



Baptist Health College Little Rock



Baptist Health College Little Rock School of Sleep Technology Handbook

JULY 7, 2025 – JUNE 12, 2026

11900 Colonel Glenn Road
Little Rock, AR 72210
Phone: 501-202-6200
www.bhclr.edu

CERTIFICATION STATEMENT

BHCLR reserves the right to restrict, or limit enrollment in any course and make changes in the provisions (organization, fees, program offerings, curricula, courses, requirements and so forth) in this handbook when such action is deemed to be in the best interest of the student or a particular school. The provisions herein do not represent, in any way, a contract between the student, prospective or otherwise, and the administration of a school. This handbook replaces all handbooks previously published.

FORWARD

This handbook is provided to the student to serve as an overall guide to the Baptist Health College Little Rock - School of Sleep Technology. Policies contained herein are current at the time of printing; however, policies, procedures, and information contained within require continual evaluation, review, and approval. Therefore, the faculty and administration of the school reserve the right to change the policies, procedures and general information at any time without prior notice, according to policy; all new and revised policies are posted on appropriate and designated student bulletin boards, for a defined period of time or students receive electronic notification of new or revised policies. Additionally, changes will be made on the website version. Students are expected to remain informed by checking the school's website regularly at www.bhclr.edu.

STATEMENT REGARDING STUDENT HANDBOOK

Students enrolled in the Baptist Health College Little Rock are responsible for information contained in the current Student Handbook and current Catalog. Students enrolled in a program of study are expected to comply with all policies of: a) Baptist Health College Little Rock, b) all institutions with which the schools are affiliated, and c) the respective program of enrollment. Additional details of policies that specifically pertain to a student's specific program of enrollment are applicable and are located herein in the programs respective School Specific section.

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Little Rock, AR 72210

501-202-6200

School of Sleep Technology

School Specific Student Handbook Section

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SCHOOL OF SLEEP TECHNOLOGY

NEW STUDENT WELCOME

Welcome to the Baptist Health College Little Rock (BHCLR) - School of Sleep Technology. You have made an important decision in choosing this allied health profession as a career. The next twelve months will be an exciting time in which you will learn the fundamentals of Sleep Technology and develop entry-level competencies in the field.

The purpose of the Student Handbook is to acquaint you with the rules and regulations of the BHCLR -School of Sleep Technology, familiarize you with the objectives of both the didactic and clinical portions of the program, and inform you of the evaluative processes that will be used to determine your progress in both phases of the program.

Read this Student Handbook thoroughly and carefully, as you are accountable for the information herein contained. If at any point in this program you need clarification of the contents of the handbook, please contact me at 501-202-6037.

Again, welcome to the BHCLR- School of Sleep Technology. May you find fulfillment in this profession and acquire not only the scientific and patient-care skills, but also those that will lead to your cultural and intellectual advancement.

Sincerely,

Yolanda Rawls

Yolanda Rawls, BS, RPSGT
Associate Dean/Associate Dean
School of Sleep Technology
Baptist Health College Little Rock

INTRODUCTION

HISTORY

The BHCLR-School of Sleep Technology came into existence in order to meet the demand for highly skilled and competent sleep technologists within Baptist Health, as well as the surrounding community. Recognizing this need, Baptist Health leadership committed to establish the School in July of 2007. Following considerable planning and development, the inaugural class began July 7, 2008. The School is licensed by the Arkansas Division of Higher Education (ADHE) and accredited by the Commission on Accreditation of Allied Health Education Programs (CAAHEP) Commission on Accreditation of Polysomnographic Technology Education (CoA PSG). The program is affiliated with the following clinical sites: Baptist Health Medical Center-Little Rock (BHMC-LR), Arkansas Children's Hospital (ACH), and other sleep labs, as approved. Participants are conferred a certificate of Sleep Technology from BHCLR and are eligible to take the international certification exam of the Board of Registered Polysomnographic Technologists (BRPT) upon successful completion of the program. Beginning in 2010, Pulaski Technical College partnered with BHCLR to offer the optional Associate of Applied Science in Allied Health degree with a concentration in Sleep Technology to Program graduates.

PROGRAM OVERVIEW

The Assistant Vice President of Education/Chancellor for BHCLR has overall administrative authority and responsibility for all schools and employee development within the department. The Associate Dean of the BHCLR – School of Sleep Technology has overall operational responsibility with specified administrative authority. The Associate Dean is responsible for planning, implementing and evaluating the total Program of Studies in accordance with the Arkansas Department of Higher Education (ADHE), the Commission on Accreditation of Polysomnographic Technology Education (CoA PSG) and the Commission on Accreditation of Allied Health Education Programs (CAAHEP) standards.

The School is committed to providing the highest standards of education, training, and continuous development opportunities to the students and providing entry level job competent graduates to the healthcare community.

A competent sleep technologist in the healthcare field of today must prove to be proficient in the profession, possess an appreciation of his or her role within the healthcare team, and demonstrate an understanding of the organizational culture within the setting of practice.

The program consists of two (2) twenty-two (22)-week semesters. The first eleven (11) weeks of the first semester consist of didactic training on the BHCLR campus. During the second eleven weeks of the first semester, students are in the classroom in the afternoon and in clinical meetings two evenings a week. The second semester consists of afternoon classroom meetings as well as evening and overnight clinical experiences each week. Clinical rotations are scheduled in the sleep laboratory at Baptist Health Medical Center - Little Rock, Arkansas Children's Hospital, and Central Arkansas Veterans Healthcare System (VA). Additional sleep labs may be considered upon the completion of a clinical affiliate agreement between the School and the facility. The addition of a clinical site is at the sole discretion of the Associate Dean. Additional schedule details, along with the most up-to-date program information is available at www.bhclr.edu.

MISSION STATEMENT

Baptist Health College Little Rock, a part of Baptist Health Medical Center – Little Rock, shapes the health of Arkansans by educating and mentoring healthcare professionals with excellence and Christian compassion.

The School of Sleep Technology shares this mission and strives to provide quality education in Polysomnographic Technology for all program participants.

VALUES

The BHCLR-School of Sleep Technology supports the Values and Code of Ethical Conduct of Baptist Health. These Christian values of Service, Honesty, Respect, Stewardship and Performance provide the framework for all operations within the school.

PHILOSOPHY

The School upholds the Philosophy and Values of Baptist Health by encouraging Service, Honesty, Respect, Stewardship and Performance with a commitment to providing quality patient care. Christian ideas, attitudes and spiritual perspectives as they apply to the caring of the patient are emphasized, as well as personal and professional conduct.

BELIEF

It is the School's belief that a competent individual in the healthcare field of today, must not only prove to be proficient in the field of Sleep Technology, but must also possess an appreciation of his/her role within the clinical setting and an understanding of the organizational culture affecting the work environment.

PROGRAM GOALS

The central goal of the BHCLR-School of Sleep Technology is to prepare competent, entry-level sleep technologists in the cognitive, psychomotor, and affective learning domains accomplished through intensive classroom, laboratory, and clinical experiences.

STANDARDS

PROFESSIONAL BEHAVIOR

The Standards of Conduct of the Board of Registered Polysomnographic Technologists (BRPT) set forth the principles by which Registered Polysomnographic Technologists (RPSGTs) and prospective RPSGTs practice their profession. Students must abide by these standards to ensure future certification eligibility. The BRPT publishes the following statements related to professional behavior on their website (www.brpt.org).

Board of Registered Polysomnographic Technologists Standards of Conduct Professional Discipline Committee

I. PREAMBLE

Introduction

The Board of Registered Polysomnographic Technologists ("BRPT") is a nonprofit corporation that provides board certification and re-certification for Polysomnographic Technologists. BRPT is an independent organization, governed by a Board of Directors (the "Board") that includes a diverse group of experts in polysomnographic technology. For the purposes of these Standards of Conduct (the "Standards"), the term "Committee" shall mean the BRPT Professional Discipline Committee. The term "Profession" shall mean the practice of polysomnography. "RPSGT Applicant/Certificant" shall mean any person who has been awarded or has applied for the Registered Polysomnographic Technologist certification by BRPT. BRPT seeks to encourage, establish and maintain the highest standards, traditions and principles of polysomnographic technologists. RPSGT Applicants/Certificants should recognize their responsibilities, not only to their patients, but also to society, to other health care professionals and to themselves. RPSGT Applicants/Certificants are responsible for maintaining and promoting ethical practice. All RPSGT Applicants/Certificants shall abide by BRPT's Standards, Rules and Procedures Regarding Ethical and Professional Discipline Complaints ("Rules and Procedures"), and all other BRPT rules, policies and procedures. BRPT may take disciplinary action against any individual who fails to meet these requirements. Such disciplinary action may include, but is not be limited to, suspending or revoking a RPSGT Applicant/Certificant's certification, or declaring a RPSGT Applicant/Certificant candidate ineligible for certification.

