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NORTHWESTERN MICHIGAN COLLEGE
DENTAL ASSISTANT PROGRAM

GENERAL INFORMATION

Certificate Degree Program vs AAS Degree: (see program maps – Appendix A)

►Certificate in Dental Assisting - This option can be completed in one calendar year. The certificate program includes dental assistant courses, two allied-health courses, BUS155 – Interpersonal Communications OR COM 111 – Public Speaking, and potentially math, English and/or biology depending on the students’ level of competency in these subjects. Students must place into MTH 111 or successfully complete MTH 23 prior to starting the program. Also, students must place into ENG 111 or complete any required courses below ENG 111 as indicated on their placement test prior to starting the program. Completers of the Certificate program are eligible for both State and National credential exams. There are a total of 42-43 credits (minimum) required to attain the Certificate.

►Associate of Applied Science Degree in Dental Assisting - This is a two-year program that includes both dental assistant and general education course work. The graduates of the AAS degree are also eligible for the credential exams. Required courses are listed on the attached program map. There are a total of 60-61 credits (minimum) in the degree program.

►Courses required for the completion of the Certificate degree or Associate degree are on the program map (Appendix A).

Certificate of Achievement:

Satisfactory completion (minimum cumulative 2.0 GPA and a 2.0 or higher in each required HDA and HAH course) of the Dental Certificate Program will qualify the student for a certificate of achievement and the opportunity to sit for both the State (RDA) and National (CDA) Board Exams.

Associates Degree:

Satisfactory completion of the AAS Degree Program (minimum cumulative 2.0 GPA and a 2.0 or higher in each required HDA and HAH course) will qualify the student for an Associate of Applied Science degree in Dental Assisting and the opportunity to sit for both the State (RDA) and National (CDA) Board exams.

Full-time/Fall Start

Both options for completing the program must be taken on a full-time schedule and students must start dental assistant courses fall semester. Students will meet with the program director prior to each semester to determine their class schedule.
**Credentials:**

- **CDA (Certified Dental Assistant)** - Candidates who successfully pass the Dental Assisting National Board written exam earn the credential CDA. This credential is recognized throughout the majority of the United States.

- **RDA (Registered Dental Assistant)** - Candidates who successfully pass the State Licensure written and clinical exam earn the credential RDA. This credential is recognized in Michigan and may or may not be recognized in other states.

**Dental Assistant Program Outcomes:**

Graduates of the dental assistant program should be able to:

- Demonstrate the skills necessary to provide a safe environment for patients and staff. This includes knowledge of OSHA requirements as well as in-depth knowledge of infection control procedures.
- Demonstrate mastery of basic dental theory including concepts of dental anatomy, dental disease and restorative dentistry.
- Perform chairside duties competently and proficiently. This includes a working knowledge of dental materials.
- Demonstrate knowledge of radiation safety and a proficiency in clinical radiographic skills.
- Demonstrate the ability to perform dental laboratory duties.
- Possess the knowledge and skills needed to promote preventive dental care and to provide patient education regarding dental care.
- Possess basic office skills that are applicable to the business side of dentistry including computer hardware and software skills.
- Possess a professional and collaborative work ethic that recognizes the legal and ethical responsibility of those employed in the dental field. This includes HIPAA and patient privacy knowledge.
- Possess effective communication skills, both written and verbal, when dealing with dental patients and the dental team.

**Student Health:**

**Certificate of Health:**

All students must have a Certificate of Health form completed and submitted to the dental assistant program director. Students will be required to present the completed, signed, and dated form to the program director by the first week of fall semester classes. If not submitted, students will be academically withdrawn from fall dental assistant courses. Students may have the health form completed through NMC’s Health Service office. This office is located on the main floor of the Les Biederman Building (phone 995-1255). If preferred, a licensed health care provider, i.e., family physician, may complete and sign this form.
**Immunizations:**

The student may need to update immunizations if they have not had a tetanus immunization or booster within the last 10 years and a Tuberculosis test within the last year. If the student has not had the Hepatitis B vaccine series, it must be started prior to patient contact - radiography lab fall semester. The series is given in 3 visits over a six-month period. This series is available through NMC’s Health Service, payable at each visit. **Note: While a hepatitis B waiver is possible, it is not recommended for students choosing a career in dental assisting.**

**Health Care Costs:**

As Northwestern Michigan College and the Dental Assistant Department are not responsible for health care costs incurred by students as a result of clinical practice, it is strongly recommended that all students obtain personal health care insurance and/or make arrangements for the payment of any such expenses.

Every effort will be made to prevent accidental injury and illness and to insure that students are assigned to care for patients whose health care needs are estimated to be within that students’ expected skill levels. Each student will be informed of and expected to maintain Universal Precautions in the performance of all patient care. It is the student's responsibility to thoroughly prepare themselves at the appropriate learning level for the dental care of their assigned patients and to take appropriate precautions against personal injury and illness. It is important to note, through no fault of the college, instructors, or clinical office, that the possibility exists that a student could accidentally injure or expose him/herself to disease. If an injury occurs in the clinical setting, the facility may require emergency room care and/or medical follow-up. The cost of this and any other care is the responsibility of the student. All students, therefore, should have personal health care coverage. Information about student health insurance is available through NMC’s Health Services.

**Updating Health Information:**

It is the student’s ongoing responsibility to keep required health information current. TB tests must be updated annually and CPR status must be updated annually and/or bi-annually (depending on the expiration date on your CPR card) and all major health changes that affect your completion of learning objectives must be documented in your student file through the Health Occupations office. Medical releases following an injury or illness are included in these health update requirements.

**Liability Insurance:**

Students are covered by the College’s liability insurance policy while currently enrolled at NMC. In addition, it is recommended that students have their own liability insurance coverage.
Additional Information:

During the student’s internship placements, the clinical office(s) have a right to require compliance with the OSHA Standards. The clinical office(s) have the responsibility for overseeing that quality dental care is delivered in a safe manner which serves to protect the patient and the provider of care. It is the responsibility of the dental office staff of the internship offices to observe and remind the students about universal precaution measures and to report to the faculty member repeated non-compliance by a student. **The internship office(s) have the right and responsibility to request the College terminate a internship rotation of a student with repeated failures to comply.**

In the event of occupational exposure, the student who encountered the exposure should immediately inform office personnel and complete the necessary paperwork. In addition, the student must immediately contact the instructor and fill out a NMC Incident Report. The student should seek medical assistance and documentation of the visit must be sent to the Dental Assistant Department at NMC. A medical evaluation should take place no later than seven (7) days after the exposure. If follow-up testing and/or treatment are performed, documentation of that testing (not test results) and treatment must be forwarded to the Dental Assistant Department at NMC.

**ANY COSTS OF EVALUATION AND TREATMENT RELATED TO THIS EXPOSURE WILL BE THE RESPONSIBILITY OF THE STUDENT.**

The student **does have the right to refuse** any blood test and/or prophylaxis treatment. **HOWEVER,** such refusal must be documented and copies will be retained by the internship office involved and sent to the College.

