I. NUR 204 – Role Transition for the Registered Nurse

Course Hours

<table>
<thead>
<tr>
<th>Component</th>
<th>Hours</th>
</tr>
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<tbody>
<tr>
<td>Theory</td>
<td>2</td>
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<tr>
<td>Lab</td>
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<tr>
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<td>2</td>
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<td><strong>4</strong></td>
</tr>
<tr>
<td><strong>Total contact hours - 8</strong></td>
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</tr>
</tbody>
</table>

II. Class Meeting Dates/Times/Location

See course calendar for complete listing and location of class meeting dates, times, and location for the semester.

III. Clinical Dates/Times/Location

See course calendar for complete listing and location of clinical dates, times, and location for the semester.

IV. Instructor, Contact Information, Contact Policy, Office Hours/Location

See Blackboard for faculty contact information.

V. Course Description:

This course provides students with opportunities to gain knowledge and skills necessary to transition from student to registered nurse. Content includes current issues in health care, nursing leadership and management, professional practice issues for registered nurses, and transition into the workplace. Additional instruction is provided for preparing for the NCLEX-RN.

VI. Prerequisite(S)/Co-Requisite(S)

**Prerequisite Courses**
- SPH 106 or 107
- PSY 210 – Human Growth and Development
- NUR 202 – Nursing Throughout the Lifespan II

**Co-Requisite Courses**
- NUR 203 – Nursing Through the Lifespan III
- Humanities elective

VII. Textbook(S) And Other Learning Resources


VIII. Professional Competencies/Objectives

**Alabama College System ADN Level II Objectives**

1. Demonstrate proficiency in performing advanced nursing skills for individuals with alterations in a variety of settings.
2. Apply therapeutic communication techniques in providing advanced nursing care for clients throughout the lifespan.

3. Apply foundational knowledge of the nursing process in providing advanced nursing care for clients throughout the lifespan.

4. Utilize critical thinking skills in providing collaborative care for clients with selected health alterations in a variety of settings.

5. Formulate a teaching/learning plan for culturally diverse clients with selected health alterations in a variety of settings.

6. Demonstrate competencies necessary to meet the needs of individuals throughout the lifespan in a safe, legal, and ethical manner using the nursing process.

7. Examine relevant technology for client care and documentation.

8. Demonstrate professional behaviors and roles for a registered nurse upon entry into practice.

**Instructional Goals**

1. **Cognitive** - Comprehend foundational knowledge of the nursing process to provide advanced nursing care for clients throughout the lifespan.

2. **Performance** - Apply foundational knowledge of the nursing process to provide advanced nursing care for clients throughout the lifespan.

**IX. Course Outcomes**

1. Manage care for assigned clients.

2. Prepare for transition to the workplace.

3. Prepare for the NCLEX-RN.

**X. Course Competencies/Objectives**

**Module A – Current Issues in Health Care**

A1.0 Manage care for assigned clients.

A1.1 **Evaluate the impact of current issues in the delivery of health care.**

- A1.1.1 Differentiate among health care delivery models.
- A1.1.2 Differentiate among health care services.
- A1.1.3 Explain factors that influence health care.
- A1.1.4 Explain the role of the registered nurse in selected health care settings.
- A1.1.5 Explain the effect of staffing patterns, full time equivalent, acuity, and patient classification systems on the quality of health care.
- A1.1.6 Describe the responsibilities of the registered nurse regarding reimbursement.
- A1.1.7 Explain the responsibilities of the registered nurse in maintaining accreditation and licensure of health agencies.
- A1.1.8 Explain the role of the registered nurse in quality improvement in the health care system.
- A1.1.9 Evaluate use of cost-effective measures implemented by staff members.
- A1.1.10 Explain the role of the registered nurse in meeting the challenges within the health care system.
- A1.1.11 Explain the implications of emerging technologies in health care.

**Model A Clinical/Lab Skills**

- Preceptorship contract requirements

**Module B – Nursing Leadership and Management**

B1.0 Demonstrate leadership and management skills.

