



**City College at Montana
State University Billings**

**Associate of Applied Science (AAS)
Radiologic Technology Program
JRCERT # 0670**

Student Handbook

**Effective
June 2023**

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Radiologic Technology Program Contact List

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<u>Clinical Coordinator(s):</u>	Weston Jensen, BS, RT(R), ARRT Weston.jensen@msubillings.edu	406-247-3086
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	Melanie Schmidt, BS, RT(R), ARRT Melanie.schmidt@msubillings.edu	406-896-5957
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Clinical Site Contacts:

<u>Big Horn County Memorial</u>	Angela Regalado, (CP)	406-665-9210
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<u>Billings Clinic</u>	Hospital Radiology Department	406-435-1310
	Clinic	406-238-2724
	Ortho & Sports Med	406-238-5244
	Michelle Walker (CP)	406-435-1385

<u>Roundup Memorial</u>	Radiology Department Shayne Dollarhide (CP)	406-323-4908
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<u>St. Vincent Healthcare</u>	Hospital Radiology Department	406-237-4358
	Ortho Montana	406-237-5050
	Justine Schleining (CP)	406-237-4358



Radiologic Technology Program
Student Handbook Policies Acknowledgment Form

I have received the student handbook for the Radiologic Technology Program beginning _____, 20____.

I have read this student radiography handbook and understand that I am expected to conduct myself in accordance with these policies, procedures, rules and recommendations as a student radiographer. By signing this form, I understand my didactic and clinical hour requirements and am able to attend clinical hours ranging anywhere from 5:00am-11:00:pm, seven (7) days a week, based on my scheduled clinical rotations throughout this five (5) semester program.

I have read and been informed of the policies contained herein. I have received the policy of radiation protection as it applies to pregnant and non-pregnant students. Furthermore, I hereby acknowledge receipt of the Ethics and Professional Conduct Policy and the Impaired Student policy. I understand that I may be requested to be tested for alcohol or drugs when there is reasonable suspicion. I also fully understand the consequences of my actions in regard to this policy. This handbook also describes JRCERT Programmatic Accreditation and how to report JRCERT non-compliance.

Signature: _____

Printed Name: _____

Date: _____



Introduction

This document is designed to explain the roles and responsibilities of all those involved in the Radiologic Technology Program at Montana State University Billings City College. It should be consulted whenever questions arise concerning the issues covering program policies and procedures. Every effort is made to notify everyone involved when these guidelines are altered in any way. All students will be subject to policy changes after the effective date. For policies not listed in this manual including harassment issues, consult the City College at MSUB student handbook.

Purpose

The Radiologic Technology Program of Montana State University Billings City College provides quality-learning opportunities for its students in order to accomplish its mission. It also encourages and supports lifelong learning. The radiography program will prepare students to meet the demands of the profession. This includes technical skills as well as the ability be intellectually adaptive, to communicate well, to think analytically, to integrate knowledge, and to appreciate cultural and social diversity. It is the intent of this program to encourage high ethical values and standards of practice in regard to patient care in the healthcare field.

Program Mission

The mission of the Radiologic Technology Program at City College at MSUB is to provide a comprehensive didactic and clinical education that will produce quality entry-level radiologic technologists to meet the needs of the students, community, state, and nation.

Program Goals & Student Learning Outcomes (SLOs)

Goal #1: Graduates of the program will demonstrate CLINICAL COMPETENCE.

Student Learning Outcomes in support of goal #1-

Students/graduates will employ proper positioning skills.

Students/graduates will generate diagnostically useful radiographs.

Goal #2: Graduates of the program will effectively utilize problem-solving and CRITICAL THINKING skills.**Student Learning Outcomes in support of goal #2-**

Students/graduates will integrate critical thinking skills in the practice of diagnostic radiography.

Students/graduates will adapt routine positioning protocols to accommodate patient conditions.

Goal #3: Graduates of the program will COMMUNICATE effectively with patients and healthcare teams.**Student Learning Outcomes in support of goal #3-**

Students/graduates will utilize effective oral communication skills with patients and healthcare staff.

Students/graduates will apply effective written communication skills with peers and program faculty/staff.

Educational Outcomes

Program Effectiveness Data for CC at MSUB 2021 Graduates (*JRCERT defined) and 5 Year Averages (2018-2022)			
City College Montana State University, AAS Radiologic Technology	Program Completion Rate (%)	ARRT 1 st Time Pass Rate (%) CC MSUB/National 6 Months After Graduation	Job Placement Rate 12 Months After Graduation (%)
2022	100 (12/12)	91.7 (11/12)/TBD	TBD (11/12)

2021	100 (13/13)	76.9 (10/13)/83.8	100 (13/13)
2020	100 (13/13)	92.3 (12/13)/ 86.4	92.3 (12/13)
2019	100 (14/14)	92.9 (13/14)/89	100 (14/14)
2018	92.8 (14/15)	64.3 (9/14)/89.4	85.7 (12/14)
City College Montana State University, AAS Radiologic Technology	5 Year Average: (2018-2022) 98.5 (66/67)	5 Year Average: (2018/2022) 83.3 (55/66)	5 Year Average: (2018-2022) 93.9 (62/66)

Note: {Numerical data located in parenthesis indicate; 1) *Completion Rate*, the number of students who complete the program within 150% of the stated program length; 2) *ARRT 1st Time Pass Rate* % CC MSUB/National 1st Time Pass Rate indicates the number of students whom passed the ARRT exam the first time divided by the number of students whom took the exam in the program within a 6 month period from graduation as compared to National ARRT 1st Time Pass Rate (i.e.: 92.9 (13/14)/89) in the same 6 month time period, and 3) *Job Placement Rate*, which is defined as the number of graduates employed in the radiologic sciences 12 months after graduation as compared to the number of graduates actively seeking employment in the radiologic sciences. The JRCERT has defined not actively seeking employment as: 1) graduate fails to communicate with program officials regarding employment status after multiple attempts, 2) graduate is unwilling to seek employment that requires relocation, 3) graduate is unwilling to accept employment due to salary or hours, 4) graduate is on active military duty, and/or 5) graduate is continuing education}.

1. **Completion Rate:** JRCERT defines completion rate as the number of students who complete the program within 150% of the stated program length. The program must establish a benchmark for its program completion rate. There is no distinction between students who failed and students who decided to change majors for any reason.
2. **Examination Pass Rate:** JRCERT defines the credentialing examination pass rate as the number of student graduates who pass, on the first attempt, the American Registry of Radiologic Technologists (ARRT) certification examination compared with the number of graduates who take the examination within six months of graduation.
3. **Job Placement Rate:** JRCERT defines job placement rate as the number of graduates employed in the radiologic sciences 12 months after graduation as compared to the number of graduates actively seeking employment in the radiologic sciences. JRCERT has defined not actively seeking employment as: 1) graduate fails to communicate with program officials regarding employment after multiple attempts, 2) graduate is unwilling to seek employment that requires relocation, 3) graduate is unwilling to accept employment due to salary or hours, 4) graduate is on active military duty, and /or graduate is continuing education.

JRCERT Program #0670 Accreditation

The **Joint Review Committee on Education in Radiologic Technology (JRCERT)** promotes excellence in education and elevates quality and safety of patient care through the accreditation of educational programs in radiography, radiation therapy, magnetic resonance, and medical dosimetry. In addition, the JRCERT is the only agency recognized by the United States Department of Education (USDE) and the Council for Higher Education Accreditation (CHEA), for the accreditation of traditional and distance delivery educational programs in radiography, radiation therapy, magnetic resonance, and medical dosimetry.

Visit the JRCERT website (<http://www.jrcert.org>) to learn more about program accreditation and for more information regarding program effectiveness data visit the JRCERT website at

<https://portal.jrcertaccreditation.org/summary/programannualreportlist.aspx>

The Joint Review Committee on Education in Radiologic Technology (JRCERT) follows due process upon receipt of a written, signed complaint containing allegations which indicate that an accredited program, or programs seeking accreditation, may not be in substantial compliance with the relevant accreditation standards or may not follow JRCERT accreditation policies.

To Contact JRCERT:

20 N. Wacker Drive, Suite 2850
Chicago, IL 60606-3182
Phone: (312) 704-5300
Fax: (312) 704-5304

City College at Montana State University **Radiologic Technology Program Information**

Policy Publications

Policies related to admission policies, tuition and fees, refund policies, academic calendars, clinical obligations, grading system, graduation requirements, and the criteria to transfer credit are made known to the general public in the 2022-2023 Montana State University General Bulletin and the following City College MSUB websites.

Much of this information is also available in the Montana State University Radiologic Technology Student Handbook and on the City College Montana State University Radiologic Technology Program website at <http://www.msubillings.edu/citycollege/Programs/ProgRadTech.htm>

Accreditation Information

-Institutional Accreditation:

Northwest Commission on Colleges and Universities (NWCCU)
8060 165th Ave., N.E., Suite 100
Redmond, WA 98052
Phone: (425) 558-4224

-Programmatic Accreditation:

Joint Review Committee on Education in Radiologic Technology (JRCERT # 0670)
20 N. Wacker Drive, Suite 2850
Chicago, IL 60606-3182
www.jrcert.org
mail@jrcert.org
Phone: (312) 704-5300
Fax: (312) 704-5304

JRCERT Standards as of 2021 available at:

<https://www.jrcert.org/accreditation-information/accreditation-standards-2021/>

Admission Policies

Admissions policies and related items can be found at <http://www.msubillings.edu/reg/admission.htm>

Tuition and Fees

Tuition and Fee items can be found at
<http://www.msubillings.edu/finaid/CostOfAttendance.htm>

Refund Policy

A copy of the refund policy and dates for receiving
refunds are found at
http://www.msubillings.edu/boffice/refund_withdraw_policy.htm

College Catalog

The 2020-2021 College Catalog is found at <https://catalog.msubillings.edu/cc/>

Montana State University Billings Student Handbook

The Montana State University Billings Student
Handbook is found at
<http://www.msubillings.edu/VCSA/StudentHandbook.htm>

City College Radiologic Technology Program Student Handbook

The City College Radiologic Technology 2020-2021 Student Handbook
can be found at
<http://www.msubillings.edu/citycollege/programs/pdf/RadTech-Handbook.pdf>

Academic Calendars

Academic calendars are found at <https://catalog.msubillings.edu/undergraduate/calendar/>

Student Clinical Obligations

Clinical Obligations are made known to prospective students in the 2020-2021 General Bulletin, in course descriptions and the degree plan, and on the Radiologic Technology Program degree plan. Additional information related to clinical obligations is noted in the 2020-2021 Radiologic Technology Program Student Handbook on p. 22-53.

Grading System

Grading system items can be found at
<https://catalog.msubillings.edu/undergraduate/academic-affairs/>

Graduation Criteria:

Course and Graduation criteria can be found at
<https://www.msubillings.edu/future/degrees.htm> and at
<https://www.msubillings.edu/reg/forms/Application%20for%20Graduation%20Instructions.pdf>

Transfer Credit

The transfer credit policy for City College Montana State University

Billings is available at

<http://www.msubillings.edu/future/myinfotransfer.htm>

Course Syllabus

Each course syllabus lists the grading system and is provided by the course instructor.

