NON-DISCRIMINATION STATEMENT

Denver School of Nursing does not discriminate on the basis of gender, sexual orientation, age, physical disability, race, creed or religion in its admission to the College or treatment in its programs, activities, advertising, training, placement, or employment. The Campus President is the coordinator of Title IX, the Education Amendments Act of 1972, which prohibits discrimination on the basis of sex in any education program or activity receiving federal financial assistance. All inquiries or complaints under the sex discrimination provision of Title IX should be directed to the Campus President, Marcia Bankirer, PhD., at 1401 19th Street, Denver, CO 80202, 303-292-0015, or by email at m.bankirer@denverschoolofnursing.edu. The College's Consumer Information Guide contains more detailed information about the College's Title IX grievance procedures. The Consumer Information Guide is available online at http://www.denverschoolofnursing.edu/cig-denver.php

The Campus President must act equitably and promptly to resolve complaints and should provide a response within seven working days.

COPIES OF APPROVALS

College accreditation, approvals, and membership certificates are displayed on campus. The Dean of Nursing Programs should be contacted to request copies or address questions regarding accreditation, licensure, or approvals. Students may also contact the agencies listed below for information regarding the college's accreditation and approvals.

- Denver School of Nursing’s programs (the baccalaureate nursing program and the associate nursing program) are accredited by the Accreditation Commission for Education in Nursing (ACEN), 3343 Peachtree Road NE, Suite 850, Atlanta, Georgia 30326, (404) 975-5000, (404) 975-5020 (fax), www.acenursing.org.
- Denver School of Nursing is approved by Colorado State Board of Nursing, 1560 Broadway, Suite 1350, Denver, Colorado 80202, (303) 894-2430, (303) 894-2821 (fax), http://www.dora.state.co.us/NURSING/.

ACADEMIC IMPROVEMENT PLANS

The campus maintains an academic improvement plan, which includes plans for new programs, changes to existing programs, facility improvements, and changes to academic policies. Students may contact the Campus President for copies of the Academic Improvement Plan.
STUDENT COMPLAINTS

A grievance is a claim, a complaint, or an expression of concern made by a student regarding any aspect of his or her educational experience including misapplication of campus policies, rules, regulations, and procedures, or unfair treatment, such as coercion, reprisal, or intimidation by an instructor or other campus employee. Students should initially discuss the grievance with their instructor or program director immediately.

An appeal is the escalation of the complaint to a next level authority. If the appeal is about an academic decision such as a grade, please see the academic appeals process.

A student has the right to appeal all matters with respect to:

- Disciplinary action taken for a violation of student conduct standards,
- Admissions decisions,
- Tuition and fees matters,
- Financial awards or policies including Satisfactory Academic Progress, and
- Educational policies, procedures, and grading concerns.

Concerns about academic matters should first be addressed through the academic appeals process; concerns about non-academic matters should first be addressed directly with the head of the department or departments involved.

Certain decisions may not be appealed. If a student is terminated for failing to meet standards of Satisfactory Academic Progress (SAP), including exceeding the maximum timeframe to complete the program, he/she is not entitled to appeal unless there is documented proof of mitigating circumstance such as a medical or disability condition that impacted his or her ability to study or participate in the program. The specific requirements for SAP appeals process are contained in the SAP policy.

A student wishing to escalate his or her complaint should follow the steps listed below:

1. The student should first communicate their concern to the faculty or staff member.
2. If the student does not feel that the issue has been properly addressed or resolved, the student may communicate the concern in writing to the appropriate Director.
3. The student can take their complaint or grievance in writing to the appropriate committee (e.g., Scholastic Standards Committee, Conduct Standards Committee, etc.) to be heard. Students may interface with the Director of Student Services or their Cohort Advisor for representation to the Committee.
4. Should the complaint or grievance remain unresolved, students will be advised to submit the matter in writing to the Dean of Nursing Education Programs or designee.
5. Should the complaint or grievance remain unresolved, students will be advised to submit the matter in writing to the President of Denver School of Nursing. The President will review the matter with all the parties concerned and may meet with the student. The President will respond to the grievance.

Students who reside out of state may contact any of the agencies listed below or contact the Campus President for information about agencies in their local area.

