or safety of students, faculty and staff.

Concorde reserves the right to discipline and/or dismiss a student, visitor, or employee for any of the following reasons: possession of firearms on campus property; failure to maintain satisfactory academic progress (SAP); failure to pay college fees and/or tuition by applicable deadlines; disruptive behavior (continued willful noncompliance, willful and persistent profanity or vulgarity, open and/or persistent defiance of authority, and/or persistent disrespect of personnel or students). ; posing a danger to the health or welfare of students or other members of the campus community; theft, on or off campus; any form of assault; State and Federal drug law violations; electronic or social media violations; or failure to comply with the policies and procedures of Concorde.

The list of examples is not intended to be all-inclusive, and Concorde reserves the right to act in the best interest of the students, faculty, and staff and may deem actions committed by a student to be a conduct violation, although the action does not appear on a list of examples.

Violation of the conduct policy is grounds for suspension of privileges, up to and including dismissal from the Institution. The Campus President reserves the right to take any action(s) deemed appropriate to ensure the immediate safety and well-being of any or all students, faculty, and staff.

Students are encouraged to share personal experiences while participating in classes at Concorde. However, students must be aware that should they disclose to any Concorde faculty members or staff information that may cause harm to themselves or others, faculty members and staff are required to report such information to the Academic Dean, Director of Student Affairs, or Campus President.

Every student is subject to federal and state law and respective county and city ordinances. A student who is convicted of any criminal offense which interferes with the orderly operation of the school or which the administration feels would endanger members of the Concorde community shall be subject to disciplinary action.

Infringements of the Student Code of Conduct are handled by the Concorde Academic Dean, Director of Student Affairs, and Campus President. Students have the right to request further review in accordance with the school's "Student Complaint & Grievance Policy" as outlined in this catalog.

Students who are dismissed for a conduct related violation are not eligible for readmission into any Concorde College/Institute campus.

Student Code of Conduct Offenses

Offenses Related to Persons

An offense related to a person is committed when a student:

1. Intentionally or knowingly and without authority or consent limits or restricts the freedom of a person to move about in a lawful manner.
2. Threatens (by any means), intimidates or uses physical or sexual force in a manner that endangers the health or safety of another person or which reasonably causes another person to be fearful of physical or emotional harm.
3. Intentionally harasses another person. Harassment includes, but is not limited to, impeding another persistently or wronging or bothering another persistently.
4. Engages in any activity related to other persons which is prohibited by law or court order.

Offenses Related to Property

An offense related to property is committed when a student:

1. Knowingly and without consent or authorization possesses, removes, uses, misappropriates, or sells the property or services of another person or of Concorde.
2. Intentionally or negligently damages or destroys property owned or in the possession of another person or of Concorde.
3. Obtains the property of another person by misrepresentation or deceptive means.
4. Enters or uses the facilities or property of another person or Concorde without consent or authorization.
5. Commits a computer-related offense, including, but not limited to, use of a Concorde computer to access graphically prurient or sexually explicit images of persons and/or children.

Offenses Related to the Operation of Concorde

An offense related to the operation of Concorde is committed when a student:

1. Engages in illegal, obscene or indecent conduct on Concorde property or at Concorde-sponsored events.
2. Forges, alters, possesses, duplicates, or uses documents, records, keys or identification without consent or the authorization of appropriate Concorde officials.
3. Fails without just cause to comply with the lawful order of a Concorde official acting in the performance of his/her duties and authority.
4. Engages in solicitation in or on Concorde property or involving the use of campus property unless such solicitation is approved by appropriate Concorde officials.
5. Operation of any audio or video recording device, or image capturing device without prior approval. *Refer to the Student Use of Recording Devices below.
6. Intentionally acts to impair, interfere with, or obstruct the orderly conduct, processes, and functions of Concorde.

***Student Use of Recording Devices**

Effective: 07/14/2026

This policy establishes expectations for student use of **audio, video, and digital recording** in order to protect the privacy, safety, and dignity of students, staff, and visitors on school property. Students **may not record** any conversation, meeting, or interaction involving employees, other students, or visitors **without prior approval** from the Campus President. Any student or staff member who becomes aware of an unauthorized recording should report it to school administration immediately.

Offenses Related to Welfare, Health or Safety

An offense related to welfare, health or safety is committed when a student:

1. Uses, possesses, or manufactures, without Concorde authorization, firearms, explosives, weapons, unregistered fireworks, illegal chemical or biological agents or other dangerous articles or substances injurious to persons or property.
2. Falsely reports a fire, activates emergency warning equipment, or communicates false information regarding the existence of explosives or hazardous materials on Concorde property.
3. Abuses, removes, or damages fire and safety equipment or fails to vacate a building or facility when a fire alarm is activated.
4. Fails to leave a building, streets, walks, driveways or other facilities of Concorde when directed to do so by an official of the campus having just cause to so order.
5. Uses, possesses, distributes, sells, purchases or is under the influence of alcohol, narcotics, hallucinogens, dangerous drugs, or controlled substances.

Non-Discrimination Policy

Effective: 08/14/2020

Concorde is committed to maintaining a working and learning environment that is free from discrimination and harassment for all Concorde associates and students, including persons interested in applying to participate in a Concorde education program or activity as an employee or student. Accordingly, Concorde does not discriminate or harass, and will not tolerate any form of discrimination or harassment, on the basis of race, color, national origin, sex, including but not limited to sexual orientation and gender expression or identity, disability, or age in its education programs and activities. The following persons have been designated to handle inquiries regarding Concorde's Non-Discrimination Policy:

Koula Foura M.Ed
AVP Student Affairs
Lead Title IX Coordinator
Lead ADA Coordinator
Concorde Career Colleges
6701 W. 64th St., Suite 200
Overland Park, KS 66202
Office: 913.745.2219
Fax: 913.831.6556
Email: TITLEIX@concorde.edu

For additional information regarding Concorde's policy against sex discrimination or harassment and grievance procedures to address allegations of sex discrimination or harassment, please see the Title IX policy.

Sexual Harassment

Effective: 08/14/2020

Sexual harassment includes conduct on the basis of sex that satisfies one or more of the following: (1) an employee conditioning the provision of an aid, service or benefit of Concorde on an individual's participation in unwelcome sexual conduct; (2) unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a person equal access to Concorde's education program or activity; and/or (3) Sexual Assault, Dating Violence, Domestic Violence, or Stalking as defined herein.

- **Dating Violence.** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the survivor/victim based on the reporting party's statements, with consideration given to the length of the relationship, type of the relationship, and the frequency of interaction between persons in the relationship. Dating Violence includes but is not limited to sexual or physical abuse or threat of such abuse but does not include acts covered as Domestic Violence (defined below).
- **Domestic Violence.** A felony or misdemeanor crime of violence committed by a: (1) current or former spouse or intimate partner of the victim; (2) person with whom the victim shares a child in common; (3) person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; (4) person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or (5) any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
- **Sexual Assault.** An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting program.
- **Stalking.** Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress.

Racial, Religious, or National Origin Harassment

Racial, religious, or national origin harassment deserves special mention as well and is expressly prohibited by this policy. Racial, religious, or national origin harassment includes any verbal, written, or physical act in which race, religion, or national origin is used or implied in a manner that would make a reasonable student or associate uncomfortable in the work and learning environment. Examples of racial, religious, or national origin harassment include jokes that include reference to race, religion or national origin, the display or use of objects or pictures that adversely reflect on a person's race, religion, or national origin, or use of language that is offensive due to a person's race, religion, or national origin.

How to Report Instances of Discrimination or Harassment

Concorde cannot resolve matters that are not brought to its attention. Any associate or student, regardless of position or program, who has a complaint of or who witnesses discrimination or harassment at work or school by anyone, including supervisors, managers, associates, nonassociates or students, has a responsibility to immediately bring the matter to Concorde's attention. To bring instances of discrimination or harassment to Concorde's attention, an associate or student must immediately complain to either of the following individuals who are responsible for enforcing this policy: the Campus President or Human Resources, Concorde Career Colleges, Inc. Complaints of sexual misconduct or harassment should be reported to the Campus President and/or campus Title IX Coordinator.

Concorde's Commitment to No Discrimination or Harassment Policy

If a student feels that Concorde has not met its obligations under the policy, he or she should contact Human Resources at Concorde Career Colleges, Inc.

Sex Discrimination and Harassment Prohibition—Title IX Policy

Effective: 02/10/2025

Concorde does not discriminate on the basis of sex in the education programs and activities it operates, including but not limited to admissions, recruiting, financial aid, academic programs, student services, counseling and guidance, discipline, class assignments, grading, recreation, extracurricular activities and employment. Concorde is committed to offering an education and working environment that is free from discrimination and harassment on the basis of sex, sexual orientation, gender identity, and gender expression ("Sex Discrimination"), and free from Sexual Violence (including sexual assault) and Relationship Violence (including domestic violence, dating violence and stalking). Such discrimination is inconsistent with Concorde's values and is prohibited by law, including by Title IX to the Education Amendments of 1972 ("Title IX"). Thus, Concorde prohibits Sex Discrimination, Sexual Violence and Relationship Violence (together, the "Prohibited Conduct"), as set forth herein, and is committed to taking action, to the extent possible (i) to stop behavior that violates this policy; (ii) to take remedial action to overcome the effects of Prohibited Conduct and ensure equal access to its educational programs and activities; (iii) to prevent the recurrence of Prohibited Conduct; and (iv) to prevent and respond to retaliation against anyone who, in good faith, reports or is involved in the investigation into or resolution of allegations of Prohibited Conduct. In so doing, the College will administer prompt, fair and impartial investigations and disciplinary proceedings to respond to reports of Prohibited Conduct via its Title IX Grievance Procedures located within this policy and provide equal and timely access to information that will be used in any informal and formal proceedings and meetings related to said reports, and offer and

implement interim measures to protect and support those directly involved and affected by the alleged behavior. In implementing this policy, Concorde acknowledges that every victim or survivor of Prohibited Conduct has the right to be taken seriously and every respondent to allegations of Prohibited Conduct has the right to know that guilt is not presumed.

The prevention and elimination of sexual harassment is of special concern to Concorde. Sexual harassment includes conduct on the basis of sex that satisfies one or more of the following: (1) an employee conditioning the provision of an aid, service or benefit of Concorde on an individual's participation in unwelcome sexual conduct; (2) unwelcome conduct determined by a reasonable person to be so severe, pervasive and objectively offensive that it effectively denies a person equal access to Concorde's education program or activity; and/or (3) Sexual Assault, Dating Violence, Domestic Violence, or Stalking as defined herein.

- **Dating Violence.** Violence committed by a person who is or has been in a social relationship of a romantic or intimate nature with the survivor/victim based on the reporting party's statements, with consideration given to the length of the relationship, type of the relationship, and the frequency of interaction between persons in the relationship. Dating Violence includes but is not limited to sexual or physical abuse or threat of such abuse but does not include acts covered as Domestic Violence (defined below).
- **Domestic Violence.** A felony or misdemeanor crime of violence committed by a: (1) current or former spouse or intimate partner of the victim; (2) person with whom the victim shares a child in common; (3) person who is cohabitating with, or has cohabitated with, the victim as a spouse or intimate partner; (4) person similarly situated to a spouse of the victim under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred; or (5) any other person against an adult or youth victim who is protected from that person's acts under the domestic or family violence laws of the jurisdiction in which the crime of violence occurred.
- **Sexual Assault.** An offense that meets the definition of rape, fondling, incest, or statutory rape as used in the FBI's Uniform Crime Reporting program.
- **Stalking**. Engaging in a course of conduct directed at a specific person that would cause a reasonable person to fear for the person's safety or the safety of others or suffer substantial emotional distress.

Concorde regards all such conduct and retaliation for the reporting of such conduct as creating a hostile and offensive work and learning environment in violation of this policy.

The following person has been designated to handle inquiries regarding Concorde's Title IX Policy:

Koula Foura, M.Ed

AVP Student Affairs

Lead Title IX Coordinator

Lead ADA Coordinator

Concorde Career Colleges

6701 W. 64th St., Suite 200

Overland Park, KS 66202

Office: 913.745.2219

Fax: 913.831.6556

Email: TITLEIX@concorde.edu

A person may also file a complaint with the Department of Education's Office for Civil Rights regarding an alleged violation of Title IX by visiting www2.ed.gov/about/offices/list/ocr/complaintintro.html or calling 1-800- 421-3481. Employees may also file a charge with the Equal Employment Opportunity Commission regarding an alleged violation of Title VII by calling 1-800-669-4000 or visiting https://www.eeoc.gov/employees/howtofile.cfm.

Sex Discrimination and Harassment Prohibition Procedures—Title IX Procedures, Including Grievance Procedures

Effective: 02/10/2025

I. Introduction

A. Purpose: The purpose of these procedures is to implement Concorde's Sex Discrimination and Harassment Prohibition—Title IX Policy. Capitalized terms shall have the meaning ascribed to them in the Definitions Section set forth below.

B. Jurisdiction: These procedures apply to Prohibited Conduct as defined by Concorde's Sex Discrimination and Harassment Prohibition—Title IX Policy 04-018 where Concorde has Actual Knowledge of such conduct occurring either on or off campus property where one of the following conditions is met:

1. The conduct occurred in connection with an officially recognized education program or activity;

2. The conduct occurred at a location or event or under circumstances over which Concorde exercised substantial control over both the Respondent and the context in which the conduct occurred; or

3. The conduct occurred on property owned or controlled by a student organization that is officially recognized by Concorde.

C. Scope: These procedures apply to Prohibited Conduct between the following parties located in the United States at the time of the incident:

1. Student Complainant and student Respondent;

2. Student Complainant and employee Respondent;

3. Student Complainant and third-party Respondent;

4. Employee Complainant and student Respondent;

5. Employee Complainant and employee Respondent;

6. Employee Complainant and third-party Respondent;

7. Third party Complainant and student Respondent; and

8. Third party Complainant and employee Respondent.

D. Administration: Concorde's Lead Title IX Coordinator(s) shall be responsible for implementing these procedures consistent with applicable Concorde policy and relevant local, state and federal laws, and ensuring that all those involved in (1) the receipt of reports of Prohibited Conduct, (2) the referral or provision of services related to Prohibited Conduct, or (3) Concorde's investigation and conduct of Grievance Procedures for reports of Prohibited Conduct receive required training.

Reporting Prohibited Conduct: Anyone (student, employee, or third-party) may make a report of Prohibited Conduct, whether the Prohibited Conduct was directed at such person or not and may do so at any time. Concorde encourages everyone to report actual or suspected violations of Concorde's Sex Discrimination and Harassment Prohibition—Title IX Policy as soon as practicable to aid in Concorde's response to such conduct.

A. Methods of Reporting: In order to ensure a prompt response, including the provision of Supportive Measures, the College requires anyone reporting Prohibited Conduct to do so by contacting the College's "Officials With Authority" immediately. The Officials With authority will report the incident to the Lead Title IX Coordinator through one of the following methods but preferably through emailing the TITLEIX@concorde.edu inbox immediately. If there is an emergency on campus, contact the authorities, call one of the designated employees on the Red Alert list and email the RedAlert@concorde.edu with a summary of events in addition to emailing the TitleIX@concorde.edu inbox.

B. The following person has been designated to handle inquiries regarding Concorde's Title IX Policy at any time to include non-business hours via direct mail, email or phone:

Koula Foura, M.Ed

AVP Student Affairs

Lead Title IX Coordinator

Lead ADA Coordinator

Concorde Career Colleges

6701 W. 64th St., Suite 200

Overland Park, KS 66202

Office: 913.745.2219

Fax: 913.831.6556

Email: TITLEIX@concorde.edu

C. An anonymous report may be filed with Lighthouse, a third-party service, by calling, emailing or filing an online report as provided below.

a. 1-855-400-6004

b. reports@lighthouse-services.com

c. Website: www.lighthouse-services.com/concorde

D. Initial Response to Report: Following receipt of a report of potential Prohibited Conduct, the Lead Title IX Coordinator shall:

1. Acknowledge receipt of the report to the reporter if possible (i.e., if not anonymous);

2. Document the acknowledgement of report by using "**Title IX Complaint**" Activity code.

3. Any subsequent conversations should be documented using the "**Title IX Correspondence**" activity code with a general summary of conversation, not to include specifics.

4. Promptly contact the Complainant to:

i. Discuss availability of supportive measures (which must be made available with or without filing a Formal Complaint);

ii. Explain the process for filing a Formal Complaint; and

iii. Discuss the Complainant's wishes regarding how Concorde should respond to the allegations;

iv. Discuss options for notifying law enforcement including the right to decline to notify law enforcement and the right to be assisted in making a report to law enforcement if he/she chooses;

v. Provide written information about the importance of seeking medical treatment and preserving evidence as soon as practicable after an incident;

vi. Provide information on availability and contact information for resources (both on and off campus) available to an alleged victim of Prohibited Conduct; and

vii. Explain how Concorde will protect the privacy and confidentiality of the alleged Complainant, Respondent and witnesses to the extent practicable pursuant to Concorde's Privacy Policy outlined in section I.K. below.

5. Consider the facts reported and, assuming their truth for purposes of determining whether interim measures are appropriate, consider whether:

i. an emergency removal of a student, employee or visitor from campus is appropriate;

ii. an administrative leave of an employee is appropriate; and

iii. whether other interim measures may be appropriate, including but not limited to the adjustment of class schedules.

iv. To conduct further inquiry to discover additional facts including:

a. Identifying and interviewing witnesses;

b. Contacting and interviewing the Respondent; and

c. Contacting and cooperating with law enforcement.

E. Supportive Measures: Supportive Measures may be requested by any party (Complainant(s) or Respondent(s)), whether or not a Formal Complaint is filed; a report is filed with law enforcement; or the Complainant decides to pursue any other process offered by the College. Requests for Supportive Measures should be submitted to the Lead Title IX Coordinator. Concorde shall offer Supportive Measures on an equitable basis to Complainant(s) and Respondent(s) alike.

F. Identifying and Locating Witnesses: It is Concorde's responsibility to identify and locate witnesses to an alleged incident of Prohibited Conduct. The Complainant is encouraged to identify any known witnesses at the time they report Prohibited Conduct, including but not limited to when filing a Formal Complaint.

G. Contacting and Interviewing Respondent: Concorde will make every effort not to contact the Respondent until such time as a Formal Complaint is filed. The Complainant will be notified of the College's intent to contact and interview the Respondent prior to said contact.

H. Contacting and Cooperating with Law Enforcement: A Complainant has the right to notify law enforcement or to decline to notify law enforcement.

I. Importance of Preserving Evidence: Survivors/Victims of sexual violence should take steps to preserve all physical evidence to assist in proving that a crime occurred or in obtaining an order of protection, restraining order or other such court order.

J. Privacy: The College will protect the identity of parties and witnesses involved in the resolution of a report of Prohibited Conduct to the extent doing so does not unreasonably interfere with legally protected rights of others, the investigation into and resolution of the reported conduct, or the implementation of Supportive Measures, sanctions or remedies.

II. Formal Complaint Process

A. General: The filing of a Formal Complaint will trigger the formal investigation and hearing procedures (collectively referred to as "Grievance Procedures") set forth herein. Even in the absence of a Formal Complaint, a Respondent may be subject to discipline through other applicable College procedures and the College may still take other remedial action to address the alleged conduct if said conduct does not rise to the level of a Title IX violation or Prohibited Conduct. There is no deadline for the filing of a Formal Complaint, although Concorde encourages individuals to do so as early as possible following an incident.

B. Filing a Formal Complaint: A Formal Complaint may not be anonymous. It must be submitted in writing and signed by either:

1. The Complainant; or

2. The Lead Title IX Coordinator.

C. Notice of Formal Complaint: Within five (5) business days following the filing of a Formal Complaint, the Lead Title IX Coordinator shall send written notice simultaneously to all parties identified in the Formal Complaint containing the following information:

1. A copy of these Procedures;

2. Notice of the allegations and the type(s) of Prohibited Conduct implicated, including a reference to the Section of the Concorde policy such alleged conduct, if proven, would violate;

3. The identity of the parties involved in the alleged incident, including the Complainant and witnesses, if any are known;

4. The date, time and location of the alleged incident (if known);

5. The parties' right to an advisor of their choice, who may, but need not, be an attorney;

6. A statement that the Respondent is presumed "not responsible" for the alleged conduct and that a determination will be made only at the conclusion of the Grievance Procedures;

7. A statement regarding the parties' right to inspect and review evidence;

8. The provision of any College policy that prohibits knowingly making false statements or knowingly submitting false information to a College official during these or other College proceedings.

9. A statement prohibiting retaliation;

10. A statement regarding the availability of resources and Supportive Measures for the parties; and

11. A statement regarding Concorde's duty to update the Notice if there are any substantive changes to the information contained in the original Notice (e.g., the inclusion of additional allegations in the investigation or receipt of new evidence, including but not limited to the identity of additional witnesses).

D. Consolidation of Formal Complaints: Concorde may consolidate Formal Complaints containing allegations of Prohibited Conduct against more than one Respondent, or by more than one Complainant against one or more Respondents, or by one party against the other party, where the allegations arise out of the same facts or circumstances.

E. Informal Resolution: At any time following the filing of a Formal Complaint, Concorde may consider whether or not Informal Resolution, as described in Section VIII of these Procedures, may be appropriate.

III. Grievance Procedures—General

A. Timeframes and Extensions: The parties have the right to expect that the Grievance Procedures set forth herein will begin promptly following the filing of a Formal Complaint and proceed in a timely manner. Concorde shall consider requests for extensions or delays, only for good cause. If the process is delayed or a deadline is extended, the College will so notify the parties, in writing. The College will make a good faith effort to complete the grievance process within 60-90 days, though extensions may be allowed for good cause.

B. Fair and Equitable Treatment of all Parties: The College will provide fair and equitable treatment to all parties involved in the Grievance Process, including the following:

1. Every Complainant has the right to be taken seriously and every Respondent has the right to know that guilt is not presumed.

2. All parties will have an equal opportunity to inspect and review evidence, both inculpatory and exculpatory, obtained as part of investigation that is directly related to allegations raised in a Formal Complaint;

3. All parties will have an equal opportunity to present fact and expert witnesses, and other inculpatory or exculpatory evidence;

4. Concorde will conduct an objective evaluation of all relevant evidence;

5. All parties may be accompanied by an advisor of their choice during any aspect of the Grievance Process where the party's presence has been requested;

6. Concorde will not place a limit on the choice of advisor for either party, though said advisor will be expected to abide by any applicable rules of decorum established by Concorde;

7. Any written notice to a party whose participation is invited or expected will contain the date, time, location, identity of participants and purpose of the meeting/hearing and will be sent with sufficient time to allow the parties to prepare to participate;

8. The parties will not be restricted from discussing the allegations under investigation, or from gathering evidence or witnesses bearing in mind that conduct constituting Retaliation or witness tampering or intimidation is a violation of Concorde's retaliation statement within the college catalog.

9. Any written notice, report or determination made in accordance with the Grievance Process shall be sent simultaneously to all parties involved.

C. Prohibited Evidence: The following evidence will not be sought, relied upon or otherwise used in the investigation of a Formal Complaint or in making a determination about responsibility:

1. Information protected by a legally recognized privilege, UNLESS the person holding the privilege has provided Concorde with voluntary written consent to use such information or has otherwise waived the privilege;

2. Information about the Complainant's past sexual behavior or predisposition EXCEPT in compliance with federal rape shield and other statutory protections.

D. Sanctions & Remedies: A final determination of responsibility for Prohibited Conduct against a Respondent may result in the sanctions up to and including termination of enrollment in and/or employment with Concorde.

E. Qualifications of Investigators, Decision-Makers and Facilitators: All those involved in the investigation or resolution of allegations of Prohibited Conduct shall:

1. Serve impartially and be free from actual or reasonably perceived conflicts of interest or bias; and

2. Be trained, as required by law, to include: definitions of and issues related to Prohibited Conduct; how to conduct an investigation and hearing; how to serve impartially and avoid prejudgment; how to make determinations on relevancy of evidence; how to create an investigative report; how to evaluate credibility; how to synthesize evidence; and how to avoid sex stereotypes or generalizations based on sex.