These policies are being implemented primarily to protect students from the potentially grave effects of exposure to Hepatitis B and other infectious agents. The policies are also required by the recently enacted OSHA Standards. If you have any questions or concerns regarding any of the above, please feel free to call NMC’s Health Occupations office at 231-995-1235.

Personal Standards:

The appearance of the student enrolled in the dental assistant program should reflect their aspiration to attain professional standards. Professional appearance includes much more than the clothing that one wears. It includes grooming, hygiene, and having a positive demeanor towards others. The student must also be in compliance with the dress code of any office where they are assigned for internship hours.

1. Appearance -
   a. For chairside clinical class, clean and wrinkle free scrubs must be worn. For dental materials lab and radiography lab an OSHA approved lab jacket must be worn. Additional details follow below under the heading “Uniforms.”
b. OSHA approved clinic shoes - must be clean.
c. While in uniform, a professional hairstyle is a must. If hair is long, it must be secured back and not interfere with the health and safety of the patient or the student.
d. Nails must be kept short and well-groomed with conservative or no polish. Acrylic nails are not acceptable for work in the healthcare field.
e. Minimal (if any) jewelry.

2. Behavior -
   a. Attitudes observed in lecture and lab courses should display evidence of interest, honesty, dependability, teamwork and respect for others.

Books:

Books can be purchased at the NMC Bookstore located in the lower level of West Hall. Please be prepared to purchase books prior to the first day of your class. Following are the required textbooks needed for dental program courses. Please contact the bookstore if you have questions prior to purchasing books, would like information regarding on-line ordering of textbooks, or bookstore hours of operation. The phone number is 231-995-1285 and the website is nmc.edu/bookstore.

Required:

- Syllabi will be provided in each course the first day of the class and posted to the MOODLE website.
- BLS for Health Care Providers textbook – American Heart Association– **recommended** if enrolled in CPR course through NMC

Recommended:

**Instruments and Supplies:**

All of the instruments and supplies used in the dental lab and clinical courses are provided for student use while enrolled in these classes. The lab fees help to defray the costs incurred for these items. Students are not required to purchase instruments or supplies for individual use. NMC instruments may be borrowed for state board exams, however a hold will be placed on students’ NMC account. Once instruments are returned this hold will be released and you have no other holds, NMC will release transcripts to the State of Michigan.

**Uniforms:**

Students will be required to purchase a uniform consisting of scrubs, OSHA approved lab coat, and clinic shoes. These can be purchased at Karen’s Uniforms, other area stores, catalogs, or on-line. The OSHA approved lab coat is required for Dental Materials Lab, Radiography lab, Introduction to Dentistry, and Dental Office Management. Full uniforms are required for Chairside Procedures Lab.

Your uniform will include a scrub top and pants, an OSHA approved lab jacket, OSHA approved clinic shoes, and name tag. All shoes must be clean. All scrubs and lab jackets must be clean and wrinkle free.

- The OSHA approved lab jacket needs to be worn when you observe in a dental office for **Introduction to Dentistry** (2 hours) and **Dental Office Management** (2 hours). You also need to wear it when working with patients in **Radiography Lab**, **Chairside Lab**, and **Dental Materials Lab**, and during **Dental Internship I and Dental Internship II**. To spread out your costs, you need to purchase the lab jacket for fall semester and the scrubs for spring semester. The lab jacket can be a solid color or print of your choice and the scrubs a solid color of your choice.

- Plan to purchase your scrub top and pants so you have it for the first day of **Chairside Lab** spring semester.

- When you are registered for Dental Internship I and Dental Internship II you must have a scrub top and pant, OSHA approved lab jacket, clinic shoes, and a **name tag**.

- Your **name tag** (purchased by NMC) must be worn to the Introduction to Dentistry and Dental Office Management observations, Dental Internship I and II, Dental Radiography lab, and Chairside lab. If your name tag is lost, you will need to cover the cost of replacing.
Internships/Work Experience:

Typically, students will log up to 332 hours in general dental practice settings, and will observe in four specialty offices for the remaining 28 hours for a combined total of 360 hours for Internship I and Internship II. Each student will work with the instructor to arrange their internship assignments.

- Summer semester, students are assigned to select dental offices in the community for approximately 30 hours per week.
- Students are required to provide their own transportation to their assigned dental office.
- Additional information, forms, and procedures regarding internships will be provided by the instructor.

Options for Obtaining Required Cardiopulmonary Certification:

BLS for Healthcare Providers CPR Certification is required for the Dental Assistant Program. Students **MUST** have current certification **prior** to patient contact. Therefore, students must obtain certification prior to or at the beginning of fall semester. Also, BLS for Healthcare Providers is required in order to sit for the CDA National Board Exam and the RDA State Exam. The certification must be current when you sit for the exam.

- **For those who are not currently CPR certified:**

  Completion of a CPR course for Health Care Providers offered off campus or through successful completion of the NMC .2 credit BLS for Health Care Providers course (HPD 110). **Please note that not all CPR certifications are accepted. If you are going to take or have taken a course other than through NMC, this certification must be approved by the dental assistant program director.**

- **For those who have current BLS for Healthcare Providers CPR certification:**

  Exam candidates whose certification **will not lapse** prior to sitting for the CDA and RDA exam are all set.

  If certification **will lapse prior** to sitting for the CDA and RDA exam, students have the following options for recertification:
  
  - successful completion of the NMC .2 credit BLS Recertification course (HPD 120) which is offered fall and spring semesters.
  
  - A class through an off-campus agency such as American Red Cross; American Heart Association; or a local hospital.

Please know the location of your CPR card. Make sure it is signed. You will need a copy of the front and back of the card when applying to take your CDA and RDA exams.
Scholarships:

There are various scholarship opportunities for Dental Assistant students. If interested, see the program director for more information. (NOTE: These scholarships are specifically for students who plan to pursue a career in dental assisting and are awarded after successful completion of one semester.) Additional scholarship information can be found at www.nmc.edu/scholarships

POLICIES

Note: The following are general policies for the Dental Assistant Program. However, it is the students’ responsibility to know the specific policies for all courses they are enrolled in at NMC. These may differ slightly depending on the course content and instructor.

Attendance:

Since dependability and responsibility head the list of desirable attributes of a good dental assistant, students in the program will be expected to be in attendance for all lab and lecture courses. Excessive absences or tardiness to classes is seen as a lack of interest in the program. your final grade will be lowered if absences or tardiness become an issue. Please see the following guidelines for each of the dental course formats. In the event that an absence is necessary, it is the students' responsibility to contact the instructor prior to class time. If the instructor is unavailable, please leave a message on the instructor’s voice-mail. It is also the students' responsibility to meet with the instructor after returning to class to get missed materials and/or assignments. If a test is given at the next class session, the student is to be prepared for the test, as missing the session before a test is not a legitimate reason for being unprepared.

Absences per course: You may miss class or be tardy for a class a specific number of times without it affecting your final grade. However, any absences or tardiness beyond the number specified below will lower your grade 0.5 per absence i.e., 3.5 lowered to a 3.0:

- 5 week courses 1 absence/tardy
- 7 - 10 week courses 2 absences/tardy
- 15 week courses that meet once a week 2 absences/tardy
- 15 week courses that meet twice a week 3 absences/tardy

Cheating:

Any student caught cheating during a test/exam will be automatically suspended from the course and program.
**Grading:**

The following grading scale is used in all dental courses.