Website and Program Brochure:

An overview of the Radiologic Technology Program, application instructions and deadlines, program length, curriculum and employment data can be found on the Radiologic Technology Program website at

<http://www.msubillings.edu/citycollege/programs/ProgramRadTech.htm> and in the printed program brochure.

Program Structure

The Radiologic Technology Program is composed of a program director and two clinical coordinators. In the clinical education setting there are radiographers who have committed to give their time and expertise to the education of the students. These are known as clinical preceptors. Each department has staff radiographers, lead technologists, radiology administrators, radiology physician assistants and radiologists. There are receptionists, transporters, quality assurance technologists, sanitation engineers, and a host of other indispensable individuals that keep the radiology department and hospital running smoothly. Each class of students will be represented by one or two of their elected peers to provide an avenue of communication between faculty, clinical instructors and other students in the Radiologic Technology Program. Student representatives are often invited to faculty/clinical instructors' meetings and may request attendance at these meetings at any time. Student representatives are also asked to sit on the Radiologic Technology Advisory Committee. The advisory committee meets at least yearly as defined by the committee. The goals of the committee are as follows.

1. Maintain contact between the community and the Radiologic Technology program to ensure the program is meeting the needs of the community.
2. Improve communication lines between the administration of the clinical sites, the program faculty and students with respect to meeting the goals and the objectives of the program
3. Assist the program with obtaining equipment, educational opportunities, development of policy, create ideas for program improvement and curricular changes.

Chain of Command:

The City College Radiologic Technology program observes the following Chain of Command while at the Clinical sites, **if it is not a student grievance (see student Grievance Policy):**

1. Hospital Based Radiologic Technology Program Clinical Preceptor(s),
2. City College Radiologic Technology Program Clinical Coordinator(s),
3. City College Radiologic Technology Program Director,
4. City College Nursing, Health & Public Safety Department Chair,
5. City College Dean
6. MSUB Vice-Provost of Student Affairs

General Program Policies and Procedures

Ethics and Professionalism

Policy: The American Registry of Radiologic Technologists (ARRT) has established a Code of Ethics as part of the Standards of Ethics to serve as a guide for student RTs (ARRT Code of Ethics available here: <https://assets-us-01.kc-usercontent.com/406ac8c6-58e8-00b3-e3c1-0c312965deb2/dcebc3ce-1df6-4ae0-9c59-b66241d9a1d9/code-of-ethics.pdf>). In addition, the Radiography Program adheres to the City College at MSUB Integrity Code and Student Behavior Code to assure that an environment is conducive for student learning, free of unethical and/or unprofessional behavior. In this spirit and towards those ends the following rules have been developed.

Rules: The following are examples of unacceptable conduct for students enrolled in the Radiologic Technology program at City College at MSUB:

1. Failure or inability to perform radiologic technology with reasonable skill and safety (ARRT Rules of Ethics #5)
2. Actual or potential inability to practice radiologic technology with reasonable skill and safety to patients by reason of illness: use of alcohol, drugs, chemicals, or any other material; or because of any mental or physical condition (ARRT Rules of Ethics #8)
3. Engaging in unprofessional conduct including but not limited to the following:

- a. Academic misconduct includes all acts of dishonesty in any academically related matter and any knowing or intentional help or attempt to help, or conspiracy to help, another student commit an act of academic dishonesty. Academic dishonesty includes but is not limited to each of the following acts when performed in any type of academic or academically related matter, exercise, or activity.
- b. Cheating-using or attempting to use unauthorized materials, information, study aids, or computer-related information.
- c. Plagiarism-representing the words, data, works, ideas, computer program or output, or anything not generated in an authorized fashion as one's own.
- d. Fabrication presenting as genuine any invented or falsified citation or material.
- e. Misrepresentation-falsifying, altering, or misstating the contents of documents or other materials related to academic matters, including schedules, prerequisites, transcripts, and/or misrepresenting personal identification in an online course, which includes, but is not limited to another person completing course requirements.
- f. Assault, battery, or any threat or force or violence upon a student, college personnel, or any other person
- g. Possession of concealed electronic devices for recording in a classroom or laboratory situation or in a meeting without the permission of the instructor
- h. Failure to abide by these rules will result in probation or dismissal from the program.

Disciplinary Actions

Violations of the ARRT Code of Ethics, College policies and procedures, program expectations outlined in course syllabi, and unethical or unprofessional behaviors may be subject to disciplinary action. Disciplinary action is based on the severity of the violation and ranges from a verbal warning, write-up, write-up with a full letter grade drop, and even termination/dismissal from the program.

The program utilizes a Performance Improvement Plan (PIP) to outline and document factual information specific to any violation. This process will be used for both the didactic and clinical education setting, allowing the student the opportunity to correct unacceptable behavior(s) or issue(s). Any violation of City College at MSUB policies, Program policies, student handbook expectations and policies, program attendance, or Clinical Site violations may be evaluated for disciplinary action at the discretion of but not limited to the Program Director, Program Faculty/Instructors, or Clinical Coordinators & Clinical Preceptors. An overview of the action in question will be discussed with the student and the student will be counseled on how to improve

their performance. The student will be given the opportunity to receive any additional tools that the program can assist with to help resolve the issue. There will be a timeline in which the student will be given the opportunity to improve upon their performance and reevaluated for the event/violation. The following will outline the chain of disciplinary actions and consequences taken in order of offense(s):

1. First offense-Verbal Warning.
2. Second offense-Performance Improvement Plan (PIP) with Timeline
3. Improvement within timeline-No further action required.
4. Failure to improve within timeline-Write up with a full letter grade drop.
5. Third offense- Additional write up (PIP) with one full letter grade drop and 1-week suspension from program. All time missed must be made up and coordinated with Program Director and Clinical Coordinator(s) and will not negatively impact the rest of the program cohort(s).
6. Fourth offense- additional written documentation (PIP) with an automatic “F” in corresponding course in which the event occurred, which will result in dismissal of the program.



Radiologic Technology Program
Performance Improvement Plan (PIP)

On the following date _____, we met with the student _____ to discuss an issue of concern.

Expectations have been clarified and we have discussed a plan that will meet all parties' needs.

1. This individualized plan includes the following:

2. It is understood by the student and faculty members that in addition to this plan the student must meet the course/clinical objectives of Radiology Course AHXR _____ and corresponding didactic courses for each semester. Each semester serves as a prerequisite to the subsequent semester.

Student

Faculty

Faculty

- 1 copy – student
- 1 copy –student file
- 1 copy – attach to clinical evaluation

Directions: Complete the form using additional paper if necessary. Give a copy of the Performance Improvement Plan to the student. Place the original in the student's file.

1. Overview of the Incident(s):

2. Performance improvement goals:

3. Needed training and direction

4. Timeframe for improvement

5. Consequences

6. Student input/acknowledgment

_____ (Initial) I have read and understand this Performance Improvement Plan Notice.

_____(Initial) I agree to the terms of this plan. _____ (Initial) I disagree with this plan/notice.

Student Comments:

Student Signature: _____ Date: _____

Faculty/Staff: _____ Date: _____

**CITY COLLEGE AT MONTANA STATE
UNIVERSITY BILLINGS POLICY FOR
HEALTHCARE PROGRAMS
SAFETY, STANDARD PRECAUTIONS, CRIMINAL BACKGROUND CHECKS
AND URINE DRUG TESTING**

**Clinical Site Orientation and City College
Safety/Standard Precautions Training**

Pursuant to current American College of Radiology (ACR) safety guidelines, all Radiologic Technology students will undergo a Program Orientation to be delivered the first day of the Fall semester at the City College campus. This assures that students are appropriately screened for magnetic field or radiofrequency hazards. It will include, but is not limited to: review of the Student Handbook, PowerPoint lecture that covers safeguards in place to assure proper student safety practices and policies, Hazard Communication, MSDS Data Sheets, Patient Confidentiality (HIPPA), COVID-19 Precautions, Fire and Electrical Hazards, Standard Precautions, Radiation Safety (with the Program RSO, Chris Fitz), MRI and Magnetic Wave Hazard and Safety Training with completion and review of MRI screening forms, and the completion of a standardized safety checklist to be reviewed with the program faculty. Students will complete an initial mandatory MRI screening prior to entering the clinical sites in the first semester and then again prior to performing modality rotations in the fifth semester of the program, ensuring all students are screened at least twice while in the program. All students are mandated to notify the program should their MRI screening status change. The program's MRI training and review of screening forms every Fall will be performed by the Lead MRI Tech from Billings Clinic, Terri Camp, while the second MRI training/screening will be performed by the Lead MRI Techs at the clinical site the student is assigned to. Once the Program Orientation is completed at the College, the students will undergo Clinical Orientation Training at the clinical sites, the second day of the Fall semester, and the Critical Access Hospital sites (Seniors only) on the third day of the Fall semester.

The Patient Care Course content will provide more in depth coverage of safety policies/procedures related to: General Radiation Safety, Safety, Chain of Infection, Infection Control, OSHA Bloodborne Pathogens, Hazard Communication, MSDS Data Sheets, Patient Confidentiality, Patient Rights, COVID-19 Precautions, Handwashing, Fire and Electrical Hazards, Slips and Falls, Patient Hazards, Standard Precautions, Radiation Safety in Radiography, Fluoroscopy, Computed Tomography (CT), Nuclear Medicine (NM) and Safety in Magnetic Resonance Imaging (MRI), respectively.



Purpose: The purpose of this policy is to inform the student on **Magnetic Wave and Radiofrequency/MRI Safety information.**

Policy: Magnetic Resonance Imaging (MRI) is a diagnostic tool that utilizes a powerful magnet and radio waves to generate images of the body. All students enrolled in the Radiography Program have the choice to observe in an MRI rotation.

The magnet used in MRI is always turned on and certain implanted devices are considered incompatible with this technology. Implanted devices like pacemakers, neurostimulators and some infusion pumps should not be exposed to the magnetic field. All students considering a career in medical imaging should be aware of the potential hazards of exposure to the MRI scanner and the need for careful metal screening. For safety reasons, **all students will receive basic MRI safety training prior to entering clinical practicum.** Additional information can be found at

<https://www.nibib.nih.gov/science-education/science-topics/magnetic-resonance-imaging-mri> and the ACR Manual on MR Safety (2020) can be found at <file:///C:/Users/v19d571/Downloads/Manual%20on%20MR%20Safety.pdf>

MRI Metal Screening Form

Students who choose to rotate through MRI must complete an MRI Screening Form prior to beginning their scheduled MRI clinical rotation. Students that choose to participate in an MRI rotation, may be asked by a clinical facility if they have a history of metal implants. Certain implanted devices are contraindicated and should not be exposed to the magnetic field. Examples of these devices include:

- Pacemakers
- Neuro stimulators/Biostimulators • Implanted Infusion Pumps/Pain pumps
- Aneurysm Clips
- Certain Stents, Coils and Filters
- Metallic Foreign Bodies
- Intraorbital Metallic Foreign Bodies

MRI Screening Policy

1. Students who choose to rotate through MRI must complete an MRI Screening Form prior to beginning their scheduled MRI clinical rotation.
2. Students who answer “yes” to any of the questions on the MRI Screening Form may be required to undergo additional screening to ensure their safety.
3. Additional screening may consist of further questions, documentation of metal implants, or making sure metal in the eyes was removed.