IV. Grievance Procedures—Investigation

A. **Assignment of Investigator**: Within three (3) business days of the receipt of a Formal Complaint, the Lead Title IX Coordinator shall appoint an investigator. The identity of and contact information for the assigned investigator shall either be included in the Notice of Formal Complaint described in Section II. A. above or the Lead Title IX Coordinator shall send written notice to all parties containing that information along with an explanation of the process for challenging the assignment based on conflict of interest or bias. Any challenge must be resolved before the investigation process may begin.

B. Evidence Gathering: The investigator shall be responsible for gathering evidence, both inculpatory and exculpatory, relevant to the allegations contained in the Formal Complaint. At minimum, the investigator shall take reasonable steps to interview all parties. After available evidence has been gathered, the investigator will send the parties and their advisors (if any) the evidence directly related to the allegations raised in the Formal Complaint in either electronic or hard copy format (at the discretion of the investigator). The parties shall have 10 days to submit a written response to the investigator, which response will be considered in completing the investigative report. All said evidence shall be available to the parties for inspection and review at any hearing.

C. Investigative Report: Within ten (10) business days of receiving the parties' responses to the evidence and/or expiration of the deadline for submission of the responses, the investigator shall send to the parties, a written investigative report that summarizes relevant evidence. The parties shall have 10 business days to submit to the investigator a written response.

1. Consolidated Complaints: Where a decision has been made to consolidate complaints, the investigator may create a single investigative report for all said complaints.

2. Parties' Response: In the written response, parties may propose corrections, provide appropriate context, raise defenses, identify missing relevant evidence or raise any other issues in relation to the evidence they feel it is important for the Grievance Officer to consider. Failure to submit a response will NOT preclude the parties from raising those issues later in the Grievance Process, such as during any future hearing.

V. Grievance Procedures--Pre-Hearing

A. Submission of Investigative Report & Response(s): Within one (1) business day of receiving the parties' responses or expiration of the deadline to submit said responses, the investigator shall send a copy of the investigative report and the parties' responses, if any, to the Lead Title IX Coordinator.

B. Title IX Determination: The Lead Title IX Coordinator shall review the investigative report and responses thereto and decide whether or not the alleged conduct, if proven, would constitute Sex Discrimination or Sexual Harassment as defined by Title IX of the Education Amendments of 1972 (20 U.S.C. 1681, et. seq.) and its implementing regulations (34 CFR §106 et. seq.). A written decision and reasons therefore shall be sent to the parties within ten (10) business days of the Lead Title IX Coordinator's receipt of the investigative report and responses:

1. Title IX Compliant Hearing Referral: If the Lead Title IX Coordinator determines that the alleged conduct, if proven, does constitute Sex Discrimination or Sexual Harassment as defined by Title IX, the Lead Title IX Coordinator shall appoint a Grievance Officer to conduct a hearing in accordance with Section VII below.

2. Dismissal of Formal Complaint: If the Lead Title IX Coordinator determines that the alleged conduct, if proven, does not constitute Sex Discrimination or Sexual Harassment as defined by Title IX, the Formal Complaint shall be dismissed. The Lead Title IX Coordinator also has discretion to dismiss the Formal Complaint or any allegations therein if:

i. The Complainant notifies the Lead Title IX Coordinator in writing that the Complainant would like to withdraw the Formal Complaint or allegations therein;

ii. The Respondent is no longer enrolled or employed by the College; or

iii. Specific circumstances prevent the College from gathering evidence sufficient to reach a determination as to the Formal Complaint.

3. Referral to Other College Processes: If, in the course of investigating the Formal Complaint, conduct is alleged or discovered that may violate any other College Policy (e.g., the Code of Student Conduct), the Lead Title IX Coordinator may refer the matter for consideration through any other applicable College process.

C. Appeal of Title IX Determination: To the extent the Lead Title IX Coordinator determines that the alleged conduct does not constitute Sex Discrimination or Sexual Harassment as defined by Title IX, that decision may be appealed by any party, utilizing the process set forth in Section E below. Any other applicable process should not proceed until the appeal has been decided or the deadline for filing an appeal has expired.

VI. Grievance Procedures—Hearing & Appeal

A. Assignment of the Grievance Officer: Within three (3) business days of the Title IX Determination set forth in Section VI. C above (which deadline may be extended if an appeal of the determination has been filed), the Lead Title IX Coordinator will appoint a Grievance Officer to conduct a hearing to determine responsibility. A copy of the investigative report and party response(s), if any, shall be provided to the Grievance Officer. Within three (3) business days of the assignment, written notice of the identity of and contact information for the Grievance Officer and an explanation of the process for challenging the assignment based on conflict of interest or bias shall be sent to all parties. Any challenge must be resolved before the hearing process may begin.

B. **Notice of Hearing**: Within three (3) business days following assignment of the Grievance Officer or any decision regarding a challenge to that assignment, the Grievance Officer shall notify the parties, in writing, of the date, time, and location of the hearing along with their Notice of Hearing Rights & Responsibilities. The Notice of Hearing must be sent at least ten (10) business days prior to the assigned hearing date.

1. Consolidated Complaints: In situations where complaints have been consolidated as described herein, the Grievance Officer may choose to conduct a single hearing, or divide the hearings, as appropriate. Parties have the right to object to consolidation if they believe such consolidation would prejudice their rights. Any objection shall be heard by the Grievance Officer before the start of the hearing.

2. Consolidated Hearings: In situations that involve Prohibited Conduct and conduct that may violate other College Policies or standards of conduct, the College reserves the right to consolidate the hearings on all conduct violations utilizing these procedures. The Notice of Hearing will include any decision to consolidate hearings.

C. Advisor Identification: Within ten (10) business days prior to the assigned hearing date, the parties must notify the Grievance Officer, in writing, of the name and contact information of the advisor they have chosen to attend the hearing and conduct questioning on their behalf. The Grievance Officer will assign an advisor to attend the hearing for any party who fails to provide this notification. The College will ensure that any assigned advisor understands the purpose and scope of her/his role, including how to conduct questioning.

D. Hearing

1. Live Hearing: A live hearing will be conducted with all parties physically present in the same geographic location, or "virtually" present through the use of technology enabling the participants to simultaneously har and see one another. An audio or audiovisual recording, or transcript of the hearing will be created and available for inspection and review by any party.

2. Closed Hearing: The hearing shall be closed, meaning that only the parties and decision-maker(s) shall be present for the entirety of the hearing. Witnesses will be present (virtually or in person) only while providing their testimony.

3. Opening Remarks: The Grievance Officer will open the hearing by summarizing the following:

i. The allegations contained in the Formal Complaint;

ii. The sections of the applicable Policy implicated by the allegations; and

iii. The guidelines and rules governing the hearing.

4. Presentation of Evidence: All parties will have an equal opportunity to make statements and present relevant evidence of any sort (e.g., documents, recordings, witness testimony, etc.) regardless of whether or not that evidence was provided or considered in the investigation process.

i. Questioning: The Grievance Officer and the parties shall have an opportunity to pose relevant questions and follow-up questions of the parties and witnesses. All said questioning must be conducted directly, orally, and in real time. Only a party's advisor, NOT the party her/himself, may conduct said questioning on behalf of the party. The Grievance Officer may ask questions at any time. The Grievance Officer does not have authority to compel the testimony of any person (party or witness). If a party or witness fails to submit to questioning at the hearing, the Grievance Officer may not rely on any statement of that party or witness in reaching a determination regarding responsibility.

ii. Relevancy Determinations: Before a party or witness answers a question from another party, the Grievance Officer must determine if the question is relevant and explain any decision to exclude the question as not relevant. A challenge to that determination can be made at the hearing. Prohibited Evidence as described herein is considered to be, per se NOT relevant.

5. Closing Remarks: After all parties have finished their presentation of evidence, they will each be given an opportunity to give brief closing remarks, summarizing their position, including any request for action to be taken. The hearing will then be closed, and no further statement or evidence will be accepted or considered by the Grievance Officer prior to making a determination regarding responsibility.

6. Determination Regarding Responsibility: The Grievance Officer will make a determination regarding responsibility within ten (10) business days following the close of the hearing and provide written notice of that determination to the parties and Lead Title IX Coordinator. In making that determination, the Grievance officer will objectively evaluate the investigative report and all relevant evidence (both inculpatory and exculpatory), weigh the credibility of the evidence and testimony, and apply the requisite standard of proof.

i. Standard of Proof: The standard of proof that will be utilized by the Grievance Officer in making a determination regarding responsibility will be preponderance of the evidence. This means that the Grievance Officer will determine if it is more likely than not that the Respondent is responsible for the alleged Prohibited Conduct.

ii. Determinations Regarding Affirmative Consent: It shall not be a valid excuse to alleged lack of consent that the Respondent believed there was valid consent due to the following circumstances:

a. Intoxication or recklessness of the Respondent;

b. Failure of Respondent to take reasonable steps to ascertain whether or not there was affirmative consent.

iii. Consideration of Results of Other Investigations or Processes: The results of other investigations or procedures (e.g., criminal or administrative) may be considered but will not be deferred to or relied upon in making a determination regarding responsibility.

iv. Consideration of Prior Findings of Prohibited Conduct: The Grievance Officer may only consider a Respondent's prior findings of responsibility for Prohibited Conduct or other relevant misconduct in determining appropriate sanctions and not in any finding of responsibility for the current matter.

v. Determination Notice: The notice of the determination regarding responsibility shall include, at minimum, the following:

a. Identification of the allegations constituting Prohibited Conduct;

b. A description of the procedural steps taken from receipt of the Formal Complaint through determination;

c. Findings of fact supporting the determination;

d. Conclusions regarding the application of the College's policies and procedures to the facts;

e. A statement of and rationale for the result as to each allegation including a determination regarding responsibility, any sanction that will be imposed on Respondent, and whether any remedies provided to Complainant were designed to restore or preserve equal access to the College's program or activity;

f. The process and bases to appeal the determination; and

g. A statement that the results will become final either on the date the College provides the parties with the written determination of the result of the appeal (if an appeal is filed), or the date on which the appeal would no longer be considered timely (the appeal deadline).

E. Appeal

1. Eligibility: Any party is eligible to appeal a determination regarding responsibility or Title IX determination per section D above.

2. Bases for Appeal: The following are the only bases upon which an appeal will be considered:

i. Procedural irregularity: there was an irregularity in the processing of the Formal Complaint (e.g., investigation or hearing) that affected the outcome of the matter;

ii. New Evidence: there is evidence that was not reasonably available before or at the time the determination regarding responsibility was made that could reasonably affect the outcome of the matter; or

iii. Conflict of Interest: The Lead Title IX Coordinator, investigator and/or grievance officer had a conflict of interest or bias for or against survivors/victims or Respondents generally or the individual Complainant or Respondent that affected the outcome of the matter.

3. Written Appeal: In order to initiate the appeal process, a party must submit the appeal, in writing, to the Lead Title IX Coordinator no later than fifteen (15) business days following receipt of the Determination Notice. The appeal must be based upon at least one of the allowable bases for appeal. Upon receipt of the

Appeal the Lead Title IX Coordinator will send a Notice of Appeal to all parties providing them with the copy of the written appeal and allowing for both parties to submit to the Lead Title IX Coordinator a written statement in support of or challenging the relevant determination and any statements contained in the Appeal.

4. Assignment of Appellate Officer: Within three (3) business days following receipt of the parties' statements or expiration of the deadline to submit statements, the Lead Title IX Coordinator will assign an Appellate Officer to consider the appeal and will provide written notice to the parties of the identity of and contact information for the Appellate Officer along with an explanation of the process for challenging the assignment based on conflict of interest or bias. Any challenge must be resolved before the Appeal review process may begin.

5. Review Process: For purposes of considering and coming to a conclusion about the appeal, the Lead Title IX Coordinator will provide the Appellate Officer with access to the Appeal, written responses thereto, written determination subject to appeal, Hearing record (if applicable), Investigative Report and any other relevant records received, created or maintained as part of these procedures. The Appellate Officer has authority to conduct additional interviews or inquiries only as may be necessary to seek clarification on issues specifically raised in the Appeal.

6. Appeal Decision: Within ten (10) business days following receipt of the Appeal and relevant materials, the Appellate Officer will make a determination and provide written notice to all parties, with a copy to the Lead Title IX Coordinator, of the result of the appeal and the rationale for that result.

VII. Informal Resolution:

A. Applicable Process: To the extent the College offers an informal resolution process through other policies or procedures applicable to the parties, the parties may request that the Lead Title IX Coordinator refer the matter to the Informal Resolution process. This may be done at any time prior to a determination of responsibility set forth above.

B. Conditions: The following conditions must be met for the Lead Title IX Coordinator to refer the matter for informal resolution:

1. The Lead Title IX Coordinator determines that the matter is appropriate for informal resolution;

2. The matter does not involve allegations that an employee sexually harassed a student;

3. The Lead Title IX Coordinator provides written notice to the parties of

i. The allegations;

ii. The requirements of the informal resolution process, including any circumstances that might preclude the parties from resuming the process described herein;

iii. The process to challenge the appointment of an informal resolution facilitator due to a conflict of interest or bias;

iv. the consequences of participation in informal resolution, including any records that could be created, maintained or shared;

v. the right to withdraw from the informal resolution process at any time prior to reaching agreement.

4. The Lead Title IX Coordinator has obtained voluntary written consent to informal resolution from all parties.

C. Effect: If the conditions have been met and the parties' consent to participation in the informal resolution process, any proceedings initiated herein shall be suspended unless the Lead Title IX Coordinator determines that doing so would put others at risk. These Grievance Procedures may be resumed at the request of either party at any time during the informal process.

VIII. Emergency Removal: Any time after the receipt of a report of Prohibited Conduct, the College may consider an emergency removal of Respondent from Campus, some part of Campus or from and the College's education programs or activities so long as the following conditions are met.

A. Required Assessment: The College performs an individualized safety and risk assessment that determines whether or not there is an immediate threat to the physical health or safety of any individual (student, employee or third party) arising from the allegations that justifies removal.

B. Notice: If the College decides to implement an emergency removal, it will provide written notice to the Respondent of that decision explaining the implications of that removal, the length of time the removal will remain in effect, and the Respondent's right to challenge the decision.

C. Effect of Removal: Any investigation into or determination of responsibility regarding allegations of Prohibited Conduct will follow the procedures contained herein, regardless of the Respondent's removal, though additional precautions may be necessary to address any ongoing threat.

IX. Recordkeeping: The Lead Title IX Coordinator shall keep for a period of 7 years from the date they were created, records of each investigation, determination regarding responsibility, hearing transcript or recording, sanctions imposed on a Respondent, remedies

provided to a Complainant, appeal and result therefrom, informal resolution, training materials described herein, actions and supportive/protective measure taken or refused in response to reports of Prohibited Conduct.

Definitions. For purposes of this policy and these procedures, the following terms shall have the meanings set forth below:

1. Actual Knowledge: Notice of Prohibited Conduct or allegations of Prohibited Conduct made to the Lead Title IX Coordinator or Officials With Authority.

i. Officials With Authority: The following campus leaders are considered "Officials With Authority" who are deemed to have Notice of Prohibited Conduct or allegations of Prohibited Conduct – Campus President, Academic Dean and Director of Student Affairs/Title IX Coordinator. Any other campus employee is not an Official With Authority and should direct any Complainant to an Official With Authority or take the Complainant's statement and bring it to an Official With Authority.

2. Affirmative Consent: Affirmative, conscious, and voluntary agreement to engage in sexual activity. It is the responsibility of each person involved in sexual activity to ensure that the other(s) involved affirmatively consent(s) to engage in sexual activity. Lack of protest or resistance does not mean consent, nor does silence mean consent. Affirmative consent must be ongoing throughout a sexual activity and can be revoked at any time. The existence of a dating relationship between the persons involved, or the fact of past sexual relations between them should never by itself be assumed to be an indicator of consent. Valid consent does not exist if Respondent knew or should have known that Complainant was unable to consent because Complainant was asleep or unconscious; was incapacitated due to drugs, alcohol or medication; or Complainant was unable to communicate due to a mental or physical condition.

3. Amnesty: Protection from disciplinary action against a reporting party, Complainant, or witness for participation in the reporting, investigation or adjudication of Prohibited Conduct for a violation of the College's conduct policies related to the incident unless the College determines that the violation was egregious, including but not limited to, an action that places the health or safety of any other person at risk.

4. Complainant: An individual at whom conduct that meets the definition of Prohibited Conduct is directed or alleged to have been directed. A Complainant must be participating or attempting to participate in the College's education program or activity at the time of filing a formal complaint. A person may be a complainant, or a respondent, even where no formal complaint has been filed and no grievance process is pending

5. Days: Any reference to "days" contained in these procedures shall mean business days, excluding all recognized federal and state holidays and breaks during which classes are not in session.

6. Education Program or Activity: all academic, educational, extracurricular, athletic, and other programs of Concorde occurring in the U.S., including locations or events, or circumstances over which the College exercised substantial control over both the Respondent and the context in which the sexual discrimination or harassment occurs, and also includes buildings owned or controlled by a student organization that is officially recognized by Concorde.

7. Grievance Procedures: Procedures adopted and published by Concorde as set forth as in this policy.

8. "In Writing": Use of the phrase "in writing" shall refer to submission of materials either electronically (e.g., via email or via hard copy format, sent via facsimile, U.S. mail or courier service, interoffice mail, or personal delivery) to the Lead Title IX coordinator.

9. Supportive Measures: Non-disciplinary, non-punitive individualized services offered as appropriate, as reasonably available, and without a fee or charge after Concorde obtains Actual Knowledge that Prohibited Conduct may have occurred, including but not limited to before or after the filing of a Formal Complaint. Supportive Measures must be available to Complainants and Respondents on an equitable basis and must be designed to:

i. restore or preserve equal access to Concorde's education programs or activities without unreasonably burdening the other party;

ii. protect the safety of all parties and the College's educational environment; and

iii. deter Prohibited Conduct.

10. Prohibited Conduct: Sex Discrimination and Sexual Harassment as defined in Title IX of the Education Amendments of 1972 (20 U.S.C. §§ 1681, et. seq.) and its implementing regulations (34 CFR 106, et. seq.) and the Title IX policy 04-018.

11. Remedies: Actions taken to restore or preserve equal access to Concorde's education programs and activities.

12. Respondent: Person(s) reported to have engaged in Prohibited Conduct.A person may be a complainant, or a respondent, even where no formal complaint has been filed and no grievance process is pending.

Student Computer Network and Internet Conduct

Concorde Career Institute provides students access to its computer network and Internet access for purposes directly related to education. Concorde reserves the right to monitor all usage of its computers and computer systems. This includes the monitoring of email and website access. The following practices are prohibited:

- Installing or executing unauthorized software. Using computers to copy copyrighted or licensed software.
- Using the network for commercial purposes. Users may not buy or sell products or services through the system without prior consent of the corporate network administrator.
- Using the network for advertising or political lobbying.
- Accessing websites, newsgroups, or chat areas that contain material that is sexually related, obscene, or that promotes illegal acts. If a user accidentally accesses this type of information, he or she should immediately notify an instructor, the Learning Resource Center Coordinator, and/or network administrator.
- Using the network for any activity or to transmit any material that violates federal, state, or local laws. This includes, but is not limited to, illegal activities, such as threatening the safety of another person or peer-to-peer file sharing of copyrighted materials.
- Using vulgar, derogatory, or obscene language. Users may not engage in personal attacks, harass another person, or post private information about another person.
- Logging on to another person's account or attempting to access another user's files, with or without that person's permission.
- "Hacking" or otherwise trying to gain access to another person's or organization's computer system.
- Engaging in "spamming" (sending an email to more than 10 people at the same time) or participation in chain letters.
- Intentionally damaging any computer hardware or software.

Computer and network resources are of significant value, and their abuse can have a negative effect on other users. Noncompliance with this policy may result in loss of computer and network privileges, suspension, and/or withdrawal from school.

Social Media Use Policy

This policy addresses the use of social media sites by Concorde students, whether or not the use involves the College's WiFi network or other computer resources. Social media includes, but is not limited to: texting, blogs and social media platforms such as Snapchat, Twitter, Facebook, LinkedIn, Instagram, Google+, YouTube, Flickr, and Yammer.

Concorde is aware that members of the College community may wish to express their personal ideas, thoughts, and opinions through their private social media accounts (not administered by the College). Nevertheless, Concorde students are expected to conduct themselves in a professional manner at all times. Concorde reserves the right, under circumstances it deems appropriate and subject to applicable laws and regulations, to impose disciplinary measures. Such disciplinary measures include dismissal from the College for students who use social media in violation of the guidelines in this policy, in ways that reflect poorly on the College, or interferes with the education of other students and/or the operation of the College. In appropriate cases, the conduct may also be reported to law enforcement authorities.

In connection with the use of social media, the conduct listed below is prohibited:

- Using social media to harass, threaten, insult, defame or bully another person or entity.
- Making threats of injury to any student, patient, member of faculty or staff, or officer or board member, including threats concerning their respective family members or personal property.
- Making comments that insult, disparage, disrespect or defame the College or members of the Concorde community.
- Making discriminatory or harassing comments that violate federal or state law and/or would be prohibited by Concorde's anti-discrimination / anti-harassment policy and/or Title IX policy.
- Violating any intellectual property law, such as copyright, trademark, fair use and/or financial disclosure law.
- Posting or sharing copyrighted content (such as text, video, graphics or sound files) without permission from the holder of the copyright.
- Posting or sharing trademarked content (such as logos, names, brands, symbols and designs) without permission from the trademark owner. The "®" symbol indicates that the mark is federally registered and the owner has the exclusive right to use it. The "TM and SM" symbols indicate that the owner may have common-law rights, but the mark is not federally registered.
- Posting or sharing, a photograph or video image of a student, faculty or staff member without obtaining their permission.
- Posting or sharing a photograph or video of a patient or volunteer that would violate the Health Insurance Portability and Accountability Act (HIPAA).
- Posting images or comments which are vulgar or obscene, or would otherwise violate any applicable law.

For any questions regarding this policy, contact your Campus President.

Confidentiality Statement

The Health Insurance Portability and Accountability Act (HIPAA) is the law that applies to physicians regarding the completely confidential nature of patient information and applies to all Concorde students and employees. Except where necessary in the regular course of business, the discussion, transmission, or narration in any form of any patient information of a personal nature, medical or otherwise, obtained in the regular course of the student's schooling or employment is strictly forbidden. Any violation of this professional rule shall constitute grounds for severe disciplinary action, including possible termination of the enrollment contract and dismissal from the College.

Graduation Requirements

Effective: 03/22/2023

A diploma, certificate, or degree will be issued to students upon successful completion of all academic requirements. Successful completion of all courses listed in the program breakdowns requires a minimum cumulative grade point average of 2.0 or above. All externships/clinicals must also be successfully completed with a passing grade. Duplicate diplomas or certificates take approximately 14-30 working days after payment to produce. A fee will be assessed for all duplicate requests.

(For details regarding commencement ceremonies, see "Commencement Ceremonies" in the "Student Information & Affairs" section under "General Information.")