Ethics, Custom, Competency and the Law

Unethical conduct may involve violations of customs and usages of the Profession as well as actions that violate the law. All RPSGT Applicants/Certificants shall provide competent services and shall use all efforts to meet patients' polysomnographic requirements. Failure to conform to these Standards, including conduct that violates moral principles, customs and practices of the profession or the law, shall be subject to disciplinary action as set forth in the Rules and Procedures. The RPSGT Applicant/Certificant shall act in the best interests of the patient at all times. Failure to conform to these Standards, including conduct that violates moral principles, customs and practices of the Profession or the law, shall be subject to disciplinary action and ultimate determination by the adjudicative authority as established in the Rules and Procedures. Such disciplinary action depends upon the particular circumstances involved and how the conduct in question reflects upon the dignity and integrity of the Profession. Depending upon the circumstances, the Committee will take appropriate action, if any, consistent with the Rules and Procedures. Each RPSGT Applicant/Certificant has a civic and professional obligation to report to the appropriate governmental body any and all evidence that may come to his/her attention involving the alleged criminal conduct of any RPSGT Applicant/Certificant relating to the practice of polysomnography.

Disclosure of Other Agency Actions

Each RPSGT Applicant/Certificant must promptly, fully and accurately disclose to BRPT any and all findings and actions by any government agency, quasi-government agency, licensing board or other similar health related agency

or body responsible for national, state or local licensing and/or oversight of health or other polysomnographic licenses, certifications or the like ("Other Agencies"). Each RPSGT Applicant/Certificant must make such disclosure within thirty (30) days from the date of action by any Other Agency. Each RPSGT Applicant/Certificant must promptly and fully cooperate with BRPT and with Other Agencies.

II. RESPONSIBILITIES TO THE PATIENT

Confidential Information

All information relating to a patient's background, condition, treatment or management plan or any other information relating to the RPSGT Applicant/Certificant / patient relationship is and shall always remain confidential and may not be communicated to any third party not involved in the patient's care without the prior written consent of the patient or patient's legal guardian. All patient information derived in a workplace from a working relationship among RPSGT Applicants/Certificants relating to any patient shall be held and always remain confidential by all parties. The confidentiality requirements set forth in this Section shall be strictly adhered to by all RPSGT Applicants/Certificants unless the information is required by court order or it becomes necessary to disclose such information to protect the welfare of the patient and/or the community. In such an event, all disclosures of confidential information shall be in accordance with applicable legal requirements.

Trust and Honesty

The RPSGT Applicant/Certificant shall be truthful and honest to the patient, the BRPT, their employer and the public in general.

Fees and Compensation

Fees for polysomnographic services should be reasonable for the services performed, taking into consideration the setting in which the services are provided, the practice costs in the geographic area, the judgment of other related or similar organizations, and other relevant factors. The RPSGT Applicant/Certificant shall never place his/her own financial interest above the welfare of the patient. The RPSGT Applicant/Certificant shall not engage in false, misleading or deceptive actions in relation to the ultimate cost of the services undertaken or furnished. The RPSGT Applicant/Certificant shall not knowingly submit false or misleading information in requesting reimbursement from third-party payers, including Medicare and private insurers.

Practice Arrangements

RPSGT Applicants/Certificants shall not: (i) directly or indirectly request, receive or participate in dividing, transferring, assigning or rebating any funds derived from a referral of a patient to any other individual or entity, whether affiliated with the RPSGT Applicant/Certificant or otherwise; or (ii) except for the reasonable and customary fees earned for services performed for the patient, profit by means of a credit or other valuable consideration, such as an unearned commission, discount or gratuity for providing polysomnographic services.

Compliance with Laws and Regulations

RPSGT Applicants/Certificants shall provide evaluation and therapeutic intervention in accordance with the laws and regulations of the jurisdictions in which they practice.

Reporting

The RPSGT Applicant/Certificant shall report to BRPT any conduct that appears to violate these Standards.

Delegation of Responsibility

The RPSGT Applicant/Certificant shall not delegate any responsibility requiring unique skills, knowledge or judgment that compromises patient care and safety to a less than qualified person. The primary responsibility for polysomnographic care performed by supporting personnel rests with the delegating RPSGT Applicant/Certificant.

Adequate supervision is required to make certain the patient receives the necessary and appropriate care.

Public Communication

RPSGT Applicants/Certificants shall not use, nor participate in any use of, any form of communication containing a false, fraudulent, misleading, deceptive, unfair or sensational statement or claim. RPSGT Applicants/Certificants shall not provide any consideration to any member of the press, radio or television, or other communication medium in exchange for professional publicity in a news item. Each advertisement shall be identified as an advertisement unless it is absolutely clear from the context that it is a paid advertisement.

Illegal Discrimination

The RPSGT Applicant/Certificant shall not decline to accept a patient on the basis of race, gender, color, religion or national origin or on any basis that would constitute illegal discrimination.

Sexual Relations with Patient Prohibited

The RPSGT Applicant/Certificant shall not have consensual or nonconsensual sexual relations with a current or former patient of the RPSGT Applicant/Certificant unless a consensual sexual relationship existed between the RPSGT Applicant/Certificant and the patient prior to the provision of any polysomnographic services or the RPSGT Applicant/Certificant has not provided any polysomnographic services to the patient for the one-year period preceding the beginning of the sexual relationship. The RPSGT Applicant/Certificant shall not engage in, require, or demand sexual relations with a patient incidental to or as a condition of any polysomnographic services.

Sexual Relations with Key Third Parties Prohibited

The RPSGT Applicant/Certificant shall not have consensual or nonconsensual sexual relations with a Key Third Party when such relations are based on the use or exploitation of trust, knowledge, influence or emotions derived from a professional relationship. A "Key Third Party" is a person who is closely related to the patient and shall include, but is not limited to, spouses or partners, parents, guardians, surrogates and proxies. Each matter shall be evaluated on a case-by-case basis. Factors to be considered shall include: (i) the length of the professional relationship; (ii) the degree of the Key Third Party's emotional dependence on the RPSGT Applicant/Certificant; and (iii) the importance of the clinical encounter to the Key Third Party and the patient.

III. RESPONSIBILITIES TO COLLEAGUES AND THE PROFESSION

Dignity

The RPSGT Applicant/Certificant has the personal responsibility to conduct himself/herself in a manner that will assure the dignity and status of the Profession. Examples of unacceptable behavior include, but are not limited to, misusing the certification credential; slandering or libeling another; disparaging former employers; disparaging former employees; and misrepresenting one's capacity as a provider of services.

Solicitation

The RPSGT Applicant/Certificant shall not, either directly or indirectly, solicit the patronage of individual patients by way of intimidation, threats, harassing conduct, undue influence, coercion, duress, unwarranted promises of benefits or solicitation of a patient who is apparently in a mental condition that impairs his/her personal judgment to make decisions concerning the products or services being offered. The RPSGT Applicant/Certificant shall not solicit a patient in a manner that is inconsistent with his/her obligation to act in a dignified manner as set forth in Standard 3.1 above.

Examination

The RPSGT Applicant/Certificant shall maintain the security and prevent the disclosure of RPSGT credentialing examinations and their content.

IV. PATIENT CARE BY OTHER HEALTHCARE PROFESSIONALS

Concern About Care by Other Healthcare Professionals

The RPSGT Applicant/Certificant should exercise appropriate respect for other healthcare professionals. Except in the case of emergencies, concerns regarding patient care provided by other such professionals shall be addressed directly to those professionals rather than to the patient. If such concerns rise to the level of criminal violation, incompetence or malpractice, the RPSGT Applicant/Certificant must immediately notify appropriate facility management.