Please check the circle next to each statement you agree with:

- o I have read the MRI Safety Policy, understand the policy and have been given the opportunity to ask questions.
- o I understand that the MRI rotation is not a required rotation of the program.
- o I have been counseled by program faculty about the dangers associated with the magnetic field used in MRI and understand the importance of metal screening.

Student Printed Name:

Student Signature:

Date:

Faculty Signature: _____

MRI Student Screening Form

Student's Printed Name: _____ **Date:** _____

MRI utilizes a powerful magnetic that is always turned "on". For safety reasons, anyone who enters the scan room must complete a metal screening history form. All students must complete a screening form prior to a rotation in MRI or clinical practicum. MRI safety screening forms will be kept on file with the program. Do you have or have you ever had any of the following?

Do you have or have you ever had any of the following?

Yes No	Cardiac Pacemaker
Yes No	Heart Surgery/Heart Valve
Yes No	Implanted Cardiac Defibrillator (ICD)
Yes No	Brain Aneurysm Clips/ Brain Surgery
Yes No	Shunts/Stents/Filters/Intravascular Coil
Yes No	Eye Surgery/Implants/Spring/Wires/Retinal Tack
Yes No	Injury to the Eye Involving Metal or Metal Shavings
Yes No	Orthopedic Pins/Screws/Rods/Joints/Prosthesis
Yes No	Neurostimulator/Bio stimulator
Yes No	History of Cancer or Tumors
Yes No	Radiation Therapy/Chemo Therapy
Yes No	Previous Back Surgery (Lumbar/Thoracic/Cervical)
Yes No	Ear Surgery/Cochlear Implants/Hearing Aids/Stapes Prosthesis
Yes No	Vascular Access Port/Catheter
Yes No	Metal Mesh Implants/Wire Sutures/Wire Staples, Clips/Internal Electrodes
Yes No	Electrical/Mechanical/Magnetic Implants?
Yes No	Tattoo's/Permanent Make-up/Body Piercing/Patches
Yes No	Dentures/Partials/Dental Implants
Yes No	Gunshot Wounds/Shrapnel/BB
Yes No	Do you have pins in your Hair/Clothes/Hair Extensions/Hair Pieces/Wig

List Any Previous

Surgeries: _____

If you answered YES to ANY of the questions above, please explain:

I attest that the above information is correct to the best of my knowledge. I have had the opportunity to ask questions related to MRI safety and I understand the information presented to me. I understand that I may be asked to complete an additional MRI screening form at my assigned clinical agency.

Student Signature: _____ Date: _____

Instructor Signature: _____ Date: _____

Criminal Background & Urine Drug Screen

To promote patient safety and decrease institutional liability, most clinical institutions also require students to have cleared a criminal background and a urine drug check before they will permit the students in the clinical setting. To meet these requirements, City College requires that the check be done prior to placement in any clinical agency. The background check is conducted via the student's online account with COMPLIO **(See page 24 for instructions on setting up the COMPLIO account)**. The criminal background and urine drug check is required to be done **before the start of school and on a yearly basis at the student's expense**. The Drug Screening can be done at any of the listed Labs on the COMPLIO website. Students with criminal background and/or urine drug checks that reveal a record and/or positive result will be evaluated individually by a faculty committee and the director to determine whether they will be admitted to the clinical sites.

Failure to be admitted to clinical sites results in the inability to meet program objectives.

PROCEDURE:

1. Prospective students will be informed in college publications and web information that a criminal background check and urine drug testing will be required prior to beginning any clinical work. *Students will repeat a drug screen when switching base clinical sites at the beginning of the fourth semester.*

2. Criminal Background Check and Urine Drug Testing:

- b. **Follow the instructions on page 24 of this handbook to create the student COMPLIO account on www.msubillingscompliance.com.**
- c. Your cost for each test, plus the processing fee, will be included in your student account (total of **\$110** for COMPLIO account). The director of the program will be able to access your results.

3. Students with background checks and/or urine checks that reveal a record and/or positive result will be evaluated individually by a faculty committee and the director to determine whether they will be admitted to the clinical sites. If the drug screening results in evidence of illegal drugs, the policy of the clinical institution's drug screening policies and practices shall determine the follow-up and consequences of such findings. Failure to be admitted to clinical sites results in the inability to meet program objectives.

- a. The faculty committee and director's evaluations shall include, but not be limited to, the following factors:
- b. Number of offenses or misconduct and the circumstances of each.

- c. Length of time since the offense or misconduct occurred.
- d. Other relevant history.
- e. Evidence of applicant's rehabilitation efforts.
- f. Severity of the offense or misconduct; and
- g. The relevance of the offense or misconduct to responsibilities of the clinical position.

Impaired Student Policy

Any drug that impairs your mental or physical abilities is not appropriate in the clinical setting. The MSU Billings Radiologic Technology Program has a zero (0) tolerance for alcohol and/or drugs in any student's system during any course. All students of the RT program are expected to report for clinical, school and laboratory assignment with no alcohol or drugs or their metabolites in their bodies.

Compliance with this policy is a condition of continued enrollment in this program. Failure or refusal of a student to cooperate fully, sign any required document, submit to any inspection, or test or follow any prescribed course of substance abuse treatment will be grounds for dismissal.

Alcohol/Drug Screening

When the program (clinical or college) officials have a reasonable suspicion that illegal drugs or their metabolites are, or may be, present in a student's body, the student will be required to submit to a urine alcohol/drug test immediately upon demand by the college or clinical education site. No testing of the student will be conducted without the student's consent. HOWEVER, a student's consent to urine drug/alcohol testing is required as a condition of continued enrollment. Refusal of the student to submit to such a test shall be treated as a failed drug test and shall be sufficient reason for termination from the Radiologic Technology Program. Any student failing such a test will be subject to dismissal from the program. Test results that indicate a violation of the policy will be considered a failure of the alcohol/drug test.

A reasonable suspicion may arise from the circumstances of a particular accident or injury occurring at the clinical site; from a physical altercation between student, instructors, clinical personnel, and patient; from obvious impairment of physical or mental abilities such as slurred speech or difficulty in maintaining balance; from unexplained significant deterioration in clinical performance or behavior, such as excessive absenteeism, from reports by instructors or clinical personnel of alcohol or drug use or impairment while at the clinical site; from student's admissions regarding drug use; or from any other reasonable evidence giving rise to suspicion of

impairment from or use of alcohol or illegal drugs. In addition, random drug screening is a policy.

Attendance

The Radiologic Technology program will follow the regular MSU-Billings academic calendar. Summer courses start and end dates will vary from the college calendar to meet the clinical components of the program and obtain the required number of clinical hours. Excessive absences or tardiness makes it impossible for the student to successfully complete the objectives of the Radiologic Technology Program.

Students are required to attend lecture classes, as missing course lectures will hinder your understanding of the material. Attendance in the classroom will be addressed in each course syllabus. Excessive absences from lectures will result in a deduction in your grade as stated in your course syllabus. Taking time away from classes for family vacations may factor into your grade as addressed in the syllabus.

Any special accommodations pursuant to Title VII of the Civil Rights Act of 1964 will be handled on a case-to-case basis and considered for approval by the Program Director as long as there is no undue hardship to the integrity of the student's educational experience and/or the program's policies and procedures. All students shall receive a fair and equitable experience in the didactic and clinical setting, including but not limited to attendance in each course. Students wishing to request accommodations must submit written documentation detailing the request, directly to the Program Director, and maintain interactive communication regarding the special accommodation. The Program Director may request further reasonable verification prior to approving the request.

Attendance in the clinical setting is addressed in the Clinical Component section of this handbook.

Grading

The City College Radiologic Technology Program Grading Scale is as follows:

A= 100%-93%

B = 92%- 84%

C = 83%- 75%

D = 74%- 60%

F= <60%

All radiography students are required to maintain a specific level of didactic and clinical education quality throughout their educational period. Above average grades in education correlate positively with increasing the chances for having a passing score on the registry examination and more importantly succeeding in the profession.

Students must obtain a “C” (i.e.: 75%) or better in all courses to remain in the program. A grade of “C-” is not a passing grade. A grade of “D” will not transfer to another institution.

Failure of any didactic or clinical education course will lead to dismissal from the program. Readmission to the program is dependent on qualifications of the individual and space available. Failure of two radiography courses in the entire program will disqualify a student for readmission.

Probation

It is the desire of the program to assist all students to achieve their educational goals; however, when a student willfully violates the program policies and procedures, action will be taken to ensure quality, equity, and safety.

A student may be placed on probation for, but not limited to, the following violations:

- Failure to follow college and program policies and procedures.
- Failure to meet program objectives.
- Failure to maintain clinical proficiency.
- Performing in a manner which jeopardizes safety to self, peers, faculty and/or patients.
- Failure to maintain acceptable attendance standards.
- Violating patient confidentiality and HIPAA.
- Failure to follow professionally acceptable radiation protection practices during the radiology lab and/or at the clinical education setting.
- Failure to maintain a professionally acceptable code of ethics regarding patient care and co-workers (inappropriate conduct befitting the profession).
- Falsification of records in the clinical education setting.
- Excessive absences or tardiness in didactic (classroom or lab) setting.

Students may be placed on probation for policies not inclusive in this list when they are identified and are violations of program policies or of safety standards put forth by the program and/or clinical education setting.

Students placed on probation will receive one letter grade lower than the grade earned in the course for which the probation was issued. Students are cautioned that this may result in a failing grade.

Violation of any policy that would result in a second probationary status will result in the immediate and automatic dismissal of the student.

Program Progression (Academic and Clinical) and Graduation in the Rad Tech Program

To progress from one semester to the next and to graduate from the radiologic technology program:

1. **All required prerequisite/pre-rad tech courses must be passed with a grade of a “C” (i.e.: 75%) or better.** Students who receive a grade of a “C-”, “D,” “F,” or “W” in any course will extend the length of the program and will be subject to the competitive enrollment process to resume coursework.
2. All required radiologic technology courses and co-requisite academic foundation courses must be passed with a grade of “C” or better.
 - a. Radiologic Technology courses must be taken in sequence. Example: Third Semester students who do not pass AHXR 160 cannot take AHXR 181 or AHXR 195C in the following semester for example.
 - b. Students who receive a grade of “D,” “F,” or “W” in any Radiologic Technology course will extend the length of the program. Students must follow the Radiologic Technology Program readmission policy guidelines outlined below.
3. The Student Record must demonstrate progressive growth and development in professional behaviors across the curriculum. (Source of documentation: Student Code of Ethics, Academic probation, and suspension; student clinical evaluation; and performance improvement plan record).

- a. Students who do not demonstrate growth in professional behaviors may be placed on Performance Improvement Plan (PIP). See the policy for Problem-Solving Process.

In situations of a serious and critical nature, students may be removed immediately from the classroom, clinical site, or program related activity and may receive a course grade of “F” or “W” and dismissal from the Program. Patient safety is top priority at the clinical setting and unsafe behavior and conduct will not be tolerated.