Family Educational Rights and Privacy Act

Concorde maintains a number of important records on the student's behalf throughout the application and registration processes, as well as records that are maintained throughout a student's enrollment. Examples of such records include but are not limited to:

- Academic Transcripts
- Attendance Records
- Financial Aid Records
- Employment Records
- Disciplinary Documentation

Student Rights Under FERPA

The Family Educational Rights and Privacy Act (FERPA) affords eligible students certain rights with respect to their education records. Once a student reaches 18 years of age or attends a postsecondary institution, he or she becomes an "eligible student," and all rights formerly given to parents under FERPA transfer to the student. These rights include:

- The right to inspect and review the student's education records within 45 days after the day Concorde receives a request for access.
- A student should submit to the Academic Dean or Campus President a written request that identifies the record(s) the student wishes to inspect. The school official will make arrangements for access and notify the student of the time and place where the records may be inspected. Students are not entitled to inspect and review financial records of their parents. If a request is submitted to a school official not responsible for maintaining records, that official shall advise the student of the correct official to whom the request should be addressed.
- The right to request the amendment of the student's education records that the student believes is inaccurate, misleading, or otherwise in violation of the student's privacy rights under FERPA.
- A student who wishes to ask the school to amend a record should write the Academic Dean, clearly identify the part of the record the student wants changed, and specify why it should be changed.
- If the school decides not to amend the record as requested, the school 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.
- The right to provide written consent before Concorde discloses personally identifiable information from the student's education records, except to the extent that FERPA authorizes disclosure without consent.
- The right to file a complaint with the U.S. Department of Education concerning alleged failures by Concorde 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 20202-8520

Concorde Rights Under FERPA

FERPA permits the disclosure of education records, without consent of the student, if the disclosure meets certain conditions found in the FERPA regulations. A postsecondary institution may disclose education records without obtaining prior written consent of the student in the following instances:

- Parental access to a student's record will be allowed by Concorde without prior consent if: 1) the student has violated a law or the Institution's rules or policies governing alcohol or substance abuse, and the student is under 21 years old; or 2) the information is needed to protect the health or safety of the student or other individuals in an emergency.
- The school discloses education records without a student's prior written consent under the FERPA exception for disclosure to school officials with legitimate educational interests. A school official is a person employed by the Institution in an administrative, supervisory, academic, research, or support staff position (including law enforcement unit personnel and health staff); a person serving on the board of trustees; or a student serving on an official committee, such as a disciplinary or grievance committee. A school official also may include a volunteer or contractor outside of Concorde who performs an institutional service or function for which the school would otherwise use its own employees and who is under the direct control of the school with respect to the use and maintenance of the education records, such as an attorney, auditor, or collection agent or a student volunteering to assist another school official in performing his or her tasks. A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his or her professional responsibilities for the Institution.
- To officials of another school where the student seeks or intends to enroll, or where the student is already enrolled if the disclosure is for purposes related to the student's enrollment or transfer.
- To authorized representatives of the U.S. Comptroller General, the U.S. Attorney General, the U.S. Secretary of Education, or State and local educational authorities, such as a State postsecondary authority that is responsible for supervising the Institution's State-supported education programs. Disclosures under this provision may be made: 1) in connection with financial aid for which the student has applied or which the student has received, if the information is necessary to determine eligibility for the aid, determine the amount of the aid, determine the conditions of the aid, or enforce the terms and conditions of the aid; 2) in connection with an audit or evaluation of Federal- or State-supported education programs, or for the enforcement of or compliance with Federal legal requirements that relate to those programs. These entities may make further disclosures to outside entities that are designated by them as their authorized representatives to conduct any audit, evaluation, or enforcement or compliance activity on their behalf.
- To organizations conducting studies for, or on behalf of, the school in order to: develop, validate, or administer predictive tests; administer student aid programs; or improve instruction.
- To accrediting organizations to carry out their accrediting functions.
- To comply with a judicial order or lawfully issued subpoena.
- To appropriate officials in connection with a health or safety emergency.
- To a victim of an alleged perpetrator of a crime of violence or a non-forcible sex offense. The disclosure may only include the final results of the disciplinary proceeding with respect to that alleged crime or offense, regardless of the finding.
- To the general public, the final results of a disciplinary proceeding if the school determines the student is an alleged perpetrator of a crime of violence or non-forcible sex offense, and the student has committed a violation of the school's rules or policies with respect to the allegation made against him or her.
- To parents of a student regarding the student's violation of any Federal, State, or local law, or of any rule or policy of the school, governing the use or possession of alcohol or a controlled substance if the school determines the student committed a disciplinary violation and the student is under the age of twenty-one.

Except for disclosures to school officials, disclosures related to some judicial orders or lawfully issued subpoenas, disclosures of directory information, and disclosures to the student, FERPA regulations require the Institution to record the disclosure. Eligible students have a right to inspect and review the record of disclosures.

Additionally, FERPA allows Concorde to disclose information it has designated as "Directory Information." Concorde defines directory information as: the student's name, address(es), telephone number(s), e-mail address, birth date and place, program of study, dates of attendance, honors and awards, photographs and credential awarded. If a student does not want his or her directory information to be released to third parties without the student's consent, the student must present such a request in writing to the Academic Dean within 45 days of the student's enrollment or by such later date as the Institution may specify as acceptable. Under no circumstance may the student use the right to opt out to prevent the Institution from disclosing that student's name, electronic identifier, or institutional e-mail address in a class in which the student is enrolled.

Release of Personally Identifiable Information (PII)

As of January 3, 2012, the U.S. Department of Education's FERPA regulations expanded the circumstances under which a student's education

records and personally identifiable information (PII) contained in such records, including his or her Social Security Number, grades, or other confidential information, may be accessed without his or her consent.

- The U.S. Comptroller General, the U.S. Attorney General, the U.S. Secretary of Education, or State and local education authorities ("Federal and State Authorities") may allow access to a student's records and PII without his or her consent to any third party designated by a Federal or State Authority to evaluate a Federal- or State-supported education program.
    - The evaluation may relate to any program that is "principally engaged in the provision of education," such as early childhood education and job training, as well as any program that is administered by an education agency or institution.
- Federal and State Authorities may allow access to a student's education records and PII without the student's consent to researchers performing certain types of studies, in certain cases, even when Concorde objects to or does not request such research.
- Federal and State Authorities must obtain certain use-restriction and data security promises from the entities that they authorize to receive a student's PII, but the Federal and State Authorities need not maintain direct control over such entities.
- With respect to Statewide Longitudinal Data Systems, State Authorities may collect, compile, permanently retain, and share, without the student's consent, PII from his or her education records, and they may track the student's participation in education and other programs by linking such PII to other personal information about him or her that they obtain from other federal or state data sources, including workforce development, unemployment insurance, child welfare, juvenile justice, military service, and migrant student records systems.

Students With Disabilities Policy

It is the policy of Concorde Career Colleges, Inc. (Campus), to abide by both the letter and spirit of Section 504 of the Rehabilitation Act of 1973 and its implementing regulation at 34 Code of Federal Regulations C.F.R., Part 104. Section 504 prohibits discrimination on the basis of disability in programs and activities operated by recipients of federal financial assistance. Covered entities must accommodate students with reasonable academic adjustments and auxiliary aids and services that are necessary to afford an individual with a disability an equal opportunity to participate in its programs. Concorde is not required to make academic adjustments and/or provide auxiliary aids and services that would result in a fundamental alteration of its programs or impose an undue burden.

The Campus prohibits all discrimination against "qualified individuals with disabilities" as defined in Concorde's Disabilities Policy. In addition, a "qualified disabled person," with respect to postsecondary and vocational education services, is one who meets the academic and technical standards requisite to participation in the Campus's education program.

Religious Accommodations

Effective date: 11/08/2024

Concorde Career College is committed to providing an academic environment that is respectful of the religious diversity of its students. In furtherance of that commitment, the college will make good faith efforts to provide reasonable religious accommodations to those whose sincerely hold religious beliefs, practices, or observances that conflict with the college's policies, procedures, or other academic requirements. Such accommodations must not fundamentally alter the integrity of the college's mission and/or otherwise create an undue hardship. Please see the Campus President to learn more about the Religious Accommodations process.

Procedures for Requesting Academic Adjustment and/or Auxiliary Aid:

1. Current students with disabilities wishing to request academic adjustments and/or auxiliary aids must contact the Campus President. The Campus President is designated as the Campus Compliance Coordinator (CCC) with respect to Section 504. A disclosure of a disability or request for adjustments and/or aids made to a faculty or staff member, other than the CCC, will not be treated as a request for an academic adjustment and/or auxiliary aid. However, if a student discloses a disability to faculty or staff, he or she is required to direct the student to the CCC.
2. The CCC will provide the student with an academic adjustment and/or auxiliary aid Request Form for Students With Disabilities to complete. Academic adjustments and/or auxiliary aids are available to students who provide documentation of a disability, specifically that they have an impairment that substantially limits one or more major life activities.
3. In general, the documentation referenced should be current prior to taking entrance assessments to be accepted into a program. The documented assessments must be completed by qualified professionals in the area of disability. Documentation and sources used to evaluate the need and determine appropriate adjustments or aids may include a licensed professional's current

medical diagnosis and date of diagnosis, evaluation of how the student's disability affects one or more of the major life activities and recommendations, psychological and/or emotional diagnostic tests, aptitude and achievement tests with results/reports, functional effects or limitations of the disability (physical limitations) and/or medications and recommendations, and social and cultural background and adaptive behavior. The campus reserves the right to request additional documentation as needed.

4. After the CCC or his or her designee receives the academic adjustment and/or auxiliary aid Request Form and the required documentation, the CCC will engage in an interactive process with the student to determine what academic adjustment(s) and/or auxiliary aid(s) are appropriate. This process will include primary consideration of the student's recommendations. It is the responsibility of the student to initiate this process by contacting the CCC and participating in the interactive process to identify appropriate academic adjustments and/or auxiliary aids. Within 10 business days, the CCC will meet with the student to discuss the appropriate reasonable academic adjustments and/or auxiliary aids needed. Primary consideration will be given to the student's requested academic adjustments and/or auxiliary aids. Any academic adjustment and/or auxiliary aid denied will include a written statement as to the basis. Whenever an academic adjustment and/or auxiliary aid is denied, the CCC will enter into an interactive communication with the requestor and discuss the need for additional documentation and/or alternate academic adjustments and/or auxiliary aids.
5. If the student is denied the requested adjustment or aid, he or she may file a grievance using the Grievance Procedure, or the student may file a complaint with the Office for Civil Rights.
6. The CCC is responsible for ensuring that approved academic adjustments and auxiliary aids are implemented in a timely manner and will be responsible for ensuring compliance of accommodations through the Academic Dean and Program Director. If students believe that the academic adjustment and/or auxiliary aid is not being implemented, they are urged to contact the CCC to discuss the matter. If not resolved, students may file a grievance using the Grievance Procedure, or the student may file a complaint with the Office for Civil Rights.

An adjustment or aid that fundamentally alters a program of instruction, conflicts with direct licensing requirements, or otherwise negates a requirement essential to the program will not be approved. A student may challenge such a determination by using the Grievance Procedure, or the student may file a complaint with the Office for Civil Rights.

Grievance Procedure Regarding Students With Disabilities

Any complaints alleging discrimination based on one's disability, including disagreements regarding requested academic adjustments and/or auxiliary aids, may be grieved using the following procedures:

- He or she should contact the Campus Compliance Coordinator (CCC) (Campus President) to file a formal grievance as soon as the student knew or reasonably should have known of the alleged discriminatory act or disagreement regarding academic adjustments and/or auxiliary aids.
- The CCC will assist the student in defining the grievance and will witness the student's signature on the Grievance Form.
- All grievances shall be reviewed and investigated by the Vice President of Academic Affairs. The Vice President of Academic Affairs' role shall be to investigate whether the student was discriminated based on disability by gathering all relevant information. Allegations can include, but are not limited to, harassment, failure to provide approved aids or adjustments, or a disagreement over what aids and adjustments are appropriate.
- The student shall have an opportunity to express his or her concerns with the Vice President of Academic Affairs.
- All reasonable efforts will be made to provide a written determination to the student within 30 days, which will close the charge of discrimination.
- If the student feels the alleged discriminatory act was conducted by the CCC, the student may contact the Vice President of Academic Affairs at 1-800-852-8434 to file a formal grievance at any time in the process.
- The determination made by the Vice President of Academic Affairs will be the final review.

The campus is dedicated to protecting the rights provided to individuals with disabilities by Section 504. Federal regulations prohibit the campus from discriminating against students on the basis of disability. If a student believes that the campus has discriminated against him or her or another person on the basis of disability, the student may file a complaint with the U.S. Department of Education, Office for Civil Rights.

The campus prohibits retaliation against persons who file complaints of discrimination or assist with or participate in a campus or government agency investigation, proceeding, or hearing concerning complaints of discrimination. Retaliation complaints may be filed separately with the Office for Civil Rights. Current or prospective students with disabilities wishing to request academic adjustments and/or auxiliary aids must contact the Campus President.

Official Letter Grading Scale

Effective: 11/19/2025

Effective for all Terms starting on or after April 17th, 2023

Records of grades are maintained by the Registrar. Students receive letter grades at the end of each grading period (course) using the official letter grading scale. Grades are based on assignments, tests, and manipulative performance examinations given with each unit of learning. At the end of each evaluation period, the student's cumulative grade point average (CGPA) will be determined.

Incomplete Grades

All missed exams, assignments, and required clinical hours must be complete by the last day of the current term. In rare circumstances, an "I" (incomplete) grade may be issued with the approval of the Academic Dean or the Campus President. The student will then have seven calendar days (excluding published holidays) in which to make up the missing work or hours. A student who has a final grade of "I" and who has not made up the work by the end of this period, will receive a course grade calculated based on a grade of zero for the missing work. Students in clinical courses who have not made up required clinical hours will receive a failing grade. Any action that may result from a grade calculated on this basis (such as probation, being required to repeat the course, or withdrawal/dismissal) will be executed immediately.

When the "I" is replaced with a letter grade, Satisfactory Academic Progress will be recalculated based on the letter grade and the credits earned.

Incompletes, although a temporary grade, will be included as attempted credits.

Course Co-Requisites

Effective for all Terms starting on or after November 28th, 2022

Some programs require courses to be taken concurrently. These courses are identified as co-requisite courses. A student who fails a lecture course will also receive a failing grade (F) for any lab or clinical course identified as a co-requisite to the failed course(s) regardless of the grade earned for the clinical/lab course. A student who fails a clinical or lab course but passes the/all co-requisite lecture course(s) is required to repeat only the failed clinical or lab course. If a course is co-requisite with one or more other courses, that requirement is listed in each course description or in the program matrix in this catalog.

Grading Scale Key

Modifier	Description	Meaning
1	Superscripted 1 with letter grade	Course must be repeated
2	Superscripted 2 with letter grade	This course does not impact GPA but does count toward rate of progress
3	Superscripted 3 with letter grade	This course does not impact CGPA and is not assigned credits, attempted, or earned credit hours
N/E	In the GPA column	No effect on grade point average (GPA)

General Education Classes & Core Programs

This is the official letter grading scale for all non-nursing general education courses and core program courses. Core program courses are those that are taught in four-week modules.

Letter Grade	Numerical %	Description	GPA
A	90–100	Highly Competent	4.00
B	80–89	Fully Competent	3.00
C	70–79	Competent	2.00
F[1]	0–69	Not Competent	0.00
T[3]	N/A	Transfer of Credit	N/E
I	N/A	Incomplete	N/E
W[2]	N/A	Withdrawn from Course	N/E

Clinical Program Content Courses

The official letter grading scale for technical courses in all programs taught in ten-week academic terms is as follows:

Letter Grade	Numerical %	Description	GPA
A	90–100	Highly Competent	4.00
B	80–89	Fully Competent	3.00
C	75–79	Competent	2.00
F[1]	0–74	Not Competent	0.00
T[3]	N/A	Transfer of Credit	N/E
I	N/A	Incomplete	N/E
W[2]	N/A	Withdrawn from Course	N/E

Practical Nursing & Bachelor of Science in Nursing Courses

The official letter grading scale for all courses in the Practical Nursing and Bachelor of Science in Nursing programs is as follows:

Letter Grade	Numerical %	Description	GPA
A	93–100	Highly Competent	4.00
B	85–92	Fully Competent	3.00
C	78–84	Competent	2.00
F[1]	0–77	Not Competent	0.00
T[3]	N/A	Transfer of Credit	N/E
I	N/A	Incomplete	N/E
W[2]	N/A	Withdrawn from Course	N/E

Pass/Fail Courses

The following grading scale will be used for courses identified as pass/fail. These courses do not impact CGPA, but they do count toward rate of progress and maximum time frame.

Letter Grade	Numerical %	Description	GPA
P	N/A	Successful completion of a Pass/Fail course	N/E
F[1,2]	N/A	Failure of a Pass/Fail course	N/E
T[3]	N/A	Transfer of Credit	N/E
I	N/A	Incomplete	N/E
W[2]	N/A	Withdrawn from Course	N/E

Satisfactory Academic Progress Policy

To remain in good academic standing and maintain financial aid eligibility, students must meet the following minimum Satisfactory Academic Progress (SAP) standards as measured at the end of each grading and/or payment period:

1. Must maintain a minimum cumulative grade point average (CGPA) of 2.0.
2. Must maintain a rate of progress (ROP) of 66.67% or greater.
3. Must be able to complete the program within 150 percent of the program length (Maximum Time Frame [MTF]).

Cumulative Grade Point Average (CGPA)

CGPA measures the quality of the student's work by assigning quality points to each letter grade and weighting the course by the credit hours. Only courses with earned grades required in the student's program of study are included in the CPGA calculation. In the case of repeated coursework, only the most recent attempt is counted toward the CGPA.

Rate of Progress (ROP)

Students are required to maintain a satisfactory ROP toward successful completion of their program. ROP is defined as the credit hours completed divided by the credit hours attempted. All periods of the student's enrollment for the current program count when assessing progress, even periods in which the student did not receive Federal Student Aid (FSA) funds.

Maximum Time Frame (MTF)

Students must be able to successfully complete all the required course credit hours of their program within the Maximum Time Frame. To maintain SAP, the credit hours attempted cannot exceed one and one-half times (1.5) or 150 percent of the credit hours required to complete a program.

SAP Evaluation

Each program is broken down into grading periods and payment periods. At the end of each of these periods, the student's CGPA, ROP and MTF will be evaluated. The evaluation will ensure that all aspects of Satisfactory Academic Progress are met. A student failing to maintain the minimum standards of Satisfactory Academic Progress will be notified of such and will face administrative actions. These actions include being placed on Academic Warning, Academic Probation or dismissal from the program at the end of a grading period. In addition, a student failing to maintain Satisfactory Academic Progress at the end of a payment period may be placed in a Financial Aid (FA) Warning status or Financial Aid Probation status, or the student may lose Federal Financial Aid eligibility altogether.

The outcome of SAP Evaluation is different depending on whether a student is enrolled in a Non-Term Program or a Term Based Program.

Non-Term Programs

(Dental Assistant and Medical Assistant programs)

Academic Warning

A student not meeting all aspects of Satisfactory Academic Progress (CGPA, ROP and MTF) at the end of a grading period will be placed on Academic Warning. The school will advise the student of his or her status

immediately upon completion of the SAP evaluation, and, in cooperation with campus academic leadership, the student will be required to complete an Academic Success Plan (ASP).

The student will remain in Academic Warning status until; a.) the student's SAP is evaluated at the end of the upcoming grading period, is met, and the student is returned to good academic standing and Active status; or b.) the student does not meet the requirements agreed to in the Academic Success Plan created at the beginning of the grading period whereupon the student will be notified of pending dismissal from the program. A student may appeal pending dismissal in writing to the Academic Dean within 72 hours of notification. (see Satisfactory Academic Progress Appeals) A student who does not file an appeal or for whom an appeal is not granted will be academically dismissed. A student submitting a successful appeal will be placed in Academic Probation status.

Academic Probation

A student notified of pending dismissal who submits a successful SAP Appeal will be placed in Academic Probation status. A student on Academic Probation who fails to meet the requirements of the Academic Success Plan created at the beginning of the Academic Probation grading period will be dismissed.

Term Based Programs

(All other programs not covered in the Non-Term Programs section above)

Academic Warning

A student not meeting all aspects of Satisfactory Academic Progress (CGPA, ROP and MTF) at the end of a grading period will be placed on Academic Warning. The school will advise the student of his or her status immediately upon completion of the SAP evaluation, and, in cooperation with campus academic leadership, the student will be required to complete an Academic Success Plan (ASP). Only one Academic Warning grading period is permitted in Term-Based Programs. If a student fails to achieve Satisfactory Academic Progress for the next grading period or for any grading period in which the student is on Academic Warning, the student will be notified of pending dismissal. To remain enrolled, the student must submit a SAP Appeal within 72 hours of notification. A student in this situation who does not file an appeal or does not receive approval for an appeal will be dismissed.

Academic Probation

A student on Academic Warning who does not meet Satisfactory Academic Progress standards at the end of the grading period must file an appeal. If the appeal is approved, the student will be placed on Academic Probation. A student on Academic Probation who fails to achieve Satisfactory Academic Progress or who fails to meet the requirements of the Academic Success Plan at the end of the grading period will be dismissed.

All Programs

Active Status

A student on Academic Warning or Academic Probation will be returned to good standing and Active status at the end of a grading period in which all Satisfactory Academic Progress standards are met.

Financial Aid (FA) Warning

FA Warning will be assigned to a student not meeting Satisfactory Academic Progress standards at the end of a payment period. The school will advise the student of his or her status immediately upon completion of the SAP evaluation. A student on FA Warning may continue to receive Federal Student Aid (FSA) funds for one payment period. A student on FA Warning who achieves the minimum CGPA and rate of progress by the next payment period will be removed from FA Warning and placed back in good standing and retain his or her eligibility for FSA funds. A student who fails to meet Satisfactory Academic Progress standards after the FA Warning period will lose his or her eligibility for FSA funds unless the student's appeal is approved. The student will then be placed on FA Probation.

Financial Aid (FA) Probation

Students on FA Warning who do not meet Satisfactory Academic Progress at the end of the payment period must submit an appeal or be dismissed. If the appeal is approved, the student will be assigned the status of FA Probation. The school will advise the student of his or her status immediately upon completion of the SAP evaluation. A student on FA Probation who fails to achieve Satisfactory Academic Progress or who fails to meet the requirements of the Academic Success Plan at the end of the payment period will be dismissed. A student on FA Probation who achieves a minimum CGPA and ROP by the next payment period will be removed from FA Probation and placed back in good standing and retain eligibility for FSA funds. A student who fails to make Satisfactory Academic Progress or fails to meet the requirements of the Academic Success Plan after the FA Probation period will lose eligibility for FSA funds.

Academic Success Plan

At the end of every grading and/or payment period in which a student does not meet Satisfactory Academic Progress standards, campus academic staff will assist the student in creating an Academic Success Plan. The Academic Success Plan will outline, in detail, minimum academic performance standards for the student for

the upcoming term. The student must acknowledge and meet the requirements of the Academic Success Plan to remain enrolled in the program.

Satisfactory Academic Progress Appeals

A student may appeal dismissal from the program due to failure to meet SAP and/or the loss of financial aid based on mitigating circumstances.

Written appeals must include:

- A clear statement about the mitigating circumstances that caused the student to be unsuccessful and include appropriate supporting documentation of such circumstances;
- An explanation of how such mitigating circumstances contributed to the student's academic situation;
- An explanation about what has changed in the student's situation that would allow the student to attain Satisfactory Academic Progress at the next payment period; and
- An acknowledged and signed Academic Success Plan created with the assistance of campus academic staff.

If the student does not submit an appeal within 72 hours of notification, or the appeal is denied, the student will be academically dismissed.

Transfer of Credit to Other Institutions

The transferability of credits that a student earns at Concorde is at the complete discretion of the institution to which he or she may seek to transfer. Acceptance of the degree or diploma earned is also at the complete discretion of the institution to which the student may seek to transfer.

If the credits or credential earned at Concorde are not accepted at the institution to which the student seeks to transfer, the student may be required to repeat some or all of the coursework at that institution. For this reason, the student should make certain that his or her attendance at Concorde will meet his or her educational goals. This may include contacting an institution to which he or she may seek to transfer after attending Concorde to determine if his or her credits or credential will transfer.

Concorde does not imply, promise or guarantee that any credits earned at Concorde will transfer to or be accepted by any other institution. There is a meaningful possibility that some or all credits earned at Concorde will not transfer to or be recognized by other institutions, and it is the student's responsibility to find out in advance of enrollment whether a receiving institution will recognize a course of study or accept credits earned at Concorde.