<table>
<thead>
<tr>
<th>Percentage</th>
<th>Numerical Grade</th>
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<tbody>
<tr>
<td>95-100</td>
<td>4.0</td>
</tr>
<tr>
<td>90-94</td>
<td>3.5</td>
</tr>
<tr>
<td>85-89</td>
<td>3.0</td>
</tr>
<tr>
<td>80-84</td>
<td>2.5</td>
</tr>
<tr>
<td>75-79</td>
<td>2.0</td>
</tr>
<tr>
<td>70-74</td>
<td>1.5</td>
</tr>
<tr>
<td>65-69</td>
<td>1.0</td>
</tr>
<tr>
<td>&lt;65</td>
<td>0.0</td>
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In any HDA OR HAH course, there is no rounding off of grades. For example, to get a passing grade, the percentage grade must be a 75 or above, i.e., 74.9 is *not* passing.

**Late Assignments:**

All assignments are due to the instructor on the stated date for each specific assignment. If the instructor is not available, papers may be left with the Health Occupations Office Manager. Failure to submit an assignment by the date/time due will result in a 0.0 or a grade reduction depending on class policy.

**Plagiarism:**

If a writing assignment is plagiarized, the resulting grade will be a 0.0 and will result in dismissal from the program.

**Testing:**

It is the student's responsibility to be prepared for all quizzes, tests, performance evaluations and exams. In the event of an unexpected absence that is beyond the student's control (serious illness, accident, death of an immediate family member, etc.), the student must notify the instructor prior to class.

In each of the dental assisting lecture courses, one test may be made up, but **MUST** be taken prior to the next session of the missed class. Any additional tests will be given a 0.0 and cannot be made up.
**Academic Standing/Progression:**

To progress in the Dental Assistant Program, the student must achieve a grade of 2.0, a 75% or higher, or a Satisfactory rating in any dental assistant (HDA or HAH) course that has been attended beyond 25% of the course. For courses that are graded on an S/U basis, the student must achieve a satisfactory grade for each course evaluation criterion listed.

- Failure to progress will result in dismissal from the program and will require a completed written request for readmission if the student wishes to return to complete the dental assistant program. Readmission will be granted no more than one time. See section “Readmission Following Dismissal”.

- If readmission is granted, progression in the program is dependent upon satisfactorily completing any failed dental assistant (HDA or HAH) course (less than 2.0, U) and successfully completing any remaining program requirements.

- It is the responsibility of the student to satisfactorily complete the dental assistant program within five (5) years from the time of enrollment in the first dental assistant course. Due to the constant addition of new information and the specialization of the field of dental assisting, it may be necessary to repeat a course or courses if the student has withdrawn from the program for a period of one year or longer.

**Dismissal**

A student will be dismissed from the program for the following reasons:

- Achievement of less than a 2.0 cumulative grade point average.
- A grade of less than 2.0 or a "U" in any course with an HDA or HAH designation.
- After withdrawing from a dental assistant class/lab that has been registered for and/or attended for less than 25% of the course a total of three times.
- Failure to complete any HDA or HAH courses that are attended beyond 25% of the course with a 2.0 or satisfactory grade.
- Cheating and plagiarism.
- Failure to meet terms of probation.
- Demonstration and/or evidence of a mental and/or physical health condition that is deemed by the dental assistant faculty to be dangerous to the student, peers and/or to clients.

**Readmission Following Dismissal**

To be readmitted in the program, a written request for readmission must be sent to the Director of the Dental Assistant Program. Application forms are available in the Health Occupations department. Reacceptance of the student will depend upon correction of the reason for dismissal and space being available in the course to which the student is seeking readmission. When applying for readmission, keep in mind the fact that you may be required to repeat or audit previous courses. A student may be readmitted a maximum of **ONE TIME**.
Guidelines for Dental Assisting Due Process: (Appendix B)

1. When the instructor observes performance that is not acceptable, generally the first step is to remediate and/or instruct the student regarding expected course performance. **Issues such as lack of appropriate preparation or a safety violation will result in a verbal warning or appropriate due process step as described below.**

2. In assessing the significance of a student performance issue, there will be review the student’s file for previous related performance issues and/or existing due process documents. The instructor can access the student file in the dental assistant program director’s office or request a review by the course instructor.

The steps of due process are cumulative and go with student from course to course. If, for example, a student has a verbal warning in a course, the instructor in another course who has the same problem should issue the written warning. It is imperative that the instructor review the student’s file for evidence of previous problems before deciding what next step should be used.

3. When the instructor notices that violation of some aspect of expected performance persists after intervention in Step 1 above or finds documentation that this is a problem that has occurred before, the instructor will issue a formal **verbal warning**. This consists of a verbal statement to the student that any further violation will result in a written warning. It includes a discussion of the problem with the student and suggestions for remediation. The details of the event and instructor follow-up will be clearly documented in the student’s course evaluation. In addition, the instructor will complete a Verbal Warning form, obtain signatures, and then send the form to the program director to be placed in the student file. **The person filing this form also needs to note it on the Student Corrective Activity Sheet that is located in each student file located in the program director’s office.**

4. Any further related violation will result in a **written warning**. Attached is a sample of a Written Warning report form. The student’s file will be reviewed for any previous related warnings. The instructor needs to discuss the significance of the written warning and suggestions for remediation with the student. After obtaining signatures, the Written Warning document will be placed in the student file and noted on the **Student Corrective Activity Sheet.**

5. Additional violations will result in probation. Attached is a Program Probation form. The violation will be discussed with the instructor and with the student as described above. The Probation Document and note on the **Student Corrective Activity Sheet** will be filed in the student’s chart.

6. Violation of probation will result in course failure.
7. There will be careful documentation of the events as well as careful review of the evaluation tool and determination of what aspects of the evaluation are in question.

8. The instructor for the course is available to assist in determination of when due process steps need to be taken, the level of the response that is appropriate for the situation, and for assistance with advising the student.

9. Critical performance issues that put the safety and welfare of the patients at risk can result in immediate probation or failure. The instructor and Dental Assistant Program Director will assist with decisions requiring this level of response.

**Cell Phone Use**

Cell phones should never be heard ringing in the classroom. Out of respect for your fellow students and the instructor(s), turn them off before coming to class. Do not send or read text or e-mail messages during classes or labs. If, as a result of a family emergency, you are expecting a truly important call during a class, set the cell phone to the vibrate mode and then sit in the back of the classroom. If a call does come in, excuse yourself as unobtrusively as possible to take the call. Bear in mind that taking calls during class must not become routine. It is acceptable only during legitimate emergencies.

In order to follow proper infection control protocol, cell phones must never be visible in the dental lab or clinic.