Termination/Dismissal

Termination (Withdrawal): Whenever a student decides to withdraw or terminate association from the program, for whatever reason, the student shall do so in writing to program director. The notification must include the date of withdrawal.

Future reinstatement in the program will be denied if the director has not received written notification of the student’s intent to withdraw. It is the student’s responsibility to withdraw from all radiography program courses at the registrar’s office. Failure to do so will result in an “F” in all courses. Instructors will not drop a student who wishes to withdraw.

Dismissal/Failure: The program has a duty to uphold certain standards regarding the academic and clinical setting. For this reason, a student can be immediately dismissed from the program when a policy or procedure is broken or when the standards of the program have been jeopardized.

Any student in the Radiologic Technology Program can be immediately dismissed from the program for the following reasons:

1. Cheating.
2. Failure of a drug test.
3. Grade of “D” from any didactic or clinical program course.
4. Failure to maintain a cumulative 2.5 GPA while in the program.
5. Being placed on probation more than one time in the 2-year program.
6. Falsification of records.
7. Performing in an unsafe manner in the clinical setting that would jeopardize the health and safety of patients, self and other health care team members.
8. Unwarranted conduct as a student radiographer in didactic or clinical courses.

- a. Misuse of college or clinical property.
- b. Being under the influence while in class or clinical.
- c. Committing a felony while in the program.
- d. Dishonesty.
- e. Unprofessional behavior toward other students, faculty, staff, clinical preceptors, staff technologists, and patients.
- f. Noncompliance of HIPPA policies and procedures.
- g. Noncompliance of FERPA.
- h. Any misuse of the energized Lab. NO X-rays will be performed or allowed on live subjects. Any violation of this will result in immediate dismissal from the program.

A student may be dismissed from the program for policies and procedure violations not included in this list when they are identified and would violate the quality, safety or ethical standards put forth by the program. Students will be informed of dismissal/failure in writing and will be required to meet with the program director and/or clinical coordinator.

Reinstatement

A student who earns a final grade below a “C” in any radiography course will be ineligible to continue in the program. Students failing a course may reapply to begin at the level at which they failed. HOWEVER, students are warned that there may not be space available in that course. Students may be reinstated into the radiography program one time only when the course is re-offered in one year, provided space is available.

- 1. Re-entry into the program must occur within one year.
- 2. Re-entry must be requested in writing to the program director.
- 3. Reinstatement will require that the student prove competency at the point of exit from the program.
 - a. A competency positioning test must be passed with 75% or better.
 - b. A written course exam must be passed with 75% or better.

Reinstatement will be **denied** for the following reasons:

1. Failure of two or more courses.
2. Re-applying after more than 1 year has passed.
3. Demonstrated violations of professional ethics, unprofessionalism, and standards of practice.
4. Not maintaining a cumulative 2.5 GPA.
5. Space is not available in the clinical setting.

Academic Due Process

When academic dishonesty is alleged to have occurred, the instructor has the right and obligation to take appropriate action, which may include a verbal or written reprimand or warning, a grade of “F” (failure) for the assignment or test involved or a grade of “F” for the course.

Grievance Procedure

Recognizing that City College and our hospital clinical sites collaborate in the education of the student radiologic technologist, any issues that may arise in the clinical setting, must be discussed with hospital officials and the hospital based Clinical Instructor before involving the college. In the event the issue is not resolved, City College/MSUB in conjunction with hospital administration will conduct further investigation. Please access https://www.msubillings.edu/vcsa/student_grievance_procedures.htm for more detail about the City College/MSUB Grievance Policy/Procedures. The City College Radiologic Technology Program Grievance Policy/Procedures are indicated below:

City College Montana State University Billings Radiologic Technology Program Student Grievance Policy

These procedures are designed to provide the student a specific avenue of grievance regarding the decisions or actions of the City College Montana State University Billings Radiologic

Technology Program Officials and serve to address any problem or concern that the student believes needs addressed and/or reviewed.

Grievance Definition:

A grievance shall be defined as any concern, complaint, or dissatisfaction with any aspects of the Program that a student believes is not resolvable by normal informal means of communications.

The following represents the process for formal grievance:

1. First, attempt to resolve the problem with the Course Instructor within five business days after the event being grieved has occurred.
2. If there is a problem with the Course Instructor and it is a Clinical Course, the student should attempt a resolution with the hospital based Clinical Instructor within five business days after the event being grieved has occurred.
3. The next level of Communication is with the City College Clinical Coordinator(s) within 5 business days after communication about the event being grieved with the Clinical Course Instructor has occurred.
4. The next level of Communication is with the Program Director within five business days after communication about the event being grieved has occurred with the Course Instructor if it is a Non-Clinical Course or the Clinical Coordinator(s) if it is a clinical course.
5. The next level of Communication is with the Nursing, Health, and Public Safety Chairperson within five business days after communication about the event being grieved has occurred with the Program Director.
6. The next level of Communication is with the City College Dean within five business days after communication with the Nursing, Health and Public Safety Chairperson has occurred.
7. The final level of Communication is with the Vice-Provost of Student Affairs after they have been contacted about the event being grieved by the student or the City College Nursing, Public Health, and Safety Chairperson. The Vice-Provost Grievance Process/Procedures/Timelines supersede the City College Radiologic Technology Program Grievance Policy/Procedures/Timelines, and can be found at https://www.msubillings.edu/vcsa/student_grievance_procedures.htm

JRCERT Report of Non-Compliance

If the individual is *unable to resolve the complaint with program/institution officials or believes that the concerns have not been properly addressed*, he or she may submit allegations of non-compliance to the JRCERT: Chief Executive Officer Joint Review Committee on Education in Radiologic Technology 20 North Wacker Drive, Suite 2850 Chicago, IL 60606-3182 Phone: (312) 704-5300 Fax: (312) 704-5304 e-mail: mail@jrcert.org

Chain of Command:

The City College Radiologic Technology Program observes the following Chain of Command **regarding Student Grievances because of the addition of the Student Resource Officer (SRO) per MSUB:**

1. Hospital Based Radiologic Technology Program Clinical Preceptor (s) (MSUB allows a Student Resource Officer (SRO) to initiate a grievance on the student's behalf at this level),
2. City College Radiologic Technology Program Clinical Coordinator(s),
3. City College Radiologic Technology Program Director,
4. City College Nursing, Health & Public Safety Department Chair,
5. City College Dean
6. MSUB Vice Chancellor for Student Affairs and Enrollment Management.

Transfer Policy

Pursuant to JRCERT accreditation standard and student to tech ratio requirements, the City College at MSUB Radiologic Technology Program does not currently accept transfer students directly into the program. Individuals with questions should contact the program director Jenna Jones at (406) 896-5957 or at jenna.jones3@msubillings.edu. Students may transfer from other Colleges or programs in the prerequisite stages of the program only. Any transfer students should contact the Assistant Director of Jacket Student Central, Kirtlye Schuman at (406) 247-3020 or at kirtlye.schuman@msubillings.edu.

Students who wish to transfer from MSU-Billings City College Radiologic Technology Program into another radiography program must meet with the MSU-B program director who will help facilitate transferal into the other program if possible.

Clinical Component

Clinical Education

Students attend clinical education courses during the program. The ARRT requires mastery of specific skills that can only be gained through a hands-on education. A clinical rotation schedule for each clinical site will be provided to the student at the beginning of each term. These schedules are designed to provide the student with the best opportunity to learn in a hands-on clinical environment working with patients and certified radiologic technologists. **It is MANDATORY that all students accepted into the Program purchase access to the COMPLIO American Database tracking system to successfully provide current documentation of immunizations, vaccinations/exemptions, MRI Screening (see pages 13-15), Drug Screening, and a Background Check. There is a one-time fee for the duration of the program of \$110.00 (Complio fees are subject to change each year) that is the responsibility of the student. Students will not be allowed to onboard clinical sites without purchasing access to COMPLIO and maintaining compliance with all required documentation.**

The clinical education will follow the regular MSU Billings City College vacation schedule. The start and finish of the intersession between fall and spring semesters and summer courses may vary from the usual session dates in order to provide the student with the proper amount of clinical time. Other than regularly scheduled school holidays and semester breaks, students are not allowed vacation time during spring and fall semester. However, each student may take one-week vacation during summer sessions with the pre-approval of the program director and program clinical coordinators. Requests for vacation time must be made in writing to the clinical coordinators no less than 2 weeks in advance of the requested time off. All missed clinical attendance must be made up by the end of the summer session. See the attendance policy for further information. The clinical rotation schedules between the hospital clinical sites are similar but will vary due to the different structure of each radiology department. Rotation schedules will vary with starting times and may include evening and weekend rotations. All students will rotate to each clinical site within the program.

Students are required to complete rotations as assigned within each clinical setting. Students are expected to meet the objectives of the clinical rotations. Students are responsible for furnishing their own transportation to clinical sites.

The program recognizes the hospitals and clinics may hire students to work as limited permit holders. The Radiologic Technology Program takes no responsibility for any student while

he/she is working outside of the program. The student should be aware that the liability insurance provided by the college only covers them while they are participating as a student in the educational program and does not cover a student while employed by a facility or organization. MSU Billings name badges are not to be worn while a student is working as a limited permit technologist.

Students **CANNOT** be paid by a clinical site while performing their clinical education rotations for the MSU Billings City College Radiologic Technology Program. Failure to follow this policy will constitute fraud and falsification of attendance and will result in immediate dismissal from the program. The student clinical ID badge and student dosimeter **cannot** be worn while working as a limited permit technologist.

Clinical education is graded just as other radiographic courses are. A grade of C or better must be maintained in clinical as in other radiography courses. A syllabus will be provided to all students prior to the start of the clinical assignment of each semester. The syllabus will outline the clinical requirements for each semester.

Attendance

Attendance at the clinical site is critical to your success in the Radiologic Technology program and therefore ***mandatory***. Per the ARRT, students must complete ***1,376 clinical hours*** to be eligible to sit for the Radiologic Technology Board exam. It is the discretion of each program to decide how many clinical hours are required to graduate from each program as long as the ***minimum hour*** requirement is met. Additionally, it is the discretion of the program to choose if clinical hours are calculated as actual clocked hours or at a credit hour ratio which is set by each state and university system (compliant with NWCCU accreditation standards). This program is based on the credit hour ratio, as recommended per JRCERT, where ***1 credit hour is equivalent to 45 clinical hours***. Ultimately, students in this program achieve more than the minimum required hours per ARRT and all students achieve and graduate with the same number of hours. Therefore, no student graduates with “extra” hours. Any student who does not achieve the ARRT required hours will NOT be eligible to graduate and any student who does not achieve the clinical hour requirement of the program will earn a lower grade, as clinical attendance is mandatory. Additionally, any volunteer clinical hours are not calculated into the ARRT hour requirements. Any missed clinical hours must be made up within the semester that they are missed and will be arranged through the Clinical Coordinators.