The titles and addresses of the state licensing authorities are:

State of Colorado
Department of Education
Colorado Commission on Higher Education
1560 Broadway, Suite 1600
Denver, Colorado 80202
(303) 866-2723
(303) 866-4266 (fax)
http://highered.colorado.gov

Colorado State Board of Nursing
1560 Broadway, Suite 1350
Denver, Colorado 80202
(303) 894-2430
(303) 894-2821 (fax)
http://www.dora.state.co.us/NURSING/
The title and address of the institutional accrediting commission is:
The Higher Learning Commission (HLC)
230 LaSalle Street, Suite 7-500
Chicago, Illinois 60604
(312) 263-0456
(312) 263-7432 (fax)

The title and address of the programmatic accrediting commission is:
Accreditation Commission for Education in Nursing (ACEN)
3343 Peachtree Road NE, Suite 850
Atlanta, Georgia 30326
(404) 975-5000
(404) 975-5020 (fax)
www.acenursing.org

COLLEGE, PRIVATE, STATE, AND LOCAL FINANCIAL RESOURCES

Sources (where applicable) of state, local, and other private aid include state grants, scholarships, and agency funding, available from organizations such as those listed below. Note that these sources are separate from Federal student Financial Aid and private lending sources. Please consult the Financial Aid department or funding grantor for additional information.

- Workforce Investment Act (WIA) - WIA grants are applied for through workforce centers in each county in the metro Denver area. To apply through your local county, go to www.connectingcolorado.com.
- IASIS Healthcare - Interviews are conducted on the Denver School of Nursing campus by an IASIS representative throughout the year; each IASIS visit to DSN will be advertised throughout the campus. Successful candidates are offered a scholarship and employment following (a) graduation from a DSN program and (b) passing the NCLEX. For more information, please visit www.iasishealthcare.com.
- Veterans Benefits - Information regarding benefits for Veterans may be obtained at http://gibill.va.gov./
- Yellow Ribbon Program – Additional funds for Veterans are available through the Yellow Ribbon Program. Denver School of Nursing will provide contributions to eligible individuals who apply for the Yellow Ribbon Program and will match up to 50% of the unmet charges. For more information, please go to http://gibill.va.gov/post-911/post-911-gi-bill-summary/yellow-ribbon-program.html.
- Vocational Rehabilitation and Employment (VR&E) VetSuccess Program - The VetSuccess program assists Veterans with service-connected disabilities to prepare for, find, and keep suitable jobs. For Veterans with service-connected disabilities so severe that they cannot immediately consider work, VetSuccess offers services to improve their ability to live as independently as possible. More information about this funding is available at www.vba.va.gov/bln/vre.
- Military Spouse Career Advancement Accounts (MyCAA) Program – The MyCAA Program is a component of the Department of Defense's Souse Education and Career Opportunities (SECO) Program. MyCAA is a career development and employment assistance program for military spouses. MyCAA helps military spouses pursue licenses, certificates, certifications, or Associate's Degrees (excluding Associate's Degrees in General Studies, Liberal Arts, and Interdisciplinary Studies that do not have a concentration) necessary for gainful employment in high demand, high growth portable career fields and occupations.
- Health Resources and Services Administration (HRSA) Nursing Scholarship Program - HRSA makes grants to organizations/students to improve and expand healthcare services for underserved people, focusing on healthcare professionals and centers. More information is available at www.HRSA.gov.
- Degree Completion Scholarship – Associate Degree in Nursing (ADN) graduates from the Denver School of Nursing (DSN) who are accepted for admission into the School's fully on-line, RN to BSN degree completion program, will be eligible for a tuition scholarship for each quarter that the student is enrolled in a minimum of nine quarter credits and is in good academic standing. The maximum scholarship amount for the entire program of study is $2,500. The Scholarship will be divided into eight equal disbursements over the duration of the student's degree program. In addition to graduates of DSN, ADN graduates from articulation agreement partners at Fortis Colleges and Saint Paul's Schools of Nursing are also eligible for the scholarship. In the event that a student withdrawals or is dismissed from the RN to BSN program, any undisbursed portion of the scholarship will be cancelled.
ADMINISTRATIVE AND INSTRUCTIONAL STAFF

Board of Trustees

Duncan M. Anderson – CEO
Marcia Bankirer – PhD, President of Denver School of Nursing
Andrea R. Lindell – PhD, MSN, ANEF