B1.1 **Given scenarios and clinical situations demonstrate leadership and management skills within a variety of health care settings.**

Revised May 23, 2012
B1.1.1 Contrast roles among levels of nursing.
B1.1.2 Differentiate between leadership and management.
B1.1.3 Contrast leadership styles.
B1.1.4 Explain the appropriate application of various leadership styles.
B1.1.5 Explain techniques to form effective teams.
B1.1.6 Apply management skills to resolve problems and make decisions.
B1.1.7 Differentiate between delegation and assignment.
B1.1.8 Explain accountability when delegating.
B1.1.9 Explain the rights of delegation.
B1.1.10 Explain time management techniques.
B1.1.11 Explain conflict management techniques.
B1.1.12 Explain the role of the registered nurse in professional and collaborative communication among health team members.
B1.1.13 Provide examples of ways to reduce stress.
B1.1.14 Explain the role of the registered nurse in client advocacy.

**B2.1 Prioritize and manage client care.**

B2.1.1 Explain the role of the registered nurse in prioritizing and managing client care.

**Model B Clinical/Lab Skills**
- Preceptorship contract requirements
- Critical thinking skills
- Leadership/management skills
- Conflict resolution
- Professional/collaborative communication
- Time management
- Delegation/assignment
- Team leadership
- Stress management

**Module C – Professional Practice Issues For Registered**

C1.0 Incorporate professionalism into managing health care.

**C1.1 Given clinical situations or scenarios, intervene professionally as a registered nurse.**

C1.1.1 Explain the application of laws pertaining to nursing practice.
C1.1.2 Explain the scope of practice for registered nurses according to the Nurse Practice Act.
C1.1.3 Identify actions to take concerning sexual harassment in the workplace.
C1.1.4 Identify actions to take concerning violence in the workplace.
C1.1.5 Explain the impact of cultural diversity on health care.
C1.1.6 Differentiate among advanced directives, living wills, and durable power-of-attorney for health care (DPAHC).
C1.1.7 Explain legal and ethical issues related to end-of-life decisions.
C1.1.8 Identify actions to maintain client confidentiality and privacy.
C1.1.9 Identify actions to take to reduce occurrences of malpractice.
C1.1.10 Explain whistleblower protection statutes.
C1.1.11 Explain professional behaviors and expectations of registered nursing.

**Module C Clinical/Lab Skills**
- Preceptorship contract requirements
- Critical thinking skills
- Confidentiality

**Module D – Transition To The Workplace**

Revised May 23, 2012
D1.0 Explain state board of nursing and licensure eligibility requirements.

D1.1 This competency is measured cognitively.
   D1.1.1 Explain state board of nursing and licensure eligibility requirements.
   D1.1.2 Explain applying for licensure using online resources.
   D1.1.3 Explain licensure renewal.

D2.0 Prepare for transition to the workplace.

D2.1 Practice effective job search techniques.
   D2.1.1 Explain sources of information for conducting a job search.
   D2.1.2 Identify elements of a job description.
   D2.1.3 Describe proper telephone etiquette.

D2.2 Develop required correspondence for obtaining a job in health care.
   D2.2.1 Identify components of a resume.
   D2.2.2 Identify components of a cover letter.
   D2.2.3 Identify the process of completing a job application.
   D2.2.4 Identify components of a letter of resignation.

D2.3 Role-play the position of an applicant seeking a job in health care.
   D2.3.1 Explain the process of participating in a successful job interview.
   D2.3.2 Explain proper dress and appearance for a job interview.

D2.4 This competency is measured cognitively
   D2.4.1 Explain career mobility options for the registered nurse.
   D2.4.2 Explain pre-employment examinations and drug screening requirements.
   D2.4.3 Explain background check requirements for employment.

Module D Clinical/Lab Skills
- Resume writing
- Letter writing
- Interviewing skills
- Dress and personal appearance

Module E – NCLEX-RN Preparation

E1.0 Prepare for the NCLEX-RN.

E1.1 Take necessary actions to prepare to complete the NCLEX-RN.
   E1.1.1 Explain the Computerized Adaptive Testing (CAT).
   E1.1.2 Explain the steps for preparing for the NCLEX-RN.
   E1.1.3 Identify elements of the NCLEX-RN test plan.
   E1.1.4 Explain test taking strategies.
   E1.1.5 Explain the elements of a prescriptive plan for remediation.