V. CREDENTIAL

Use of Credential

The RPSGT Applicant/Certificant shall use the fact that they are credentialed only as evidence of meeting the requisite standard of knowledge and competency in the Profession as defined by BRPT.

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CODE OF ETHICAL CONDUCT

The BHCLR - School of Sleep Technology has high expectations of professional behavior for its students. As a member of the Baptist Health family, it is the student's personal duty and responsibility to comply with all regulatory requirements, standards, policies, and procedures. "Ethical conduct" means doing the right thing. It is very important to remember that members of the Baptist Health family are expected to follow the rules because our Values tell us it is the right thing to do, not simply because it is required. Students in health professions are held to higher standards of integrity due to their unique relationships with society. Sleep Technology students are guided by the ethical principles and standards adopted by the Board of Polysomnographic Technologists.

Violations of these standards include but are not limited to lying, cheating, plagiarism, fraud, and other act(s) of ethical misconduct. The BHCLR - School of Sleep Technology has developed consequences for the violation of established professional standards which can result in demerits, suspension, or permanent dismissal. Ethical misconduct can result in sanctions by the Board of Polysomnographic Technologists.

BHCLR – School of Sleep Technology advisory board committee endorses and supports the enforcement of the violation of the program's Code of Ethical Conduct in order to instill professional behaviors, honesty, and integrity of its students.

As students and prospective employees, we must be loyal to our hospitals and fellow workers. We are expected to observe the following at all times:

1. No personal conversations with fellow employees or others in the presence of patients or visitors, including conversations on mobile telephones.
2. Do not discuss personal affairs or problems with patients.
3. Gratuities in the form of gifts or money may not be accepted from a patient or his representative.
4. Discussing a patient or confidential hospital affairs with outsiders or fellow workers not directly involved in the patient's care is expressly forbidden.
5. Do not approach patients, visitors, or employees for the purpose of selling anything or asking for donations.
6. Religious beliefs of patients and fellow workers are to be respected.
7. Entertaining visitors while on duty is not allowed.
8. Students must not criticize hospital or school policies publicly or to a fellow student. If there is a legitimate complaint, discuss it with your instructor.
9. We are not to argue or disagree with patients. If difficulties arise, request assistance from the technologist in charge of your clinical experience and the patient's care.
10. Stay in your assigned area unless some legitimate business must be taken care of elsewhere.
11. Smoking on a healthcare campus violates Arkansas state law. No smoking is allowed inside the building or on any Baptist Health campus, including inside parked vehicles.
12. The sleep laboratory monitoring room, lounge, canteen, and cafeteria are the designated eating areas. Do not eat in hallways, elevators, or patient care areas.
13. The use of personal electronics of any type is strictly forbidden in the sleep laboratory and classroom except during scheduled breaks. This includes checking and/or sending text messages regardless of the policy of your respective clinical site. Exceptions may be made only upon approval by the Associate Dean.
14. An employee or student can be terminated for such causes as insubordination, intoxication, dishonesty, inefficiency, and too frequent absences, among other policy violations. Any action of a student that may endanger the welfare of a patient, a fellow student, or the reputation of the school or hospital will be cause for suspension and may result in termination.

ACCREDITATION AND LICENSURE

The BHCLR-School of Sleep Technology is certified by the Arkansas Department of Higher Education (ADHE) and accredited by the Commission on Accreditation of Allied Health Education Programs (CAAHEP). In addition, the school is accredited by the Accrediting Bureau of Health Education Schools (ABHES).

Additional information about the program, as well as educational requirements published in the STUDENT HANDBOOK may be obtained by contacting the State Board:

Arkansas Department of Higher Education (ADHE)
423 Main Street
Little Rock, AR 72201
Phone 501 371 2000

Commission on Accreditation of Allied Health Education Programs (CAAHEP)
25400 US Highway 19 North
Clearwater, FL 33763
Phone 727 210 2350
Fax 727 210 2354
Website www.caahep.org

Accrediting Bureau of Health Education Schools (ABHES)
7777 Leesburg Pike, Suite 314 N. Falls Church, Virginia 22043
Phone 703 917 4109
E Mail info@abhес.org

Clinical

Baptist Health Medical Center- Little Rock (BHMC-LR)
Arkansas Children's Hospital (ACH)
Central Arkansas Veterans Healthcare System (CAVHS)
Additional sleep labs, as approved

ADMINISTRATION

BHCLR ADMINISTRATION

Troy Wells	President & CEO, Baptist Health
Mike Perkins, FACHE.....	Senior Vice President and Administrator, BHMC-LR
David Davila, MD, DABSM, DABIM	Medical Director, Sleep Technology Program
Karen James, Ph. D., OTR/L, CAPS	Interim President - BHCLR
Karen James, Ph. D., OTR/L, CAPS	Allied Health Coordinator- BHCLR
Jamie Clark, EdD, MBA	Coordinator, Campus & Financial Services
Yolanda Rawls, BS, RPSGT	Sleep Technology Associate Dean
Bailey Deaton, RPSGT.....	Sleep Technology Adjunct

BHMC-LR SLEEP CENTER ADMINISTRATION

Troy Wells, FACHE	Senior Vice President and Administrator, BHMC-LR
William Hawkins, MD.....Medical Director, Practice Plus
Jason Williams, MD, DABSM, DABIM	Medical Director, Baptist Health Sleep Center
DeEtta Brucks, RPSGT	Sleep Center Coordinator, BHMC-LR

CLINICAL AFFILIATE SUPERVISORS

DeEtta Brucks, RPSGT	Sleep Center Coordinator, BHMC-LR
Jacki Spence, MSN, RN, CCRN	Coordinator - Sleep Disorders Center, ACH
Lara Lewis, RPSGT.....	Coordinator – Sleep Disorders Center, CAVHS
Keena Murphy, RRT, RPSGT	Lead Technologist - Sleep Disorders Center, ACH

CLINICAL AFFILIATE BOARD-CERTIFIED SLEEP SPECIALISTS

Jason Williams, MD, DABSM, DABIM	Eyad Abochale, MD, DABIM
David Davila, MD, DABSM, DABIM	Tim Cook, MD, DABSM
Supriya, Jambhekar, MD, DABIM	

FACULTY, STAFF, AND SLEEP LAB SUPERVISORS

Yolanda Rawls, BS, RPSGT
Sleep Technology Associate Dean
(501) 202-6037 / (501) 285-2538 (mobile)

TBA
Adjunct Instructor

DeEtta Brucks, RPSGT
Coordinator, BHMC – LR
(501) 202-1713 or 1871 (work)

Jacki Spence, MSN, RN, CCRN
Coordinator, ACH
(501) 364-4255

Lara Lewis, RPSGT
Coordinator, CAVHS
(501)257-1000

Jessica Westerman
Enrollment Services Advisor I
Student Services
(501)202-6700

CLINICAL SITE COORDINATORS (Student Contact)

BHMC-LR Night Techs
(501) 202-1871

CAVHS Night Techs
(501)257-5360
(501)257-6090

Keena Murphy, RPSGT - Lead Technologist, ACH
(501) 364-1893 before 1900
(501) 364-3845 after 1900

FACULTY

David G. Davila - B.S., Louisiana State University at Baton Rouge, 1980; M.D., Louisiana State University School of Medicine at New Orleans, 1985; Internal Medicine Residency, Alton Ochsner Foundation Hospital / Clinic, 1986-88; American Board of Internal Medicine Certification, 1989; Thoracic Diseases Fellowship, Mayo Clinic, 1988-91; Pulmonary Medicine Certification, 1992-2002; Sleep Medicine Fellowship, Mayo Clinic, 1991-92; Sleep Medicine Certification: ABSM 1993; ABIM 2007; BHCLR position year 2007.

Yolanda Rawls, BS- University of AR at Little Rock, 2007; Board of Registered Polysomnographic Technologists Certification (RPSGT), 2014; BHCLR position year 2014.