Sandra McRee - COO IASIS Healthcare
A. Marvin Strait – CPA/ABV, CVA

Staff

William (Rex) Alexander
Environmental Services

Katie Pederson- MBA, BBA
Senior Registrar

Chris Bennett - BS
Academic Support

Rachael Pratt- BA
Admissions Coordinator

Vicki Bobo – MA, BA
Sr. Executive Assistant

Annette Qualls
Admissions Assistant/Receptionist

Melissa Espinoza
Financial Aid Officer

Geri Reichmuth
Director of Financial Aid

Teresa Fairbanks
Accounting Assistant

Michael Ruschival- MS, BA
Director of Student Services

Cindy Gasaway- MBA, (DBA in progress)
Program Assessment & Compliance Evaluator

Cece Sanchez - BS
Financial Aid Officer

Cathie Hess – AAS, PHR
HR/Payroll/Accounting Assistant

Peggy Sand
Lab Coordinator

Jeff Johnson - BA
Director of Admissions

Gentry Siens
Information Technology School Support

Danielle Kulp
Clinical Administrative Assistant

Ben Sigg
Academic Support/Bookstore/Student Records

Kate Lang -AA
Sr. Executive Assistant

Gillian Sochor - MLS
Academic Support

Leif Madsen – MLS, BS
Learning Resource Center Manager

Kelly Wallenberg – MA, BS
Assistant Director of Admissions

Jennifer Madrid
Clinical Administrative Assistant

Carol Ann Warren
Administrative Assistant

Tanya Mayden
Academic Support

Kerry Wilfert – BA
Financial Aid Officer

Renee McMillin - BS
Director of Business Operations

Jackie Wood – MA
Student Services Support

Trudy Nelson – CNA
Lab Coordinator

Steve Wright
Director of Career Services
### Administration

<table>
<thead>
<tr>
<th>Name</th>
<th>Title/Position</th>
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</thead>
<tbody>
<tr>
<td>Diana Kostrzewski</td>
<td>PhD, RN Dean of Nursing Education Programs</td>
</tr>
<tr>
<td>Megan McClintock</td>
<td>MS, BSN, RN (PhD in progress) Undergraduate Program Chair</td>
</tr>
</tbody>
</table>

### Department Directors/Managers

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Title</th>
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<tbody>
<tr>
<td>Kayon Morgan</td>
<td>M.Min., M.Div., BS, Clinical Operations Manager</td>
</tr>
<tr>
<td>Joan Saalwaechter</td>
<td>MSN, BSN, ADN, RN Assistant Professor/Skills Lab Manager</td>
</tr>
</tbody>
</table>

### Clinical Facilitators

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Title</th>
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<tbody>
<tr>
<td>Amrita Comer</td>
<td>BSN, AA, RN (Preceptor/ANIP), Clinical Facilitator</td>
</tr>
<tr>
<td>Jeannine Nixon</td>
<td>MSN, BSN, RN Clinical Facilitator/Assistant Professor</td>
</tr>
<tr>
<td>Cheryl Thurman</td>
<td>MSN, BSN, RN Clinical Facilitator/Assistant Professor</td>
</tr>
</tbody>
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### Full-Time Faculty

<table>
<thead>
<tr>
<th>Name</th>
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<tbody>
<tr>
<td>Will Bormann</td>
<td>MSN, BSN, RN Assistant Professor</td>
</tr>
<tr>
<td>Linda Brazen</td>
<td>MSN, BSN, RN Assistant Professor</td>
</tr>
<tr>
<td>Amy Colligan</td>
<td>MSN, CPN Assistant Professor</td>
</tr>
<tr>
<td>Cathryn Collings</td>
<td>MSN, BSN, RN Assistant Professor</td>
</tr>
<tr>
<td>Marguerite Distel</td>
<td>BSN, BBA, MS/MPH, RN Assistant Professor</td>
</tr>
<tr>
<td>Barbara Doro</td>
<td>MS, RN, ANP-BC, RN Assistant Professor</td>
</tr>
<tr>
<td>Toni Esparza</td>
<td>MSN, BSN, LPN, RN Assistant Professor</td>
</tr>
<tr>
<td>Paul Jensen</td>
<td>ND, BS, RN Assistant Professor</td>
</tr>
<tr>
<td>Nina Marie Knoll</td>
<td>MSN, ASN Assistant Professor</td>
</tr>
<tr>
<td>Cindy Krentz</td>
<td>MSN, BA, ADN, RN (PhD in progress), Assistant Professor</td>
</tr>
<tr>
<td>Diane Ream</td>
<td>MS, BSN, ASN, RN (DNP in progress), Assistant Professor</td>
</tr>
<tr>
<td>Nancy Sanderson</td>
<td>MSN, BSN, ADN, RN Assistant Professor</td>
</tr>
<tr>
<td>Bonnie Shaffer</td>
<td>MSN, BSN, ADN, RN, CNS, (DNP in progress) Assistant Professor</td>
</tr>
<tr>
<td>Kathryn Sliker</td>
<td>ND, WHNP, CNM, RN Assistant Professor</td>
</tr>
</tbody>
</table>