**Commission on Dental Accreditation - Complaints:**

The accredited dental assistant program at NMC is responsible for developing and implementing a procedure demonstrating that students are notified, at least annually, of the opportunity and the procedures to file complaints with the Commission. The Commission’s accreditation standards are available from the dental assistant program director and are also located in a binder in HS112. The binder has the instructions for submitting a complaint and the Complaint form. These complaints will be forwarded directly to the Commission. The program must maintain a record of student complaints related to the Commission’s accreditation standards. The Commission on Dental Accreditation can be contacted directly at – Commission on Dental Accreditation, 211 East Chicago Avenue, Chicago, IL 60611-2678 or by calling 1-800-621-8099 extension 4653.

**NMC Student Handbook/Student’s Rights and Responsibilities Process:**

Student’s basic rights within the NMC college community are defined in the NMC Student Handbook – Student’s Rights and Responsibilities. This information can be located in the NMC catalog or located on-line at [www.nmc.edu/policies/srr](http://www.nmc.edu/policies/srr).
**Physical and Cognitive Abilities - (appendix C)**

Students will be requested to read, and if agreed upon, sign the “Declaration of Specific Physical and Cognitive Abilities” form.

**Dental Assistant Program Student Handbook – (appendix D)**

After thoroughly reading this student handbook, student’s will sign two (2) copies of the “Acknowledgement/Acceptance Form”, one copy for the student and one copy for the NMC student record.
Adherence to the following procedures will insure compliance with the MIOSHA standards that went into effect on November 14, 1996. In addition, this plan assures a safe working environment for NMC dental staff and students. This plan must be updated at least annually, and whenever necessary to reflect clinic changes. OSHA training will take place annually; for new staff or students; or when changes in the regulations dictate.

**Exposure Determination**

The following classification of staff and students are at risk of occupational exposure to bloodborne pathogens. After each classification, are those procedures or tasks in which occupational exposure could occur?

1) Dentist:
   * All intraoral procedures performed on students (see number 2 below)

2) Dental Assistant Students/Dental Assistant Faculty:
   * All intraoral procedures performed on fellow students, i.e., impression taking, rubber dams, pit and fissure sealants; coronal polishing; etc.
   * Instrument cleaning, disinfection, and sterilization.
   * Hard surface disinfection.
   * Radiographic exposure procedures.

**Methods of Compliance**

Universal (standard) Precautions will be observed to prevent exposure to blood or other potentially infectious materials.

Engineering controls, i.e., utility gloves, sharps containers, safety needles, ultrasonic cleaners, and other equipment or items designed to prevent an exposure incident through handling contaminated instruments, supplies, etc., and work practice controls, i.e., prohibiting recapping of needles with a two-handed technique, shall be used to eliminate or minimize employee exposure. Personal protective equipment will also be used.
Exposure Control Schedule

PPE

The following personal protective equipment is worn during all intraoral procedures unless specified otherwise, and are replaced or disinfected after each patient.

1) Exam gloves - new for each patient or replaced when torn or punctured. These may not be rewashed for reuse. Gloves will be pulled up over the lab coat sleeves when there is a potential for spattering of blood or saliva on skin.

2) Masks - new for each operative procedure where there is the potential for splashes, spray, spatter or droplets of blood during the procedure.

3) Protective eyewear - either glasses with side shields or a face shield will be worn during operative procedures. These will be disinfected after each patient use. **NOTE:** gloves, masks and eyewear are worn during disinfection of operatories if spray disinfectant used.

4) Gowns - a protective lab coat would be worn whenever there is the potential for skin contact with blood or saliva. This lab coat would be long sleeved with a high neck to protect work clothes and skin. If visibly soiled with blood, it would be placed in a red bag or one with a BIOHAZARD label and laundered in hot water with bleach. The launderer will wear protective gloves. **NOTE:** The risk potential for spatter of blood during on-campus coursework is nonexistent. **NOTE:** None of the above is to be worn outside of the dental clinic. This includes running errands, to pick up lunch or supplies, or to go home.

Hepatitis B Vaccination

Dental Assistant students will be required to begin the Hepatitis B vaccination series prior to radiography lab. Students will have the opportunity to waive vaccination, but will have to document such waiver. (See form attached to Health Certificate) Students are informed that waiving the vaccination may prevent them from placement in internship offices as most dentists now require students to be vaccinated prior to intern placement.

Housekeeping

The clinic and lab will be maintained in a clean and sanitary condition at all times. To assure a clean, safe, work environment, the following procedures will be performed as specified.

1) All equipment and work surfaces shall be cleaned and decontaminated after contact with blood or other potentially infectious materials. Nitrile, sterilizable gloves will be worn for cleaning procedures.

   a. Contaminated work surfaces will be cleaned and disinfected with an ADA approved disinfectant after completion of procedures; immediately or as soon as feasible when surfaces are overtly contaminated or after any spill of blood or other potentially infectious material; and at the end of the work shift if the surface may have become contaminated since the last cleaning
To disinfect, use a disinfectant wipe according to manufacturer’s instruction. Let the surface remain moist for the manufacturer’s recommended time (usually 10 minutes).

2) All instrument trays and holders (if contaminated) will be cleaned and disinfected with an ADA approved disinfectant after completion of patient treatment.
3) Broken, contaminated items will not be handled with hands. They will be cleaned up using a brush and dust pan, tongs, or forceps.
4) Instruments and equipment that can be sterilized will be, using steam sterilization procedures.
5) The sterilizer will be monitored on an approved schedule using biological spore testing.
6) Disposable barriers will be used whenever feasible to reduce the possibility of cross-contamination. (This includes barriers on chairs, lights, bracket tables, etc.)

Handling of Regulated Waste

Disposal of all regulated (infectious) waste shall be in accordance with applicable federal, state, and local regulations. Because there is no patient treatment performed in the dental clinic and lab, technically there is no infectious waste for disposal. However, used radiographic fixer chemicals and scrap amalgam will be disposed of according to state and local regulations for regulated waste. This includes transport of used fixer by NMC facilities to the water treatment plant and transport of scrap to the facility used by NMC.

Sharps Regulations

Contaminated sharps are defined as follows: any contaminated object that can penetrate skin, including but not limited to needles, scalpels, broken glass, and exposed ends of dental wires.

These must be disposed of in the dental clinic in the following manner:

1) Anesthetic needles will be placed directly into a sturdy puncture proof sharps container after patient simulated injection or syringe preparation.
2) The sharps container will be dated when the first needle is placed and will be disposed of after 90 days.
3) Sharps containers will be picked up every 90 days by MedPro (855-567-8944) and records will be kept by the Campus Services office at NMC to verify disposal of the sharps containers.

Note: When working in the clinic with anesthetic syringes, these will NEVER be transferred back to the assistant after simulated anesthetic administration. In addition, students will not use a two-handed recapping method. Instead, the one-handed scoop method or a needle re-capping device will always be used when recapping. (Technically speaking, anesthetic needles used in the clinic setting are NOT contaminated as they are not used on actual patients.)
Laundry Considerations

Not applicable on campus.

If there is the potential for exposure to blood during a procedure that the student would be involved in during their internship assignment, the student must wear a protective gown (lab coat or warm-up jacket) or a disposable gown. The student is responsible for laundering protective lab coat or warm-up jacket.