Transfer of Credit to Concorde

Effective: 04/21/2026

Students who formerly attended a postsecondary institution accredited by an agency as recognized by the U.S. Department of Education may be granted transfer credit for equivalent courses taken at the previous institution. Concorde does not make any representation or guarantee that coursework completed at another institution will be transferred to Concorde. Concorde will consider alternative learning assessments (CLEP and AP); however, under no circumstances does Concorde Career College grant academic credit for life experience. In any case where this document conflicts with the campus catalog, the campus catalog will supersede this document.

Granting credit for previous training shall not impact the refund policy. This section does not apply to students withdrawn from the same Concorde campus regardless of withdrawal date. Students who receive transfer credit will have the program tuition charge prorated based upon the remaining number of credits the student must earn in order to graduate. The Business Office will make the appropriate tuition adjustment.

All requests for transfer credit will be reviewed when the following documents are provided:

- Students must submit a Request for Transfer Credit as soon as possible after being enrolled at Concorde and no less than 72 hours prior to the program starting.
- An official copy of the student's transcript is on file with Concorde.
- A copy of the catalog containing the course description, which the student enrolled under.
- For CLEP exams: An official copy of the student's CLEP transcript (score report) is on file with Concorde.
- AP: The official College Board Assessment is submitted or on file with Concorde.
- Requests without supporting documentation may be denied.
- Consideration of alternative documentation may be made by the Corporate Academic Affairs team for extenuating circumstances.

Eligibility Requirements for Prior Education

To be eligible for transfer credit consideration, the following must be met:

- Non-General Education courses: Completed within the previous 12 months with a grade of "B" or better.

- General Education courses: Math and Science courses considered for transfer credit must have been completed within the last five (5) years with a grade of "B" or better. All other courses considered for transfer credit must have been completed within 10 years with a grade of "C" or better.

Eligibility Requirements for Alternative Learning Assessments

To be eligible for transfer credit consideration, the following must be met:

- CLEP: Eligible courses may be accepted if completed within five (5) years and have a minimum score of 60.
- AP scores may be accepted if:
  - The Assessment scores are within five years of the request to transfer
- A score of 3 for each qualifying course (3 credits): Chemistry, English, Psychology, Math, and Statistics

Students From Other Concorde Career Institutes/ Colleges

Students transferring from another Concorde Career Institute/College must meet the entrance requirements in place at this school at the time of transfer. These students may be eligible to receive credit for previous courses provided that the following requirements are met:

- An official copy of the student's transcript is on file with Concorde Career College;
- Courses within a major were completed within the previous 12 months, and a grade of "C" or better was earned;
- General Education (nonscience) communications, mathematics, social science or humanities courses were completed with a grade of "C" or better; and
- General Education science (BIOL, CHEM) courses were completed within the previous ten years with a grade of "C" or better.

Students transferring from another Concorde Career school may transfer up to 75 percent of the academic credits necessary to fulfill the requirements for graduation. Students requesting to transfer credit(s) must submit all required documents prior to starting school.

If the Academic Affairs department determines the credits are acceptable for transfer, credit will be given for those courses, and the student will be scheduled to take only those courses needed to fulfill the requirements for graduation.

For courses within a major taken more than 12 months prior, the student must take a proficiency examination for both academics and practicals. Academic credit will be granted if the student scores 75 percent or better and demonstrates competencies of practical skills. The student will not be charged for the examination(s). Students requesting to transfer credit(s) must submit all required documents and/or pass any proficiency examination prior to starting school.

Under no circumstances does Concorde Career College grant academic credit for life experience.

Residency Requirements

Students are required to earn a minimum of 75% of their credits/hours in residence at Concorde Career College/Institute. An exception may be made for students transferring to the same program of study at another Concorde school. Please contact the Academic Dean at the receiving school to discuss the transfer of course credits and credit for prior learning.

Repetitions

Effective: 12/05/2024

Students are required to repeat any failed course. With the exception of courses with the designation "CPSO," students will be allowed to repeat a failed course once (see the "Official Letter Grading Scale"). CPSO courses may be attempted a total of three times. Both the grade(s) for the failed course(s) and the repeated course(s) will appear on the transcript, but only the most recent grade will be used in calculating CGPA. However, the original course(s) and all repeated course credit hours are included in the maximum time frame and rate of progress calculations.

Students who fail the same CPSO course three times will be dismissed from the program. Students who fail the same non-CPSO academic course twice will be dismissed from the program.

In addition, students may only attempt a course three times. An attempt is defined as any grade earned for a course with the exception of W7 or 7DC. A student who does not successfully pass a course on the third attempt will be dismissed from the program.

Students dismissed from a program are not eligible for readmission into the same program.

Students may incur a per credit hour fee for repeating a class(es). Students must remain active in order to be eligible for any retake fee. If a student withdraws from school, he/she will be charged the full per credit hour cost to retake a course. There may be an additional technology fee charged if a student's attendance goes

beyond the graduation date listed on the enrollment agreement due to course retakes. Please see a Financial Aid Representative to discuss your situation.

Veterans Administration Students

The school will notify the Veterans Administration (VA) when a student receiving VA education benefits is placed on Academic Warning or Academic Probation. Students will be advised of any counseling services available to them at the school in order to resolve academic or other problems and to establish a meaningful plan for successful completion of their education or training. The school will also remind students of the counseling services and tutorial assistance benefits available through the VA. When a student has failed to maintain prescribed standards of progress, the VA will be informed promptly so that benefit payments can be discontinued in accordance with the law. The termination date assigned by the school will be the last day of the term or other evaluation period in which the student's progress became unsatisfactory. Schools that provide a period of academic warning or probation may not continue to certify a veteran or eligible person (who remains in an unsatisfactory academic status) for an indefinite period of time. The school will withdraw any student who remains in an unsatisfactory academic status for more than two successive periods and report the withdrawal to the VA. The credit hours attempted cannot exceed 1.5 times the credit hours required to complete the credit-hour program.

Copyright Infringement

The unauthorized reproduction or distribution of copyrighted materials is prohibited. This may include but is not limited to Internet file-to-file transfer, student-to-student transfer, photocopies, or undisclosed use of copyrighted material in essays or other works created by a student. Students using copyrighted materials are required to identify the source of the material and its copyright in all school materials. Copyrighted materials can include music, pictures, books, magazines, and newspapers in all forms, including the date obtained from the Internet. In addition to any civil or criminal liabilities, any unauthorized reproduction or use of copyrighted materials is grounds for disciplinary action, up to and including dismissal from school. Anyone found to have infringed a copyrighted work may be liable for Actual Damages and Profits. A copyright owner is entitled to recover the actual damages suffered by him or her as a result of the infringement and any profits of the infringer that are attributable to the infringement. Statutory damages for copyright infringement range from $750 up to $30,000 for each work infringed, and, if willful infringement is proven by the copyright owner, that amount may be increased up to $150,000 for each work infringed. In addition, an infringer of a work may also be liable for the attorney's fees incurred by the copyright owner to enforce his or her rights.

Outside Classroom Work

Students will find the work in each program to be challenging, requiring them to maximize their time and problem-solving strategies. Students demonstrate their commitment to learning via work and time spent inside and outside the class. In addition to the time spent in class per week, students are required to spend time outside of class on reading assignments, writing assignments, practice and practical applications, and projects or other equivalent learning experiences to help them achieve the course objectives. Specific details on the outside classroom work are found in the individual course syllabi, which students receive at the beginning of each course.

Scholastic Honesty

Effective: 11/19/2025

It is assumed that all students are enrolled in class to learn; therefore, cheating is not an acceptable practice. Dishonesty of any type in a course, including cheating on examinations or plagiarizing materials, can result in a grade of "F" and may be cause for suspension and/or withdrawal from school. Plagiarism includes passing off or attempting to pass off the ideas or writing of another person or any artificial intelligence (AI) as one's own. Plagiarism also includes using personal papers submitted for a prior class, a repeated class, or even work submitted at a different institution.

Students are prohibited from operating any type of audio or video recording device in a classroom, laboratory, or clinical setting without prior expressed permission from the Campus President or Academic Dean. Prohibited items include, but are not limited to: video cameras, telephones with audio or video recording capability, computers, electronic tablets, or wearable device with audio, video recording, or image capturing capability. This is not an all-inclusive list. Violations of this policy may lead to disciplinary actions up to and including dismissal from school.

Technology Requirements

Effective: 04/02/2026

To be successful in their courses, students will need reliable access to a computer and the internet. Many course activities, including assignments, exams, digital coursework, and online learning tools, require the use of a computer that meets the specifications listed below. It is the student's responsibility to ensure their device meets these requirements. All required technology is expected to be in place before classes begin.

Hardware

- PC or Mac
- Processor: Dual-core 2.0 GHz or higher
- Graphics: Intel UHD 600 or higher
- Hard Drive: 100 GB or more
- Free Disk Space: 250 MB available at all times for updates
- RAM: 6 GB or more available at all times
- Display: Minimum resolution 1280 x 720
- Audio: Speakers or headphones
- Microphone
- Webcam

Software

- Operating System: Windows 10 or higher, or macOS 10.15 or later
- Adobe Acrobat Reader

Internet Speeds

- High-speed internet: Cable, DSL, or equivalent
- Upload Speed: 2 Mbps or higher
- Download Speed: 30 Mbps or higher

Browser Settings

- Google Chrome (latest version)
- JavaScript enabled
- Pop-ups and Cookies allowed for approved educational sites, including Canvas and publisher platforms

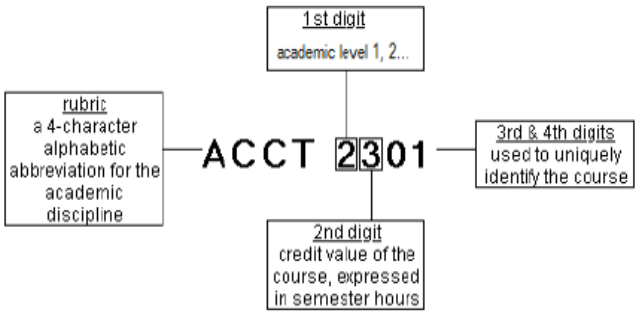
Additional Notes

- Mobile devices may support some content but not all. A computer is required.
- Tablets (including iPads) are not considered computers and will not support all required functions.
- Chromebooks are not supported.

Program Course Descriptions

Course Numbering System

Each course is identified by an alphabetic prefix. The rubric begins with a series of alphabetic characters representing the academic discipline. The first digit of the course number denotes the academic level of the course; the second digit denotes the credit value of the course in semester hours; and the remaining digit(s) establishes course sequencing and/or distinguishes the course from others of the same level, credit value, and rubric.



AP110 : Fundamentals of Anatomy & Physiology

Credit Hours: 3
Clock Hours: 45/0/0

This course introduces the student to the structure and function of the body. Directions, geometric planes, and cavities of the body are presented. Cells, tissues, organs, and systems are discussed. The major organs of each system and how they relate to the overall status of the body are covered.

BIOL1111 : Anatomy & Physiology I VLab

Credit Hours: 1
Clock Hours: 0/30/0

Anatomy and Physiology I VLab is a virtual laboratory experience. This course emphasizes critical thinking to deepen understanding of human anatomy and physiology related to cell structure and function, and the integumentary, skeletal, muscular, and nervous systems.

BIOL1121 : Anatomy & Physiology II VLab

Credit Hours: 1
Clock Hours: 0/30/0

Anatomy and Physiology II VLab is a virtual laboratory experience. This course emphasizes critical thinking to deepen understanding of human anatomy and physiology related to the endocrine, cardiovascular, lymphatic, respiratory, digestive, urinary, and reproductive systems.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

BIOL1130 : Microbiology VLab

Credit Hours: 1
Clock Hours: 0/30/0

In this virtual lab, the student will learn through hands-on experiments the structure and function of microorganisms, methods of microbial control. In addition, the specific bacterial, fungal, protozoan, viral agents of human disease will be experimented and viewed.

BIOL1131 : Anatomy & Physiology VLab

Credit Hours: 1
Clock Hours: 0/30/0

Anatomy and Physiology VLab is a virtual laboratory experience. This course emphasizes critical thinking to deepen understanding of human anatomy and physiology related to the eleven major human body systems.

BIOL1301 : Anatomy & Physiology

Credit Hours: 3
Clock Hours: 45/0/0

Anatomy and Physiology examines the structure and function of the human body and the interrelationships among its systems. Designed for students pursuing careers in the health sciences or related fields, this course provides a foundational understanding of how the body's components work together to maintain homeostasis and sustain life. Topics include cellular structure and function, the integumentary, skeletal, muscular, and nervous systems, as well as the endocrine, cardiovascular, lymphatic, respiratory, digestive, urinary, and reproductive systems. Emphasis is placed on the relationship between anatomical structures and physiological processes, preparing students for advanced study and clinical application in health-related disciplines.

BIOL1310 : Anatomy & Physiology I

Credit Hours: 3
Clock Hours: 45/0/0

Anatomy and Physiology I is the first course in a two-part course sequence that examines the structure and function of the human body. Designed for students pursuing careers in health sciences or related fields, this course provides a foundational understanding of how the body's systems work together to sustain life. Topics include cell structure and function, the integumentary, skeletal, muscular, and nervous systems, with an emphasis on the relationships between anatomical structures and physiological processes.

BIOL1320 : Anatomy & Physiology II

Credit Hours: 3
Clock Hours: 45/0/0

Anatomy and Physiology II is the second course in a two-part course sequence that examines the structure and function of the human body. Designed for students pursuing careers in health sciences or related fields, this course provides a foundational understanding of how the body's systems work together to sustain life. Topics include the endocrine, cardiovascular, lymphatic, respiratory, digestive, urinary, and reproductive systems, with an emphasis on the relationships between anatomical structures and physiological processes.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

BIOL1330 : Microbiology

Credit Hours: 3
Clock Hours: 45/0/0

This course introduces students to the world of microbes, including bacteria, prokaryotes, viruses and fungi. The impact of these organisms on the lives of humans is explored with particular attention given to the medical impact of pathogens and how disease is transmitted, diagnosed and subsequently treated. Additionally, students will learn about cellular reproduction, composition and metabolic function of single-celled organisms.

BIOL1350 : Cardiopulmonary Anatomy & Physiology

Credit Hours: 3
Clock Hours: 45/0/0

This course is focused on cardiopulmonary anatomy and physiology and its impact on the body. Students study anatomic, physiologic and pharmacologic concepts of the cardiovascular and respiratory systems and will develop a systematic understanding of the position, function and interplay of structures within the respiratory, cardiovascular and renal systems.

BIOL1405 : Anatomy & Physiology

Credit Hours: 4
Clock Hours: 60/0/0

Anatomy and Physiology examines the structure and function of the human body and the interrelationships among its systems. Designed for students pursuing careers in the health sciences or related fields, this course provides a foundational understanding of how the body's components work together to maintain homeostasis and sustain life. Topics include cellular structure and function, the integumentary, skeletal, muscular, and nervous systems, as well as the endocrine, cardiovascular, lymphatic, respiratory, digestive, urinary, and reproductive systems. Emphasis is placed on the relationship between anatomical structures and physiological processes, preparing students for advanced study and clinical application in health-related disciplines.

BIOL2110 : General Biology VLab

Credit Hours: 1
Clock Hours: 0/30/0

In this virtual lab, the student will learn through hands-on experiments involving the structure and function of cells, cellular regulations, and animal physiology.

BIOL2310 : General Biology

Credit Hours: 3
Clock Hours: 45/0/0

Introduces students to the study of life as it pertains to natural science, hypothesis testing, and general concepts of biomolecules, cells, cellular regulations and animal physiology. Develops knowledge of terms and concepts in ecology, evolution, disease biology, and genetics. Students will gain the ability to apply scientific processes and knowledge of the natural world to make evidence-based decisions.

CHEM1310 : Chemistry

Credit Hours: 3
Clock Hours: 45/0/0

This course covers the development and application of concepts, theories, and laws underlying chemistry. Topics in inorganic chemistry, organic chemistry, biochemistry and properties of both ionic and covalent compounds. Stoichiometry, atomic and molecular structure, the states of matter, reaction rates and equilibria.

COMM1310 : Elements of Human Communication

Credit Hours: 3
Clock Hours: 45/0/0

Students will be given the opportunity to learn and apply practical principles of human interpersonal communication in daily life. Emphasis is placed on the psychological, social, cultural and linguistic factors which effect normal person-to-person interaction. Through practical application, this course will assist the student in improving public speaking skills.

CPSO1001 : Career Path Success A

Credit Hours: 0.5
Clock Hours: 15/0/0

In this Career Path Success course students will learn and practice many of the soft skills needed to be successful in a healthcare career. Students will explore attitudes, behaviors and communication skills expected by employers, coworkers and patients. Upon completion of this course, students will better understand the importance of time management, planning and scheduling, managing distractions, and scheduling for specialized populations. Students will also learn how to prioritize time using various methods, create personalized schedules and to-do lists, and manage distractions. The importance of critical thinking in the workplace and scheduling needs for specialized populations is examined.

CPSO1003 : Career Path Success C

Credit Hours: 0.5
Clock Hours: 15/0/0

In this Career Path Success course students will learn and practice many of the soft skills needed to be successful in a healthcare career. Students will explore attitudes, behaviors and communication skills expected by employers, coworkers and patients. Students in this course will explore the importance of the image conveyed through written and verbal communications as well as the impact those communications have on others. Students will explore perceptions of professionalism in the healthcare environment as well as identify basics of financial literacy including budgeting, spending habits and saving.

CPSO1004 : Career Path Success D

Credit Hours: 0.5
Clock Hours: 15/0/0

In this Career Path Success course students will learn and practice many of the soft skills needed to be successful in a healthcare career. Students will explore attitudes, behaviors and communication skills expected by employers, coworkers and patients. In this course students will learn to nurture appropriate and effective co-worker relationships including the importance of protecting confidentiality of patients and co-workers. Students will learn to work effectively in teams in the healthcare environment as well as how to locate potential externship and employment opportunities. Conflict in the healthcare environment is discussed as well as methods of managing and resolving conflict. Basic skills for recognizing illegal drug use are presented and students will understand and be able to appropriately respond to triggers for special needs patients.

CPSO1005 : Career Path Success E

Credit Hours: 0.5
Clock Hours: 15/0/0

In this Career Path Success course students will learn and practice many of the soft skills needed to be successful in a healthcare career. Students will explore attitudes, behaviors and communication skills expected by employers, coworkers and patients. Students will learn why developing good people skills is beneficial in a healthcare environment as well as the necessity of embracing diversity when working with patients and others. The importance of taking responsibility for one's own actions is examined as well as the process for creating an effective resume and the steps necessary for a successful job search.

CPSO1006 : Career Path Success F

Credit Hours: 0.5
Clock Hours: 15/0/0

In this Career Path Success course students will learn and practice many of the soft skills needed to be successful in a healthcare career. Students will explore attitudes, behaviors and communication skills expected by employers, coworkers and patients. In this course students will examine the healthcare job market and identify effective interviewing techniques, interviewer perceptions, as well as interview follow-up. Students will also examine unique situations relating to the elderly and terminally ill.

CPSO1011 : Career Path Success A

Credit Hours: 0.5
Clock Hours: 15/0/0 (Theory 15) (Online 15)

In this Career Path Success course students will learn and practice many of the soft skills needed to be successful in a healthcare career. Students will explore attitudes, behaviors and communication skills expected by employers, coworkers and patients. Upon completion of this course, students will better understand the importance of time management, planning and scheduling, and managing distractions. Students will also learn how to prioritize time using various methods, as well as create personalized schedules and to-do lists. Students will discuss study skills and learn how to form effective study habits. The importance of critical thinking in the healthcare field will also be examined.
Prerequisites: None

CPSO1012 : Career Path Success B

Credit Hours: 0.5
Clock Hours: 15/0/0 (Theory 15) (Online 15)

In this Career Path Success course students will learn and practice many of the soft skills needed to be successful in a healthcare career. Students will explore attitudes, behaviors and communication skills expected by employers, coworkers and patients. This course discusses appropriate attire as well as overall professional image for a healthcare environment. Students will explore attitudes, behaviors and communication skills expected by employers, coworkers and patients. Students in this course will explore the importance of the image conveyed through written and verbal communications as well as the impact those communications have on others.
Prerequisites: None

CPSO1013 : Career Path Success C

Credit Hours: 0.5
Clock Hours: 15 (Theory 15) (Online 15)

In this Career Path Success course students will learn and practice many of the soft skills needed to be successful in a healthcare career. Students will as identify basics of financial literacy including budgeting, spending habits and saving. Students will explore ideas about loan repayment and gain understand of loan interest. Students will also learn about teamwork and conflict resolution in the workplace, as well as explore the idea of drug use and how healthcare providers can identify signs of drug use.

CPSO1014 : Career Path Success D

Credit Hours: 0.5
Clock Hours: 15 (Theory 15) (Online 15)

In this Career Path Success course students will learn and practice many of the soft skills needed to be successful in a healthcare career. Students will learn about helpful tips for short- and long-term career planning, as well as accountability in the workplace. Students will learn how to locate potential externship and employment opportunities. Additionally, students will practice creating a resume, discuss important interview tips, and learn about the importance of interview follow-up.

CPSO1015 : Career Path Success E

Credit Hours: 0.5
Clock Hours: 15/0/0 (Theory 15) (Online 15)

In the Career Path Success courses students will learn and practice many of the soft skills needed to be successful in a healthcare career. Students will learn about confidentiality in healthcare, specifically investigating the Healthcare Insurance Portability and Accountability Act (HIPAA). Students will learn why developing good people skills is beneficial in a healthcare environment as well as the necessity of embracing diversity when working with patients and others. Additionally, students will reflect on the importance of volunteering and community service.
Prerequisites: None

CPSO1016 : Career Path Success F

Credit Hours: 0.5
Clock Hours: 15 (Theory 15) (Online 15)

In the Career Path Success courses students will learn and practice many of the soft skills needed to be successful in a healthcare career. Students will investigate a variety of topics related to serving specialized populations in healthcare. Students will examine unique situations relating to the elderly and terminally ill, as well as homeless patients, patients with autism, and other groups with unique healthcare needs.

CRST1123 : Sterile Processing I

Credit Hours: 1.5
Clock Hours: 36/0/0

This course is designed to provide a comprehensive introduction into the field of sterile processing with insight and overview of the Sterile Processing (SP) department and its technicians. Major subjects covered include Introduction to Sterile Processing Foundations, Anatomy, Microbiology, Point of Use, Decontamination, Disinfection, Surgical and Instruments, regulations and standards, the role of CS in ancillary departments, and success through communication. Related medical/surgical terminology is integrated throughout the course.

CRST1133 : Sterile Processing II

Credit Hours: 1.5
Clock Hours: 36/0/0

This course is a continuation of CRST1123 Sterile Processing I. It is designed to provide a comprehensive introduction into the field of sterile processing with insight and overview of the Central Service (CS) department and its technicians. Major subjects covered include processing high and low temperature sterilization, sterile storage, transport, monitoring, ancillary departments, safety, communication and professional development. Related medical/surgical terminology is integrated throughout the course.

CRST1244 : Sterile Processing Externship

Credit Hours: 2
Clock Hours: 0/0/80

This course presents students with the opportunity to gain practical experience in a sterile processing work environment. Students will build confidence, skill and competence in the field while honing the skills learned in the classroom.

CSCI1310 : Computer Science

Credit Hours: 3
Clock Hours: 45/0/0

This course provides a fundamental explanation of the procedures to utilize hardware and software. The student will explore and practice functions in Windows® operating system, computer software applications, the Internet, hardware basics and network systems. Students will practice essential word processing and spreadsheet skills for the creation and editing of typical documents.