Clinical time is scheduled between the hours of 5 am and 11 pm and will vary with the scheduled rotations. Shifts may include evenings or weekends and Critical Access Hospital (CAH) rotations, as clinical skills progress. Students are required to be punctual for all clinical assignments. If you are going to be late to your clinical assignment you must call the hospital

clinical instructor (or designee) at the hospital AND the college clinical coordinators. Arriving 1 minute after the start time of your clinical assignment is considered late. You should be at your workstation at your start time, not just arriving at the lounge to hang up your coat or put away your backpack.

All students beginning the program **must** purchase access to the **Platinum Planner Tracking App** that can be downloaded onto their individual smart phones. This is a GPS clock-in/out tracking system that will be used for the duration of the program and will cost the student a **ONE-TIME FEE of \$69.00** for full access. This is **MANDATORY**, as the app will track your required hours, comps, log sheets, and provide proof of any other important clinical documentation. Further instructions regarding Platinum Planner will be given at the Program Orientation. Your Clinical Coordinator(s) will monitor and sign-off on your clinical hours. These hours are subject to audit and any falsified hours or attempts to falsify will result in disciplinary actions.

Absences:

- If you will be absent, you must contact your hospital clinical instructor (or designee) AND the college clinical coordinators by phone each day of the absence. Emails and text messages are *only* considered acceptable forms of communication that you will be absent, *if you receive confirmation and response from your Clinical Coordinator(s)/Preceptor(s)*. Your clinical schedules and syllabi will outline appropriate procedures for calling out specifically.
- One vacation request will be considered for the entirety of the 2-year program. The request must be submitted in writing (or via email) to the Clinical Coordinator and Program Director 30 days in advance, for approval. The vacation request may not affect more than 3 consecutive clinical days in a row and if approved, all missed time from didactic and or clinical hours must be made up. Arrangements must be made for makeup time prior to the approved vacation.
- Failure to call both places will affect your clinical grade.
- All absences must be made up.
- Absences must be made up before the end of the semester in which the illness occurred. The make-up time must be at a time must be approved by the clinical instructor at the facility.
- Failure to make up missed clinical time by the end of the semester will result in a grade of incomplete in that clinical course. The “Incomplete (I)” will cause the letter grade for the course to be one letter grade LOWER than the earned grade. The student is cautioned that this may result in a failing grade. The incomplete grade must be

changed to a letter grade for the course before the student can register for and/or attend any subsequent courses in the program.

- Emergency absences will be handled on an individual basis.
- Students who are absent due to medical work restriction by a physician, nurse practitioner or physician assistant must present a return-to-work release by the same physician, nurse practitioner or physician assistant. A copy must be given to both the clinical coordinator and the hospital clinical instructor.
- Excessive absence is defined as 4 days absence in the clinical setting. This does not have to be consecutive days. Excessive absences will require you to meet with the clinical coordinator and the program director to determine your ability to remain in the program. However, the clinical grade will be affected.
- Students may NOT take time off from regularly scheduled clinical time for other academic courses. All personal appointments must be scheduled outside of clinical time when possible.
- Leaving the clinical assignment for any reason without notifying the clinical instructor and Clinical Coordinator will affect your clinical grade.

Make-Up Time:

- Make up of clinical education time must be scheduled in advance and with the approval of the clinical instructor at the clinical education site.
- The student must submit to the clinical coordinator a signed “Intent to Make up Clinical Time Statement” **within 5 days** of the absence.
- **Within 5 days** of the completion of make-up time, the student must submit to the clinical coordinator the signed “Completion of Make-up Clinical Time Statement”.
- A minimum of 2 hours must be made up at a time. The makeup time must be under the proper supervision of a registered radiographer.
- Makeup time will be scheduled for the shift/rotation that was missed when possible. Otherwise, makeup time may be scheduled between the hours of 5am-11pm within the semester the missed time occurred, through the appropriate coordination and discretion of the Clinical Coordinator(s).
- Make-up time **cannot** be made up on holidays or during college breaks, period.

- Failure to make up time by the end of the current semester final examinations week may result in an incomplete grade for the course, program probation, or even suspension from the program. Makeup time not completed will negatively impact the clinical grade and may result in a failing grade for the course.

INTENT OF MAKE-UP FOR CLINICAL EDUCATION ABSENCE

Printed Student Name

Signature of Student

Absence Date

I intend to make-up _____ hours of clinical education on _____/_____/_____

I have scheduled these hours from _____am/pm to _____am/pm. I will be under

the supervision of _____, ARRT

I agree to this schedule. _____/_____
Clinical Instructor Date

(Cut here and return top portion to the Clinical Coordinator within 5 days of absence.)

COMPLETION OF MAKE-UP FOR CLINICAL EDUCATION ABSENCE

Printed Student Name

Signature of Student

Absence Date

I made up _____ hours of clinical education on _____/_____/_____ between the

hours of _____am/pm and _____am/pm.

Signature of the supervising technologist: _____, ARRT

The verification of completion of this time must be made in writing by the supervising RT immediately upon completion. The student is responsible for submitting this verification of completion to the clinical coordinator within 5 days of completion of the make-up time.

Dress Code

While in the clinical setting, students will wear only uniforms approved by the clinical site and the City College at MSU-B program officials. The following requirement must be adhered to:

1. **The use of cell phones and personal electronic devices during clinical time is inappropriate and will not be tolerated. This includes any smartwatch or electronic accessory that has communication/internet capabilities.** These devices must be stored away and not carried on your person during hours of patient contact. You may use them **ONLY** during your lunch break or other times when officially on a “break”.
2. The student’s ID badge(s) must be worn at all times and be visible. Lead image markers must be used on all radiographic images performed.
3. Students will wear solid Gray (Cherokee gray scrubs) or Black scrubs (alternating each year with each cohort). No colored piping or colored striping will be allowed.
4. No lightweight or see-through fabric is allowed.
5. Clothing must fit properly. (No baggy pants or pants that drag on the floor. Pants must not fall below your waist.) Your uniform must be clean, neat and in good repair. Torn clothing must be mended before wearing it into the clinical site. Uniform tops worn over a white, black, or dark blue “T” shirt or long-sleeved t-shirts are acceptable if the bottom shirt is tucked in and not allowed to hang out from under the uniform. Uniform tops should not be skin-tight, but rather appropriately form fitting or of a looser fit.
6. Lab coats may be worn over a proper uniform only. They are not a replacement for a uniform.
7. Mustaches and beards are always to be kept trimmed. Long hair should be tied back or worn so that it does not fall forward of the shoulders. Unconventional hair color and styles are not permitted. Headwear is not permitted (scarves, caps etc.) except in the surgery areas or sterile procedures.
8. Personal hygiene is a must. Body odor will not be tolerated. Uniforms smelling of cigarette smoke are not acceptable.
9. Makeup and lotions/perfumes/colognes may be worn with professionalism in mind. As fragrances can be injurious to others, all fragrances (men and women) are prohibited in the clinical setting.
10. All nails should be kept short and neatly groomed. Due to the danger of transmitting disease, the student **may not wear acrylic nails in the clinical setting.**

11. All tattoos must be appropriate and tasteful or must be always covered.
12. Body piercings that are visible must be removed and they are not permitted while in the clinical setting. (i.e.: lip, tongue, eyebrow, cheek, chin etc.). An exception to this is the allowance of a single nose piercing which must hold a small stud or hoop. No large or excessive facial jewelry is permitted.
13. Small stud-type earrings are allowed if no health/safety issue arises. The student must comply with the multiple ear-piercing policies set forth by the clinical site.
14. The use of tobacco in any form (smoking/smoke-less/vaping) is prohibited at the clinical site. Students must comply with tobacco use policy set forth by the clinical site.

All students must adhere to this policy. You will be sent home to remedy the situation if you are not dressed appropriately according to policy. A second violation of this policy will result in disciplinary action and negatively impact the clinical grade.

Emergency Preparedness, Medical Emergencies, Hazards, Accidents & Safety

When a City College at MSUB Radiologic Technology student is injured at a clinical site during educational time, injures a patient or another staff member, or a piece of equipment, the following procedure is to be adhered to:

- A. As soon as possible and before the end of your clinical shift, you must fill out the hospital clinical site's incident occurrence report form.
- B. Make 3 copies and submit the original form to the lead radiologic technologist or technologist in charge.
- C. Submit a copy of the clinical site incident report to the clinical instructor at the site and the final copy to college clinical coordinator.
- D. Present the third copy to the program director and then fill out a separate injury report at City College to fulfill any requirements of the college insurance. See the program officials for help in filling out this form.

If immediate medical attention is required, the student should go immediately to the emergency department at the clinical site. If the injury is minor, the student should immediately visit a clinic or physician of their choice. Students are not covered by Workers Compensation at the clinical sites and are limited by insurance coverage from the City College at MSUB.

Confidentiality and HIPAA Laws

It is unlawful to discuss the condition of any patient with **anyone** except the attending radiologist or requesting physician, nurse practitioner or physician assistant. Regardless of requests by family members, even a “little hint” of what you may see on the radiographic images is unlawful and will violate program policy and affect your clinical grade. Oral and written reports (including faxed and electronic reports) must never be given over the phone or to any unknown person(s).

FERPA

The Family Educational Rights and Privacy Act of 1974 affords students certain rights with respect to their educational records. No one outside the institution shall have access to nor will the institution disclose any information from students’ educational records without the written consent of the students except to personnel within the institution, to officials of other institutions where students seek to enroll, to persons or organizations providing students with financial aid, to accrediting agencies carrying out their accreditation function, to persons in compliance with a judicial order, and to persons in an emergency in order to protect the health or safety of students or other persons. All these exceptions are permitted under the Act. Within the Montana State University-Billings community, only those members, individually or collectively, acting in students’ educational interests are allowed access to student educational records. These members include personnel in the Offices of Admissions and Records,

Financial Aid, Business Services, and academic personnel within the limitations of their need to know. At its discretion the institution may provide student directory information in accordance with the provisions of the Act to include the following: name, local and permanent addresses, local and permanent telephone numbers, e-mail address, date and place of birth, dates of attendance, class, college, major, most recent school attended, full-time or part-time status, honor roll, participation in officially recognized activities and sports, weight and height of members of athletic teams, degree(s) and honors conferred, and commencement program information. Students may withhold directory information by notifying the Registrar in writing within two weeks after the first day of class for the Fall Term. The institution honors requests for non-disclosure for only one academic year; therefore, authorization to withhold directory information must be filed annually in the Office of Admissions and Records. The law provides students with the right to inspect and review information contained in their educational record. More information about FERPA can be found at:

<http://www.msubillings.edu/reg/ferpa/FERPA%20Policy%20.pdf>

Ethics

When, as a student, you are unsure of your capabilities in any clinical situation, you must seek the assistance and direction of a certified radiologic technologist or the hospital clinical instructor who must be consulted prior to continuing. If, after the fact, you are unsure of your actions, please consult with the college clinical coordinator/instructor and/or the program director.

Professionalism

As stated in the dress code policy, the use of cell phones during clinical time is prohibited. In a like manner, the use of hospital phones for personal use during clinical hours is prohibited. Use your phone or allowable hospital phones ONLY during your breaks and lunch.