Dr. P. Hope Coleman - B. A., Texas Tech University, 1985; M.A., University of Arkansas at Little Rock, 1990; M. Div., Ph.D., Southwestern Baptist Theological Seminary, 2002; BHCLR position year 2009.

BHCLR PROFESSIONAL STAFF

See BHCLR Handbook

BHCLR SUPPORT STAFF

See BHCLR Handbook

ACADEMIC

Students are required to attend all scheduled classes and clinical rotations. The school expects a student's highest performance in the area of academics. The process of becoming a Sleep Technologist begins with the basic principles of polysomnographic (PSG) technology. By the completion of the program these principles and associated topics, coupled with critical thinking will evolve into the knowledge, skills, attitudes, and abilities for entry-level practice. Through acquisition and analysis of high quality recorded data, the technologist will have the tools needed to accurately make diagnostic decisions and provide effective therapeutic intervention, within his or her scope of practice, for the patient with a sleep disorder.

ESSENTIAL FUNCTIONS

Essential Functions

Essential functions, as established by the school, are skills, abilities, and competencies that must be demonstrated by a student on admission and throughout the program. Baptist Health College's professional healthcare education program expects each student to attain and integrate the necessary knowledge and skills, combined with the development and application of sound judgment, to successfully provide semi-autonomous and collaborative care for individuals within the scope of practice defined by their program of study.

In order to progress as a student in Baptist Health College Little Rock (BHCLR) - School of Sleep Technology and successfully complete the course of study to become a healthcare professional, a student must demonstrate each of the required Essential Functions. Satisfactory demonstration of the Essential Functions signifies that a student meets the academic requirements and possesses the technical skills to engage in educational activities in the classroom and clinical setting in a manner that would not pose a danger to other students, patients, or the public.

The following Essential Functions are required of students throughout enrollment in the program:

Essential Function	Description
1. Observation:	<ul style="list-style-type: none">● Be able to see and read printed materials including but not limited to charts and graphs, clinical documents, course materials, computer screens, and interpret graphical representations.● Can visually observe patients and the patient's environment.● Have good vision.
2. Speech/Hearing:	<ul style="list-style-type: none">● Can speak clearly and be understood.● Able to hear and interpret voices as well as loud, soft, or muffled sounds.

3. Physical Abilities/Fine Motor Touch:

- Capable of walking, lifting in excess of 50 lbs, pushing, pulling, reaching, sitting and standing for long periods of time when necessary. Can also move heavy objects by bending, stooping, reaching or moving side to side.
- Have the use of fingers for fine motor dexterity and manipulating small objects, etc.
- Capable of gathering information (ex: temperature), apply electrodes, and assess air leaks by using the sense of touch.
- Physically able to work on or with equipment following proper training.
- Have physical use of all of the following: fingers, hands, arms, feet, legs, back and neck.
- Have all the necessary skills to carry out sleep-related diagnostic and therapeutic procedures safely and accurately. The use of both arms and hands is required to manipulate instruments, operate equipment, and assist non-ambulatory patients and patients with impaired mobility.

4. Intellectual/Conceptual/Cognitive

- Able to do basic mathematical calculations (add, subtract, multiply, divide).
- Can recognize emergency situations and take appropriate actions as taught.
- Can comprehend and process verbal and written information.
- Able to organize and prioritize job tasks.

5. Communication/Behavior

- Can effectively read, write, and verbally communicate in the English language.
- Have the ability to legibly communicate in writing using the English language.
- Possess the ability to assess or interpret non-verbal communication such as facial expressions, hand signals for help, etc.
- Capable of demonstrating and maintaining psychological and emotional stability.
- Willing and able to behave in a professional and respectful manner including remaining awake and vigilant throughout an overnight shift.
- Willing and able to comply with the Baptist Health Values: Service, Honesty, Respect, Stewardship and Performance.
- Willing and able to follow all expectations, policies and procedures outlined by the college.
- Be able to follow organizational policies which maintain safety for patient(s), self, and others.

EDUCATIONAL PHILOSOPHY

The BHCLR - School of Sleep Technology utilizes a competency based system of clinical education designed to allow a student to achieve proficiency in the performance of the clinical duties of a Sleep Technologist. The system allows the student to progress at a rate which is consistent with the student's ability and skills.

To enhance understanding of the system, clarification is needed regarding the difference in meaning between competency and proficiency. In the program, the faculty members expect students to become competent in a procedure first, with proficiency in the procedure being the desired goal. Therefore, competency is defined as having adequate ability or qualities to function or progress in a particular way. Proficiency develops over time through practice and indicates that one is an expert at a particular skill. Competency is the first goal for the student, with the expectation that proficiency will develop through structured experience in the clinical setting.

Assignments are made to the sleep laboratory clinical sites on a rotational schedule. Throughout the clinical education, progress is monitored and evaluated closely. Clinical evaluations reflect the student's ability to relate the information received in the classroom to the actual performance of procedures in the clinical setting. The evaluations also reflect progress in cognitive, psychomotor, and affective domains with emphasis on professional and personal behavior. Upon completion of all didactic and clinical competencies, a student is expected to demonstrate proficiency and meet the specific behavioral objectives in each area.

EDUCATIONAL GOALS

The central goal of the BHCLR - School of Sleep Technology is to prepare competent, entry-level technologists in the cognitive, psychomotor, and affective learning domains accomplished through intensive classroom, laboratory, and clinical experiences.

General Program Objectives

1. Communicate and cooperate with Baptist Health and the community in order to provide competent sleep technologists who meet the health and wellness needs of Arkansas residents.
2. Provide education based on current standards of practice for students who wish to develop entry-level competencies in sleep technology.
3. Provide comprehensive clinical experiences for students in sleep centers that conform to professional standards of practice and provide access and interaction with appropriate healthcare personnel and agencies.
4. Provide academic advisement, counseling, financial aid, and other services to students interested in sleep technology.

Terminal Objectives

These general program objectives apply to all areas of study within the program and all sleep laboratories through which students rotate. Each area has its own specific enabling objectives that are used to evaluate student progress. Upon completion of this program, the student will be able to:

Cognitive Domain

1. Select the proper testing protocol based on the patient's history and physician orders.
2. Select the proper recording equipment and sensors for the procedure.
3. Perform calibrations necessary for all polysomnographic procedures.
4. Distinguish normal from abnormal results.
5. Utilize data to evaluate accuracy of results.
6. Maintain accurate and complete records.
7. Apply problem solving techniques to identify and correct procedural errors, identify instrument malfunction, and institute appropriate corrective measures, under supervision.
8. Determine the need for therapeutic intervention.
9. Differentiate emergent events from the patient's baseline behavior.
10. Identify the needs of the patient.

Psychomotor Domain

1. Apply electrodes and other sensors for patient testing.
2. Operate and maintain digital acquisition systems.
3. Initiate and titrate therapeutic modalities.

4. Document all pertinent data, including demographic information.
5. Keep work area clean and organized at all times.
6. Respond to the needs of the patient.
7. Interact with other healthcare providers.
8. Arrive on time and remain in the department for the scheduled time.

Affective Domain

1. Maintain optimal safety precautions in terms of physical hazards and infection control.
2. Utilize relationships within the entire healthcare team to provide total patient care.
3. Demonstrate respect for confidentiality in personal and professional relationships.
4. Demonstrate willingness to go beyond the minimal requirements of service.
5. Respond ethically and empathetically to patient needs.
6. Use optimal verbal and non-verbal communication.
7. Utilize all available learning opportunities.
8. Realistically assess personal limitations in terms of level of knowledge, understanding, psychomotor skills, and legal, regulatory, and ethical responsibilities.
9. Abide by an admirable code of ethics at all times when representing Baptist Health and/or the profession of Sleep Technology.

GRADING SYSTEM

It is the primary responsibility of a student to learn to his or her maximal potential. It is the primary responsibility of the faculty to maximize the opportunity for, and evaluate the extent of learning. The School exists to provide a teaching and learning environment in a culture that ensures students realize their learning potential.