CVSG1210 : Scanning Lab I

Credit Hours: 2.5
Clock Hours: 0/80/0

In this course, under direct supervision, students simulate sonographic examinations of anatomical structures identifying normal anatomy and reinforcing scanning techniques in preparation for performing examinations of the organs and vasculature of the body.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

CVSG1240 : Echocardiography Scanning Lab I

Credit Hours: 2.5
Clock Hours: 0/80/0

In this course, under direct supervision, students simulate sonographic examinations of anatomical structures identifying normal anatomy and reinforcing scanning techniques in preparation for performing examinations of the organs and vasculature of the body.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

CVSG1340 : Cardiovascular Pathology

Credit Hours: 3
Clock Hours: 45/0/0

This course will study the function, integration and coordination of General Pathological/disease concepts eg cells, cellular response to injury, inflammation, neoplasia and the pathogenesis of cancer. This course will also examine the pathological mechanisms, clinical manifestations and appropriate therapeutic measures of cardiovascular disease i.e. valvular heart diseases, congenital heart diseases, endocarditis, myocardial, coronary artery disease and pericardial diseases.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

CVSG1640 : Echocardiography I

Credit Hours: 6
Clock Hours: 90/0/0

This course includes cardiovascular assessment techniques, physics and ultrasound review, and an introduction to the theoretical principles of basic M mode and two-dimensional, Doppler and color flow echocardiography. It also emphasizes the theoretical principles of echocardiography necessary to measure and interpret aortic and mitral valve pathology. This course includes interpretation of echocardiography and patterns for normal and pathological states of the left ventricle, pulmonic and tricuspid valves, as well as congenital heart diseases.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

CVSG2250 : Echocardiography Scanning Lab II

Credit Hours: 2.5
Clock Hours: 0/80/0

In this course, under direct supervision, students simulate sonographic examinations of anatomical structures identifying normal anatomy and reinforcing scanning techniques in preparation for performing examinations of the organs and vasculature of the body.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

CVSG2251 : Cardiovascular Pharmacology

Credit Hours: 2
Clock Hours: 30/0/0

This course covers the general pharmacological concepts, followed by drug indications, contraindications, mechanism of action, normal dosages, side effects, and patient considerations of drugs that affect the cardiovascular system.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

CVSG2280 : Cardiovascular Registry Review

Credit Hours: 2
Clock Hours: 30/0/0

Facilitates a graduate's entry into the career of sonography. Topics include resumé writing and job interviewing, test taking strategies, registry examination preparation and comprehensive review of content specific to registry examinations.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

CVSG2360 : Vascular Sonography I

Credit Hours: 3
Clock Hours: 30/30/0

Provides an introduction to basic vascular anatomy, vascular physics and instrumentation, hemodynamics and pathological patterns. Topics include Doppler scanning of cerebrovascular and peripheral vascular systems.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

CVSG2370 : Vascular Sonography II

Credit Hours: 3
Clock Hours: 30/30/0

This course is a continuation of General Vascular Sonography I. Basic vascular anatomy, vascular physics and instrumentation, hemodynamics and pathological patterns will be reviewed. Topics for this course will include peripheral arterial systems, abdominal and pelvic vasculature and correlative imaging studies.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

CVSG2760 : Cardiovascular Clinical Education I

Credit Hours: 7
Clock Hours: 0/0/320

Clinical Education I is a competency-based clinical experience that intensifies the cognitive, affective, and psychomotor skill level of students in the performance of sonography procedures. Students continue all standard practices learned in the previous term and perform more complex examinations discussed in didactic courses. Students begin to master sonography equipment and complete sonography procedures under direct supervision.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

CVSG2770 : Cardiovascular Clinical Education II

Credit Hours: 7
Clock Hours: 0/0/320

Clinical Education II is a competency-based clinical experience that intensifies the cognitive, affective, and psychomotor skill level of students in the performance of sonography procedures. Students continue all standard practices learned in the previous term and perform more complex examinations discussed in didactic courses. Students continue to master sonography equipment and complete sonography procedures under direct supervision.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

CVSG2780 : Cardiovascular Clinical Education III

Credit Hours: 7
Clock Hours: 0/0/320

Clinical Education III is a competency-based clinical experience that intensifies the cognitive, affective, and psychomotor skill level of students in the performance of sonography procedures. Students continue all standard practices learned in the previous term and perform more complex examinations discussed in didactic courses. Students continue to master sonography equipment and complete sonography procedures under direct supervision.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

CVSG2850 : Echocardiography II

Credit Hours: 8
Clock Hours: 120/0/0

This course includes interpretation of echocardiography and patterns for pathological states of the endocardial, myocardial and pericardial diseases, as well as interventional echocardiography. Additional topics include new trends, diastology, and contrast agents. Coronary heart disease with its correlation with coronary anatomy and the complications e.g. aneurysm, pseudoanurym and others will be discussed for a comprehensive understanding of echocardiographic evaluation.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

DH101 : Dental Hygiene I

Credit Hours: 5
Clock Hours: 30/90/0

This course provides the basic introductory skills that will be used while providing dental hygiene care in a clinical setting. These skills include infection control, medical and dental histories, vital signs, extraoral and intraoral examination, examination and charting of hard and soft tissues, preventive dentistry, ergonomics, instrumentation, polishing, and fluorides.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

DH102 : Dental Hygiene II

Credit Hours: 5.5
Clock Hours: 30/60/80

This course is designed to build on the basic skills acquired in the preclinic course taught in the first term. This course is also taught to aid the student in incorporating higher order thinking skills. The skills in this course include pain and anxiety control, nitrous safety and protocol, advanced instrumentation, power-driven scaling, ultrasonic fundamentals and implant maintenance.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

DH103 : Dental Radiography

Credit Hours: 3
Clock Hours: 30/30/0

This course provides essential theory, techniques, and radiation basics needed in the dental practice. Focus includes equipment, film processing, mounting, interpretation, and basic techniques. The course also includes the technical aspects of radiation exposure, monitoring, and safety.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

DH104 : Dental Materials

Credit Hours: 2
Clock Hours: 15/30/0

This course introduces the Dental Hygienist to a variety of dental materials used in the dental office. It focuses on history, composition, properties, and uses of materials as well as techniques of manipulation and how this assists the hygienist in a professional capacity. This course enhances the ability of the student to make judgments in a clinic or office regarding the use of dental materials with consideration of how they react in the oral cavity.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

DH105 : Dental Anatomy/Tooth Morphology

Credit Hours: 4
Clock Hours: 60/0/0

This course addresses the basic facts of dental anatomy and tooth morphology and offers an introduction to dental terminology. Course content includes histology of enamel, dentin, pulp, periodontal membrane, alveolar bone, oral mucosa, epithelial attachment, and salivary glands.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

DH110 : Oral Embryology & Histology

Credit Hours: 3
Clock Hours: 45/0/0

This course deals with cells and tissues of the body focusing on those tissues composing the head, neck, and oral cavity. Emphasis will be on dental histology, embryology, general histology, and healing and repair in the oral structures.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

DH111 : Dental Office Emergencies

Credit Hours: 1
Clock Hours: 15/0/0

This course is developed for the student to obtain new information regarding assessment and management of emergencies in a dental office.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

DH201 : Dental Hygiene III

Credit Hours: 5
Clock Hours: 30/0/135

This course will provide the opportunity for the student to continue the development of clinical skills necessary to perform the duties of a dental hygienist. Topics will include principles learned in DH101 and DH102, continuance of treating the patients with special needs.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

DH202 : Dental Hygiene IV

Credit Hours: 6
Clock Hours: 30/0/185

In this course, the student continues to practice and refine clinical skills and techniques. The lecture series within DH202 will emphasize the evidence-based process as it relates to dental hygiene theory and practice. The student will be exposed to the basic process of critical evaluation of research articles and the writing of specific components of a research project. Assignments are designed to challenge the student to develop basic research skills and techniques.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

DH203 : Periodontology

Credit Hours: 3
Clock Hours: 45/0/0

This course will provide information and will study periodontal anatomy, normal periodontal tissues, etiology, pathology, and clinical manifestations of periodontal disease. It will address periodontal therapy, including preventive, surgical and nonsurgical methods. Specific topics will include periodontal disease complexity, prevention of the disease, treatment, drug therapy and osseous integration.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

DH206 : Dental Pharmacology

Credit Hours: 3
Clock Hours: 45/0/0

Study of pharmacology as it affects the clinical practice of dental hygiene. Emphasis is on the drugs and drug groups most commonly used in dentistry. Oral manifestations of drugs prescribed for the dental patients will be addressed.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

DH207 : Dental Hygiene Seminar

Credit Hours: 2
Clock Hours: 30/0/0

This course is developed for second-year students to obtain new information regarding dental hygiene procedures or practice. Focus on advanced student presentation evaluation. Special emphasis is on presentation and discussion of such topics as case histories, treatment plans, and preventive measures.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

DH209 : Nutrition

Credit Hours: 3
Clock Hours: 45/0/0

Basic principles of chemistry, biochemistry, and nutrition in health and disease with emphasis on the relationship between nutrition and dental caries or periodontal disease. Focus is on nutritional counseling in preventive dentistry.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

DH224 : Dental Public Health

Credit Hours: 3
Clock Hours: 45/0/0

Integration of basic dental public health procedures and dental health instruction as they apply in clinical and community settings. Topics include fluoridation, dental sealants, dental screenings, planning and operation of community health programs, and dental health promotion and education activities.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

DH226 : Dental Law/Ethics

Credit Hours: 2
Clock Hours: 30/0/0

This course covers the fundamentals of law and ethics for healthcare careers. It concentrates on workplace liabilities and legalities, the law and court system, malpractice, medical records, and informed consented bioethics. Other components of this course will be surveyed briefly throughout the semester.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

DH227 : Board Review

Credit Hours: 3
Clock Hours: 45/0/0

This course is designed to give students the necessary knowledge and practice to successfully take and pass the National Board Dental Hygiene Examination.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

DH228 : Oral Pathology

Credit Hours: 3
Clock Hours: 45/0/0

This course provides the student with the knowledge of general and oral pathology to provide practical information to aid in the diagnosis of oral injury and disease. The focus is on etiology, clinical features, treatment, and prognosis.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

DH300 : Dental Office Management

Credit Hours: 2
Clock Hours: 30/0/0

This course is designed to introduce students to a variety of roles within a dental practice. Techniques of other personnel and professionals within the scope of practice will be introduced. This course enhances the ability of the student to make judgments in a clinic or office regarding the roles of other dental team members. The student learns to step from the traditional role of hygienist into other roles as needed by the employer/dentist.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

DH301 : Dental Hygiene V

Credit Hours: 5
Clock Hours: 30/0/150

In this course, the student continues to refine clinical techniques and skills. The focus of this class is individual case studies. This class will also provide an overview of dental specialties. Upon completion of this course, the student should be deemed competent in all aspects of dental hygiene clinical care.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

DMSG1210 : Scanning Lab I

Credit Hours: 2.5
Clock Hours: 0/80/0

In this course, under direct supervision, students simulate sonographic examinations of anatomical structures identifying normal anatomy and reinforcing scanning techniques in preparation for performing examinations of the organs and vasculature of the body.

DMSG1220 : Scanning Lab II

Credit Hours: 2.5
Clock Hours: 0/80/0

In this course, under direct supervision, students simulate sonographic examinations of anatomical structures identifying normal anatomy and reinforcing scanning techniques in preparation for performing examinations of the organs and vasculature of the body.

DMSG1321 : Sonographic Cross-Sectional Anatomy

Credit Hours: 3
Clock Hours: 45/0/0

Presents cross sectional anatomical relationships and recognition of structures of the head, neck, thorax, abdomen, pelvis, and extremities in transverse, coronal and sagittal section.

DMSG1810 : Physics & Instrumentation

Credit Hours: 8
Clock Hours: 120/0/0

Presents in-depth training in the properties of ultrasound and Doppler physics, instrumentation, equipment operation, display systems, recording devices, image artifacts, biological effects of ultrasound and quality assurance methods.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

DMSG1810 : Physics and Instrumentation

Credit Hours: 8
Clock Hours: 120/0/0

Presents in-depth training in the properties of ultrasound and Doppler physics, instrumentation, equipment operation, display systems, recording devices, image artifacts, biological effects of ultrasound and quality assurance methods.

DMSG1820 : Abdominal Sonography

Credit Hours: 8
Clock Hours: 120/0/0

This course includes discussion of abdominal, superficial, pediatric and neonatal sonography including anatomy, interpretation of normal and abnormal sonographic patterns, flow characteristic and waveforms, pathology, related clinical signs and symptoms, normal variants and clinical laboratory tests of the abdominal pelvic wall and cavities.

DMSG2210 : Scanning Lab III

Credit Hours: 2.5
Clock Hours: 0/80/0

In this course, under direct supervision, students simulate sonographic examinations of anatomical structures identifying normal anatomy and reinforcing scanning techniques in preparation for performing examinations of the organs and vasculature of the body.

DMSG2220 : Registry Review

Credit Hours: 2
Clock Hours: 30/0/0

Facilitates a graduate's entry into the career of sonography. Topics include resumé writing and job interviewing, test taking strategies, registry examination preparation and comprehensive review of content specific to registry examinations.

DMSG2230 : General Vascular Sonography I

Credit Hours: 2
Clock Hours: 30/0/0

Provides an introduction to basic vascular anatomy, vascular physics and instrumentation, hemodynamics and pathological patterns. Topics include Doppler scanning of cerebrovascular and peripheral vascular systems.

DMSG2240 : General Vascular Sonography II

Credit Hours: 2
Clock Hours: 30/0/0

This course is a continuation of General Vascular Sonography I. Basic vascular anatomy, vascular physics and instrumentation, hemodynamics and pathological patterns will be reviewed. Topics for this course will include peripheral arterial systems, abdominal and pelvic vasculature and correlative imaging studies.

DMSG2710 : Clinical Education I

Credit Hours: 7
Clock Hours: 0/0/320

Clinical Education I is a competency-based clinical experience that intensifies the cognitive, affective, and psychomotor skill level of students in the performance of sonography procedures. Students continue all standard practices learned in the previous term and perform more complex examinations discussed in didactic courses. Students begin to master sonography equipment and complete sonography procedures under direct supervision.

DMSG2720 : Clinical Education II

Credit Hours: 7
Clock Hours: 0/0/320

Clinical Education II is a competency-based clinical experience that intensifies the cognitive, affective, and psychomotor skill level of students in the performance of sonography procedures. Students continue all standard practices learned in the previous term and perform more complex examinations discussed in didactic courses. Students continue to master sonography equipment and complete sonography procedures under direct supervision.

DMSG2730 : Clinical Education III

Credit Hours: 7
Clock Hours: 0/0/320

Clinical Education III is a competency-based clinical experience that intensifies the cognitive, affective, and psychomotor skill level of students in the performance of sonography procedures. Students continue all standard practices learned in the previous term and perform more complex examinations discussed in didactic courses. Students continue to master sonography equipment and complete sonography procedures under direct supervision.

DMSG2810 : OB/GYN Sonography

Credit Hours: 8
Clock Hours: 120/0/0

Presents cross sectional anatomy of the female pelvis, normal and abnormal sonographic features of the non-gravid pelvis, as well as normal and abnormal anatomy of the first, second and third trimesters. Embryology, early fetal development and the relationship of abnormal findings of the patient history, physical examination and laboratory findings are emphasized.

DNTA1201 : Externship I

Credit Hours: 2.5
Clock Hours: 0/0/115

In the final phase of training, students are placed in a dental clinic setting. This cooperative effort between the school and the dentist's office gives students the opportunity to gain confidence and competence in the field while honing the skills learned in the classroom. While on externship, students are evaluated by the clinical site staff.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

DNTA1202 : Externship II

Credit Hours: 2.5
Clock Hours: 0/0/115

Students will continue to practice their skills in a dental clinic setting. Students will continue to build confidence and competence in the field while honing the skills learned in the classroom. While on externship, students are evaluated by the clinical site staff.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

DNTA1324 : Infection Control

Credit Hours: 3.5
Clock Hours: 55/40/0

This infection control course equips dental assistants with essential skills for maintaining a safe dental practice. Topics include the role of a dental assistant, microbiology, disease transmission, sterilization, and healthcare regulations. Empower yourself with critical thinking, effective study techniques, and time management strategies to ensure a hygienic and efficient practice.

DNTA1331 : Introduction to Dental Assisting and Dental Terminology

Credit Hours: 3
Clock Hours: 40/40/0

Basic dental principles and infection control practices will be presented with a focus on an introduction to dentistry, dental assisting and dental team roles. Additionally, the course will cover basic dental science.

DNTA1333 : Dental Specialties

Credit Hours: 3
Clock Hours: 40/40/0

Dental specialties will be presented with a focus on discussion on patient populations. Additionally, the course will apply dental assisting skills with specialized patient populations and procedures.

DNTA1335 : Materials and Procedures

Credit Hours: 3
Clock Hours: 40/40/0

Dental material science and theory will be presented with a focus on common dental materials. Additionally, the course will cover application of dental assisting skills in the use of dental materials in dental procedures.

DNTA1337 : Patient Care and Management

Credit Hours: 3
Clock Hours: 40/40/0

Basic principles and ethical decision-making skills and a legal overview of dentistry will be discussed and all aspects of dental care delivery in offices including business practices and communication skills. Additionally, the course will cover basic marketing skills for dental assistants.

DNTA1339 : Diagnostics and Orthodontics

Credit Hours: 3
Clock Hours: 40/40/0

Diagnostic and assessment procedures will be presented including basic pharmacology and emergency procedure principles. Additionally, the course will cover dental charting and orthodontics.

DNTA1341 : Dental Radiology

Credit Hours: 3
Clock Hours: 40/40/0

Basic radiology principles and practices will be presented with a focus on radiology theory and safety. Additionally, the course will teach exposure and mounting of radiographs.

DNTA1354 : Dental Specialties

Credit Hours: 3.5
Clock Hours: 55/40/0

Explore Dental Specialties in our comprehensive course. Master dentitions, identify professional dental assistant characteristics, and understand tooth morphology. Delve into fixed prosthodontics, provisional coverage, removable prosthodontics, dental implants, endodontics, periodontal examination, oral/maxillofacial surgery, pediatric dentistry, and orthodontics. Refine communication skills, professionalism, and awareness of drug use and suicide.

DNTA1364 : Materials & Instruments

Credit Hours: 3.5
Clock Hours: 55/40/0

Materials and Instruments is designed to provide students with a deep understanding of the operations within a dental office and the critical aspects of delivering high-quality dental care. The curriculum covers a wide range of topics, ensuring that participants gain the necessary knowledge and skills to excel in the field of dentistry. This course also explores the advantages of honing people skills, emphasizes the importance of diversity in patient and colleague interactions, and provides essential knowledge on crafting effective applications and resumes.

DNTA1374 : Business Operations and Emergencies

Credit Hours: 3.5
Clock Hours: 55/40/0

Within Business Operations and Emergencies, you will learn about the history of dentistry, the dental healthcare team, and the rules and ethics in the field. There will be a focus on communication, business skills, and marketing. You'll gain knowledge in oral anatomy, patient care, and how to handle special cases and medical emergencies. You will also learn to master effective interviewing techniques and understand the significance of responsible action and follow-up.

DNTA1384 : Preventive Dentistry

Credit Hours: 3.5
Clock Hours: 55/40/0

Preventive Dentistry equips students with a comprehensive understanding of dental health. Topics include general anatomy, oral embryology, dentition, oral public health, nutrition, periodontal diseases, coronal polishing, dental caries, sealants, oral pathologies, pharmacology, and anesthesia. You will also delve into financial literacy, responsible borrowing, patient care for autism spectrum disorder, and workplace communication best practices.

DNTA1394 : Radiation Safety

Credit Hours: 3.5
Clock Hours: 55/40/0

Radiation Safety in Dentistry provides a comprehensive exploration of dental radiography, focusing on head and neck anatomy, oral cavity landmarks, and dentitions. Delve into digital imaging techniques, dental film processing, and radiographic equipment foundations. Navigate intraoral and extraoral imaging, emphasizing legal considerations, quality assurance, infection prevention, and HIPAA confidentiality. Cultivate professionalism, effective communication, and networking skills that are vital for dental assistants.

ECGY1330 : Electrophysiology

Credit Hours: 3
Clock Hours: 30/30/0

This EKG course is designed to identify the use of EKG equipment, understand the electrophysiology of the conduction system, axis determination, identification and calculations of waveforms and arrhythmias, and patterns of myocardial infarction and ischemia. This course will also emphasize cardiac anatomy and physiology & will include the understanding of non-invasive cardiac diagnostic tests and procedures e.g. stress EKG, Holter monitoring as well as, emergency cardiac medication.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

ENGL1210 : English Composition I

Credit Hours: 2
Clock Hours: 45/0/0

Students will apply the principles and techniques of written, expository and persuasive composition; analysis of literary, expository and persuasive texts; and critical thinking.

ENGL1310 : English Composition I

Credit Hours: 3
Clock Hours: 45/0/0

Students will apply the principles and techniques of written, expository and persuasive composition; analysis of literary, expository and persuasive texts; and critical thinking.

HPRS1110 : Foundations for Health Professions

Credit Hours: 1
Clock Hours: 30/0/0

Foundations for Health Professions introduces students to the foundational medical terminology essential for success in healthcare programs and future coursework in anatomy and physiology. Emphasis is placed on terminology related to body systems, diseases, procedures, and diagnostics. In addition to building a strong medical vocabulary base, this course supports overall student success by teaching essential college readiness skills. Topics include time management, effective study strategies, critical thinking, goal setting, and navigating academic resources. Finally, this course introduces students to the foundational workforce skills identified by Concorde as essential to their workforce readiness, setting the stage or the remainder of their academic and professional journey.

HPRS1313 : Healthcare Concepts

Credit Hours: 3
Clock Hours: 64/0/0

This course is designed to provide an introduction to the healthcare environment. Students will cover common Medical Terminology and Anatomy and Physiology used in the health care environment. Focusing on the health care team and delivery systems, students will learn about legal and ethical responsibilities, safety and infection control and interpersonal communication and behaviors. Students will also obtain Basic Life Support (BLS) certification.

HPRS1320 : Foundations for Health Professionals

Credit Hours: 3
Clock Hours: 45/0/0

Foundations for Health Professions introduces students to the foundational medical terminology essential for success in healthcare programs and future coursework in anatomy and physiology. Emphasis is placed on terminology related to body systems, diseases, procedures, and diagnostics. In addition to building a strong medical vocabulary base, this course supports overall student success by teaching essential college readiness skills. Topics include time management, effective study strategies, critical thinking, goal setting, and navigating academic resources. Finally, this course introduces students to the foundational workforce skills identified by Concorde as essential to their workforce readiness, setting the stage or the remainder of their academic and professional journey.

MATH1310 : Contemporary Mathematics

Credit Hours: 3
Clock Hours: 45/0/0

In this course, students will learn the theory and application of number sets, logic, numeration systems, number theory and sequencing, equations-inequalities and problem solving, functions and graphs, abstract mathematical systems, probability, and statistics.

MATH1320 : College Algebra

Credit Hours: 3
Clock Hours: 45/0/0

Students study quadratics; polynomial, rational, logarithmic, and exponential functions; systems of equations; progressions; sequences and series; and matrices and determinants.

MATH3350 : Statistics for Decision Making

Credit Hours: 3
Clock Hours: 45/0/0

This course provides an introduction and understanding of data and how it is used to make decisions through statistical analysis.

MDCA1201 : Externship I

Credit Hours: 2.5
Clock Hours: 0/0/115

Students in this course will perform clinical and administrative medical assistant functions in a healthcare facility. Students will be supervised and evaluated on skills acquired in the program content courses. Students may perform phlebotomy, injections, patient record maintenance, vital sign measurement, patient exam preparation, and/or other medical assistant duties as assigned by the physician, on-site supervisor, or externship coordinator.

MDCA1202 : Externship II

Credit Hours: 2.5
Clock Hours: 0/0/115

Students in this course will develop a more thorough understanding of the role of a medical assistant in a healthcare facility. Clinical and administrative medical assistant functions are expected to be performed with greater skill, professionalism and understanding. Students will continue to be supervised and evaluated on skills acquired in the program content courses and should have a better awareness of why, how, and when the skills are performed. Students may perform phlebotomy, injections, patient record maintenance, vital sign measurement, patient exam preparation, and/or other medical assistant duties as assigned by the physician, on-site supervisor, or externship coordinator.