Module E Clinical/Lab Skills
- Computer-assisted simulations
- Practice tests
- Diagnostic NCLEX-RN readiness examination

XII. Evaluation and Assessment
Students are required to comply with the JSCC Academic Honesty Code. The complete student handbook is available for download at www.jeffstateonline.com.

Academic Honesty Code

All students enrolled in Jefferson State Community College are expected to conform to the College’s Academic Honesty Code. That code requires all students act with integrity in the performance of their academic work. Any student who fails to act with integrity in the performance of his academic work may be charged with a violation of the Academic Honesty Code.
Violations of the Academic Honesty Code include, but are not limited to, the following:
1. Looking on another student’s paper during a test or examination or communicating in any way with anyone other than the test administrator.
2. Using unauthorized materials and/or devices in the preparation of any assignment or in the taking of any tests or examinations.
3. Having in the immediate testing area materials and/or devices not expressly authorized by the test administrator.
4. Accepting or providing unauthorized assistance in the preparation of assignments or the taking of any tests or examinations.
5. Submitting as your own work essays, term papers, lab reports or other projects which have been prepared by others.
6. Obtaining, possessing, or gaining knowledge of answers to a current test or assignment before it has been distributed to the class and without the knowledge and consent of the instructor.
7. Gaining, without authorization, access to the work of another student. (Example: accessing the computer file of another student).
8. Plagiarizing (presenting as one’s own the ideas, the data and/or the words of another.
9. Inventing data or information in the preparation of assignments except when such invention is expressly authorized.
10. Violating supplementary academic honesty codes, which have been adopted and approved in individual divisions of the college and distributed to students within those divisions.

Penalties for violation of the Academic Honesty Codes and Disciplinary Procedures are outlined in the Jefferson State Community College Student Handbook under the section labeled "Academic Honesty Code".

Code of Student Conduct
Jefferson State Community College recognizes that students are both citizens and members of the academic community. Upon enrolling in the college, each student assumes an obligation to conduct himself in a manner compatible with the College’s function as an educational institution. Students are expected to obey both the statutes of local, state, and federal government and the College’s policies. The College may discipline a student for violating its standards of student conduct even though the student is also penalized by the local state, and federal authorities for the same act.

The Code of Student Conduct and established disciplinary procedures apply to individual students, as well as formal groups of students, and state the function of students, faculty, and administrative staff members of the College in disciplinary proceedings. The College has jurisdiction for disciplinary purposes over a person who was a student at the time he allegedly violated the College’s policies.

Recording devices may only be used at the permission of the individual instructor. Instructors have the right to refuse lecture recording. The use of recording devices to record lecture is strictly for use in this course and cannot be disseminated elsewhere.

The use of electronic devices that provide internet access is limited to current course materials.

A. Grading Scale:
The grading system that is stated by the College for determination of “A”, “B”, etc., that is:
   A - 90 - 100
   B - 80 – 89
   C - 75 – 79
   D- 60 – 74
   F - Below 60

B. Theory component
Students must achieve a 75% (C) on the theory component of the course and pass clinical experiences in order to pass the course. A clinical failure constitutes a course failure. Students may not progress to the next semester nursing courses if they do not achieve a 75% average.

Theory grades will be calculated by dividing the student’s points achieved by the total points possible. These points will include content exams, a comprehensive final exam, assignments, pop quizzes, and classroom activities.

C. Course test policies
Students are expected to carry out all assigned work and to take examinations at the class period designated by the instructor. The following test policies apply to all nursing courses:

1. The student must inform the instructor either directly or through a message left in the Nursing Office or by Blackboard email, if he/she is unable to take the test at the scheduled time. Failure to do so may result in a zero for that test, and the student may be ineligible to take the makeup exam. Arrangements to make up missed work due to excused absences must be initiated by the student within a week of the absence. Make-up tests may be given at the end of the semester. Students may be required to present a valid JSCC student ID in order to complete any makeup exam.

2. Students may be unable to take an exam if more than 15 minutes have passed since the test was started.

3. The instructor will not answer any questions once the exam has begun. If a clearly identified mistake is noted (ex. a typo), the student will raise his/her hand and the instructor will respond.