The Associate Dean judges the quality of student learning and the progressive development toward a minimum level of competence required for patient safety and public protection. Based on this evaluation of progress, a corresponding grade is earned and assigned. At the Associate Dean's discretion, both subjective and objective data are considered when making a value judgment about a student's performance. The grading system adopted by the faculty and the School is for the purposes of grade determination, as well as promotion and graduation of students. The School utilizes a grading system to signify student progression and the quality of learning throughout the Sleep Technology Program. A final letter grade is assigned through an established process for each course. A final letter grade has a corresponding value that denotes the quality of student learning reflected in performance. A percent range is used to determine the letter grade. Value points are used in the computation of the grade point average (GPA). The GPA is the academic standard that serves many purposes including Honors recognition at commencement, scholarship awards determination, and documentation on the student academic record.

Final Sleep technology course grades are calculated by using the scores on written examinations (tests), assigned homework, ratings of clinical laboratory (practical) performance, and ratings of skills laboratory performance. Absence will result in a 5% reduction of the actual score on all missed examinations and homework turned in late, at the discretion of the Associate Dean.

ACADEMIC PROGRESS

Students are required to attend all scheduled classes. The policy on Absenteeism and Tardiness may be found later in this document.

The grading scale used by the School of Sleep Technology for the didactic and clinical curriculum is presented below:

GRADE	RANGE %	VALUE
A	90 - 100	4
B	80 - 89	3
C	77 - 79	2
D	70 - 76	1
F	0 - 69	0
I	Incomplete	0
W	Withdrawal	0
WX	Administrative Withdrawal	0

The final grade is based upon the total points received on examinations, assignments, participation, and evaluations divided by the total points possible. Values of 0.50 or greater are raised to the next whole number. Value points are used in the computation of the GPA. Student academic and clinical achievement is measured periodically by written, oral, and practical examinations.

A student is required to maintain a minimum final grade of "C" (77%) in each course and clinical rotation. Failure to do so will result in Academic Suspension, at the discretion of the Associate Dean. Students must demonstrate competence in all clinical areas before progressing to subsequent courses and clinical tasks.

Evaluation outcomes are calculated and shared with the student upon completion of each clinical section rotation. If

the evaluation is lower than required, counseling and assistance is provided by the Associate Dean, Clinical Site Coordinator, or the BHCLR Academic and Spiritual Counselor. Counseling sessions are documented and placed in the Student's Record.

Students not meeting the necessary clinical achievement for the rotation will be placed on probation for a specified period. During probation, evaluations are closely monitored, clinical deficiencies are discussed, and a plan for improvement is implemented and documented. Clinical meetings for which the student has not demonstrated competency will be repeated by the student. This time is generally scheduled during the Fall Break, Christmas Break, and Spring Break, but may be allowed after the conclusion of the program, at the discretion of the Associate Dean.

A student who fails to demonstrate the necessary progressive development in clinical education shall not be allowed a second probationary period. A student not fulfilling the preceding requirements is counseled by the Associate Dean and may be required to withdraw.

THEORY EXAMINATION

1. The student is expected to take all exams on the dates and times scheduled. A 5% penalty will be assessed for all make-up work.
2. The student is expected to be punctual for all exams. Students will be admitted to exams already in progress at the sole discretion of the Associate Dean.
3. Identification badges must be worn and clearly visible on the upper left chest for admission into all exams, as during all learning experiences.
4. No books, papers, book bags, or purses will be permitted at desks. Books, purses, etc., may be placed at the front of the room or behind the desk, assuming space allows and this does not provide others access to the materials. The School will not be responsible for unattended items.
5. When the exam is completed, the student will give the examination to the instructor or place it in a designated area.
6. The student must immediately and quietly exit the room and not return until all students have finished the exam. Any questions concerning the exam will be answered during the test review, if provided.
7. Students who have completed the exam are expected to be quiet outside of the testing room, but are not required to remain in the area as long as they return at the instructor-specified time.
8. Graded exam results are handed back to the student and questions are answered at that time. Students are encouraged to ask questions during exam review, if provided. Exam review is a privilege and should be treated as such. While questions and discussion are encouraged, inappropriate and/or confrontational arguing will not be tolerated and may result in loss of this privilege by the entire class.
9. Mobile phones and pagers must be set to the off position or silenced, and placed inside a pocket, purse, or book bag during testing, as consistent with all learning experiences. If a mobile device rings, vibrates, or disrupts testing in any other way, the student's earned exam score will be lowered by 5% at the discretion of the Associate Dean. Access of a mobile electronics device during testing will result in a grade of "0%" on the assignment.
10. All exams are the property of the school. A student caught with a copy of any BHCLR - Sleep

Technology Program exam will be dismissed from the program. This would include photos or handwritten.

MAKE-UP COURSE WORK

The opportunity to make-up missed course work, including examinations, may be available to an absent student. The Associate Dean has the sole discretion in permitting the student to make-up missed course work, including examinations. A 5% penalty will be assessed for all make-up exams and work that is turned in late. Arrangements for completing missed work must be made with the Associate Dean at the first class meeting a student attends following absence, or any other reason for which graded work is missed.

REMEDIATION

A student who fails to maintain a grade of "C" or higher in a course after the second examination, or successful competencies for a clinical rotation, may be offered a remediation opportunity to achieve the minimum required score, at the discretion of the Associate Dean.

1. If remediation for a clinical rotation is offered by the Associate Dean the student will be allowed additional clinical time with specific assignments. This time is generally scheduled during the Fall Break, Christmas Break, and Spring Break. If additional time is not available before the end of the Program, the student may be given the option of scheduling it after commencement to complete program requirements. Such arrangements will be made by the Associate Dean, as necessary. If didactic course remediation is offered, the student will be expected to complete the requirements in addition to those of all courses in which she or he is currently enrolled.
2. Remediation for a clinical rotation will consist of additional clinical time followed by a written and/or practical examination for grade determination. Didactic remediation will consist of additional coursework and/or a second examination attempt over the exam material that resulted in the cumulative grade of less than 77%.
3. If the student is successful in passing the attempt, the original score will be dropped and replaced with the remediation grade of 77%. The student must achieve 77% or better on the remediation assignment, however, the maximum score that can be earned through remediation is 77%.
4. If the student is successful in the remediation attempt, he or she will progress through the course or rotation and complete the program of study, provided a score of 77% or better is maintained and all other program requirements are met.
5. Students will only be offered one remediation per clinical or didactic course, at the discretion of the Associate Dean.
6. Students who choose remediation forfeit the right to appeal the remedial grade and the original grade.

REPEATING AND DROPPING A COURSE

Courses within the program are sequential and therefore, must be taken in order. Since courses are offered only once a year, a student cannot drop or repeat a course and continue in the program. A student may reapply to the program the following year, but has no preferential status. He or she is considered for selection at the same time as new applicants for the next entering class. Acceptance into the program is on a competitive basis and no guarantee is made that a student will be accepted the following year.

ACADEMIC ADVISING

The Sleep Technology Associate Dean serves as the student's academic advisor. The Associate Dean will schedule a conference as needed. The student may also request a conference if desired. Academic advising is available to a student in the following areas:

- Possible schedule changes
- Educational planning
- Study habits
- Test taking
- Limited tutoring*
- Exam failure (required)

**When extensive tutoring is needed, the School's Academic and Spiritual Counselor should be consulted.*

ACADEMIC PROBATION

The status of academic probation indicates that the student's continued enrollment in the school is at risk. If placed on academic probation, case-specific requirements must be fulfilled before the status is changed.

1. A student is placed on probation for academic reasons by the Associate Dean.
2. Probationary terms are determined on an individual basis by the Associate Dean.
3. Failure to meet designated probationary terms may result in academic suspension.
4. If the student does not have a "C" or better after the second exam in any course, he or she will be placed on academic probation.

PROGRESSION AND PROMOTION

The following criteria must be satisfied for progression and promotion through the Sleep Technology Program:

1. Complete Tuberculin skin test within 30 days prior to entering the program.
2. Complete the Hepatitis B vaccine process, or a signed waiver on file, prior to the first clinical experience.
3. Verify the ability to meet the Essential Functions of Sleep Technology.
4. Current BLS CPR certification that does not expire until after the program concludes. This requirement must be satisfied prior to the start of Clinical Practicum I. An opportunity to obtain BLS certification will be provided by the Program.
5. Fulfill requirements for each Sleep Technology course as outlined in course syllabi, including earning the minimal final course grade of "C" in each theory and clinical course.