### Part-Time Faculty & ANIP Staff

<table>
<thead>
<tr>
<th>Name</th>
<th>Position/Title</th>
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<tbody>
<tr>
<td>Judith Adams</td>
<td>BSN, RN (Preceptor/ANIP)</td>
</tr>
<tr>
<td>Noelle Arcuri</td>
<td>BSN, RN (Preceptor/ANIP)</td>
</tr>
<tr>
<td>Cherice Avila</td>
<td>MSN, BSN, RN</td>
</tr>
<tr>
<td>Brianna Boyle</td>
<td>RNC-OB, BSN, RN (Preceptor/ANIP)</td>
</tr>
<tr>
<td>Lauren Bormann</td>
<td>MSN, WHNP-BC, C-EFM, RN</td>
</tr>
<tr>
<td>Jaden Brandenburg</td>
<td>BSN, ADN, RN (Preceptor/ANIP)</td>
</tr>
<tr>
<td>Jacqueline Brown</td>
<td>MSN, BSN, RN</td>
</tr>
<tr>
<td>Virginia Buckley</td>
<td>MS, MBA, BSN, RN</td>
</tr>
<tr>
<td>Barbara Calo</td>
<td>MSN, C-PNP, BSN, RN</td>
</tr>
<tr>
<td>Pricilla (Pat) Cannon</td>
<td>FNP, BSN, RN</td>
</tr>
<tr>
<td>Karen Carlson</td>
<td>BSN, ADN, RN (Preceptor/ANIP)</td>
</tr>
<tr>
<td>Lori Carr</td>
<td>BSN, AA, RN (Preceptor/ANIP)</td>
</tr>
<tr>
<td>Milagros Carrasquillo</td>
<td>BSN, ADN, RN (Preceptor/ANIP)</td>
</tr>
<tr>
<td>Suzanne Carrington</td>
<td>DNP, MSN, BSN, AAS, RN (Preceptor/ANIP)</td>
</tr>
<tr>
<td>Megan Cattau</td>
<td>BSN, RN (Preceptor/ANIP)</td>
</tr>
<tr>
<td>Pam Chandler</td>
<td>MSN, CNM, BSN, BA, RN (Preceptor/ANIP)</td>
</tr>
<tr>
<td>Rebecca Cooper</td>
<td>BSN, RN (Preceptor/ANIP)</td>
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</tbody>
</table>
Donna Darrow- BSN, AS, RN (Preceptor/ANIP)
Vicki DeHoff - MSN, BSN, RN
Mary Pat DeWald- MSN, MPA, RN, APRN, NP, CNS
Jennifer Dretzka- BSN, ADN, RN (Preceptor/ANIP)
Constance Dunbar - BSN, RN (Preceptor/ANIP)
David Fairchild - BSN, RN (Preceptor/ANIP)
Karen Frank – MSN, CNM, BSN, RN
Jeremy Garcia-BSN, RN (Preceptor/ANIP)
Elizabeth Gille-BSN, RN (Preceptor/ANIP)
Joleen Goyins -MSN, BSN, ADN, RN
N. Susan Hammerton –NP, BSN, RN
Jerlinda Harper- BSN, RN (Preceptor/ANIP)
Tara Haskell – MSN, BSN, RN
Karen Hogan - MSN, BSN, RN
Avrey Hughes– BSN (Preceptor/ANIP)
Robert Hunt - MSN, RN, APRN, FNP-BC
Mary Johnston- MSN, BSN, ADN, RN
Mary Khoury- MSN, BSN, BA, RN
Suzanne Kimble – BSN, RN (Preceptor/ANIP)
Piper Knight- MSN, BSN, LPN, RN
Peggy Korman- MA, BSN, CNM, RN
Brenda Kwicinski – MSN, BSN, RN
Judy Lawler - MSN, BSN, OCN, RN
Jenna Levy– BSN, RN (Preceptor/ANIP)
Shea Lewan- BSN, AAS, RN (Preceptor/ANIP)
Julie Lohre- MS, NP
Katherine Loughrey-Stemp- MSN, BSN, ADN, RN
Mary E. Mardirosian – MSN, BSN, RN
Juan Martinez - MSN, BSN, ADN, RN
Monika Mayer –MSN, ADN, RN
Pamela Meadows-Dravitz-MSN-Ed., MA, BSN, RN
Susan Meier- DNP, APRN, NNP-BC
Natalee Mejia — BSN, RN (Preceptor/ANIP)