Post-Exposure Evaluation and Follow-up (Note: Students are responsible for costs incurred with post-exposure evaluation and follow-up)

This part of the standard relates to the procedures to be followed if a student has an exposure incident. An exposure incident is defined as a specific occupational incident involving eye, mouth, other mucous membrane, non-intact skin, or parenteral contact with blood or other potentially infectious materials, including saliva. The most common example is an injury from a contaminated sharp.

If an exposure occurs, the student must inform the instructor and go to the NMC Health Services office or, if after hours, to one of the local medical clinics for medical evaluation and follow-up. The following information will be noted on an exposure incident form and the information will be kept confidential:

1) documentation of the route of exposure and the circumstances in which the incident occurred and documentation of the source individual unless identification is not possible;
2) results of testing of the source individual's blood after consent is obtained; (Source may decline testing. However, if they agree to testing the results are considered confidential and the exposed employee must keep information confidential.) NOTE: If the source is already known to be HIV or HBV infected, there is no need for testing.
3) collection and testing of the student's blood after consent is obtained (student can decline testing, however, for the institutions sake this must be documented and signed by the student);
4) medically indicated prophylaxis according to the attending health care professional's directions;
5) counseling must be offered to the exposed student;
6) evaluation of reported illnesses in the weeks following the incident.

The health services professional who will be doing the evaluation will provide an opinion to the dental assistant department to be put in the exposed students file.
The opinion will be limited to the following:
- that the student has been informed of the results and;
- that the student has been informed of any medical conditions resulting from the incident that require further evaluation or treatment.

**Recordkeeping**

Confidential medical records on each student who has an exposure incident will be kept. The record must include the following:

1) the student's name and student id;
2) a copy of the student's hepatitis B vaccination status;
3) details about exposure incidents (copies of incident report form).

Class lists for HAH 120, HDA 240/241, and HDA242/243 will constitute training records and will be kept on an annual basis as students are trained.

**Training for OSHA Compliance**

Following are the training components for OSHA compliance:

1) a copy of the standard and an explanation of its contents;
2) a general explanation of the epidemiology, symptoms, and modes of transmission of bloodborne diseases;
3) an explanation of the dental department's exposure control plan and how the students can obtain a copy of it;
4) information about the dental department's protocol for gloves, gowns, masks, and eyewear, including the type of equipment available, where it is located, when it is to be used, and how it is to be removed, handled, decontaminated, and disposed of;
5) an explanation of how to recognize tasks that may involve occupational exposure and how to prevent or minimize such exposure, i.e., how to use the sharps container properly;
6) information of the hepatitis B vaccine, including efficacy, safety, how administered, benefits of being vaccinated;
7) information on how to handle emergencies involving occupational exposure (what actions to take and whom to contact);
8) an explanation of the office protocol for handling exposure incidents, such as injuries from contaminated sharps (how to report the incident and follow-up medical care and evaluation);
9) an explanation of the biohazard labels used in the clinic and lab;
10) a question/answer period with the trainer.
General Information

This written hazard communication plan has been written for the Dental Assistant program at Northwestern Michigan College in compliance with The Michigan Right to Know Law (Act No. 80, Public Acts of 1986) and the OSHA Hazard Communication Standard (Title 29 Code of Federal Regulations 1910.1200).

This plan applies to all procedures and tasks in this facility where students may be exposed to hazardous substances under clinic and lab class conditions.

The Dental Assistant Program Director will have the overall responsibility for the plan. The plan will be reviewed and updated as changes dictate.

Copies of the plan will be distributed to students during the Infection Control course and will be posted in the clinic and lab for reference during class times.

Under this plan, students will be informed of the contents of The Michigan Right To Know Law, the OSHA Hazard Communication Standard, the hazardous properties (if any) of the chemicals, products and materials with which they work, and safe handling procedures and measures to take to protect themselves from chemical hazards.

Hazard Determination

This facility relies on the evaluation of the chemical manufacturers, distributors, and importers shown in the SDS’s to meet hazard determination requirements.

Labels

A. The program coordinator will be responsible for seeing that all containers of hazardous products coming into the office are properly labeled with the:

   1. Identity
   2. Appropriate hazard warning (physical and health hazards and target organs that may be affected)

B. If students transfer materials containing a hazardous chemical from a labeled container to a portable container that is intended for immediate use only, no labels are required on the portable container.
C. If students become aware of any unlabeled portable or non-portable container holding a product or material containing a hazardous chemical that may be used more than once, it is their responsibility to immediately notify the program director.

D. Labels will be affixed to secondary containers used for high level disinfection, processing x-rays, and ultrasonic cleaning.

E. Chemical products exempted from the hazard communication standard labeling requirements:
   - Pesticides, when subject to the labeling requirements of the Environmental Protection Agency
   - Foods, drugs, cosmetics, and medical devices, when subject to the labeling requirements of the Food and Drug Administration
   - Distilled beverage alcohols intended for non-industrial use
   - Consumer products regulated under the Consumer Product Safety Act (only when employees can show the consumer product is used in the workplace for the same purpose as well as the same frequency and duration experienced in consumer use)
   - Hazardous substances regulated by the federal Hazardous Substances Act

Safety Data Sheets

A. The program director will maintain a file with a SDS on every product that contains a hazardous chemical.

B. If a SDS received has blank spaces, the program director will contact the manufacturer/importer letting them know of the defective SDS and will request a completed one.

C. Copies of SDSs for all hazardous chemicals to which students may be exposed will be kept in a binder in the dental clinic.

D. SDSs will be available for review by all students prior to use of the product.

E. The dental clinic will display the required MIOSHA Right to Know posters. The program coordinator will be in charge of posting and notifying students of new or revised SDSs within five (5) days of receipt of new or revised SDSs.

F. Materials exempted from the Hazard Communication Standard (labeling and SDSs):
   - Hazardous waste, when subject to regulation by the Environmental Protection Agency
   - Tobacco or tobacco products
• Wood or wood products
• Articles, which under normal conditions of use, do not result in employee exposure to a hazardous chemical (e.g. dental bur)
• Foods, drugs, cosmetics, or alcoholic beverages packaged for sale to customers
• Foods, drugs, or cosmetics intended for personal consumption by employees while in the workplace
• Consumer products, where the employer can demonstrate that the products are used in the workplace in the same manner as normal consumer use, and where employee exposure to the product is the same as in the consumer use.
• Drugs in solid, final from for direct administration to a patient (i.e. tablets or pills), when subject to regulation by the Food and Drug Administration

Information and Training

A. Everyone in the dental assistant program who works with (or is potentially exposed to) hazardous chemicals will receive initial training on the Michigan Right To Know Law, the OSHA Hazard Communication Standard and the safe use of chemicals.

B. The training program will be administered by the Infection Control and/or the Chairside Procedures and/or Radiography instructor(s). Final grade class list for the Infection Control, Radiography, and Chairside Procedures courses will constitute the training records. Whenever a new hazard is introduced into the facility, the program director or clinical instructor will provide additional training.

C. Regular updates are used to review information presented at the initial training and any new hazard in the work area.

D. Before use of the products that contain hazardous chemicals, each student will be trained on the standard procedures to be used with hazardous materials.