MDCA1313 : General Patient Care, Skeletal and Muscular Systems

Credit Hours: 3.5
Clock Hours: 55/40/0

This course will provide an overview of the medical terminology, diseases, and disorders of the skeletal, muscular, integumentary systems. Students will explore the anatomy and physiology of each system along with learning the diagnostic procedures and various treatment resolutions. They will gain an understanding of medical asepsis, first aid and rehabilitative procedures. They will also learn and engage in role playing ethical behaviors and positive communication styles. Students will learn how to apply their critical thinking and clinical skills to prepare them for work in a professional healthcare setting and in the community. In addition, students will learn essential skills in teamwork, effective communication, conflict resolution, and how to recognize signs of drug use.

MDCA1323 : Medical Ethics, Nervous and Sensory Systems

Credit Hours: 3.5
Clock Hours: 55/40/0

This course will provide the basic concepts related to medical terminology, anatomy and physiology, medical ethics, and the nervous and sensory systems. Students will apply positive communication skills, practice diagnostic procedures, perform vital sign procedures, and First Aid CPR. They will learn how to apply critical thinking and clinical skills to prepare them to work in a professional healthcare setting. In addition, students will learn essential skills in time management, planning and scheduling, study skills, critical thinking and learning preferences.

MDCA1333 : Office Procedures, Digestive and Reproductive Systems

Credit Hours: 3.5
Clock Hours: 55/40/0

This course provides the basic concepts related to medical terminology, anatomy and physiology, and common medical assisting practices and disorders associated with the digestive and reproductive systems. You explore procedures for conducting diagnostic and laboratory testing related to digestive and reproductive systems. Completion of this course enhances your positive communication skills and allows you to develop an understanding of medical assisting administrative skills including HIPAA and scheduling. You also learn the uses of electronic medical records. In addition, students will learn essential skills in professionalism and portraying a professional image, professional relationships, and confidentiality.

MDCA1343 : Endocrine, Cardiology, and Professional Communication

Credit Hours: 3.5
Clock Hours: 55/40/0

The course introduces you to the basic concepts related to medical terminology, anatomy and physiology, and common medical assisting practices and disorders associated with the endocrine, immune/lymphatic, and circulatory/cardiovascular systems. You explore the medical assistant's role in diagnostic procedures and demonstrate the professional communication required in a medical office. In addition, students will learn essential skills in professional courtesy and respect in healthcare, generational diversity, cultural awareness, transgender community awareness, and completing an application and resume.

MDCA1353 : Diagnostic Procedures, Hematology, Urinary System & Medical Billing

Credit Hours: 3.5
Clock Hours: 55/40/0

The course introduces various administrative skills and medical billing. Students will learn medical terminology, anatomy & physiology, and common diseases and disorders of the urinary body system. They learn about the clinical laboratory and the associated safety and regulatory guidelines. They explore diagnostic procedures to include the collection, processing, and testing of blood (venipuncture and capillary punctures) and urine specimens as related to basic hematology and microbiology used in the physician's office laboratory. Students will apply positive communication skills and perform vital sign procedures. In addition, students will learn essential skills in financial literacy, working with patients with Autism Spectrum Disorder, and effective communication in the workplace.

MDCA1363 : Pharmacology, Health Insurance and Respiratory System

Credit Hours: 3.5
Clock Hours: 55/40/0

The course introduces the student to the basic concepts related to medical terminology, anatomy and physiology, and common medical assisting practices and disorders associated with the respiratory system. Students will perform intradermal, subcutaneous, and intramuscular injections, calculate medication dosages, measure, and administer medication. During the course, the student will practice taking vital signs, diagnostic and procedural coding, explore administrative duties, examine financial management, and apply positive communication skills for the office environment. In addition, students will learn essential skills in serving specialized populations in healthcare, understanding healthcare for underserved populations, planning for a career, and interviews and follow-up communication.

NRSG1010 : Dosage Calculations

Credit Hours: 0.5
Clock Hours: 20/0/0

This course includes a review of basic math concepts, the metric system, the apothecary system and conversion between systems. The use of mathematical principles to calculate medication dosages is discussed. Routes of medication administration and medical abbreviations are described.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

NRSG1122 : Fundamentals of Nursing

Credit Hours: 1
Clock Hours: 30/0/0

This course provides an introduction to nursing and the roles of practical nurses. Emphasis is placed on use of the nursing process, evidence-based practice, safety, cultural sensitivity and patient centered care to promote health and wellness. Theories of nursing practice and current healthcare industry trends are introduced. The course also focuses on the principles of therapeutic communication and the nurse-client relationship when caring for patients across the lifespan.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

Co-Requisites: For course co-requisite information, please refer to the *Programs of Study section* of the catalog.

NRSG1134 : Nursing Care of Adults I

Credit Hours: 1
Clock Hours: 30/0/0

The focus of this course is on the concepts used to provide safe and effective patient care. Emphasis is placed on the practical nurse's role to meet the needs of patients in sable environments. The role of practical nurses with data collection, planning and implementing care for patients with chronic illness is discussed. Importance is placed on medical/surgical health alterations, illness, injury and disorders that require management in acute care facilities.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

Co-Requisites: For course co-requisite information, please refer to the *Programs of Study section* of the catalog.

NRSG1136 : Family Nursing

Credit Hours: 1
Clock Hours: 30/0/0

This course provides an integrative, family-centered approach using the nursing process in the care of childbearing and childrearing families. Emphasis is placed on healthy pregnancies and common complications, healthy growth and development, family dynamics, common pediatric disorders and the promotion of healthy behaviors in patients.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

Co-Requisites: For course co-requisite information, please refer to the *Programs of Study section* of the catalog.

NRSG1141 : Mental Health Nursing

Credit Hours: 1
Clock Hours: 30/0/0

This course focuses on use of the nursing process to care for patients across the lifespan who experience cognitive, mental and behavioral conditions. Principles of therapeutic communication for patients with common mental health disorders is discussed. Methods to promoting and maintaining the mental health of individuals and families is identified.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

NRSG1145 : Nursing Care of Adults II

Credit Hours: 1
Clock Hours: 30/0/0

This course focuses on providing safe, quality patient centered care of adults with acute alterations in health status across the lifespan. Emphasis is placed on safety, communication skills, problem solving, decision making, role responsibility and patient care.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

Co-Requisites: For course co-requisite information, please refer to the *Programs of Study section* of the catalog.

NRSG1151 : Pharmacology I

Credit Hours: 1.5
Clock Hours: 35

This course provides an introduction to the principles of pharmacology including: pharmacokinetics, pharmacodynamics, common adverse side effects, and contraindications. Emphasis is placed on drug classifications and nursing care for the safe administration of medications to patients across the life span. Nursing concepts related to legal and ethical nursing implications of medication administration are stressed. Dosage calculations and safe administrations of medications are practiced in the laboratory setting.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

NRSG1152 : Readiness for Practice

Credit Hours: 1
Clock Hours: 30/0/0

This course is designed to facilitate the transition from student role to practical nurse. Emphasis is placed on functioning as a member of the healthcare team using critical thinking skills to provide safe, quality, culturally-sensitive, evidence-based, nursing care to patients with commonly occurring health problems with predictable outcomes. The legal and ethical scope of practice for practical nurses is discussed. Preparation for the NCLEX® PN licensure exam is included.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

NRSG1211 : Professional Nursing Concepts

Credit Hours: 2
Clock Hours: 30/0/0

This course presents concepts central to nursing professional growth and practice including specialties, professional nursing competencies and advanced practice nursing options. Information on professional practice standards, governing entities, professional organizations, and essential competencies associated with professional nursing will be explored. Specific information for effective study skills and learning in the on-line learning environment will be shared.

NRSG1221 : Fundamentals of Anatomy & Physiology

Credit Hours: 2
Clock Hours: 45

This course introduces the student to the structure and function of the body. Directions, geometric planes, and cavities of the body are presented. Cells, tissues, organs, and systems are discussed. The major organs of each system and how they relate to the overall status of the body are covered.

NRSG1258 : Family Nursing Applications

Credit Hours: 2.5
Clock Hours: 0/30/45

This course provides opportunities to practice advanced nursing skills in the skills and simulation laboratories that are required for patients in women's health, maternity, and pediatric settings. Clinical experiences provide opportunities to apply theoretical concepts to implement safe care to childbearing women, newborns, and children in selected settings.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

Co-Requisites: For course co-requisite information, please refer to the *Programs of Study section* of the catalog.

NRSG1331 : Health Assessment

Credit Hours: 3
Clock Hours: 30/30/0

This course, which includes both a lab and theory component, provides students with relevant knowledge regarding the nursing process, together with the main assessment techniques to determine the health status of diverse individuals across the lifespan. The course also provides an opportunity for application of health assessment theory and skills in a simulated practice setting.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

NRSG1351 : Introduction to Professional Nursing

Credit Hours: 3
Clock Hours: 45/0/0

This course provides a historical overview of nursing along with the complexity of the role of the professional nurse as a provider of patient centered care. The multiple responsibilities of the professional nurse from the conceptual role as a member of the health care team, to patient safety advocate, advocate of the ethical and legal aspects involved in the nursing care of the patients, coordinator of care and member of a profession is also covered. Introduction to the NCLEX-RN Test Plan and its importance to RN licensure is also covered.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

NRSG1352 : Healthcare Law & Ethics

Credit Hours: 3
Clock Hours: 45/0/0

This course examines the impact of economics, ethics, legal issues, political science, management, communications and technology on public health policymaking. Students explore contemporary issues in health policy through review of U.S. health policy development and factors that affect current and future health policy initiatives. Students will be challenged to think systematically and critically about these issues and various methods available to policymakers and lobbyists to improve the U.S. healthcare systems.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

NRSG1445 : Nursing Care of Adults II Applications

Credit Hours: 4
Clock Hours: 0/0/135

This course uses skills laboratory, simulation and clinical experiences to focus on the advanced care of patients with acute alterations in health status across the lifespan. Emphasis is placed on application of theoretical concepts to implement safe care to patients in a variety of settings and promote healthy behaviors.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

Co-Requisites: For course co-requisite information, please refer to the *Programs of Study section* of the catalog.

NRSG1456 : Nursing Care of Adults I Applications

Credit Hours: 4.5
Clock Hours: 0/0/135

This course provides opportunities to practice nursing skills when providing safe, quality care to adult clients in acute care facilities and stable settings. Emphasis is on the application of knowledge learned in the classroom and skills laboratory when caring for patients in clinical settings.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

Co-Requisites: For course co-requisite information, please refer to the *Programs of Study section* of the catalog.

NRSG1622 : Fundamentals of Nursing Applications

Credit Hours: 6.5
Clock Hours: 0/90/90

This course provides students with opportunities to learn and practice basic nursing skills. The nursing process is integrated within all components of skilled practice. Nursing skills discussed include: data collection, documentation, activities of daily living, standard precautions, skin care and asepsis. Medication administration skills are practiced in the laboratory environment. Basic life support certification protocol and skills are provided.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

Co-Requisites: For course co-requisite information, please refer to the *Programs of Study section* of the catalog.

NRSG1960 : Foundations of Professional Nursing and Applications

Credit Hours: 9
Clock Hours: 60/60/135

Course content is centered around the introduction of the nursing process in support of critical thinking and nursing judgment for the provision of evidence-based, patient centered care. The foundation of nursing practice encompasses the care of culturally diverse patients experiencing health deficits across the lifespan. This course includes an inquiry into ethical, legal and regulatory requirements, the standards of professional nursing practice, chronic illness, disability, and end of life needs. Principles, concepts, and theories from the natural and social sciences in relation to safe nursing care are applied to patients and families. Students will demonstration critical thinking and nursing judgment for the provision of evidence-based patient and family centered care in the health care setting.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

NRSG2271 : Pharmacology

Credit Hours: 2
Clock Hours: 30/0/0

This course will provide an overview of pharmacologic principles and therapies in nursing. Additionally, this course will explore the varying responsibilities of the professional nurse as they relate to patient-centered pharmacologic treatments and a comprehensive approach to the clinical application of drug therapy.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

NRSG2380 : Nursing Research Methodologies and Evidence Based Practice

Credit Hours: 3
Clock Hours: 45/0/0

This course will discuss the basics of nursing research as it applies to evidence-based nursing practice. Students will also discuss critical decision making, ethical considerations, and the importance of protecting human subjects in nursing research.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

NRSG2872 : Adult Health I and Applications

Credit Hours: 8
Clock Hours: 60/30/135

This course focuses on an introduction to the nursing care of the adult patient with medical and/or surgical health alterations. Emphasis is placed on care of the patient with alterations in the following categories and concepts: acid-base balance, fluid and electrolyte imbalances, cardiac, respiratory, integumentary system, pain management, neurology, integumentary, immunity, and oncology. Concepts of health promotion interprofessional collaboration, therapeutic communication and evidence-based practice are incorporated throughout the course. This course provides the opportunity for application of the theory. Emphasis will be placed on care for the medical and surgical patient with stable or chronic health care needs.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

NRSG2882 : Adult Health II and Applications

Credit Hours: 8
Clock Hours: 60/30/135

This course focuses on analyzing nursing care of the adult patient with medical and surgical health alterations. Emphasis is placed on care of the client with acute health care needs. Concepts of health promotion, interprofessional collaboration, therapeutic communication, and evidence-based practice are incorporated throughout the course. Emphasis will be placed on care for the medical and surgical patient with acute health care needs

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

NRSG3320 : Pathophysiology

Credit Hours: 3
Clock Hours: 45/0/0

This course relates the risk factors for, and manifestations of, disease processes to the principals of pathology, nursing interventions, and outcomes, across the lifespan.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

NRSG3419 : Mental Health and Applications

Credit Hours: 4
Clock Hours: 45/0/45

This course discusses evidence-based care for patients with psychiatric/mental health issues, including psychosocial concepts, as well as cultural, ethical, and legal influences, and the development of the professional nursing role in psychiatric/mental health nursing.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

NRSG3421 : Community Nursing and Public Health and Applications

Credit Hours: 4
Clock Hours: 45/0/45

This course is designed to stimulate the student's critical thinking and analytic skills related to the community's health and the public's health concerns in the country. Students will explore the impact of social determinates of health on individuals, communities, and national and global populations, as well as the public and community health interventions to improve health. The course will identify how the various roles of the school nurse, home health nurse and other public health nurse roles positively impact the health of the child, family, community, and overall population through ongoing education of the population and its stakeholders. The student will analyze the roles of the nurse as an advocate, educator, policy influencer and leader in public health using evidence-based research.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

NRSG3493 : Maternal Child Nursing and Applications

Credit Hours: 4.5
Clock Hours: 45/15/45

This course provides foundational tools for the assessment and care of the pregnant woman and neonate, with an emphasis on evidence-based care and family-centered nursing. The nursing process will provide the framework for assessment of healthy pregnancies and deliveries, as well as common complications that may occur during pregnancy, delivery, and the neonatal period. This course provides clinical opportunity to acquire and practice skills related to maternal and neonatal nursing practice.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

NRSG3494 : Pediatric Nursing and Applications

Credit Hours: 4.5
Clock Hours: 45/15/45

This course utilizes an integrated, family-centered approach to the nursing assessment and care of the pediatric patient population with an emphasis on common pediatric illnesses and disorders while incorporating theories of development and family dynamics. This course will provide the opportunity to acquire and practice skills related to pediatric nursing practice.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

NRSG4415 : Professional Identity, Leadership and Management and Applications

Credit Hours: 4
Clock Hours: 45/0/45

This course focuses on the professional identity of nursing along with leadership and management concepts. Topics include leadership styles, decision making, planned change, defining types and sources of conflict, conflict resolution strategies, and communication
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

NRSG4416 : Care of the Complex Patient and Applications

Credit Hours: 4
Clock Hours: 45/0/45

This course is an introduction to the critically ill patient. Emphasis is placed on nursing care of the complex patient with health alterations in the one or multiple body systems. Concepts of health promotion, interprofessional collaboration, therapeutic communication and evidence-based practice are incorporated throughout the course.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

NRSG4912 : Nursing Capstone & Licensure Readiness

Credit Hours: 9.5
Clock Hours: 120/0/75

This course focuses on the total aspect of seeking, procuring, and leaving a position and preparations for licensure testing. Resume writing and interviewing skills are emphasized. The course will also review the critical thinking and clinical judgement necessary for successful completion of the National Council Licensure Examination for Registered Nurses.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

NUTR1310 : Nutrition

Credit Hours: 3
Clock Hours: 45/0/0

This course provides an overview of the basic principles of nutrition throughout the lifespan; including specific nutritional needs of patients with various physiological diseases.

PHAR1110 : Introduction to Pharmacy Practice Lab

Credit Hours: 1.5
Clock Hours: 0/48/0

In this course, students apply the principles from Introduction to Pharmacy Practice. Students will simulate pharmacy practice situations and tasks required of the pharmacy technician in various settings. Students will practice application of federal law to activities that fall within the scope of the pharmacy technician role.
Co-Requisites: PHAR1210

PHAR1115 : Systems Pharmacology Lab

Credit Hours: 1.5
Clock Hours: 0/48/0

In this course, students will apply the principles in Systems Pharmacology. Students will practice using computer systems for prescription processing and will simulate patient interactions for improving customer service and managing the pharmacy.
Co-Requisites: PHAR1215

PHAR1135 : Pharmacy Management Lab

Credit Hours: 1.5
Clock Hours: 0/48/0

In this course, students will apply the principles in Pharmacy Management. Students will practice medication preparation along with overall management of the pharmacy. A special focus is placed on medication errors and steps needed to avoid making errors.
Co-Requisites: PHAR1235

PHAR1140 : Compounding and Aseptic Techniques Lab

Credit Hours: 1.5
Clock Hours: 0/48/0

In this course, students will apply the principles from the Compounding and Aseptic Techniques course. Students will practice compounding, sterile preparation and aseptic techniques within legal and regulatory guidelines. Students will perform dosage calculations required for sterile product preparation and demonstrate safe handling and preparation of compound sterile preparations.
Co-Requisites: PHAR1240

PHAR1145 : Professional Skills for Pharmacy Technicians Lab

Credit Hours: 1.5
Clock Hours: 0/48/0

This hands-on lab course complements the Professional Skills for Pharmacy Technicians course by providing practical experience in applying professional behaviors and communication techniques in simulated pharmacy environments. This lab prepares students to confidently navigate workplace challenges and deliver high-quality support in pharmacy settings.
Co-Requisites: PHAR1245

PHAR1210 : Introduction to Pharmacy Practice

Credit Hours: 2
Clock Hours: 45/0/0

This course provides the student with an overview of the practice of pharmacy and typical duties of a pharmacy technician. Students learn about various organizations that provide healthcare services with particular emphasis on the provision of pharmaceutical care in each organization. The course content includes terminology and abbreviations, legal and ethical principles with application to pharmacy practice, technology in the pharmacy field, and patient record systems.
Co-Requisites: PHAR1110

PHAR1215 : Systems Pharmacology

Credit Hours: 2
Clock Hours: 45/0/0

The focus of this course is on the relationship between pharmaceutical products and normal human anatomy. Through a combination of clinical knowledge and regulatory understanding, learners will explore the therapeutic effects, side effects, and dosage forms of prescription and non-prescription medications. Students will identify various drugs by their generic and trade names.
Co-Requisites: PHAR1115

PHAR1235 : Pharmacy Management

Credit Hours: 2
Clock Hours: 45/0/0

Students will learn about medication preparation and processing in the pharmacy and the importance of patient experiences as part of pharmacy management. The course also emphasizes the handling and documentation of controlled substances, compliance with legal and professional standards, and ethical decision-making in pharmacy practice.
Co-Requisites: PHAR1135

PHAR1240 : Compounding and Aseptic Techniques

Credit Hours: 2
Clock Hours: 45/0/0

The focus of this course is on the process of compounding, sterile preparation, and aseptic techniques within legal and regulatory guidelines. Students will perform dosage calculations required for sterile product preparation and learn safe handling and preparation of compound sterile preparations.
Co-Requisites: PHAR1140

PHAR1245 : Professional Skills for Pharmacy Technicians

Credit Hours: 2
Clock Hours: 45/0/0

This course equips pharmacy technician students with essential professional competencies required for success in diverse pharmacy settings. Emphasis is placed on communication skills, ethical decision-making, teamwork, customer service, cultural competence, and workplace professionalism. Students will explore real-world scenarios to develop critical thinking, conflict resolution, and time management strategies. By the end of the course, students will be prepared to demonstrate professional behavior and contribute effectively to interprofessional healthcare teams.
Co-Requisites: PHAR1145

PHAR1370 : Pharmacy Technician Externship

Credit Hours: 3.5
Clock Hours: 0/0/160

This course allows students to assist with or actively participate in patient care using the institutional care knowledge acquired from classroom training. Students will get hands-on, real-world experience and observations in a pharmaceutical setting.
Prerequisites: PHAR1210, PHAR1110, PHAR1215, PHAR1115, PHAR1235, PHAR1135, PHAR1240, PHAR1140, PHAR1245, PHAR1145

PHIL1310 : Critical Thinking

Credit Hours: 3
Clock Hours: 45/0/0

This course introduces students to the fundamentals of critical thinking. Students will learn to identify fallacies, assess sources, construct sound arguments, and distinguish between valid and invalid reasoning. Topics include deductive and inductive reasoning, argument structure, basic logical concepts, biases, and evaluating evidence. By the end of the course, students will be equipped to think more clearly, question assumptions, and engage in reasoned discourse in academic and real-world contexts.

PHLB1310 : Phlebotomy Procedures

Credit Hours: 2.5
Clock Hours: 24/40/0

This course provides practical instruction in the field of phlebotomy. Topics discussed include patient preparation, routine and non-routine specimen collection, safety procedures and infection control, documentation, as well as legal, ethical and professional considerations and other roles of a phlebotomist in healthcare. Students will practice phlebotomy skills for venipuncture and capillary punctures in a laboratory setting. A minimum of 30 completed venipunctures and 10 capillary punctures during the laboratory portion are required for successful completion of the course.

PHYS1310 : General Physics

Credit Hours: 3
Clock Hours: 45/0/0

This is a fundamental course in physics (non-calculus based) that describes and explains the laws of mechanics, motion, gravity, impulse and momentum, energy, the interaction of forces, work, power, friction, conservation laws, and the physics of fluids.
Prerequisites: None

PHYS1311 : Introductory Physics

Credit Hours: 3
Clock Hours: 45/0/0

This course provides an in-depth understanding of Waves and Energy Transport, covering topics such as Transverse and Longitudinal Waves, Speed of Transverse Waves on a String, Periodic Waves, Principle of Superposition, Reflection and Refraction, Interference and Diffraction, Standing Waves, Sound Waves, The Speed of Sound Waves, Amplitude and Intensity of Sound Waves, Standing Sound Waves, The Human Ear, The Doppler Effect, Echolocation and Medical Imaging, Wavefronts, Rays, and Huygens Principle, The Reflection of Light, The Refraction of Light: Snell's Law, Total Internal Reflection, The Formation of Images Through Reflection or Refraction, and Constructive and Destructive Interaction. The course will focus on the fundamental principles of wave behavior and energy transport, examining the properties of waves and their interactions with matter.

PSYC1220 : Human Growth & Development

Credit Hours: 2
Clock Hours: 45/0/0

This course identifies and discusses all stages in the life span from infancy through late adulthood. A discussion of cultural considerations, types of families, changes affecting modern families and family patterns, and qualities of functional families will be included.

PSYC1310 : General Psychology

Credit Hours: 3
Clock Hours: 45/0/0

This course provides a general overview of the field of psychology. The scientific nature of psychology and the sociohistorical evolution of the field are reviewed. Students will study the themes and theories related to understanding human behavior. Students will be able to use the skills and knowledge gained in this course in their future classes, the work place, and in their personal relationships. This course will provide a better understanding of human learning and behavior which will lead to success in future classes.

PSYC1320 : Human Growth & Development

Credit Hours: 3
Clock Hours: 45/0/0

This course identifies and discusses all stages in the life span from infancy through late adulthood. A discussion of cultural considerations, types of families, changes affecting modern families and family patterns, and qualities of functional families is included.