GRADUATION REQUIREMENTS

All requirements must be fulfilled before graduate status, diploma, and school pin are bestowed:

1. Successful completion of all requirements for each course of the Sleep Technology Program Curriculum;

2. Successfully complete the exit exam;
3. Fulfill progression and promotion criteria; and
4. Complete the Graduate Clearance process, including fulfillment of any financial obligations to Baptist Health.

Graduation is not dependent upon successful completion of any certification examination. The school's diploma and final grades, including the transcript required by the certification board, will not be released until all of the above requirements have been met.

ACADEMIC HONORS

An Academic Excellence Award is given to the student achieving the highest cumulative GPA throughout the Sleep Technology program. Additional academic recognitions based on superior performance are awarded as follows:

Cumulative GPA 3.75-4.00	High Honors
Cumulative GPA 3.50-3.74	Honors

PROGRAM EFFECTIVENESS

It is paramount that the School maintain an ongoing program effectiveness evaluation process. Several factors comprise the process, primarily being student and graduate outcomes, faculty teaching effectiveness, curriculum evaluation, school policies, employer satisfaction with graduates, and approved and accreditation-specific outcomes. Thus, students and graduates have an important role in the measurement of program effectiveness.

FACULTY AND COURSE EVALUATIONS

Students evaluate each course, each instructor, and clinical facilities as they progress through the program. The evaluations are carried out according to BHCLR policy to measure teaching effectiveness. The student is assured of anonymity, thus encouraging his or her participation. If a student believes that the process should be improved, the President welcomes suggestions.

CLINICAL COMPETENCY

A Clinical Achievement Award is given at the end of the school year. Clinical performance is evaluated by the sleep laboratory staff members who have observed the student's progress during a specific rotation. Performance is evaluated in regard to accepted technical and professional standards. A letter grade is assigned to these evaluations.

The Clinical Practicum policies, grading scale, evaluation tools, and behavioral objectives are shared with students during their orientation to the course.

Sleep Laboratory staff members who make value judgments about student performance have the responsibility to:

1. Be honest and objective when judging the qualities and performance of the student.
2. Base judgment upon the entire period covered and not upon isolated incidents.
3. Use ratings to document student quality and accomplishments.
4. Document incidents deemed pertinent to assessment.
5. Formulate ratings based on specific behavioral objectives.

6. Communicate with the Associate Dean at least weekly.
7. Contact the Associate Dean when student-related issues arise.

The student is responsible for maintaining a record of each clinical experience. Copies must be provided to the Associate Dean weekly, as outlined in the course syllabus. The entire record will be turned in for a grade at the conclusion of the course. Additional information can be found in the Clinical Passport document that will be provided at the beginning of each clinical practicum.

Academic Dishonesty

Academic dishonesty is in direct opposition to the Baptist Health Code of Ethical Conduct and the Baptist Health Values. Academic dishonesty of any type is unacceptable and will result in corrective action, up to and including dismissal. Academic dishonesty may include, but is not limited to, cheating, plagiarism, fabrication, and unauthorized collaboration to gain an academic advantage. All college assignments must reflect a student's own work and avoid improperly using another individual's intellectual property and/or Artificial Intelligence (AI), such as, but not limited to, ChatGPT.

Plagiarism is the practice of taking or submitting the work of another as one's own without proper acknowledgment; therefore, a student who fails to give appropriate credit for ideas or material taken from another, whether fellow student, other or resource writers, is guilty of plagiarism.

Cheating is dishonesty of any kind on examinations and written assignments such as: unauthorized possession of course examinations, possessing notes or other cuing such as information from AI or electronic devices during an examination, obtaining information during an examination from another student (includes but not limited to looking at/on answer sheet of another student, text messaging and so forth), or assisting others to cheat. Complete honesty is required in the presentation of all course work. This applies to examinations, written and computerized work, reports, papers and any other course activities.

Artificial Intelligence

AI refers to an artificial intelligence technology that synthesizes new versions of text, audio, or visual imagery from large bodies of data in response to user prompts. AI models can be used in stand-alone applications, such as ChatGPT or Bard.

Personal electronic devices (PEDs) are portable, battery-powered devices used for communication, data processing, and entertainment.

BHCLR administration and faculty have authority to establish guidelines for the use of AI and personal electronic devices within all BHCLR facilities. This authority extends to any location on the BHCLR campus, all Baptist Health (BH) or affiliated clinical facilities, and any location utilized for BHCLR learning or meeting purposes.

1. Use of AI in the classroom setting:
 - a. Use of AI, including but not limited to smart glasses, in the classroom setting is prohibited. Students wishing to audio record a lecture must receive prior approval from the faculty and must utilize a standard recording

device that does not have AI features.

b. If faculty wish to use AI during selective learning experiences, such use will be defined by the faculty and will apply only to that defined experience. Faculty have the authority to define acceptable use of AI as well as the authority to require students to discontinue use of AI at any time.

c. Use of AI during quizzes and exams is strictly prohibited.

2. Use of AI in the skills lab setting

a. Because the skills lab setting is preparing students for the clinical setting, the use of AI is prohibited while in the skills lab and during skills lab learning experiences.

3. Use of AI in the clinical setting:

a. Use of any AI in the clinical setting, including simulation settings, is prohibited.

b. The clinical setting is defined as anywhere on the premises of the clinical site, including but not limited to patient care areas, visiting areas, cafeteria, break rooms, nurses stations, technologists room, etc.

c. Students are prohibited from using AI to generate or complete any clinical documentation including history and physicals and any other patient records. Student clinical documentation must be directly authored by the student.

4. Use of AI for coursework:

a. AI may be used for assignments at the discretion of the faculty and must follow guidelines as set forth by the faculty including

1. Acknowledged use of AI to complete the assignment and
2. Citation of AI sources used for the assignment.

b. Students are solely responsible for reliability, accuracy and quality of any information obtained from AI.

5. Students are required to adhere to the guidelines outlined in this policy as well as any other form of instruction provided by faculty or BHCLR academic leaders. Failure to do so can result in disciplinary action.

Personal Electronic Devices

1. Personal electronic devices may never be used to capture, store or transmit protected health information. Students who violate this policy are subject to corrective action up to and including immediate dismissal.

2. The utilization of personal electronic devices to exhibit or transmit to fellow students, faculty, or staff of BHCLR materials deemed obscene, offensive, or sexually suggestive, including text messages, photographs, or videos, is strictly forbidden. Any student found to be in violation of this policy will be subject to corrective action up to and including immediate dismissal.

3. Any BHCLR or BH employee has the authority and discretion to refuse to be audio or video recorded or in situations where audio or video recording is in progress to require that it be discontinued. This authority extends to any location on the BHCLR campus, all Baptist Health (BH) or affiliated clinical facilities, and any location utilized for BHCLR learning or meeting purposes.

4. Students are not permitted to use personal electronic devices to capture photos or video/audio recordings of other individuals, including BHCLR employees and students, without their consent.

Discipline Associated with Misuse

Misuse of AI tools or personal electronic devices may result in corrective action up to and including immediate dismissal.

STUDENT

ACCOUNTABILITY

Guidelines related to conduct are fundamental to safety and necessary for excellent patient care and student learning.

1. Enrollment implies willingness to comply with established policies and procedures, meet the academic requirements for each course, and fulfill all additional requirements of the School.
2. Progression is dependent on evidence of personal and professional growth and academic achievement.
3. The School assumes no responsibility for a student's conduct apart from school activities; however, student conduct may affect the student's status with the school.
4. Students are responsible for expenses related to textbooks, clothing, uniforms, meals, housing, transportation, healthcare, damages to physical facilities including library holdings, enforcement of policies, and for legal action expenses brought against the School for causes created by the student.
5. The expectation is for students to exhibit or demonstrate the following behaviors:

- **ATTENTION:** Your clinical instructors are technologists with duties to perform which under certain circumstances must come before teaching. Listen carefully and ask questions at appropriate times. Cell phone and pager usage, including receipt of and sending text messages, is strictly prohibited during both classroom and clinical experiences. They must be turned off or in silent mode, and put away out of view, except for during approved break times. Progressive disciplinary procedures will be followed for violations of this policy in both the classroom and clinical setting, regardless of a clinical site's policy on mobile device usage. Students must follow the School policy during all classroom and clinical experiences.