Clinical education is like a 2-year job interview. Students are required to be pleasant, courteous, modest, and empathetic at all times, with faculty/staff, fellow students, patients, co-worker, and all health professionals during clinical education. Additionally, students should take considerable initiative in seeking out learning opportunities that coincide with educational objectives in both didactic and clinical education. Any unprofessional behaviors or attitudes will in the clinical or didactic setting will follow the disciplinary actions under the Performance Improvement Plan (PIP).

City College MSUB General Radiation Safety Policy

It is the responsibility of the student radiographer to ensure that proper radiation protection techniques are utilized in all clinical settings. Radiography students are required to gain knowledge in basic radiation protection techniques prior to performing any radiographic procedure on patients in the clinical setting.

The City College at MSUB Radiologic Technology Program takes ownership of the students' radiation dosimeters through a company called Landauer. It is the responsibility of each student to exchange the monitor each month with the Clinical Coordinators. The program RSO will work closely with the Clinical Coordinators to distribute and collect student dosimeters monthly, as well as generate quarterly reports to the program director in a timely manner. The program director will review and distribute the student dosimeter reports to the students within thirty (30) school days following receipt of the reports. Any student dosimeter readings that exceed 100 mrem per quarter will result in a counseling session with the student, the program RSO, and the Program Director, helping to ensure the student follows the Radiation Safety Counseling Policy

outlined in the Student Handbook. Upon completion of the program, students will be given a generated report outlining their total radiation dose accumulated throughout the 5-semester program. Any student who is pregnant or becomes pregnant while in the program will have a fetal dosimeter that will be monitored monthly. The Pregnancy Policy and Declaration of Pregnancy/Revocation of Pregnancy forms are found in this handbook.

Any student who is employed as a Limited Permit Holder will obtain an additional dosimeter from his or her place of employment and will be monitored separately from their student program dosimeter. It will be the responsibility of the student to obtain their dosimeter reports from the employer and to monitor the monthly radiation dose.

Overexposure to a radiation monitor is presumptive evidence of exposure to the individual. In such cases, The **Accidental or Excessive Radiation Exposure Policy for City College MSUB** form must be completed and turned in to the program director within five (5) days of notification of over exposure. Additionally, the overexposure must be reported to the clinical preceptor of the clinical education site and to the student. The student will be counseled and advised on the NCRP's limits for radiation doses. **The actual dose limit is no more than 100 mrem of radiation exposure in any given quarter. This level is far below the 5-rem total effective dose equivalent allowed per year by the NRC. If a student receives 100 mrem or more of radiation exposure in any given quarter, they will be advised and counseled regarding their radiation safety practices and A.L.A.R.A.**

For students under the age of 18 years when they start the clinical portion of the program, the Dose Limit is 1 mSv/year or 100 mrem/year). Dose Limits Recommended by NCRP for Student Education and Training Exposures (annual) for students under age 18 years of age include an Effective Dose limit of 1 mSv (100 mrem), lens of eye is 15 mSv (1500 mrem), skin, hands, and feet are 50 mSv (5000 mrem). **If a student under the age of 18 has a whole-body exposure total of or exceeds 30 mrem in any given month, the student will be counseled by the City College RSO on safe radiation practices and A.L.A.R.A.**

The following rules shall be observed daily in terms of radiation protection:

- i. Wear the radiation monitor on the outside of the lead apron, on the upper left-hand collar.
- ii. Monitors shall be left in a designated area at the clinical education site daily and not be removed from the site.
- iii. A voluntarily "declared" pregnant student shall wear an additional radiation detection monitor (fetal monitor) at the waist.

- iv. Always shield patients and co-workers during any radiation exposure if this does not interfere with diagnostic quality, and shielding is placed correctly (see Shielding guidelines per ASRT).
- v. Maximum distances should be observed between the operator and the radiation source.
- vi. Practice proper radiation protection when assisting with patient care during fluoroscopic procedures.
- vii. As consistent with the principle of ALARA, use exposure factors that produce minimum radiation dose to patient and co-workers (high kVp and low mAs)
- viii. Use appropriate immobilizing devices to avoid repeat exposures due to patient motion.
- ix. All women of childbearing age shall be asked if they are pregnant before a radiograph is taken.
- x. Keep all doors of a radiographic room closed during radiographic exposures.

Pregnancy Policy

All students in the City College/MSUB Radiologic Technology Program will be informed of the recommendations of the NRC relative to radiation exposure limits established for the “***declared***” pregnant woman.

Declaration/Revocation of Pregnancy:

Pregnant students may “declare” their pregnancy in writing to the Program Director/Radiation Safety Officer (RSO) at any time, however, declaring pregnancy is completely voluntary. The student is not under any regulatory or licensing obligation to declare pregnancy. The student also has the right to revoke the declaration at any time for any reason by signing the Revocation Portion of the Pregnancy Policy Form.

The NRC defines the “declared” pregnant woman as:

A woman who is an occupational radiation worker and has voluntarily informed her employer, in writing, of her pregnancy and the estimated date of conception (see [10 CFR 20. 1003](#) and [20.1208](#)).

Details can be found in the [NRC Regulatory Guide 8.13](#). A copy of this document will be provided to, and reviewed with, the student.

The signed declaration of pregnancy, if made, must include the estimated date of conception. This document will become a permanent part of the student's records. The student, the Hospital Clinical Instructor, College Clinical Coordinator and Program Director/RSO shall plan a rotation that is mutually acceptable. **Students whom "declare" their pregnancy shall have no changes made in their educational plan and/or clinical rotations and radiation monitoring unless they request it in writing.**

Radiation Dose Limits for Occupationally Exposed Pregnant Students:

The City College Radiologic Technology Program Director/RSO has no requirements to restrict the dose to the embryo/fetus to the lower limit of radiation exposure until the written declaration is made. Once written declaration has been made, the Program /RSO and Clinical Coordinator shall ensure that the dose to the embryo/fetus during the entire pregnancy, due to student exposure does not exceed 0.5 rem (5 mSv).

When a female student declares pregnancy, a separate radiation monitor shall be issued and referred to as a "fetal monitor (badge)". This monitor will be worn at waist level under any available shielding. If the embryo/fetus receives 0.05 rem (.5 mSv) or more during a month, reassignment or restrictions may be necessary.

City College/MSUB Radiologic Technology Program Responsibilities:

1. Provide training to the student on "declared" pregnant category including the NRC's prenatal radiation exposure limits, and the specific steps that must be taken by the Program once a student declares her pregnancy. The following information shall be emphasized:
2. According to the NRC, if the student voluntarily declares her pregnancy, she grants consent to the program to limit her dose as measured on her radiation monitoring device to 0.5rem (5 millisievert) to the embryo/fetus throughout the entire pregnancy. If no declaration is made to the program, the occupational dose limits to the student remain unchanged.
3. The National Council on Radiation Protection and Measurements (NCRP) recommends the monthly reading not exceed 0.05 rem (0.5 mSv) / month to the embryo/fetus for each month after the pregnancy has been declared in writing. A monthly dose greater than 0.1 rem (1 mSv) should be recognized as a substantial variation above a uniform monthly dose rate.

4. If the dose equivalent to the fetus/embryo is found to have exceeded 0.5 rem (5 mSv) or is within 0.05 rem (0.5 mSv) of this dose, by the time the student declares pregnancy to the Program faculty, the program shall be deemed to be in compliance with NRC regulations if the total additional dose equivalent to the embryo/fetus does not exceed 0.05 rem (0.5 mSv) during the remainder of the pregnancy.
5. Provide a copy of the Declaration of Pregnancy form for the student to sign. The original will kept permanently in the student's program file.
6. Instruct the student in correct use of the additional radiation monitoring device for fetal exposure monitoring.
7. Collect and electronically stored monthly in the student's program file.

Responsibilities of "Declared" Pregnant Student:

1. Complete and sign the Declaration of Pregnancy form and give it to the Clinical Coordinator and Program Director/RSO.
2. Receive additional, focused instruction for a declared pregnant student from faculty. Including any additional and necessary steps to following ALARA and radiation safety/exposure while continuing the clinical component of the Radiologic Technology Program *without modification of any clinical rotation, with the exception of the first trimester of pregnancy.*
3. Obtain an additional radiation dosimeter for fetal monitoring from the City College RSO and Program Director. Ensuring appropriate placement of the fetal monitor is always adhered to during clinical and Lab rotations, as well as review precautions to be followed to limit radiation exposure to the embryo/fetus:
 - to below 0.5 rem (5 mSv) for the entire pregnancy
 - to under 0.05 rem (0.5 mSv) / month for each month following declaration of the pregnancy
 - using protective devices (such as a lead apron) and following standard ALARA (As Low As Reasonably Achievable) principles

Program/Clinical Completion Options

1. Decide to continue in the Radiologic Technology Program– including clinical education requirements– *without modification of any clinical rotation (following A.L.A.R.A and the above guidelines).*

2. Decide to withdraw from the Radiologic Technology Program.
3. Alternately, during the **first trimester of pregnancy only**, the student may choose to continue in the Radiologic Technology Program but with the following modifications arranged with the Clinical Coordinator(s) and Program Director:
 - a. Excused from Fluoroscopic Procedures in the Imaging Dept.
 - b. Excused from Surgical Portable X-Ray/C-Arm Procedures.
 - c. Excused from the Pain Clinic/Fluoroscopy Procedures.
 - d. A “declared” pregnant student who wishes to remain in the program but becomes medically unable to perform the clinical duties of a student in the program may request the clinical portion of training be extended beyond the normal 21-month AAS in Radiologic Technology degree completion period to allow completion of competencies and procedures. This request **may or may not be granted due to clinical site availability and compliance of JRCERT Standards.**

Attendance Policy

The attendance policy (including excessive absence and makeup policy) will apply during pregnancy and any modifications to clinical rotations during the first trimester **MUST** be made up in the second and third trimesters for clinical competency purposes. A student is ineligible to graduate if competencies requirements are not completed. Pregnancy may cause a student to be unable to obtain certain competencies in a timely manner and therefore not meet program graduation requirements.

Under ADA guidelines, pregnancy is **not** considered a disability and the college/program is not required to provide special accommodations for pregnant students or daycare for students who have children. However, any accommodation given to pregnant students or students with children, per the discretion of the program/director, must maintain compliance with the fair and equitable policies and standards of the college.

It is the decision of the Radiologic Technology program/director to comply with Montana State Laws regarding employee maternity leave, when considering maternity leave for students within the program. Under this law, pregnant students are entitled to a “reasonable” leave of absence for maternity. “Reasonable” in the case of a normal pregnancy and delivery is deemed to be ***six (6) consecutive calendar weeks***, which will be granted after the birth of the child, if requested.



Radiologic Technology Program Declaration/Revocation of Pregnancy Form

I, _____, do hereby make this voluntary declaration/revocation of pregnancy. My estimated date of conception was _____.