RAD120 : Introduction to Radiologic Technology

Credit Hours: 3
Clock Hours: 37.5/15/0

Upon completion of this course, students will have an overview of the radiologic sciences profession and its patient care aspects. Students learn the history and future of radiography, demonstrate proper patient care techniques while assisting the patient, and discuss the importance of customer service.

RAD121 : Patient Care in Radiology

Credit Hours: 3
Clock Hours: 37.5/15/0

Students get an overview of the radiologic technology profession and patient care. The course focuses on direct patient contact, CPR, OSHA compliance, use of proper body mechanics, universal precautions, vital signs, and numerous patient care techniques needed by the radiographer on the healthcare team to serve the acute or chronically ill patient. Students discuss the importance of customer service.

RAD124 : Medical Terminology

Credit Hours: 3
Clock Hours: 45/0/0

Students acquire a thorough working knowledge of the medical and scientific vocabulary used in the field of diagnostic medical imaging. Students learn standard abbreviations, combining forms, prefixes, suffixes, pronunciations, and correct spellings.

RAD130 : Image Production I

Credit Hours: 2
Clock Hours: 30/0/0

The course leads the learner through concepts related to radiographic imaging, including: beam restriction, grids, radiographic film, processing, sensitometry, intensifying screens, quality factors, and conversion techniques involving manipulation of exposure parameters.

RAD131 : Radiation Physics

Credit Hours: 3
Clock Hours: 37.5/15/0

A study of the fundamental units of measurement, the structure of matter and the concepts of work, force, and energy. The course covers the basics of electricity: electrostatics, electrodynamics, magnetism and the electric generator. Concepts include electromagnetic induction, transformers, rectifiers, x-ray tubes, and the interactions that produce x-radiation. Radiation measurement and basic radiation protection concepts are also included.

RAD135 : Positioning I

Credit Hours: 4
Clock Hours: 30/60/0

This course covers radiographic considerations and positioning of the upper limb, lower limb, and chest. Students learn necessary positions, perform simulated radiographic positioning, and receive instruction in techniques for dispensing ionizing radiation.

RAD136 : Clinical I

Credit Hours: 3.5
Clock Hours: 0/0/160

This course gives students practical learning experience in a clinical environment. This course gives the student the opportunity to apply the radiographic skills they have acquired thus far in a variety of settings, including the radiology departments of local healthcare facilities.

RAD140 : Image Production II

Credit Hours: 3
Clock Hours: 45/0/0

This course builds upon the concepts learned in RAD131, Radiation Physics, and RAD130, Image Production I. The course leads the learner through concepts related to radiographic imaging, including: film critique, exposure control systems, including fixed and variable kilovoltage technique, chart construction, automatic exposure control, and exposure conversion methods.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

RAD142 : Radiation Biology

Credit Hours: 3
Clock Hours: 45/0/0

Students are introduced to radiation protection concepts and a quick review of the basic interactions of x-radiation with matter. The radiation quantities and units are discussed in relation to limits for exposure to ionizing radiation and protection of the patient and the occupationally exposed personnel during diagnostic radiographic procedures. Cell biology and the structure of the cell are studied in conjunction with the biologic effects of radiation exposure.

RAD145 : Positioning II

Credit Hours: 3
Clock Hours: 30/30/0

Students focus on radiographic considerations and positioning of the vertebral column, the kidneys and urinary tract, the upper and lower gastrointestinal tract, and the skull. Students learn necessary positions and perform simulated radiographic positioning and receive instruction in techniques for dispensing ionizing radiation.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

RAD146 : Clinical II

Credit Hours: 3.5
Clock Hours: 0/0/160

This course continues the practical, hands-on learning process begun in RAD136.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

RAD255 : Positioning III

Credit Hours: 3
Clock Hours: 30/30/0

Students focus on radiographic considerations and positioning of the skull, with emphasis on the cerebral cranium, visceral cranium, and paranasal sinuses. This course is a continuation of RAD135 and RAD145 and has the same hands-on laboratory component.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

RAD256 : Clinical III

Credit Hours: 7
Clock Hours: 0/0/320

This course continues the practical, hands-on learning process begun in RAD146.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

RAD266 : Clinical IV

Credit Hours: 8.5
Clock Hours: 0/0/400

This course continues the practical, hands-on learning process begun in RAD256.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

RAD270 : Medical Ethics & Law

Credit Hours: 2
Clock Hours: 30/0/0

Students explore ethics as a branch of philosophy and discuss elements of ethical behavior, ethical issues, and dilemmas in health care. There is discussion and lecture regarding the legal responsibilities of the Radiologic Technologist, including issues of patient consent, elements of risk management, and equipment safety.

RAD271 : Radiological Theory

Credit Hours: 2
Clock Hours: 30/0/0

Students explore the use of computers in radiology today. Computerized imaging and therapeutic techniques, such as computerized tomography, digital radiography, magnetic resonance imaging, nuclear medicine, radiation therapy and ultrasounds, will be considered. Students are introduced to the use of computers in patient information and scheduling systems.

RAD272 : Special Radiographic Procedures/ Pathology

Credit Hours: 3
Clock Hours: 45/0/0

Students review the anatomy of the nervous and circulatory systems and are introduced to the special radiological procedures used for their examination. The course focuses on the specialized equipment and accessories required for each procedure. The use of contrast media and potential adverse reactions will also be discussed. Included are angiographic, neuroradiographic, and interventional procedures. Infrequent, but interesting studies, are also covered such as lymphography and sialography. The second part of this course covers various disease processes of the human body. Diseases may be classified as either structural or functional with each type being defined. Exogenous and endogenous causes of diseases are explained. An awareness of pathology with an understanding of the effect disease has on a radiographic image are the main goals.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

RAD276 : Clinical V

Credit Hours: 5
Clock Hours: 0/0/240

This course continues the practical, hands-on learning process begun in RAD266.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

RAD281 : Registry Review

Credit Hours: 3
Clock Hours: 45/0/0

A final, comprehensive course that reviews and relates concepts previously covered in the two-year curriculum. It provides the student with a meaningful approach to evaluate previous learning and to investigate areas of needed preparation for employment and credentialing. The course also includes employment interview skills and related concepts such as résumé preparation.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

RAD286 : Clinical VI

Credit Hours: 7
Clock Hours: 0/0/320

This course continues the practical, hands-on learning process begun in RAD276.
Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

RESP1110 : Respiratory Therapy Foundations

Credit Hours: 10.5
Clock Hours: 180/0/0

In this lecture course students learn and review mechanics of the pulmonary system and the relationship between respiration and cardiac function. Students learn to recognize normal and abnormal arterial blood gas results. They learn the principles of gas physics and their application to oxygen, aerosol, and humidity therapies. Students begin the process of professional development and learn self-esteem and motivational skills necessary to become employed. Students learn the conditions that indicate the need for oxygen therapy. They explore the potential hazards associated with oxygen therapy, study the different oxygen delivery devices, and learn how to assemble and test equipment. They practice setting up oxygen, aerosol, and humidity therapies. Students learn to perform patient assessments, including assessing the need for secretion removal and how to perform the appropriate procedures. They are introduced to the various pharmacological agents used in respiratory therapy and their biochemical properties. Students learn the indications for and the potential hazards of hyperinflation and incentive spirometry therapies. Professional development, ethics and critical thinking is introduced.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

Co-Requisites: For course co-requisite information, please refer to the *Programs of Study section* of the catalog.

RESP1210 : Respiratory Therapy Foundations Applications

Credit Hours: 2
Clock Hours: 0/60/0

This lab course allows students the opportunity to build skills related to topics covered in the RESP1110 course in a laboratory setting. Students also learn to perform cardiopulmonary resuscitation (CPR) thru the American Heart Association.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

Co-Requisites: For course co-requisite information, please refer to the *Programs of Study section* of the catalog.

RESP1310 : Respiratory Therapeutics, Diagnostics and Disease Management

Credit Hours: 3.5
Clock Hours: 30/45/0

In this lecture/lab course students examine the etiology and pathophysiology of respiratory disease and review patient assessment. Students learn and perform EKG procedures, cardiac rhythm identification and chest x-ray interpretation. Students also learn to maintain and manage artificial airways.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

RESP1610 : Respiratory Therapeutics, Diagnostics and Disease Management Applications

Credit Hours: 6
Clock Hours: 0/0/285

This course allows students the opportunity to build skill and demonstrate competencies related to topics covered in the RESP1310 course in a live clinical setting. This course may also include clinical simulation performed on campus.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

RESP2210 : Respiratory Therapy Capstone and Board Exam Prep Applications

Credit Hours: 2.5
Clock Hours: 0/0/120

This course allows students the opportunity to build skill and demonstrate competencies related to topics covered in the RESP2810 course in a live clinical setting. This course may also include clinical simulation performed on campus.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

RESP2310 : Cardiopulmonary Critical Care

Credit Hours: 3.5
Clock Hours: 30/45/0

This lecture/lab course examines the pathologies of the cardiopulmonary symptoms and recognize the manifestations and systems of restrictive and obstructive pulmonary disease. Students study the various types of mechanical ventilators to identify the modalities of continuous mechanical ventilation. They learn how to set up ventilators and monitor a ventilator patient. Students learn how to apply PEEP/CPAP and intermittent mandatory ventilation. They learn the special considerations for continuous mechanical ventilation and long-term life support. They learn the advanced techniques and proper maintenance procedures associated with continuous mechanical ventilation, as well as the indications for and techniques applicable to, the discontinuation of ventilation. They learn to recognize the various pulmonary disease states associated with ventilator patients and how to evaluate the patient's status and response to therapy.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

RESP2410 : Respiratory Care of Specialty Populations Applications

Credit Hours: 4
Clock Hours: 0/0/180

This course allows students the opportunity to build skill and demonstrate competencies related to topics covered in the RESP2620 course in a live clinical setting. This course may also include clinical simulation performed on campus.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

RESP2610 : Cardiopulmonary Critical Care Applications

Credit Hours: 6
Clock Hours: 0/0/285

This course allows students the opportunity to build skill and demonstrate competencies related to topics covered in the RESP2310 course in a live clinical setting. This course may also include clinical simulation performed on campus.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

RESP2620 : Respiratory Care of Specialty Populations

Credit Hours: 6
Clock Hours: 75/30/0

In this lecture/lab course students learn anatomy, physiology, and respiratory care considerations of the pediatric and neonatal patient. They learn to identify and administer the pharmacological agents used in critical care and explore the goals and objectives of pulmonary rehabilitation and patient education. Students learn specialty therapies/procedures pertaining to Sleep Medicine, Pulmonary Function Testing, Bronchoscopy and Extracorporeal Membrane Oxygenation. Students work on case studies related to these topics.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

RESP2810 : Respiratory Therapy Capstone and Board Exam Prep

Credit Hours: 8
Clock Hours: 100/40/0

This lecture/lab course offers a comprehensive review of the National Board for Respiratory Care (NBRC) Therapist Multiple Choice and Clinical Simulation exams as defined in the NBRC Content Outlines. It also includes a comprehensive review of critical thinking skills and therapist-driven protocols as applied to the successful completion of the certification examinations offered by the NBRC.

Prerequisites: For course pre-requisite information, please refer to the *Programs of Study section* of the catalog.

RT210 : Introduction to & Applied Respiratory Therapeutics

Credit Hours: 12
Clock Hours: 180/60/0

Students learn applicable medical terminology and the metric conversions used in respiratory therapy. They learn applied anatomy, physiology, and mechanics of the pulmonary system and the relationship between respiration and cardiac function. Students learn to recognize normal and abnormal arterial blood gas results. They learn the principles of gas physics and their application to oxygen, aerosol, and humidity therapies. Students begin the process of professional development and learn self-esteem and motivational skills necessary to become employed. Students learn the conditions that indicate the need for oxygen therapy. They explore the potential hazards associated with oxygen therapy, study the different oxygen delivery devices, and learn how to assemble and test equipment. They practice setting up oxygen, aerosol, and humidity therapies. They are introduced to the various pharmacological agents used in respiratory therapy and their biochemical properties. Students learn the indications for and the potential hazards of IPPB and incentive spirometry therapies. Students have the opportunity to practice procedures for the administration of these therapies to patients in a laboratory setting. Students learn to perform cardiopulmonary resuscitation (CPR) and chest auscultation and to administer metered dose inhalation therapy. Professional development will continue, including ethics.
Prerequisites: General Education courses respective to each program must be successfully completed.

RT220 : Clinical Medicine I

Credit Hours: 10
Clock Hours: 30/30/315

Students learn to perform patient assessments, including assessing the need for secretion removal and how to perform the appropriate procedures. Students examine the etiology of respiratory disease, learn to identify common pathogenic organisms, and explore various isolations and sterilization techniques. They learn to maintain and manage an artificial airway and will explore the physiology of blood gases and the techniques for analyzing arterial blood gas samples. A large portion of this course is spent in a ship practicing the skills related to what has been learned to identify, perform, and assess the results of various diagnostic pulmonary function tests.
Prerequisites: RT210

RT230 : Clinical Medicine II

Credit Hours: 10
Clock Hours: 30/30/315

Students examine the pathologies of the cardiopulmonary symptoms and recognize the manifestations and systems of restrictive and obstructive pulmonary disease. Students study the various types of mechanical ventilators to identify the modalities of continuous mechanical ventilation. They learn how to set up ventilators and monitor a ventilator patient. Students learn how to apply PEEP/CPAP and intermittent mandatory ventilation. They learn the special considerations for continuous mechanical ventilation and long-term life support. They learn the advanced techniques and proper maintenance procedures associated with continuous mechanical ventilation as well as the indications for and techniques applicable to the discontinuation of ventilation. They learn to recognize the various pulmonary disease states associated with ventilator patients and how to evaluate the patient's status and response to therapy. A large portion of this course is spent in a clinical externship practicing the skills related to what has been learned in the classroom and laboratory.
Prerequisites: RT220

RT240 : Clinical Specialty Areas/Comprehensive Review

Credit Hours: 10
Clock Hours: 75/30/180

Students learn anatomy, physiology, and respiratory care considerations of the pediatric and neonatal patient. They learn to identify/administer the pharmacological agents used in critical care and explore the goals and objectives of pulmonary rehabilitation and patient education. Students work on case studies related to these topics. A large portion of this course is spent in a clinical externship practicing the skills related to what has been learned in the classroom and laboratory.
Prerequisites: RT230

RT250 : Advanced Clinical Practice

Credit Hours: 10
Clock Hours: 100/40/90

This course offers a comprehensive overview of the math used for respiratory therapy calculations and provides an opportunity for the student to learn advanced skills related to respiratory patient care. The course offers a comprehensive study of current standardized pulmonary function modalities and the interpretation of test data. It also includes a comprehensive review of critical thinking skills and therapist-driven protocols as applied to the successful completion of the certification examinations offered by the National Board for Respiratory Care (NBRC).
Prerequisites: RT240

SOCI1310 : Introduction to Sociology

Credit Hours: 3
Clock Hours: 45/0/0

This course is a general introduction to the study of sociology, which is the systematic study of human society and the social forces that shape human social life. The goal of this course is to provide students with an overview of how sociology helps us understand human societies, human relationships, group aspects of behavior, and social institutions.

SURG1223 : Applied Microbiology for Surgical Technology

Credit Hours: 2
Clock Hours: 30/0/0

In this course, students will explore the essential role of microbiology in maintaining sterile technique and infection control within the operative setting. They will learn to identify and comprehend the functions of different components of the compound microscope. Additionally, students will compare and contrast the structures and characteristics of diverse microorganisms. Through an in-depth study of the body's immune responses, they will analyze the defense mechanisms deployed against pathogens. By understanding the infectious process, students will gain valuable insights into its implications and significance in the context of surgical practice.

SURG1233 : Surgical Technology I Laboratory

Credit Hours: 2.5
Clock Hours: 0/80/0

This laboratory course provides the practical application of theoretical concepts, patient safety standards, and aseptic principles in alignment with SURG1533. Preoperative applied skills performed in the scrub role are highlighted with an emphasis on industry best practices and the application of critical thinking skills. Critical thinking skills within the operative environment are discussed in the context of patient care, emergency management and all-hazards preparation. Related medical/surgical terminology is integrated throughout the course.
Prerequisites: BIOL1111, BIOL1121, BIOL1310, BIOL1320, SURG1223
Co-Requisites: SURG1533

SURG1533 : Surgical Technology Theory I

Credit Hours: 5.5
Clock Hours: 100/0/0

This course provides a comprehensive introduction into the field of surgical technology and perioperative theory and concepts. Major topics include the surgical technologist's roles and responsibilities, law and ethics in healthcare, safety and standard precautions, and preoperative case management. Perioperative theory and concepts include patient care, fundamentals of aseptic technique, environmental controls, and personnel practices. Related medical/surgical terminology is integrated throughout the course. During this course you will learn proper CPR, learn about Bloodborne Pathogens as well as HIPAA.
Prerequisites: BIOL1111, BIOL1121, BIOL1310, BIOL1320, SURG1223
Co-Requisites: SURG1233

SURG2243 : Surgical Technology Lab II

Credit Hours: 2.5
Clock Hours: 0/80/0

This laboratory course provides practical application of theoretical concepts, patient safety standards, and aseptic principles in alignment with SURG2543. Handling, passing, sterilization and assembly of specialty surgical instrumentation, equipment, and supplies is included. Intraoperative and postoperative case management skills are further emphasized.
Prerequisites: SURG1533, SURG1233
Co-Requisites: SURG2543

SURG2253 : Surgical Technology Lab III

Credit Hours: 2.5
Clock Hours: 0/80/0

This laboratory course provides practical application of theoretical concepts, patient safety standards, and aseptic principles within the mock surgery setting in alignment with SURG2553. Perioperative applied skills performed in the scrub and circulating roles are highlighted with an emphasis on industry best practices and the application of critical thinking skills. Mock surgery scenarios incorporate all skills acquired in previous laboratory courses to prepare the student for clinical experiences and surgical rotations.
Prerequisites: SURG2543, SURG2243
Co-Requisites: SURG2553

SURG2263 : Surgical Technology Clinical Review I

Credit Hours: 2.5
Clock Hours: 50/0/0

This is the first of two courses designed to provide the student with a review of all didactic, laboratory, and clinical knowledge necessary to prepare for success on the Certified Surgical Technologist (CST) examination administered by the National Board of Surgical Technology and Surgical Assisting (NBSTSA) and/or the NCCT. Reviews will be conducted in several forms, including test skills preparation, anatomy & physiology, pharmacology, sterilization concepts, and surgical procedures review.
Prerequisites: SURG2553, SURG2253

SURG2473 : Surgical Technology Clinical Review II

Credit Hours: 4
Clock Hours: 80/0/0

This is the second of two courses designed to provide the student with a review of all didactic, laboratory, and clinical knowledge necessary to prepare for success on the Certified Surgical Technologist (CST) examination administered by the National Board of Surgical Technology and Surgical Assisting (NBSTSA) and/or NCCT. Reviews will be conducted in several forms, including test skills preparation, anatomy & physiology, pharmacology, sterilization concepts, and surgical procedures review.
Prerequisites: SURG2263

SURG2543 : Surgical Technology Theory II

Credit Hours: 5.5
Clock Hours: 100/0/0

This course provides a comprehensive overview of surgical instrumentation, equipment, and supplies and will survey case management concepts. Topics include basic and specialty surgical instrument uses and classifications, wound types and healing, fundamentals of surgical pathophysiology, and postoperative patient care. Critical thinking skills within the operative environment are discussed in the context of surgical anticipation, sterilization, and all-hazards preparation. Related medical/surgical terminology is integrated throughout the course.
Prerequisites: SURG1533, SURG1233
Co-Requisites: SURG2243

SURG2553 : Surgical Technology Procedures

Credit Hours: 5.5
Clock Hours: 100/0/0

This course will introduce students to surgery and primary surgical procedures within basic specialties including Surgical Procedures (Plastic Reconstructive Surgery, Orthopedic Surgery, Obstetric & Gynecologic Surgery, Genitourinary Surgery, Cardiothoracic/ Cardiovascular Surgery, Peripheral Surgery, Neurosurgery, Pediatric Surgery, Emergency Trauma) Related medical/surgical terminology, instrumentation, anatomy, physiology, and pathophysiology are integrated throughout the course.
Prerequisites: SURG2543, SURG2243
Co-Requisites: SURG2253

SURG2573 : Surgical Technology Clinical II

Credit Hours: 5.5
Clock Hours: 0/0/260

In this clinical experience will provide progressive exposure to and experience with diverse surgical procedures of elementary, intermediate, and advanced complexity performed in relation to the practice of surgical technology in multiple specialties within the clinical setting.
Prerequisites: SURG2763

SURG2763 : Surgical Technology Clinical I

Credit Hours: 7
Clock Hours: 0/0/320

In this clinical experience will provide progressive exposure to and experience with diverse surgical procedures of elementary, intermediate, and advanced complexity performed in relation to the practice of surgical technology in multiple specialties within the clinical setting. The learning process is a systematic approach to critical thinking and surgical problem solving focused on the ability of the student surgical technologist to anticipate the needs of the surgical team as well as the patient.
Prerequisites: SURG2553, SURG2253

Calendar

2026 Student Holidays

Date	Event
January 1, 2026	New Year's Day
January 19, 2026	Martin Luther King, Jr. Day
May 25, 2026	Memorial Day
June 19, 2026	Juneteenth
July 3, 2026	Independence Day
September 7, 2026	Labor Day
November 11, 2026	Veteran's Day
November 26, 2026	Thanksgiving Day
November 27, 2026	Day after Thanksgiving
December 25, 2026	Christmas Day

Graduation Dates

Graduation dates are estimated and may vary due to individual students' clinical/externship schedules.

Clinical Schedules

Clinical rotations may consist of up to 12-hour shifts. Shift times may vary and may include weekends.

General Education classes may be morning and/or afternoon session or online.

Externship Schedules

Generally, externship is arranged as daytime, Monday through Friday, 40 hours a week.

Hours of Operation

Classroom - open at least 15 minutes before and after each scheduled class. Administration—8 a.m. to 8 p.m. Monday through Thursday and 8 a.m. to 5 p.m. Friday Learning Resource Center—7:30 a.m. to 7 p.m.; Monday through Friday unless posted.

Bachelor of Science in Nursing 2024

Monday-Friday

8:00a.m. - 5:00 p.m.

Clinical Times Vary

Start	Graduate
02/12/24	07/01/26
09/16/24	02/10/27

Bachelor of Science in Nursing 2025

Monday-Friday

8:00a.m. - 5:00 p.m.

Clinical Times Vary

Start	Graduate
02/10/25	06/30/27
09/15/25	02/09/28

Bachelor of Science in Nursing 2026

Monday-Friday

8:00a.m. - 5:00 p.m.

Clinical Times Vary

Start	Graduate
02/16/26	06/28/28
09/21/26	02/07/29

Bachelor of Science in Nursing 2027

Monday-Friday

8:00a.m. - 5:00 p.m.

Clinical Times Vary

Start	Graduate
02/15/27	06/27/29
09/20/27	02/06/30

Cardiovascular Sonography (AAS) 2025

Monday-Friday

8:00a.m. - 5:00 p.m.

Clinical Times Vary

Start	Graduate
02/10/25	09/16/26
09/15/25	04/21/27

Cardiovascular Sonography (AAS) 2026

Monday-Friday

8:00a.m. - 5:00 p.m.

Clinical Times Vary

Start	Graduate
04/27/26	11/24/27

Start	Graduate
11/30/26	06/28/28

Cardiovascular Sonography (AAS) 2027

Monday-Friday

8:00a.m. - 5:00 p.m.