4. Students who miss make-up test(s) or fail to schedule make-up test(s) will receive a zero for the missed test(s).

5. Computerized testing may be taken on the student’s home computer or in the computer lab at any campus as designated by the instructor. Computerized testing is a privilege granted to the student to allow the student more schedule flexibility. Students are expected to maintain academic honesty during testing. Faculty reserve the right to delete any tests that appear to be compromised. Duplication of any online test is prohibited and can result in discipline outlined in the Academic Honesty Policy.

6. Computerized quizzes and assignments are not eligible for make-up since they are offered over a specified time frame. All computerized quizzes and assignments that are missed will go into the grade book as "0".

7. During test reviews, there will be no discussion regarding answers. Any student who wishes to challenge an answer should do so in writing or email, providing the specific rationale, reference information, and page number within 48 hours of the exam. However, this procedure in no way suggests that the instructor will accept the rationale as provided.

8. Test reviews are available for all tests at a time designated by the faculty. Students who miss the scheduled review sessions are not given additional opportunities for review.

9. Pop quizzes may be administered at any time during a scheduled class meeting. Pop quizzes may be between 1-5 points in value and are included in the total points possible for the course grade. Students must be present at the beginning of the pop quiz in order to take it and receive points.

10. No bonus points or additional coursework will be given as extra credit.

11. Only items supplied by the instructor, excluding pencils, are allowed on the desk during testing. All personal student items will be placed in a faculty designated area during testing. Faculty reserve the right to restrict other items.

12. No cell phones or electronic devices of any kind will be allowed on your person during an exam or test review. Students violating this policy will receive a “0” for the test and/or failure for the course.

13. The Academic Honesty Code prohibits any student from fabricating an excuse to miss an exam and for any student to talk about, give hints, or offer any information to those who need to take a makeup.

Revised May 23, 2012
14. Faculty will make every effort to accurately post grades and provide students with a method for determining their individual progress. Faculty may post course averages throughout the semester, but students are responsible for monitoring their own progress. Any average posted is subject to change and no average or final grade is official until the grades are posted on JSCC’s Banner.

D. Clinical component:
Students must maintain the following criteria in order to attend clinical lab experience:
1. An up to date Medical record
2. Evidence of current nursing student liability insurance
3. Current Certification in CPR (BLS-C) at the health care provider level
4. Satisfactory level of health
5. Adherence to established dress code
6. Current health insurance

Failure to comply will result in dismissal from the clinical facility and a grade of "F" on the clinical evaluation form in all applicable objectives.

A clinical grade of “Satisfactory” is required to pass the nursing course successfully. The following ratings can be given for the student’s performance: “Satisfactory” or “Unsatisfactory,” and “Not Observed.” Behaviors are designated as Critical Behaviors or Professional Behaviors.

Evaluation Criteria/Process: In order to successfully complete the clinical portion of this course, the student must
a) Attend and complete all preceptor hours
b) Receive less than 2 “Unsatisfactory” (U) in any critical/professional behavior

One (1) “U” in any critical or professional behavior objective at midterm or final evaluation of the CLE will constitute failure of the course, due to inability to meet clinical/course objectives regardless of the theory grade. An ‘F’ in clinical will result in the student being unable to pass the course and graduate. The faculty will share the evaluation(s) with the student at the mid-term and final points of their preceptorship. The mid-term and final evaluation points are cumulative evaluations obtained from the daily preceptor reports. The faculty and student will sign and date the evaluation(s) and make any pertinent comments.

Students are assigned a letter grade for each critical and professional behavior based on the following definitions:

S = Satisfactory
   Student demonstrated knowledge and preparation in performing all aspects of the behavior

U = Unsatisfactory
   Clinical behavior and/or work is either unsafe, inconsistent, or inadequate in meeting all aspects of the performance described in the behavior. When a U is given for the first time, the student is given specific criteria required to convert the U to a S.