E. Information and training includes:

1. Summary of the Michigan Right to Know Law, the OSHA Hazard Communication Standard and this Written Hazard Communication Program.
2. Any task in the dental facility where hazardous chemicals are present.
3. The location and availability of the written hazard communication program, including the required list(s) of hazardous chemicals and SDSs.
4. Methods and observations that will be used to detect the presence or release of a hazardous chemical in the work area.
5. The physical and health hazards of the chemicals in the work area.
6. The measures employees can take to protect themselves from these hazards.
7. The details of this written hazard communication program including an explanation of the labeling system, SDSs and how employees can obtain and use the appropriate hazard information.
F. Students are informed that:

1. The dental assistant program is prohibited from discriminating against students who exercise their rights regarding information about hazardous chemicals in the dental clinic.
2. As an alternative to requesting The Right to Know Law from the program director, the student may obtain a copy from the Michigan Department of Public Health.

**Standard Precautions to Be Used With All Dental Materials**

A. Following are precautions that should be used with all dental materials regardless of the presence of a hazardous chemical. If these precautions are followed with all materials, the likelihood of an overexposure to any harmful chemical is remote.

1. Always replace the caps immediately after dispensing and prior to use of all dental materials.
2. Whenever working with materials in the dental environment, wear appropriate PPE.
3. Turn on auxiliary ventilation systems when working with dental laboratory products.
4. Wear protective clothing when contact of a material with skin is expected.
5. Wear appropriate PPE when performing disinfection procedures.
6. If you have an eye exposure, always check SDS for first aid procedures.
7. When using the eyewash station, 15 minutes of flushing is recommended.
UNIVERSAL PRECAUTIONS: AIDS AND HEPATITIS B PREVENTION FOR THE
DENTAL HEALTH TEAM
BLOODBORNE INFECTIONS

Introduction

Both AIDS and hepatitis B are bloodborne infections. This means that they are caused by pathogens that are found in the blood of those infected. There are many bloodborne infections, but AIDS and hepatitis B are the two you need to learn about the most. Other bloodborne infections include hepatitis C and syphilis.

AIDS is caused by HIV, the human immunodeficiency virus. Hepatitis B is caused by HBV, the hepatitis B virus. Both HIV and HBV are found not only in the blood, but also in body fluids that contain blood, and in certain other body fluids. You can get AIDS or hepatitis B if the blood or body fluid from an infected person gets into your body. This is called being exposed to the virus.

AIDS

The virus that causes AIDS, the human immunodeficiency virus (HIV), affects the immune system of the infected person. By interfering with the immune system, the virus limits the ability of the body to fight off infection. The virus may be in the body a long time before symptoms develop, but there are usually flu-like symptoms within about a month. These symptoms may include fever, aches, swollen glands, sore throat, diarrhea, fatigue, or rash. But for most, the symptoms disappear within a few days. There may be no more symptoms for months or even years. But at some point virtually everyone infected with the virus will come down with AIDS, although it may take 10 years or more to develop.

What may happen when the HIV-infected person develops AIDS?

- The person with AIDS has trouble fighting off infections that others rarely get or can fight off easily.
- Weight loss, frequent diarrhea, or a long-lasting fever may occur.
- The brain may be affected, causing confusion, memory loss, depression, or motor dysfunction.
- Serious infections, such as tuberculosis or an unusual kind of pneumonia may develop.
- A certain type of cancer or a serious infection eventually leads to death.

Although there are drugs, such as zidovudine (AZT), that may delay the onset of symptoms, there is no cure. And although much work is being done to develop a vaccine, there is currently no effective vaccine to prevent HIV infection.
**Hepatitis B**

What could happen if you are exposed to HBV, the virus that causes hepatitis B?
- About 1/3 of those infected do NOT experience symptoms.
- Another 1/3 experiences only a mild flu-like illness that goes away.
- But the last third experience abdominal pain, nausea, and fatigue. The skin and eyes may become yellow in color, called jaundice. The urine may become dark. Sometimes there is joint pain, rash, and fever. A severe case of hepatitis B can lead to death.

About 6 to 10 percent of all those infected with HBV become **chronic carriers** of the disease. They may or may not have an active infection, and they may have few or no symptoms, but they can still transmit the disease to others. They may even be a carrier for life. Carriers are at risk for chronic active hepatitis, a disease that affects the liver and can lead to serious illness and death. Carriers are also at risk for liver cancer. More than 2 percent of all individuals infected with HBV will die as a result.

The good news about HBV is that there is an effective vaccine to prevent infection. There is also treatment that can be given after the exposure incident to prevent HBV infection in those who have not been vaccinated.

**Occupational Risk**

For AIDS, the risk of getting infected in the dental office is very small. As of December 2001, occupational exposure to HIV has resulted in fewer than 60 documented cases of HIV seroconversion among healthcare personnel (HCP) in the United States. (CDC)

Most of these infections were caused by puncture wounds with contaminated needles or other sharps. But keep in mind that those infected with HIV are carriers for life, and the number of carriers is growing. This means that the percentage of patients carrying HIV is on the rise. At the end of 2003, an estimated 1,039,000 to 1,185,000 persons in the United States were living with HIV/AIDS. (CDC)

For hepatitis B, the risk is not as small.
- Number of new infections per year has declined from an average of 260,000 in the 1980s to about 60,000 in 2004 (or by approximately 80% since 1991).
- Greatest decline has happened among children and adolescents due to routine hepatitis B vaccination.

- Estimated 800,000-1.4 million chronically infected Americans. (CDC)

About 9000 U.S. health care workers get hepatitis B from occupational exposure each year. Between 400 and 500 are hospitalized, and about 200 die as a result.

But these numbers are coming down as a result of health care workers getting immunized against hepatitis B.
TRANSMISSION OF BLOODBORNE INFECTION

Introduction

In order to effectively prevent transmission of bloodborne infection, you should know how transmission takes place. Since bloodborne pathogens live inside the bodies of those infected, you should know which bodily fluids contain enough of the pathogens to transmit disease. You should also know how the pathogens can get into your body.

Potential Sources of Infection

A potential source of HIV or HBV infection is any body fluid that may contain enough of the virus to transmit infection. The potential sources of infection are listed below.

- Blood.
- Saliva and gingival fluid.
- Body fluids that contain blood.
- Semen and vaginal secretions.
- Fluid from around unborn baby.
- Fluid from spine, lungs, and joints.
- Body tissue.

Body fluids that do NOT contain enough of HIV or HBV to infect you are: urine, feces, sputum, vomit, tears, sweat, and nasal secretions. However, if any of these fluids contain blood or are mixed with other body fluids that are potentially infectious, they should be considered potentially infectious.

EXPOSURE CONTROL

Introduction

There are many ways to control exposure to bloodborne pathogens. OSHA, the Occupation Safety and Health Administration has introduced rules based on guidelines developed by the Centers for Disease Control, or CDC. The steps that you will take depend on the nature of your work and the level of risk. If you never come into contact with blood or other body fluids on the job, your risk of being infected is not increased because of your job. But if your work includes direct patient contact, contact with used needles or other sharps, or contact with lab materials, you will need to take steps to protect yourself.
**Hepatitis B Vaccine**

One of the most important things you can do to prevent hepatitis B infection is to be immunized before exposure. The Centers for Disease Control recommends immunization if you come into contact with blood or other potentially infectious body fluids on the job.