Clinical Times Vary

Start	Graduate
07/12/27	02/07/29

Dental Assistant (Diploma) 2025

Morning Classes		Mid-Morning Classes		Evening Classes	
Start	**Graduate**	**Start**	**Graduate**	**Start**	**Graduate**
01/13/25	08/28/25	01/13/25	08/28/25	01/13/25	08/28/25
02/10/25	10/02/25	02/10/25	10/02/25	02/10/25	10/02/25
03/10/25	10/30/25	03/10/25	10/30/25	03/10/25	10/30/25
04/07/25	11/26/25	04/07/25	11/26/25	04/07/25	11/26/25
05/05/25	01/08/26	05/05/25	01/08/26	05/05/25	01/08/26
06/02/25	02/05/26	06/02/25	02/05/26	06/02/25	02/05/26
07/07/25	03/05/26	07/07/25	03/05/26	07/07/25	03/05/26
08/04/25	04/02/26	08/04/25	04/02/26	08/04/25	04/02/26
09/08/25	04/30/26	09/08/25	04/30/26	09/08/25	04/30/26
10/06/25	05/28/26	10/06/25	05/28/26	10/06/25	05/28/26
11/03/25	06/25/26	11/03/25	06/25/26	11/03/25	06/25/26
12/01/25	07/30/26	12/01/25	07/30/26	12/01/25	07/30/26

Dental Assistant (Diploma) 2026

Morning Classes		Mid-Morning Classes		Evening Classes	
Start	**Graduate**	**Start**	**Graduate**	**Start**	**Graduate**
01/12/26	08/27/26	01/12/26	08/27/26	01/12/26	08/27/26
02/09/26	10/01/26	02/09/26	10/01/26	02/09/26	10/01/26
03/09/26	10/29/26	03/09/26	10/29/26	03/09/26	10/29/26
04/06/26	11/25/26	04/06/26	11/25/26	04/06/26	11/25/26
05/04/26	01/08/27	05/04/26	01/08/27	05/04/26	01/08/27
06/01/26	02/04/27	06/01/26	02/04/27	06/01/26	02/04/27
07/06/26	03/04/27	07/06/26	03/04/27	07/06/26	03/04/27
08/03/26	04/01/27	08/03/26	04/01/27	08/03/26	04/01/27
09/08/26	04/29/27	09/08/26	04/29/27	09/08/26	04/29/27
10/05/26	05/27/27	10/05/26	05/27/27	10/05/26	05/27/27
11/02/26	06/24/27	11/02/26	06/24/27	11/02/26	06/24/27
12/01/26	07/29/27	12/01/26	07/29/27	12/01/26	07/29/27

Dental Assistant (Diploma) 2027

Morning Classes		Mid-Morning Classes		Evening Classes	
Start	**Graduate**	**Start**	**Graduate**	**Start**	**Graduate**
01/11/27	08/26/27	01/11/27	08/26/27	01/11/27	08/26/27
02/08/27	09/30/27	02/08/27	09/30/27	02/08/27	09/30/27
03/08/27	10/28/27	03/08/27	10/28/27	03/08/27	10/28/27
04/05/27	12/02/27	04/05/27	12/02/27	04/05/27	12/02/27
05/03/27	01/13/28	05/03/27	01/13/28	05/03/27	01/13/28
06/01/27	02/10/28	06/01/27	02/10/28	06/01/27	02/10/28
07/06/27	03/09/28	07/06/27	03/09/28	07/06/27	03/09/28
08/02/27	04/06/28	08/02/27	04/06/28	08/02/27	04/06/28
09/07/27	05/04/28	09/07/27	05/04/28	09/07/27	05/04/28
10/04/27	06/05/28	10/04/27	06/05/28	10/04/27	06/05/28
11/01/27	06/29/28	11/01/27	06/29/28	11/01/27	06/29/28
12/06/27	08/03/28	12/06/27	08/03/28	12/06/27	08/03/28

Dental Hygiene (AAS) 2025

Start	Graduate
04/21/25	09/16/26
11/24/25	04/21/27

Dental Hygiene (AAS) 2026

Start	Graduate
07/13/26	11/24/27

Dental Hygiene (AAS) 2027

Start	Graduate
02/15/27	06/28/28
09/20/27	02/07/29

Diagnostic Medical Sonography (AAS) 2025

Start	Graduate
04/21/25	11/25/26
11/24/25	06/30/27

Diagnostic Medical Sonography (AAS) 2026

Start	Graduate
07/13/26	02/09/28

Diagnostic Medical Sonography (AAS) 2027

Start	Graduate
02/15/27	09/13/28
09/20/27	04/18/29

Medical Assistant (Diploma) 2025

Morning Classes		Mid-Morning Classes		Evening Classes	
Start	Graduate	Start	Graduate	Start	Graduate
01/13/25	08/28/25	01/13/25	08/28/25	01/13/25	08/28/25
02/10/25	10/02/25	02/10/25	10/02/25	02/10/25	10/02/25
03/10/25	10/30/25	03/10/25	10/30/25	03/10/25	10/30/25
04/07/25	11/26/25	04/07/25	11/26/25	04/07/25	11/26/25
05/05/25	01/08/26	05/05/25	01/08/26	05/05/25	01/08/26
06/02/25	02/05/26	06/02/25	02/05/26	06/02/25	02/05/26
07/07/25	03/05/26	07/07/25	03/05/26	07/07/25	03/05/26
08/04/25	04/02/26	08/04/25	04/02/26	08/04/25	04/02/26
09/08/25	04/30/26	09/08/25	04/30/26	09/08/25	04/30/26
10/06/25	05/28/26	10/06/25	05/28/26	10/06/25	05/28/26
11/03/25	06/25/26	11/03/25	06/25/26	11/03/25	06/25/26
12/01/25	07/30/26	12/01/25	07/30/26	12/01/25	07/30/26

Medical Assistant (Diploma) 2026

Morning Classes		Mid-Morning Classes		Evening Classes	
Start	Graduate	Start	Graduate	Start	Graduate
01/12/26	08/27/26	01/12/26	08/27/26	01/12/26	08/27/26
02/09/26	10/01/26	02/09/26	10/01/26	02/09/26	10/01/26
03/09/26	10/29/26	03/09/26	10/29/26	03/09/26	10/29/26
04/06/26	11/25/26	04/06/26	11/25/26	04/06/26	11/25/26
05/04/26	01/08/27	05/04/26	01/08/27	05/04/26	01/08/27
06/01/26	02/04/27	06/01/26	02/04/27	06/01/26	02/04/27
07/06/26	03/04/27	07/06/26	03/04/27	07/06/26	03/04/27
08/03/26	04/01/27	08/03/26	04/01/27	08/03/26	04/01/27
09/08/26	04/29/27	09/08/26	04/29/27	09/08/26	04/29/27
10/05/26	05/27/27	10/05/26	05/27/27	10/05/26	05/27/27
11/02/26	06/24/27	11/02/26	06/24/27	11/02/26	06/24/27
12/01/26	07/29/27	12/01/26	07/29/27	12/01/26	07/29/27

Medical Assistant (Diploma) 2027

Morning Classes		Mid-Morning Classes		Evening Classes	
Start	Graduate	Start	Graduate	Start	Graduate
01/11/27	08/26/27	01/11/27	08/26/27	01/11/27	08/26/27
02/08/27	09/30/27	02/08/27	09/30/27	02/08/27	09/30/27
03/08/27	10/28/27	03/08/27	10/28/27	03/08/27	10/28/27

Morning Classes		Mid-Morning Classes		Evening Classes	
04/05/27	12/02/27	04/05/27	12/02/27	04/05/27	12/02/27
05/03/27	01/13/28	05/03/27	01/13/28	05/03/27	01/13/28
06/01/27	02/10/28	06/01/27	02/10/28	06/01/27	02/10/28
07/06/27	03/09/28	07/06/27	03/09/28	07/06/27	03/09/28
08/02/27	04/06/28	08/02/27	04/06/28	08/02/27	04/06/28
09/07/27	05/04/28	09/07/27	05/04/28	09/07/27	05/04/28
10/04/27	06/01/28	10/04/27	06/01/28	10/04/27	06/01/28
11/01/27	06/29/28	11/01/27	06/29/28	11/01/27	06/29/28
12/06/27	08/03/28	12/06/27	08/03/28	12/06/27	08/03/28

Pharmacy Technician 2026

Start	Graduate
06/01/26	12/10/26
07/06/26	01/21/27
08/03/26	02/18/27
09/08/26	03/18/27
10/05/26	04/15/27
11/02/26	05/13/27
12/01/26	06/10/27

Pharmacy Technician 2027

Start	Graduate
01/11/27	07/08/27
02/08/27	08/12/27
03/08/27	09/09/27
04/05/27	10/14/27
05/03/27	11/11/27
06/01/27	12/16/27
07/06/27	01/27/28
08/02/27	02/24/28
09/07/27	03/23/28

Phlebotomy Technician 2026

Start	Graduate
03/09/26	04/30/26
06/01/26	07/30/26
09/08/26	10/29/26
12/01/26	02/04/27

Phlebotomy Technician 2027

Start	Graduate
03/08/27	04/29/27
06/01/27	07/29/27
09/07/27	10/28/27

Practical Nursing (Diploma) 2025

Start	Graduate
11/25/24	09/10/25
02/10/25	11/19/25
04/21/25	02/11/26
07/07/25	04/22/26
09/15/25	07/01/26
11/24/25	09/16/26

Practical Nursing (Diploma) 2026

Start	Graduate
02/16/26	11/25/26
04/27/26	02/10/27
07/13/26	04/21/27
09/21/26	06/30/27
11/30/26	09/15/27

Practical Nursing (Diploma) 2027

Start	Graduate
02/15/27	11/24/27
04/26/27	02/09/28
07/12/27	04/19/28
09/20/27	06/28/28

Radiologic Technology (AAS) 2025

Start	Graduate
02/10/25	09/16/26
07/07/25	02/10/27
11/24/25	06/30/27

Radiologic Technology (AAS) 2026

Start	Graduate
04/27/26	11/24/27
09/21/26	04/19/28

Radiologic Technology (AAS) 2027

Start	Graduate
02/15/27	09/13/28
07/12/27	02/07/29

Respiratory Therapy (AAS) 2025

Monday – Friday

Clinical Hours May Vary

Start	Graduate
02/10/25	07/01/26
04/21/25	09/16/26
07/07/25	11/25/26
09/15/25	02/10/27
11/24/25	04/21/27

Respiratory Therapy (AAS) 2026

Monday – Friday

Clinical Hours May Vary

Start	Graduate
02/16/26	06/30/27
04/27/26	09/15/27
07/13/26	11/24/27
09/21/26	02/09/28
11/30/26	04/19/28

Respiratory Therapy (AAS) 2027

Monday – Friday

Clinical Hours May Vary

Start	Graduate
02/15/27	06/28/28
04/26/27	09/13/28
07/12/27	11/22/28
09/20/27	02/07/29

Sterile Processing Technician (Diploma) 2026

Start	Graduate
03/09/26	06/25/26
06/01/26	10/01/26

Start	Graduate
09/08/26	01/08/27
12/01/26	04/01/27

Sterile Processing Technician (Diploma) 2027

Start	Graduate
03/08/27	06/24/27
06/01/27	09/30/27
09/07/27	01/13/28

Surgical Technologist (AAS) 2025

Monday - Friday

Clinical Times Vary

Start	Graduate
04/21/25	09/16/26
09/15/25	02/10/27

**Theory and Lab classes will vary by course schedule. On average a student will be on campus 4 hours a day, 5 days a week.*

Surgical Technologist (AAS) 2026

Monday - Friday

Clinical Times Vary

Start	Graduate
02/16/26	06/30/27
07/13/26	11/24/27
11/30/26	04/19/28

**Theory and Lab classes will vary by course schedule. On average a student will be on campus 4 hours a day, 5 days a week.*

Surgical Technologist (AAS) 2027

Monday - Friday

Clinical Times Vary

Start	Graduate
04/26/27	09/13/28
09/20/27	02/07/29

**Theory and Lab classes will vary by course schedule. On average a student will be on campus 4 hours a day, 5 days a week.*

Program Costs

Effective 05/15/2026

Program	Tuition	Textbooks/Digital Content[1] (estimated)	Technology Fee	Total
Medical Assistant	$17,973.00	$707.00	$300.00	$18,980.00
Dental Assistant	$17,397.00	$976.00	$300.00	$18,673.00
Pharmacy Technician	$16,517.00	$569.00	$300.00	$17,386.00
Practical Nursing[2]	$32,624.50	$2,294.00	$600.00	$35,518.50
Surgical Technologist[2]	$42,160.00	$2,724.00	$1,050.00	$45,934.00
Bachelor of Science in Nursing[2]	$72,900.00	$2,855.00	$1,800.00	$77,555.00
Radiologic Technology[2]	$58,607.50	$2,614.00	$1,200.00	$62,421.50
Respiratory Therapy[2]	$45,752.00	$3,728.00	$1,050.00	$50,530.00
Cardiovascular Sonography[2]	$53,879.00	$1,963.00	$1,200.00	$57,042.00
Diagnostic Medical Sonography[2]	$52,136.50	$2,383.00	$1,200.00	$55,719.50
Dental Hygiene[2]	$75,933.00	$7,481.00	$1,050.00	$84,464.00
Phlebotomy Technician[3]	$1,575.00	$-	$25.00	$1,600.00
Sterile Processing Technician[3]	$2,955.00	$-	$25.00	$2,980.00

1. While Concorde offers these resources at below general market prices, these prices are subject to change based on market conditions beyond the control of Concorde. There may be certain situations when you may be able to purchase some of these items elsewhere from outside sources at a reduced cost. Students have the right to opt out of purchasing certain items from Concorde as long as they are able to obtain these resources prior to course start. A student's account will not be charged for any item the student chooses to purchase on their own. A list of books and supplies associated with your program of study can be found on the Concorde website (www.concorde.edu). A hard copy can be obtained from the campus upon request.
2. Application Fee of $100.00 is required for this program.
3. This program is not eligible for any Federal Financial Aid.

INCIDENTAL FEES	AMOUNT
All incidental fees are the responsibility of the student and must be paid prior to receiving any item.	
Additional Diploma	$10.00
*Transcripts are ordered through Parchment	$10.00
Copies	$0.10/copy
**Repetition Fee (per credit hour)	50% of the cost per credit hour
Replacement Student ID Card	$5.00
***Retest for Waitlist	$60.00
Returned Check Fee	$15.00

* Subsequent official transcripts are ordered through Parchment.

** In order to determine the cost per credit hour, divide the amount of tuition stated above by the total number of credit hours in your program.

***Retake fee after passing all HESI cut scores to improve ranking.

Please view fees below:

Digital Official Transcript through Parchment: $7.50

Printed Official Transcript through Parchment:

USPS Shipping: $2.75 + $7.50 = $10.25

USPS International: $5.75 + $7.50 = $13.25

FedEx Domestic: $33.00 + $7.50 = $40.50

FedEx International: $60.00 + $7.50 = $67.50

Cost of Attendance

Your cost of attendance (COA) is an ESTIMATE of the expenses you may encounter while attending Concorde Career College. Your COA includes direct expenses such as tuition and fees, books, course materials supplies, and equipment, and indirect expenses such as living expenses, transportation and other miscellaneous personal expenses associated with your education.

Tuition and direct expenses vary by program and are listed above. The indirect expenses below are based off a monthly average and may be prorated when academic years are shorter or longer. Indirect expenses reflect an average cost of the components that fall within the category. For additional cost of attendance budgets please contact the Financial Aid office.

Indirect Expenses - With Parents	
Food and Housing	$1,357
Transportation	$168
Personal	$181

Indirect Expenses - Off Campus	
Food and Housing	$1,962
Transportation	$168
Personal	$192

Personnel

Administration

Name	Education/Credentials	Title
Awolola, Yemi		Campus President ADA/504 Coordinator
Bettencourt, Loriann		Administrative Operations Coordinator
Tucciarelli, Janine		Receptionist

Admissions

Name	Education/Credentials	Title
Gordy, Mary	BA, University of Northern Iowa	Director
Boals, Paul	MS, Mississippi State University	Assistant Director of Admissions
Sherman, Sue	AIC, Insurance Inst. of America	Admissions Coordinator
Crist, Casey	MA, Colorado State University	Senior Admissions Representative
Dewispelaere, Sadie	Bachelor's in Business Administration from 2011 Baker College	Admissions Representative
Kelley, Nicholas		Admissions Representative
Lopez, Harold	MA, California State University	Admissions Representative
McNeil, Steven		Admissions Representative
Rivera, Valerie		Admissions Representative
Roberts, Patty	BS Linfield College	Admissions Representative
Walls, Anthony		Admissions Representative

Business Office

Name	Education/Credentials	Title
Dockter, Shelley	BA, Independence University	Business Officer Manager
Torres, Jesus		Business Office Assistant

Bachelor of Science in Nursing

Name	Education/Credentials	Title
Rodriquez, Jeanette	AA, Ventura Community College/MS, Nursing, Excelsior College	Director of Nursing
Wall, Kelli	MSN, RN - Denver College of Nursing	Assistant Director of Nursing
Martinez, Norma		Nursing Administrative Assistant
Gomez, Christie	MSN, RN, CPN	Extern Coordinator
Cordova, Samantha		
Rhoades, Loretta		Instructor
Cronin, Leigh		Instructor
Price, Nancy	MSN - Regis University	Instructor
Rhoades,		

Name	Education/Credentials	Title
Starks, Satori	MS, Denver College of Nursing, BS Univ of S. Carolina	Instructor (Part-Time)

Cardiovascular Sonography Program

Name	Education/Credentials	Title
Eason, Jasmine		Program Director
Vickery, Alexandria	AAS - Stautzenberger College - Bracksville Campus	Director of Clinical Education

Dental Assistant Program

Name	Education/Credentials	Title
Martin, Ro' Shanda	PIMA Dental Assistant, Denver, CO	Director
Heckman, Ruth	RDA, CDA, DA, Concorde	Instructor

Dental Hygiene Program

Name	Education/Credentials	Title
Mourady, Berwyn	PhD University of Oklahoma Health and Sciences	Program Director
Gengozian, Diana	DA Certificate, Concorde Career College, Denver, CO	Clinic Coordinator
Savoy, Dr. Mary	DDS, University of Iowa College of Dentistry; BS, Univ. of Notre Dame	Clinical Dentist (Part-Time)
Clark, Michelle	AS - Dental Hygiene, Santa Fe College	Instructor (Part-Time)
Beeler, Kim		Instructor
Hall, Angela		Instructor
Haustein, Valerie		Instructor
Korkolis, Gina	RDH, BS/DH, University of Iowa, Iowa City, IA	Instructor
Jackson, Alicia		Instructor
LeClaire, Mary		Instructor
Noble, Luljeta	RDH, BS	Instructor
Quiros, Christina		Instructor
Rosario Jr., Armand del		Instructor
Stauch, Jennifer	Master of Science Dental Hygiene, RDH, Massachusetts College of Pharmacy and Health Science	Instructor

Diagnostic Medical Sonography Program

Name	Education/Credentials	Title
Cote, Danielle	RDCS	Program Director
Zuellig, Patricia	AAS - Diagnostic Medical Sonography, Lonestar College	Director of Clinical Education

Name	Education/Credentials	Title
Williams, Alexa	RDMS, RVT, M.Ed.	Instructor

Education

Name	Education/Credentials	Title
Cooper, Alexandra		Registrar
Dillian Jodi	AS, College of America	Online Success Coach
Marsh, Evyn		Registrar Assistant
Roberson, Seanae		Test Proctor
Vasquez, Amber		Academic Affairs Assistant

Financial Aid

Name	Education/Credentials	Title
Bonin, Maricar		Director
Hanson, Randy	Applied Management, North American University	Assistant Director
Guralnik, Alexander	BS Finance, Metropolitan State University	Senior Financial Aid Advisor
Montez, Jason		Financial Aid Advisor

General Education

Name	Education/Credentials	Title
Spillman, Joanne	MA, University of Phoenix, BA Fort Lewis College	Adjunct Instructor

Medical Assistant Program

Name	Education/Credentials	Title
Weaver, Veronica	MA, PIMA/BA University of Northern Colorado	Program Director
Martinez-Corral, Yessica	PIMA Medical Institute	Extern Clinical coordinator
Badly, Yvonne	AS, Parks College	Instructor
Carter, Precious		Instructor
Hernandez, Brittannie		Instructor

Pharmacy Technician Program

Name	Education/Credentials	Title
Carnahan-Tweto, Lucas		Program Director

Phlebotomy Technician Program

Name	Education/Credentials	Title
Open		Program Director

Practical Nursing Program

Name	Education/Credentials	Title
Rodriguez, Jeanette	AA, Ventura Community College/MS, Nursing, Excelsior College	Director of Nursing
Gifford, Toni	MSN California State University, BA Brigham Young University	Assistant Director Nursing
Emmanuel, Elizabeth	BSN-Texas A&M University in Corpus Christi	Licensed Readiness Advisor
Langevin, Jessalyn	MSN - Regis University	Simulation Lab Coordinator
Gomez, Christie	MSN, RN, CPN	Extern Coordinator
DeHoff, Vicki		Instructor
Fox, Alissa	BSN, RN	Instructor
Harris, Sheila	MSN—Rocky Mountain University	Instructor
Meireis, Charisse	MS, Western Governors Univ	Instructor
Parchman, Aja	BA, MA, Regis University, CO	Instructor (Part-Time)
Quon, Cindy	BS, San Diego State Univ	Instructor
Strain, Holly		Instructor
Tracey, Angela	BSN, Aspen University-Phoenix, AZ	Instructor
Wade, Lori	BS, Delta State Univ	Instructor
Welch, Lindsey	BS, Houston Baptist Univ, MS Western Governors Univ	Instructor (Part-Time)
Ybarra, Julia	MSN-Ed RN	Instructor

Radiologic Technology Program

Name	Education/Credentials	Title
Stellick, Wayne	M.Ed.,R.T (R) University of Phoenix	Program Director
Jamison, Thomas	B.A., R.T. (r) (CT), (MRI), University of Colorado	Director of Clinical Education
Adams, Cory	BS Pima Medical Institute, AAS Concorde Career College	Instructor
Banana, Nikki	AAS - Radiologic Tech from Mclennan Comm College	Instructor (Part-Time)
Bridges, Elicia	AAS Mountwest Community and Technology College, RT (r) Collins Career Tech Center	Instructor
Garret, Doug	BA, Colorado State University, AAS Red Rocks Community College, R.T. ® St Anthony's	Instructor
Schreiber, Stefan	BA Regis University, AAS Community College of Denver	Instructor

Respiratory Therapy Program

Name	Education/Credentials	Title
Pearson, Shane	MA, Higher Education, Touro University International, Cypress, CA BS, Health Science in Respiratory Therapy, Touro University International, Cypress, CA AS, CP	Program Director

Name	Education/Credentials	Title
	Technology, Community College of the Air Force, Maxwell AFB, AL AS, Respiratory Technology, National City, CA	
Ferreri, Tina	BS, University of Missouri, RTT	Instructor
Garcia, Carissa		Instructor
Polanco, Giovanny	BAS — Concorde Career College - RRT	Director of Clinical Education
Hood, Jeff	Assoc. Applied Science in RT, ATI, TX	Instructor
Polanco, Joshua		Instructor

Sterile Processing Technician Program

Name	Education/Credentials	Title
Treacy, Amanda	AAS, CST, CSFA	Program Director
Ayers, Aunjane	CRCST	Instructor

Student Affairs

Name	Education/Credentials	Title
Davis-Warner, Vanessa	BS, Southern Illinois University; MS, Webster University; Doctor of Education, Nova Southeastern University	Director Title IX Coordinator Vdavis-Warner@concorde.edu
McMillon, Eleisa	Metropolitan State University, Bachelor of Arts in Behavioral Science, December 2006; Regis University, Master of Science in Organizational Leadership, May 2012	Student Advisor
Miles, Samara		Graduate Employment Specialist
Raibley, Kerry		Graduate Employment Specialist
Vasquez, Amber		Academic Affairs Assistant

Surgical Technologist Program

Name	Education/Credentials	Title
Treacy, Amanda	AAS, CST, CSFA	Program Director
Howard, Alynisa	AAS, CST	Clinical Coordinator
Pauletto, Jason	AAS, CST	Instructor
Petrulak, Ami	AAS, CST	Instructor