NO = Not Observed
   May be given for a behavior that is not observed

Consequences of Unsatisfactory Behaviors:
1. If a student receives a “U” during a clinical experience, he/she may be dismissed from that clinical session,
2. Three (3) “U’s” in any one objective are grounds for immediate termination from the currently enrolled nursing course, regardless of theory grade, due to failure to meet required clinical/course objectives and will result in inability to progress within the nursing program,
3. Faculty have the right to withdraw a student from the clinical setting due to unsatisfactory behavior that jeopardizes the health and/or safety of the client, staff, faculty, and/or other students.
4. Dismissal and permanent removal from the program may occur in cases of extreme circumstances that result in potential or actual harm to any individual, pending due process procedures.

**Critical Behaviors:** Behaviors required to demonstrate that the student’s nursing practice meets legal, ethical, and safety standards expected of an ADN student in the Alabama College System. If the student is unable to successfully demonstrate a critical behavior, the instructor will evaluate the behavior as “Unsatisfactory” and will provide student with an outline of specific criteria required to improve performance to gain an “S” (see Clinical Evaluation attached).

**Math calculation requirement**
1. A passing score of 90% or greater on a clinical math calculation test is required for students to fully participate in clinical activities. Students will be given a total of three (3) attempts to achieve the 90% passing requirement.
2. The first clinical calculation test will be given prior to the first clinical experience.
3. Achieving less than 90% accuracy on any clinical calculation test will not prohibit the student from participating in the clinical experience for the week. However, the student will not be allowed to give medications during the next clinical experience. It is the student’s responsibility to notify his/her clinical instructor that they are not eligible to give medications.
4. A grade of “U” will be entered on the “Clinical Evaluation Tool” in Objective I: Provider of Care: Competent Care (Safety) and may be grounds for course failure for each attempt on the math calculation test.
5. If a student does not take the test for any reason, the student will not be allowed to give medications during the next clinical experience. The inability to administer medications will result in a grade of “U” on the Clinical Evaluation Tool in the related objective(s) and will not be able to give medications until passing the next clinical calculation exam.
6. Three “U’s” in a single clinical objective constitutes a clinical failure. Any student who does not make the required 90% or higher proficiency within the three clinical calculation attempts will not receive a passing grade for the course.

**Clinical Policies:**
1. Students should NEVER prepare or administer a medication without the supervision or approval of the JSCC nurse faculty.
2. Students should NEVER participate in client care activities in which they are unfamiliar or have not received instruction.
3. A nursing action that is committed or omitted that is an actual or potential endangerment to clients may represent sufficient rationale for course failure.
4. Students who perform unsafe actions or are unprepared for client care may be dismissed from the clinical setting and receive unsatisfactory grades for the experience.
5. Students who do not comply with the dress code may be dismissed from the clinical setting and receive unsatisfactory grades for the experience.
6. Students are required to attend all clinical rotations.
7. Students are required to notify the instructor of an absence prior to the beginning of the experience. Make-up clinical days must be scheduled with the course clinical coordinator within a week of the missed experience. It is the student’s responsibility to contact the instructor regarding a make-up date.
8. All missed clinical experiences must be made-up. Unexcused absences may result in a “U” in all behaviors on the clinical evaluation form. However, due to limited clinical space and time, clinical make up days cannot be guaranteed. Failure to complete clinical rotations will prohibit progression in nursing. Failure to notify the course clinical coordinator of an absence prior to the clinical experience as directed by the course clinical coordinator will result in a “U” in all behaviors.
behaviors on the Clinical Evaluation form. Students must meet all required clinical hours regardless of whether the absence was excused or unexcused.

9. Students may have clinical experiences on any day, evening, or weekend and on any given shift (day, evening, night). Students may rotate among faculty and/or clinical facilities during the semester.

10. Students may be assigned one or more clients during the clinical experience at the instructor's discretion.

11. During the clinical experience students report directly to their assigned JSCC nursing faculty. In the event that the nursing faculty is unavailable, the student should comply with the following chain of command in this order: nurse assigned to the student's client, charge nurse, and then unit manager.

12. Clinical paperwork is due at the instructor-specified day and time. Late paperwork may result in a grade of "U" on the clinical evaluation form.

13. Three "U"s in a critical or professional behavior will constitute a clinical failure.

14. Unsafe client care may result in a clinical failure or program dismissal as deemed appropriate by the assigned nursing faculty.