Under the provisions of 10CFR Parts 20.1003 and 20.1208:

- I will be required to obtain an additional radiation monitoring device for fetal exposure monitoring, and to turn in monthly reports to the Program Director/RSO/Clinical Coordinator.
- My exposure will not be allowed to exceed 0.5 rem (5 millisieverts) to the embryo/fetus during my entire pregnancy from occupational exposure to radiation.
- This limit includes exposure I have already received since conception.
- If my estimated exposure has already exceeded 0.5 rem (5 mSv), I will be limited to no more than 0.05 rem (0.5 mSv) for the remainder of my pregnancy, spread evenly over the remaining pregnancy. I may revoke this declaration at any time, for any reason, by signing the *Revocation of Declaration of Pregnancy* at the bottom of this form.
- I have received a copy of NRC Regulatory Guide 8.13, and instructions from faculty.
- Program Director/Radiation Safety Officer (RSO) acknowledges that the above individual has submitted a Declaration/Revocation of Pregnancy statement.
- The Program Director/RSO acknowledges their responsibility to ensure that this individual is properly trained regarding radiation protection, proper fetal exposure monitoring, and potential exposure risks to her unborn child.

I, _____, **understand that I may continue my clinical experience without modification, unless otherwise requested, and may, with my signature below, revoke this declaration at any time for any reason.**

Voluntary declaration of pregnancy:

Student: _____ Date: _____

Program Director: _____ Date: _____

Program RSO: _____ Date: _____

Revocation of voluntary declaration of pregnancy:

Student: _____ Date: _____

Accidental or Excessive Radiation Exposure Policy **for City College at MSUB**

Proper radiation safety protocols are always followed in the Radiologic Technology Program at City College at Montana State University Billings. All faculty, staff and students adhere to As Low as Reasonably Achievable (A.L.A.R.A.) and the cardinal radiation protection rules of Time, Distance and Shielding. If accidental radiation exposure does occur from an x-ray machine (i.e.: Radiography and Fluoroscopy (R & F) unit, portable unit, mobile unit, DXA unit, CT unit and/or fluoroscopy/C-Arm unit) it will be treated as an unusual occurrence and an incident/unusual occurrence report shall be filled out by the individual accidentally exposed to ionizing radiation.

Nuclear Regulatory Commission (NRC) Occupational/Student Doses Limits

(1) An annual limit, which is the more limiting of:

- The total effective dose equivalent being equal to 5 rems (0.05 Sv); or
- The sum of the deep-dose equivalent and the committed dose equivalent to any individual organ or tissue other than the lens of the eye being equal to 50 rems (0.5 Sv).

(2) The annual limits to the lens of the eye, to the skin of the whole body, and to the skin of the extremities, which are:

- A lens dose equivalent of 15 rems (0.15 Sv), and
- A shallow-dose equivalent of 50 rem (0.5 Sv) to the skin of the whole body or to the skin of any extremity.

(3) Doses received in excess of these annual limits, including doses received during accidents, emergencies, and planned special exposures, must be subtracted from the limits for planned special exposures that the individual may receive during the current year (see § 20.1206(e)(1)) and during the individual's lifetime (see § 20.1206(e)(2)).

MSUB' Student Radiation Exposure Policy is such that a student, while enrolled in the MSUB Radiologic Technology Program, **should not attain a dose level of 100 mrem or more in any given quarter, or if the student is below 18 years of age, has a whole-body exposure total or exceeds 30 mrem in a given month, the student will be counseled by the City College RSO on safe radiation practices and A.L.A.R.A.** The student's radiation dosimeter reading will be used to allow the RSO to calculate student exposure from the received dose using appropriate formulas and protocols. A copy of the unusual occurrence report and the approximate dosage based on a phantom exposure using the same technique and machinery with a phantom and radiation detector in place of the person accidentally exposed may also be performed.

All documentation and reporting of this incident shall go to the Clinical Affiliate and their RSO, the City College Radiologic Technology Program Director, and Program RSO at City College at MSUB.

Proper radiation safety and operation of equipment is covered in Technical Imaging and Radiobiology. In addition, a radiation safety-training course shall be conducted for all faculty, and staff using x-ray equipment in the City College MSUB Radiologic Technology Program as needed to reduce the likelihood of such occurrences. The City College Radiologic Program Director will conduct the training.

The Radiologic Technology Program at City College MSUB does not include radioisotopes or radiation therapy equipment, so such exposures are not possible, and hence are not covered by this policy.



Radiologic Technology Program Accidental/Excessive Radiation Exposure Incident Notification Form

If an incident of accidental and/or overexposure of ionizing radiation occurs at a City College Radiologic Technology Program Clinical Site or in the City College Radiology Laboratory, the Program Director and Radiation Safety Officer (Clinical Facility and City College) must be notified in writing using this form.

If 100 mrem or more in any given quarter and if the student is under 18 years of age, has a whole- body exposure total or exceeds 30 mrem in a given month, the student will be counseled by the City College RSO on safe radiation practices and A.L.A.R.A.

Radiation Exposure Level: _____

Date of Accidental/Excessive Exposure: _____

Location of Accidental/Excessive Exposure: _____

Description of event:

Student: _____

Date: _____

Program RSO: _____

Date: _____

Program Director: _____

Date: _____

Radiologic Technology Program Radiographic Repeat Policy

All radiographs taken by a student must be approved by the supervising or lead technologist, a certified staff radiologic technologist or the clinical instructor before the patient is dismissed from the radiology department.

If a radiograph must be repeated for any reason, the following procedure must be followed:

1. The student must discuss with the supervising technologist the purpose for the repeat exposure.
2. The student must repeat the radiograph in the presence of a radiologic technologist who understands the reason for the repeat exposure. This ensures that the student made the proper corrections.
3. All radiographic images that are repeated must be recorded as a “Repeat” on the daily exam log sheet, with a brief description/reason for the necessary repeat exposure. The radiographer who directly supervised the repeat shall initial the log sheet. The exam logs shall be retained by the students and program via the Platinum Planner secured online tracking platform.
4. The logging of repeat exposures is required to help the student, program faculty, and clinical preceptors identify recurring repeat patterns. The student may be required to perform additional study if a pattern is established.

Violation of the repeat policy shall affect the clinical grade and possibly dismissal from the program.

Supervision Policy

The clinical education settings are required to have the capacity for operating without relying on student manpower. There must be a minimum of one technologist for each student at the facility (1:1 ratio), per JRCERT Standards.

All radiography students shall always have the appropriate supervision during clinical education. The level of supervision will be determined by the completion of competency evaluations of the students. All students must have direct supervision for every procedure performed until a successful competency evaluation has been achieved.

Upon successful completion of a competency evaluation, students may perform procedures under indirect supervision.

Students must have all radiographic images approved and documented by a qualified certified technologist before those radiographic images are sent to the radiologist for diagnosis.

Direct supervision is defined as a student under the following parameters:

- a. A qualified radiographer reviews the procedure in relation to the student's achievement.
- b. A qualified radiographer evaluates the condition of the patient in relation to the student's knowledge.
- c. A qualified radiographer is present **during** the performance of the procedure.
- d. A qualified radiographer reviews the procedure and images with the student and approves the procedure.
- e. A qualified radiographer is present **during** the student performance of any repeat of any unsatisfactory radiograph.

Indirect supervision is defined as supervision provided by a qualified radiographer immediately available to assist students regardless of the level of student achievement. Immediately available is interpreted as the presence of a qualified radiographer adjacent to the room or location where a radiographic procedure is being performed. It does NOT mean that the radiographer is available by phone or pager. This availability applies to all areas where ionizing radiation equipment is in use.

Supervision: Mobile Radiography

Radiography students **must be accompanied by a qualified radiographer at all times during mobile procedures to follow direct supervision policy**. Appropriate protective apparel must be worn during the performance of all mobile procedures. Refer to the safety, protection, and radiation monitoring policy.

Supervision: Make up Time

All clinical time which is assigned as make-up time for a previous absence shall be under direct supervision of a licensed, registered radiographer. A student shall not take the place of a radiographer.

Supervision: Repeat Exposure

All repeat radiographs must be performed under the direct supervision of a licensed, registered radiographer regardless of the student's level of competency. All repeat exposures will be logged on the daily exam log sheets with a brief description of the reason for the repeat exposure and initialed by the supervising Technologist. Daily exam logs are monitored by the Clinical

Coordinators. Students showing trends of repeat errors will be counseled and require additional training in the simulation Lab at the College under the instruction of the Lab Instructor.

Violation of the supervision policy will result in probation, which will affect the clinical grade, as well as ultimately lead to dismissal from the program.

Holding of Patients and the Image Receptor (IR)

City College Radiologic Technology students are not to hold patients or the image receptor (IR) at any time for any reason during their laboratory/clinical experience while performing radiographic examinations.

Performance Evaluations

A performance evaluation is performed at least three times per semester by the technologists and the clinical instructors at the clinical education settings. These evaluations are a mechanism to allow the student to be aware of their performance while in the clinical education setting.

Additional performance will be performed by the students' Clinical Coordinator(s) when calculating final clinical grades each semester. Final clinical grades consist of an accumulation of exam competencies, exam log sheets, attendance, and clinical performance evaluations and are calculated at the discretion of the respective Clinical Coordinator.

Students are being monitored and evaluated during the entire semester and are graded as such. The performance evaluation is not a snapshot of any one day but rather a compilation of: (1) Integrity, (2) Empathy/Patient Advocacy, (3) Self-Motivation, (4) Self-Confidence, (5) Critical Thinking, (6) Respect, (7) Teamwork, (8) Communication, (9) Time Management, and (10) Appearance/Personal Hygiene while in the clinical education setting. Each of these 10 areas of the Student Performance Evaluation are evaluated as either:

Exceeding Expectations (3 points); Meeting Expectations (2 points) or Not Meeting Expectations (1 point).

While a student should strive for the highest grade, he/she must understand that meeting expectations is what is expected and is a normal grade. The student evaluation forms are electronically sent to the clinical preceptors (CP's) at each clinical site, via Qualtrics, to disperse to random technologists who have worked closely with each student. The submitted Qualtrics forms are then automatically sent to a secured online collection system and the Clinical Coordinators and Program Director are the only individuals with password protected access to the student evaluations and are notified of the completed submissions via email. The student

evaluation forms are kept safe and confidential, and the Clinical Coordinators share the scores and recorded comments with each student, maintaining privacy and confidentiality.

Clinical Evaluation Due Process Policy and Procedure

It is the policy of the radiography program to provide all students with the opportunity to comment on their clinical evaluation. The student's signature is not an indication of agreement but a validation of discussion with the Clinical Coordinator. In the event the student disagrees with the evaluation, to the extent of non-acceptance, the student shall abide by the following procedure:

1. Within 3 days after receiving the evaluation, the student shall discuss with the Clinical Coordinator, the reasons for the dispute.
2. If the issue has not been resolved after discussing the evaluation with the Clinical Coordinator, the student shall meet with the Clinical Coordinator and Clinical Preceptor (CP) together within 5 days of the evaluation issue date.
3. Within 2 weeks (10 days) of the evaluation issue date the student; Clinical Coordinator and CP shall jointly review the evaluation. In the event of faculty or CP absences, a mutually agreed upon date shall be set in a timely fashion so as to facilitate the student's education.
4. Immediately following the review, the student may request a re-evaluation performed jointly by the CP and the Clinical Coordinator.
5. In the event of a re-evaluation, the new evaluation will supersede the original and become a portion of the clinical grade.
6. All discussion and applicable re-evaluations must be completed within 1 month of the initial evaluation.
7. If the issue has not been resolved following the joint re-evaluation, the student is referred to the college grievance procedure.
8. All evaluations and re-evaluations will become a part of the program's student records.