- **AWARENESS OF THE PATIENT:** The care and the interests of the patient take precedence over everything else. Speed, efficiency, attention to detail, and on-stage, ethical behavior are essential to proper patient care. Use of a cell phone or pager while in the presence of a patient will result in an immediate written warning and may result in dismissal from the program. This includes communicating by either voice or text.

- **RESPONSIBILITY:** Assume responsibility for your work. Ask if you are not sure about a procedure, but attempt to demonstrate an ability to work on your own. In the event of a legitimate family emergency, a student may leave his or her phone turned on with prior approval, at the discretion of the Associate Dean.

- **TEAMWORK:** You are a member of the Sleep Technology team. Every task you perform, regardless of how trivial it may seem to you now, has a direct bearing on the quality and quantity of work toward diagnosis, treatment and overall care of our patients. Voluntarily assist the other technologists when possible.

- **DESIRE TO LEARN:** Your instructors are ready to assist you in your clinical education in every way possible. It is up to you to demonstrate the desire and drive to want to learn and achieve in this profession.

- **MATURITY:** You have embarked on a career that involves your personal commitment to the patient, family members, physician, and sleep laboratory personnel. The year-long program will be a very short amount of time to learn and develop all the skills needed as a Sleep Technologist. Regardless of your age, it is imperative that your conduct exemplifies the behavior of a mature professional.

ALL LEARNING EXPERIENCES

1. Name badge **MUST** be worn on the upper left front of the shirt. **NO EXCEPTIONS.**
2. Cell phones and other personal electronics must be off or in silent mode, and put away, out of sight.
3. Books and personal articles are the responsibility of the student.
4. Personal visitors are not allowed in classrooms or clinical areas.

CLINICAL AFFILIATE SITES

Employees of clinical affiliate sites are responsible for the clinical education and conduct of assigned student(s). Directions from the sleep laboratory employees must be followed in order to maintain safe continuity of patient care. Failing to do so, will result in immediate and severe disciplinary action by the School. Clinical Affiliate employees have full authority to remove a student from the sleep laboratory and send that student home, at any time, if the situation warrants.

- Students are required to be dressed according to policy and in the facility ready for clinical instruction at the assigned time.

- Permission must be obtained from the technologist to whom a student is assigned before leaving the sleep laboratory for any reason, including scheduled breaks.

- Students are expected to report any accident or error immediately to the assigned clinical instructor, regardless of how minor it may seem.

- Disposable gloves are to be worn during patient preparation and electrode application, as well as any time a potential for spread of infection exists. Gloves should be removed when exiting the patients room, and hand hygiene performed, unless in possession of potentially infectious material. Standard precautions must be followed during all patient contact.

- Students are considered tardy if they are not in the assigned area at the beginning of their scheduled time, for example, 1945 for the 1945-0000 assignment.

- In the event of absence, a student must contact the assigned clinical supervisor **AND** the Associate Dean/Associate Dean by phone prior to the scheduled shift. An e-mail or text message is not acceptable. The student must state the specific reason for absence and when he or

she plans to return to class or the clinical setting. Failure to notify the clinical supervisor prior to absence will result in disciplinary action in addition to any action warranted by the absence. It is not sufficient to leave only a recorded message. The student must speak with the Associate Dean/Associate Dean and the clinical supervisor or designee. In the event this is not immediately possible, leave a message with a number where you can be reached and continue attempting to make contact by phone. A message should be left at each provided telephone number until both the Associate Dean/Associate Dean and clinical site staff have been reached. Make-up time must be scheduled through the Associate Dean.

ATTENDANCE AND ABSENCE

A student is expected to attend all scheduled classes, labs, and clinical meetings to meet the objectives of the program. Absence is defined as not being present after one (1) clock hour of the scheduled class, lab, or clinical meeting **OR** leaving before the end of the scheduled class, lab, or clinical experience. A student must contact the Associate Dean/Associate Dean as soon as possible when he or she cannot be in attendance as scheduled.

Regardless of whether a student is absent from class, he or she must contact the Associate Dean/Associate Dean **AND** the clinical site representative when a clinical meeting will be missed. Neither e-mail nor voicemail alone are adequate forms of communicating the inability to attend a scheduled learning experience; the student must speak to the involved individuals. If no one is available, the student must leave a message at each available contact number and continue trying to make direct contact. Failure to keep the clinical site and Associate Dean/Associate Dean informed of an expected absence will result in progressive disciplinary action. Students missing class or clinical time without notifying both the Associate Dean/Associate Dean and the Clinical Supervisor of their assigned rotation may be issued a written warning which will be kept in their permanent file. Two such events will be considered grounds for suspension from the program, at the discretion of the Associate Dean/Associate Dean. Additionally, more than five absences in a semester may result in suspension from the program, at the discretion of the Associate Dean/Associate Dean. A maximum of one (1) absence will be assessed within a twenty-four hour period that begins with the first hour of absence.

Tardiness is not being present up to one (1) clock hour of a scheduled class or clinical day. A tardy is recorded if the student arrives for a class, lab, or clinical meeting after the scheduled start time. Three (3) tardy occurrences equals one (1) absence.

When possible, documentation of the reason for absences and tardiness (family medical, personal medical, bereavement, etc.) should be maintained. Documentation will be considered by the Associate Dean/Associate Dean in the event suspension from the program is being considered for excessive absences and/or tardiness. A student absent from classroom or scheduled clinical learning experiences three or more school days, because of a health problem that requires medical intervention, must provide the Associate Dean/Associate Dean a written clearance from the physician prior to resuming study. Furthermore, any absence resulting from a physician's order requires a written clearance from the physician before the student may resume scheduled learning experiences.

A student who is absent from classroom or scheduled clinical learning experiences due to an illness, accident, or medical condition which potentially interferes with his or her ability to perform essential functions will be required to provide official documentation of clearance from an intervening professional prior to resuming studies.

A student with limitations or restrictions which interfere with the ability to perform the essential functions will not return to class and/or clinical meetings until clearance documentation, from an intervening professional, is received. Students with stated limitations or restrictions may not return to class/clinical until these limitations or restrictions are lifted or if reasonable accommodation can be made as determined solely by the School.

Progressive disciplinary procedures for absences and tardiness within a semester are as follow:

Third (3 rd) absence and/or tardiness equivalent	Written Counseling
Fourth (4 th) absence and/or tardiness equivalent	Written Warning
Fifth (5 th) absence and/or tardiness equivalent	Suspension or probation, at the Associate Dean's discretion

Missed class assignments and exams may be made up at the discretion of the Associate Dean. It is the student's responsibility to meet with the Associate Dean to obtain make-up assignments and make arrangements to take the make-up exam. These arrangements must be made at the next class meeting the student attends. A five percent (5%) penalty will be assessed toward the final score of all make-up assignments and exams, at the discretion of the Associate Dean. Therefore, a 90% will be an 85%; a 77% will be a 72%; etc.

Missed clinical experiences must be made up. Arrangements must be made by the student with a clinical site to make up missed clinical sessions. Make-up sessions are scheduled during the Winter Break and Spring Break when necessary. If missed experiences are not made up before the end of the Program, the student must do so after commencement to complete program requirements. The Associate Dean must approve and be kept informed of any changes to the clinical schedule regardless of the reason for the change. Make-up sessions and other approved rescheduling of clinical experiences are based, in part, on the availability of the Associate Dean.

An absence of three (3) consecutive school days and/or clinical days without notification to the Associate Dean or designee may result in Administrative Withdrawal at the Associate Dean's discretion.

Students having to make up time at program end may participate in commencement. However, the certificate, along with graduation verification for the certification board, is withheld until the required amount of time is made up and all graduation requirements are fulfilled.

INCLEMENT WEATHER

Should inclement weather close the schools, students should listen to local television stations for the announcement. Announcements of closings will be posted on KARK Channel 4. School closings are also posted on the school website www.bhclr.edu and sent as a text message to students who have opted to receive text alerts.