Katrina Mestdagh – BSN, RN (Preceptor/ANIP)
Julianna Miele- MSN, BSN, RN
Amelia Montoya – BSN, RN (Preceptor/ANIP)
Jennifer Morgan-Osborn-MSN, BSN, ADN, RN
Kyia Mountain – BSN, RN (Preceptor/ANIP)
Theresa Muenchau- MS, CNS, BSN, RN
Marva Newell - BSN, RN (Preceptor/ANIP)
Katherine Newman- MSN, BSN, RN
Candace Nichols- BSN, RN (MSN in progress) (Preceptor/ANIP)
Lauren Ostuni - BSN, RN (Preceptor/ANIP)
Rebecca Phillips - MSN, BSN, ADN, RN
Elizabeth Reynolds - MSN, FNP-BC, BSN, ASN, RN
Rebecca Richey- MSN, BSN, RN
Lisa Rivera – MSN, BSN, ADN, RN
Katherine Ross- MS, CCRN, RN
Katie Rudofsky – FNP, MSN, BA, RN
Kathy Russell- NP, MSN, BSN, RN
Nanette Siefen- MSN, BSN, ADN, RN
Julie Starr – MSN, BSN, RN
Diana Tiggelaar- ASN, BSN, RN (MSN in progress) (Preceptor/ANIP)
Juanita Trancoso-MSN, BSN, LPN, RN
Tina VanWinks-BSN, BS, RN (Preceptor/ANIP)
Karen Webb- MSN, BSN, BS, RN,
(PhD in progress)
Rebecca Whittaker – MSN, BSN, ASN, RN
Huberta Wiggin- MSN, BSN, RN
Barbara Wilkerson- PNP, RN (Preceptor/ANIP)
Rachel Wittenberger-Metcalf - MSN, BSN, ADSN, RN
Candace Workman- BSN, ADN, RN, (MSN in progress) (Preceptor/ANIP)
Joanna Wright- BSN, BA, RN (Preceptor/ANIP)

Gen. Ed. Faculty* - (FT & PT)

Michelle Carlin – MA, BA (PT)
Colin Day- PhD., MA, BS (PT)
Micah Hughes- MS, BA (FT) Assistant Professor/Global Health Perspectives Coordinator
Katie Jones- MS, BS (PT)
Michelle Post - PhD., MBA, BA (PT)
Trenton Smith- MS, BA, AS (FT) Assistant Professor

*Note : Adjunct, General Education Faculty and ANIP’s vary throughout the year and this list is subject to change at any time

CONTACT INFORMATION
The following campus administrators should be consulted to obtain the information listed:

Dean of Education: descriptions of academic programs, faculty information, data on student enrollment and graduation, academic policies and procedures, and credit transfer.

Director of Admissions: policies pertaining to admissions requirements and enrollment.

Business Office Manager: tuition charges, payments, adjustments, and refunds.

Financial Aid Director: descriptions of financial aid programs, rights and responsibilities of financial aid recipients, means and frequency of payments of financial aid recipients, means and frequency of payments of financial aid awards, student loan repayment, and employment provided as financial aid.

Director of Career Services: information pertaining to placement rates and employment opportunities for graduates.

Students may contact any admissions department staff member for copies of consumer information disclosures.