Student and Program Faculty Evaluation of the Clinical Sites and the Clinical Preceptors

The students and program faculty will evaluate the Clinical Preceptors (CP's) and clinical sites on a regular basis. Students will be given the opportunity to evaluate the Program Faculty each semester via an online evaluation sent out by the College. Students will also evaluate their respective CP's and clinical sites, conducted as needed, but at a minimum of at least once per year for all CP's and clinical sites that will be sent out via Qualtrics surveys. The results of this data will be used by program faculty to make improvements in clinical education and overall program efficiency and will be shared with clinical site CP's and management teams during monthly Clinical Instruction meetings (via Microsoft Teams Meetings online or in-person at the clinical sites), and with members of the Advisory Board at the annual Advisory Board Meetings held in June, or as needed.

The Qualtrics surveys will be sent to each student via email and results will be securely stored electronically. The Clinical Coordinators and Program Director will be the only individuals with permission and access to the resulting surveys. The students will have the option to include their name, but it is not required. Results may be submitted anonymously.

Each **Clinical Site** will be rated on the following scale:

5= Excellent, 4= Very Good, 3= Good, 2= Needs Improvement, 1= Poor

The categories rated will consist of the following with room for subjective and constructive comments:

1. Overall Clinical Experience
2. Knowledge and teaching ability of technologists at the site(s)
3. Ability to learn radiographic skills within the department, such as encouraging performance and assistance during exams.
4. Recognition of any Technologist(s)/CP(s)/Radiologist(s)/RPA(s)/Management that had a *positive* impact on clinical education/experience.
5. Recognition of any Technologist(s)/CP(s)/Radiologist(s)/RPA(s)/Management that had a *negative* impact on clinical education/experience.

Each **Clinical Preceptor** will be rated on the following scale:

5= Strongly Agree, 4= Agree, 3= Neither Agree/Disagree, 2= Disagree, 1= Strongly Disagree

The categories rated will consist of the following with room for subjective and constructive comments:

1. The clinical preceptor made the objectives and criteria of the clinical rotation clear.
2. The clinical preceptor assigned/approved patient exams which promoted learning.
3. The clinical preceptor was available to work with individual students during assigned clinical hours.
4. The clinical preceptor demonstrated competency in her/his field of knowledge.
5. The clinical preceptor encouraged students to apply theory to the clinical situation.
6. The clinical preceptor used clinical time effectively by stimulating problem solving and critical thinking.
7. The clinical preceptor provided encouragement to all students.
8. The clinical preceptor facilitated critical thinking by asking appropriate questions of students.
9. The clinical preceptor was supportive of students when dealing with staff personnel at the clinical sites.
10. The instructor encouraged reflection when discussing problems that may have impeded learning.

Disciplinary Action

The program utilizes a Performance Improvement Plan (PIP) to outline and document factual information specific to any violation (see PIP Form previously mentioned in Handbook). This process will be used for both the didactic and clinical education setting, allowing the student the opportunity to correct unacceptable behavior(s) or issue(s). Any violation of City College at MSUB policies, Program policies, student handbook expectations and policies, program attendance, or Clinical Site violations may be evaluated for disciplinary action at the discretion of but not limited to the Program Director, Program Faculty/Instructors, or Clinical Coordinators & Clinical Preceptors. An overview of the action in question will be discussed with the student and the student will be counseled on how to improve their performance. The student will be given the opportunity to receive any additional tools that the program can assist with to help resolve the issue. There will be a timeline in which the student will be given the opportunity to improve upon their performance and reevaluated for the event/violation. The following will outline the chain of disciplinary actions and consequences taken in order of offense(s):

1. First offense-Verbal Warning.

2. Second offense-Performance Improvement Plan (PIP) with Timeline
3. Improvement within timeline-No further action required.
4. Failure to improve within timeline-Write up with a full letter grade drop.
5. Third offense- Additional write up (PIP) with one full letter grade drop and 1-week suspension from program. All time missed must be made up and coordinated with Program Director and Clinical Coordinator(s) and will not negatively impact the rest of the program cohort(s).
6. Fourth offense- additional written documentation (PIP) with an automatic “F” in corresponding course in which the event occurred, which will result in dismissal of the program.

Pre- & Competency Evaluations

The philosophy of the program is founded on competency-based education. The student progresses from theory and foundations in the classroom and lab to hands on work with patients in the clinical setting. In the first clinical semester of the program, initially the student should be assisting the radiographer in the performance of procedures that have been studied in class. Clinical objectives have been designed to help the student learn and assist as clinical education progresses. The objectives are stated in the syllabus for each clinical course. Students will achieve Pre-Competencies of all exams in the Lab setting under the instruction of program faculty. These will be uploaded and logged in Platinum Planner. Once the student receives the Pre-Competency, they can attempt to perform a Competency at the Clinical site on real or simulated patients under the direct supervision of a licensed Radiologic Technologist. Students are encouraged to achieve Competencies on real patients when feasible.

Students must demonstrate competence in all ten (10) patient care activities listed in the general patient care tracking form. These activities should be performed on patients; however, simulation is acceptable if regulations prohibit students from performing the procedures on patients. These skills will be covered in the Patient Care Course and signed off by the Instructor of the course.

There are core competencies that all individuals must demonstrate to establish eligibility for the national ARRT certification. These requirements are in addition to graduation from an educational program accredited by a mechanism acceptable to ARRT. The requirements listed

are the minimum core clinical competencies necessary to establish eligibility for participation in the ARRT Radiography Examination. ARRT encourages individuals to obtain education and experience beyond these core requirements. This document will be periodically updated to reflect changes in the requirement of professional practice.

Students must demonstrate competence in all 36 mandatory procedures listed in the mandatory tracking form. These procedures should be performed on patients; however, up to eight (8) mandatory procedures may be simulated if demonstration on patients is not feasible. **As of Fall 2022, these competency skills are logged and tracked in the secure PLATINUM PLANNER online tracking platform.**

Because the mandatory procedures do not cover the full range of clinical competencies, elective procedures were added to increase the skill level of radiographer. Students are required to demonstrate competence in 15 of the 35 elective procedures listed in the elective evaluation tracking form. Students **MUST** select one competency from the head category, and two procedures from the fluoroscopy category. One of the fluoroscopy procedures must be either an UGI or a BE. Elective procedures should be performed on patients; however, 5 of the 15 may be simulated if demonstration on patients is not feasible.

******Pre-competency and Competency forms are available on D2L for each corresponding course that requires them. ******

ARRT Procedure Tracking

Students are required to keep track of all radiography procedures that they perform while in an educational setting. Clinical forms to help students log all examinations under the categories that are set by the ARRT, Course syllabi, Pre-competency and Competency Forms, and a General Patient Care Tracking Form are available to students in the corresponding D2L didactic and clinical course shells. Students will submit these forms to Platinum Planner for documentation of completed tasks and skills for grading purposes. This will help in determining your readiness for evaluation and competency. It is suggested that a minimum of 5 procedures be completed prior to asking for a competency evaluation in any category. A variety of patient types will ensure that the student is indeed capable of performing procedures in any circumstance. **As of Fall 2022, clinical documents and competency skills are logged and tracked in the secure PLATINUM PLANNER online tracking platform. All other forms will be tracked and graded in D2L.**

ARRT (R) Imaging Procedures Tracking

ARRT (R) Candidates must demonstrate competence in all 36 procedures identified as mandatory. Procedures should be performed on patients whenever possible. A maximum of ten mandatory procedures may be simulated if demonstration on patients is not feasible. Candidates must demonstrate competence in 15 of the 34 elective procedures. Candidates must select at least one of the 15 elective procedures from the head section. Candidates must also select two electives from the fluoroscopy section as part of the 15 electives. Elective procedures should be performed on patients whenever possible. If demonstration on patients is not feasible, electives may be simulated. Institutional protocol will determine the positions and projections used for each procedure.

Demonstration of competence must include:

- 1) Patient Identity Verification
- 2) Examination Order Verification
- 3) Patient Assessment
- 4) Room Preparation
- 5) Patient Management
- 6) Equipment Operation
- 7) Technique Selection
- 8) Patient Positioning
- 9) Radiation Safety
- 10) Imaging Processing
- 11) Image Evaluation

The ARRT has determined these specific groups (categories) of procedures that all technologists (and students) must have mastered to be competent radiographers (see <https://www.arrt.org/pages/arrt-reference-documents/by-discipline> for a current and complete list of ARRT didactic and clinical requirements).

ARRT Limited Permit Exam & Program Policies

All students in the City College MSUB Radiologic Technology program are eligible to sit for the Montana Limited Scope of Practice in Radiography Exam administered by the ARRT (<https://www.arrt.org/news/article/2019/09/20/clarification-added-to-arrt-documents-for-limited-scope-of-practice-in-radiography>) after they have achieved 450 clinical hours, verified by the Program Director. This makes them eligible during the second semester of the program. It is not mandatory that students take this test; however, there are employment opportunities *outside of the program* for students who successfully pass and apply for these positions. Successful completion of the exam is achieved with a score of 70 or higher on the ***CORE exam only***. Students within the program are not required to take the additional body part positioning exams because they are still in an accredited Radiologic Technology Program. Should the student withdraw or become expelled from the program, the program Director will notify the MT State Board of Radiologic Technologists and the student must sit for the additional exams to maintain their Limited Permit Holder license. Failure to do so can and will result in termination of the license obtained while in the program.

Students who become employed as Limited Permit Holder Techs while in the program must adhere to specific program policies. This includes but is not limited to the following:

1. Limited Radiologic Technologist's hours worked by the student ***must not conflict or interfere*** with required clinical hours required to graduate from the City College at MSUB Radiologic Technology Program.
2. Clinical hours and program requirements are top priority, and any Limited Tech hours must be scheduled on the student's own time, outside of the program.
3. Students are not permitted to work as Limited Techs while performing clinical hours in the capacity of a student.
4. Students working as Limited Techs are not permitted to comp any other student while working as a Limited Tech and are not permitted to comp any exam for themselves while in the working capacity. Any exams performed while working as a limited do not count for logged exams as a student and do not count toward the student's grade.
5. Student Dosimeters are not permitted to be worn while working a Limited Tech. Limited Techs must have separate badges that are supplied and monitored by the employer. It is the responsibility of

the student to combine any dosimeter reports between the College and the employer.

6. Limited Techs are not licensed or permitted to perform any Fluoroscopic or C-Arm exams.

State of Montana Board of Radiologic Technology Limited Permit **X-Ray**

Students who successfully pass the ARRT Limited Scope of Practice in Radiologic Technology and plan to work as a Limited Tech must apply and pay for a MT State License. For specific information on filing an application, obtaining the license application, and a detailed listing of the requirements go to <https://boards.bsd.dli.mt.gov/radiologic-technologists/license-information/limited-permit-xray>.