Baptist Health College Little Rock Fall 2025 – Spring 2026 Academic Calendar

July 2025	04	Independence Day (Campus Closed)
	07	Classes Begin
	21	Census Day (11th Class Day)
September	01	Labor Day (Campus Closed)
	22-26	Fall Break
November	21	Last Day for Student Withdrawal
	27 & 28	Thanksgiving (Campus Closed)
December	12	BHCLR End of Semester
	TBA	Commencement
	23	Transcripts Available for Cleared Students
	25 & 26	Christmas (Campus Closed)
January 2026	01	New Year's Day (Campus Closed)
	05	Classes Begin
	19	Martin Luther King Jr. Day (Campus Closed)
	20	Census Day (11th Class Day)
March	23-27	Spring Break
May	22	Last Day for Student Withdrawal
	25	Memorial Day (Campus Closed)
June	12	BHCLR End of Semester
	TBA	Commencement
	24	Transcripts Available for Cleared Students

Important Notes: The OTA program follows the UA – Pulaski Tech academic calendar.

Each program of study schedules a one-week instruction break per semester.

*Conferral Date for Cleared Graduates

REENTRY FOR RESUMPTION OF STUDY

A student who has discontinued study for any reason and wishes to return to the program must complete a new application. Approval for reentry is not guaranteed for any student discontinuing study. At the discretion of the Associate Dean/Associate Dean, a former student who successfully completed the first semester may be allowed to resume study without repeating first semester content the following year, if application is made. A candidate applying for reentry after one year must complete the re-entry process and complete the entire program, if accepted. When reviewing reentry applicants, the Selection Committee considers, but is not limited to, the following criteria:

1. Overall academic performance and professional development prior to absence from school.
2. Evidence of behaviors that demonstrate School Values prior to and during absence from school.
3. Clearance process completed within one (1) week of discontinued study.

Process

A student seeking approval to resume study must do the following:

1. Reapply to the program.
2. Submit updates to any documents that have changed (i.e. official transcripts)
3. Participate in a personal interview, if requested by the Selection Committee.

DRESS CODE

The Baptist Health College Little Rock endorses the intent of the dress code policy of Baptist Health that clothing should reflect a business-like, professional appearance. Therefore, the dress code policy for both employees and students enrolled in the Schools, will conform to that of Baptist Health. Faculty firmly enforce the dress code policy and apply disciplinary authority for non-compliance.

CAMPUS AND SLEEP LABORATORY

BHCLR School of Sleep Technology students are required to wear approved **black** scrubs while on campus and during all scheduled classroom activities. Scrubs must be a solid color, clean, in good repair, fit properly, and reflect a professional image. Scrub attire should be clean and ironed at all times. If an **optional** lab coat is purchased, it must be the same color as scrubs worn in the Sleep Technology Program (black). Plain white or black T-shirts (short sleeved or long sleeved) may be worn under the scrubs, but they cannot hang below the scrub top. T-shirt may not have lettering on them. T-shirt sleeves may not hang below the wrist. No turtle neck shirts are permitted. No other garments may be visible under scrubs. Shoes may be black or predominantly white. Laces must be the same color as the shoes. If shoes are black, then the laces should be black. If shoes are white, then the laces should be white. Any other color laces will not be allowed. Shoes must be clean at all times. Absolutely no sandals, open-toe shoes, or shoes with holes in the top are allowed.

School Patch to be sewn on the left sleeve of all scrub tops and lab coats. Patches should be sewn 2 inches down from the shoulder seam to top of patch. The school patch must be bought from the school business office.

Offensive body odor (including breath) and poor personal hygiene is not professionally acceptable. Perfume, cologne, and aftershave lotion should be used modestly or avoided altogether, as some individuals may be sensitive to strong fragrances.

The student identification badge must be worn at all times. It is to be visible on the left shoulder area with the picture facing out. No decorative stickers or pins may be worn on the ID badge.

Nails are to be clean and must not extend past the end of the finger pads; nail coverings or nail ornaments of any kind are unacceptable for the purposes of infection control. Only clear nail polish may be used.

Jewelry is permitted but must not interfere with the clinical experience. One earring may be worn in the lobe of each ear. Earrings must be studs or small hoops (less than 2 inch).

For male students, facial hair must be neat, clean, and closely trimmed.

Tattoos and additional piercings must not be visible while in the clinical setting.

CELL PHONE POLICY

See *Artificial Intelligence* beginning on page 22 of this document

STUDENT HEALTH

1. An ill student must notify the clinical supervisor and Associate Dean prior to the scheduled clinical time. These hours are recorded as absent time.
2. In the event of an accidental needle stick or exposure, the student must follow all policies of the clinical affiliate site, including follow-up.
3. All personal medical expenses are the responsibility of the student; therefore, the student is encouraged to have medical insurance coverage. Refer to the BHCLR Handbook – general section for information on options for student health insurance.

IMMUNIZATIONS

1. Immunization and Tuberculin Testing Information can be found in the Applicant and Admission Information section of the Catalog and the General Section of the Student Handbook.

STUDENT EMPLOYMENT/WORK RELATED POLICIES

1. A student is allowed to work; however, employment must not interfere with classroom or clinical experiences or assignments. If employed by a clinical affiliate, the student is not allowed to be on the clock during a scheduled clinical assignment. The student may not arrive late or leave early to accommodate outside employment requirements.
2. Time spent as an employee cannot be credited toward clinical experience time. Classroom and clinical assignments are not altered to accommodate work schedules.
3. A student is not required to work, nor will the student be scheduled for clinical assignments in order to provide coverage for the clinical area or shift.
4. A student choosing to work at Baptist Health completes the regular hiring process of the Employment Department.
5. Although School student policies and Baptist Health employee policies are separate, a student's behavior during a Baptist Health employment period that results in a disciplinary action may, in turn, result in the same by the School or vice-versa.

6. The Associate Dean does not participate in the hiring process of students for work purposes.
7. A student must be in Good Standing with the School in order to be hired to work for Baptist Health. Good Standing is defined as having:
 - The required academic record
 - A satisfactory attendance record
 - A record void of disciplinary action by the school
8. The School is not responsible for unprofessional conduct while a student is working for any employer.

TELEPHONE CONDUCT

1. Always answer the telephone promptly (within three rings). Identify the department location and yourself by first and last name (e.g., John Doe, Sleep Center)
2. Always be courteous and pleasant when talking. Remember that you are a representative of the department, and must present yourself as a professional.
3. If you can provide the caller with the needed information, please do so. However, if you are unable to answer a question, or are unsure of the answer, place the caller on hold and promptly find someone to assist.
4. Do not leave a caller on hold for more than one minute. If you are unable to quickly obtain the information, take his or her name and number and inform the caller you will return the call (do so).
5. Be cautious of the information that you give out over the phone. Much of the information contained in the department such as protected health information, prices of procedures, etc. is confidential or should be accompanied by additional information. If you have a question about the confidentiality of the information requested, please turn the caller over to the clinical supervisor or another technologist.
6. **NEVER** give out student or employee information over the telephone. If requested, take the caller's contact information and pass it along to the individual the caller was attempting to reach.

CERTIFICATION

The Board of Registered Polysomnographic Technologists (BRPT) is the international certification board that develops and administers the Registered Polysomnographic Technologist (RPSGT) examination. As a Commission on Accreditation of Allied Health Education Programs (CAAHEP)-accredited school, graduates are eligible to take the certification exam to earn the RPSGT credential upon completion of School requirements. The RPSGT exam fee is currently \$550.

Currently, Arkansas does not have a state practice act for Sleep Technologists. Therefore, licensure is not required. However, Arkansas Medicare policy requires technologists who are recording sleep studies on the individuals they insure to be certified by the BRPT. States that do require licensure for PSG technologists to practice accept current BRPT certification as the standard.

FINANCE

SCHOOL EXPENSES

- Tuition payment is required at registration for each Sleep Technology course of the respective semester.
- Payment in full is expected for all expenses associated with tuition, fees, and course-related costs at the time of registration.

For refund policy: See General Section of BHCLR Handbook