15. Students may not smoke in the nursing uniform. Students that smell of smoke or other odorous material will be asked to leave the clinical facility. Student submitting paperwork smelling of smoke or other strong odors may be required to resubmit paperwork.

16. Patient confidentiality must be maintained at all times. Failure to do so will result in a "U" in all related behaviors and may constitute a clinical failure.

17. Cell phones must not be visible in patient care areas. Students with cell phones in any clinical area must have them put on “vibrate”. Failure to comply will result in a "U" in all related behaviors.

Additional policies specific to clinical facilities may apply and will be communicated to the student during clinical orientation.

E. Final Course Grade
The final grade in the laboratory portion of the course will be determined as follows: Students must:

1. Receive no cumulative “U” in a critical or professional behavior objective on the Clinical Evaluation Tool.

2. Satisfactory completion of the required math test.

*Failure to meet any of the above requirements will result in a clinical failure.

Final letter grade for the course will be determined by the following scale:

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<th>Plus Theory Grade</th>
<th>Plus Lab Performance</th>
<th>Equals Final Letter Grade</th>
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<tbody>
<tr>
<td>A</td>
<td>SATISFACTORY</td>
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<tr>
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<td>D</td>
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<tr>
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Students who withdraw after the last day to receive an automatic W will receive a WF if the theory grade at the time of withdrawal is D or F or if the lab grade at the time of withdrawal is
Fail. A grade of WP will be awarded if the theory grade at the time of withdrawal is C or above and the lab grade is Pass.

XII. Attendance
Students are expected to attend all classes for which they are registered. Students who are unable to attend class regularly, regardless of the reason or circumstance, should withdraw from that class before poor attendance interferes with the student’s ability to achieve the objectives required in the course. Withdrawal from class can affect eligibility for federal financial aid. Withdrawal from class can prohibit progression in the nursing program.

Students are required to attend all clinical and laboratory experiences for each course. Only excused absences will be considered for make-up. However, due to limited clinical space and time, clinical make up days cannot be guaranteed. Failure to complete clinical rotations will prohibit progression in nursing.

XIII. Blackboard Policies:
  Discussion
Discussion points may be awarded for participation in the Blackboard Discussion Forum for “thoughtful contributions”. Students are encouraged to participate in the discussion forums but should be aware that the following postings are not allowed:
  - Rude, offensive, or inappropriate language
  - Copying and pasting online newsletters or lengthy articles. Please condense the topic or insert a hyperlink to the original source.
  - Incorrect information.
  - Test questions. There may be students who missed the test and discussion of specific test questions gives those students who will be scheduling a makeup exam an unfair advantage.
  - Personal promotions and advertisements for business purposes.
  - Off topic posts. Please post your contribution in the correct thread and keep the post focused on the topic.
  - Messages to the faculty or class members that should be sent privately through the Blackboard email system.

Email
Students are encouraged to use Blackboard email to contact the faculty and other students. This is the fastest way to contact faculty since email can be checked from any location. Students must log on to Blackboard daily for updates and announcements. Announcements may be sent via email, the Discussions or posted on the front page of the course.

XIV. Statement on Discrimination/Harassment
The College and the Alabama Board of Education are committed to providing both employment and educational environments free of harassment or discrimination related to an individual’s race, color, gender, religion, national origin, age, or disability. Such harassment is a violation of State Board of Education policy. Any practice or behavior that constitutes harassment is a violation of State Board of Education policy. Any practice or behavior that constitutes harassment or discrimination will not be tolerated.

XV. Disclaimer
The materials used within this course are the property of the instructor and Jefferson State Community College. They are intended for use only by students currently enrolled in NUR 201. Therefore, reproduction or dissemination in any manner is prohibited.

XVI. Americans with Disabilities
Revised May 23, 2012
The Rehabilitation Act of 1973 (Section 504) and the American with Disabilities Act of 1990 state that qualified students with disabilities who meet the essential functions and academic requirements are entitled to reasonable accommodations. It is the student’s responsibility to provide appropriate disability documentation to the College. For questions or concerns, notify Alisha LeMaster alemaster@jeffstateonline.com FSC 300 856-6077.