The hepatitis B vaccine is safe and effective for between 92 and 96 percent of those vaccinated. It is administered in three injections over a six-month period. Blood tests can tell you if your vaccination has been effective and if a booster injection is needed.

When employed in a health care setting the vaccination must be made available free of charge. You are not required to accept the vaccination and it is illegal for your employer to discriminate against you if you decide against it. But keep in mind that it is an important way to control the spread of HBV infection.

**Universal Precautions**

Universal Precautions is a method for preventing transmission of bloodborne infection. It is based on the concept that *control measures should be taken with all patients* because there is no way to know for sure who is infected and who is not. Many patients will be unaware that they are carriers of a bloodborne disease and testing may not determine if they are infectious at time of treatment. You can observe Universal Precautions by doing the following:

- Treat all human blood, any body fluid containing blood, and any other potentially infectious materials (OPIM) as if they are known to be infectious for HIV or HBV.
- Treat all used needles and other sharps as if they are contaminated and able to infect you if you are punctured.

**Post-Exposure Response**

What should be done after an exposure incident? If you suffer a puncture wound with a used needle or other sharp, or if you experience broken skin or mucous membrane contact with potentially infectious body fluids, you should do the following:

- **Wash the exposed area** immediately. This may help prevent the pathogens from entering your body.
- **File an exposure incident report** with your employer and consult a doctor. A post-exposure confidential evaluation and follow-up should be provided.

Included in the confidential evaluation and follow-up are the items listed below.

1. Documentation of the incident.
2. Testing of the source individual’s blood to see if the body fluid you contacted was infectious (whenever feasible and legal).
3. You can also undergo blood tests to determine if you have been infected.
   - For HIV, the infection may not show up in the blood for 6 to 12 weeks, or even longer.
   - For HBV, the blood tests can tell you whether you are or have ever been infected, and whether you have a naturally acquired immunity.

4. If medically indicated, you are entitled to post-exposure prophylaxis. This is treatment to prevent the pathogens from causing infection.
   - For HIV, treatment with zidovudine (AZT) (antiretroviral therapy) is sometimes used.
   - For HBV, if you have not been vaccinated, treatment with injections of HB immune globulin (called H-BIG) should be started within 24 hours, if possible. Exposure to HBV is also treated with injections of the HBV vaccine.

5. Finally, you are entitled to medical counseling about your risk of infection and your risk of infecting others. You also have a right to an evaluation of any reported illnesses. Whether you are infected or not, your employer must keep your condition and medical records confidential.

Remember that even though your chances of being infected are low, it is still important to exercise precautions because it is possible for just one exposure incident to affect you.
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**May be taken prior to entering the program, or fall or spring semester while in the program.
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</tr>
</tbody>
</table>

**Total Program Credits/Contacts** | **59.7/60.7** | **65.2/66.2** | | |

**General Information:**
- Students may be required to enroll in English (ENG 97, 99, 108, OR 111+11) AND/OR Math (MTH 06/08, 08, 10/23 or 23) courses depending on their COMPASS OR ASSET scores.
- An overall GPA of 2.0 must be maintained throughout the program.
- A 2.0 grade or higher is required in all HDA and HAH classes.
**PLACEMENT REQUIREMENTS**

| Program admission requires a 2.0 minimum GPA on high school or college transcript, or pass GED |
| Mathematics: Placement into MTH 111 or higher, or successful completion of MTH 23* |
| Communications: Placement into ENG 111, or completion of ENG 99* or ENG 108 |
| *These credits do not count toward degree requirements. |

**FALL SEMESTER**

<table>
<thead>
<tr>
<th>Course</th>
<th>Credits</th>
<th>Contacts</th>
<th>Grade</th>
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<tr>
<td>HPD 110 BLS for Health Care Providers (CPR)</td>
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<td>HAH 120 Infection Control</td>
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<td>HDA 101 Introduction to Dentistry</td>
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<td>HDA 120 Dental Anatomy</td>
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<td>HDA 150 Dental Office Management</td>
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<td>HDA 160 Dental Emergencies</td>
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<tr>
<td>HDA 242 Dental Radiography (Lecture)</td>
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<td>HDA 243 Dental Radiography (Lab)</td>
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**SPRING SEMESTER**

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<td>HDA 113 Dental Materials (Lab)</td>
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<td>HDA 140 Oral Pathology/Pharmacology</td>
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<td>HDA 170 Preventive Dentistry</td>
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<td>HDA 240 Chairside Procedures (Lecture)</td>
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<td>HDA 241 Chairside Procedures (Lab)</td>
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<td>HDA 282 CDA/RDA Written Exam Prep</td>
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<td>BUS 155 Interpersonal Communications <strong>OR</strong></td>
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<td>COM 111 Public Speaking**</td>
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**SUMMER SEMESTER**

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<td>HDA 286 RDA Clinical Exam Prep</td>
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</tr>
<tr>
<td><strong>Total Program Credits/Contacts</strong></td>
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<td><strong>46.2/47.2</strong></td>
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</tr>
</tbody>
</table>

**General Information:**
- Students may be required to enroll in English (ENG 97, 99, 108, OR 111+11) AND/OR Math (MTH 06/08, 08, 10/23 or 23) courses depending on their COMPASS OR ASSET scores.
- An overall GPA of 2.0 must be maintained throughout the program.
- A 2.0 grade or higher is required in all HDA and HAH classes.
Appendix B

Northwestern Michigan College
Dental Assistant Program
Verbal Warning Report

Student: _____________________________     Course/Semester: _____________________________

Date:________________________________

A verbal warning was issued to _________________________ on ______________

Student Name       Date

related to ____________________________________________.

Area of Concern

Details of the circumstances leading to a verbal warning have been reported to the program
director with a request that this be documented in the student file.

_________________________________________
Student Signature       Date

_________________________________________
Instructor signature       Date

Note: Signed document to be placed in student file and noted on Student Corrective
Activity Sheet on front page of student file.
Appendix B
Northwestern Michigan College
Dental Assistant Program
Written Warning Report

Student: ____________________________ Course/Semester: ________________
Date: _______________________________

______________________________ is receiving a written warning on ________________
(student name)
related to __________________________. Describe circumstances of the behavior.

Insert description of event that resulted in violation (Be as specific as possible. Include dates and
names of persons involved where applicable)

Insert summary of previous related violations if applicable.

Insert description of what student needs to do or change in order to achieve satisfactory grade.
(Include any suggestions or resources given to student).

Any further violations related to ______________ during the remainder of the dental
assistant program will result in probationary status and can result in course failure.

________________________________________________________________________
Student Signature            Date

________________________________________________________________________
Instructor Signature       Date

________________________________________________________________________
Dental Assistant Program Director       Date

Note: Signed document to be placed in student file and noted on Student Corrective
Activity Sheet on front page of student file.
Northwestern Michigan College
Dental Assistant Program
Program Written Warning Example

Student: Jane Doe Course/Semester: HDA 000, Fall 20xx

A written warning was issued to Jane Doe on September 30, 20xx related to:

- Professional Identity: Demonstrates responsibility for continued learning
- Safety: Demonstrates competence in performance of technical skills

Jane was instructed to watch videos and complete a reading assignment prior to coming to the campus lab class as part of her assignment and preparation for this lab. Jane did not watch the videos or complete the reading prior to arrival. She stated she didn’t know how to perform the chairside procedure. There were two videos and two chapters that students were required to watch/read prior to attending lab. This was announced during the first week of class. Since Jane did not watch the videos or complete the reading assignment and was unable to perform the procedure, she was sent to the library to watch the videos and complete the reading then return to class.

Jane will need to make up the lab time that she missed since we are unable to evaluate her on these skills.

Being prepared for lab is essential, the student must be prepared to perform any activities that were demonstrated in lab. Jane will need to watch the assignment videos and use the lab time to make sure she is competent. If Jane comes to lab unprepared again, she will be placed on probation.

This written warning will stay in place throughout the remainder of the dental assistant program. Any further violations during the remainder of the dental assistant program will result in course failure, probation, and/or program dismissal.

______________________________________________   ____  ______
Student Signature        Date

______________________________________________   ____  ______
Instructor Signature        Date

______________________________________________    _______
Dental Assistant Program Director      Date

Note: Signed document to be placed in student file and noted on Student Corrective Activity Sheet on front page of student file.
Appendix B

Northwestern Michigan College
Dental Assistant Program
Program Probation

Student: ___________________________  Course/Semester _____________________
Date: _____________________________

_____________________________ has been placed on probation for violation of
______________________________.

(student name)

Insert description of event that resulted in violation (Be as specific as possible. Include dates, names of persons involved where applicable)

Insert summary of previous related violations if applicable.

In order to receive a satisfactory grade in ______________________________ the student must
(Insert description of what student needs to do or change in order to achieve satisfactory grade. Include any suggestions or resources given to student).

This probation will stay in place throughout the remainder of the dental assistant program.
Any further violations related to ______________ during the remainder of the dental assistant program will result in course failure and program dismissal.

_________________________________________ Date__________
Student Signature

_________________________________________ Date__________
Instructor Signature

_________________________________________ Date__________
Dental Assistant Program Director
Admission into the Dental Assistant Program is contingent upon students declaring that they have specific physical and cognitive abilities. These requirements are detailed below and are established based on the nature of the work expected of a dental assistant professional. NMC reserves the right to request that students successfully demonstrate the specific cognitive and physical abilities related to the Dental Assistant Program.

A student must be able to meet:

<table>
<thead>
<tr>
<th>STANDARD</th>
<th>EXAMPLES OF NECESSARY BEHAVIORS (NOT ALL INCLUSIVE)</th>
</tr>
</thead>
</table>
| Communication abilities sufficient for interaction with others in verbal and written form. | • Collect assessment data.  
• Explain treatment procedures and post-operative instructions.  
• Verbally question a patient about his condition and relay the information verbally or written to others.  
• Document assessment findings and treatment rendered.  
• Adhere to HIPAA and ethical standards. |
| Critical thinking ability sufficient for clinical judgment. | • Identify cause and effect relationship in clinical situations.  
• Assimilate knowledge from lecture, laboratory, and clinical venues. |
| Physical abilities sufficient to move around rooms in a dental environment, maneuver in small spaces, and reach needed equipment. | • Move around clinical operatories, dark room, sterilization room, and other treatment areas.  
• Position chairside in close proximity to patient.  
• Administer CPR and BLS procedures.  
• Reach radiographic equipment that is approximately 5-6’ off floor. Transfer patients from wheel chairs to dental chairs and back. |
| Fine motor and dexterity abilities sufficient to provide safe and effective dental care. | • Move, assemble, and use dental equipment, materials, and supplies.  
• Possess fine dexterity to pass/accept or pick up small tools. |
| Auditory ability sufficient to monitor and assess health needs. | • Hear a patient’s cries of distress, monitor blood pressure, and hear the sounds of instruments being properly utilized such as handpieces and ultrasonic scalers.  
• Understand the normal speaking voice without viewing a patient’s face. |
<table>
<thead>
<tr>
<th>STANDARD</th>
<th>EXAMPLES OF NECESSARY BEHAVIORS (NOT ALL INCLUSIVE)</th>
</tr>
</thead>
</table>
| Visual ability sufficient for physical assessment, performance of dental procedures and maintenance of environmental safety. | • Observe client responses such as skin color and facial expression.  
• Indentify the absence of breathing movement in a patient throughout visual inspection.  
• Monitor vital signs.  
• Evaluate radiographs for technical quality including density, contrast, and distortion.  
• Read a patient’s dental record.  
• Note color changes in dental materials that indicate reactions occurring. |
| Tactile ability sufficient for assessment and performance of expanded dental assisting duties. | • Perform palpation techniques (EO/IO exam), functions of a dental exam. |
| Mobility | • Physical abilities sufficient to move from clinic area to other office areas and maneuver in small spaces, full range of motion, manual and finger dexterity, and hand-eye coordination. Move around in operatory and laboratory areas. |
| Olfactory Ability | • Have olfactory senses (smell) sufficient for maintaining environment and patient safety.  
• Distinguish smells, which are assessing and/or maintaining health status or environmental safety. |
| Professional Attitude and Demeanor | • Able to present professional appearance and implement measures to maintain own physical and mental health, and emotional stability.  
• Ability to demonstrate emotional health required for the utilization of intellectual abilities and exercise good judgment.  
• Work under time restraint conditions.  
• React calmly in an emergency.  
• Demonstrate flexibility and concern for others. |

I have read and understand the technical standards required for the Dental Assistant Program. I hereby declare that I am able to meet the above listed essential technical standards.

Name of Applicant (print)

Signature of Applicant        Date
APPENDIX D

POLICY MANUAL ACKNOWLEDGMENT/ACCEPTANCE FORM

THIS COPY IS TO BE SIGNED BY YOU, THE STUDENT, FOR YOUR REFERENCE.

1. I have received and read the policies of the Dental Assistant Program of Northwestern Michigan College. I understand these policies and will act in an ethical, responsible manner upholding the integrity of all dental assistant program policies. I understand that I may be dismissed from the program for violations of said policies.

   Signature _________________________ Date _________________________

2. I understand that completion of the Dental Assistant Program of Northwestern Michigan College does not carry with it any guarantee of employment.

   Signature _________________________ Date _________________________
APPENDIX D

POLICY MANUAL ACKNOWLEDGMENT/ACCEPTANCE FORM
THIS COPY IS TO BE SIGNED BY YOU, THE STUDENT,
AND WILL BECOME A PART OF YOUR PERMANENT FILE.

1. I have received and read the policies of the Dental Assistant Program of Northwestern Michigan College. I understand these policies and will act in an ethical, responsible manner upholding the integrity of all dental assistant program policies. I understand that I may be dismissed from the program for violations of said policies.

________________________________________ _________________________
Signature         Date

2. I understand that completion of the Dental Assistant Program of Northwestern Michigan College does not carry with it any guarantee of employment.

________________________________________ _________________________
Signature         Date