Faculty/staff who are licensed nurses and whose employment involves professional contact with patients, clients, families and/or human subjects are required by the School of Nursing to present pre-employment and bi-annual documentation of completion of an approved Cardio-Pulmonary Resuscitation (CPR) Certification.

- **Minimum** certification requirement: AHA Basic Life Support (BLS) or Healthcare Provider level with minimally a 2-year certification term.
  - BLS-instructor, ACLS, ACLS-Instructor, PALS, and PALS-Instructor certifications are acceptable alternatives.
- **Effective February 2011**, certification based on the 2010 AHA BLS Guidelines is required (updated courses began ~ April 2011).
- **NOTE**: Neither American Red Cross CPR Certification nor “Chain of Survival” courses are acceptable.

When faculty/staff are initially employed in the School of Nursing (SON), SON Human Resources shall contact the appropriate Division Head/Dean or Principal Investigator (in the case of research staff) to determine if the new employee will have ongoing professional contact/interaction with patients, clients, families, and/or human subjects. A change in work assignment, from non-contact to contact, during the academic year should be reported by the appropriate Division Head/Dean on the bi-monthly Health and Safety Compliance Report. The Division Head/Dean shall request the documentation from the faculty/staff to ensure compliance.

Sixty days prior to the date of expiration, SON Human Resources shall send notices to faculty/staff, and copy their supervisors, informing them of the need to update the required bi-annual CPR certification. SON Human Resources shall maintain a current and accurate database of compliance with the CPR certification requirement. SON Human Resources shall also send a second notice to faculty/staff of the need to update CPR certification at least 30 days prior to the expiration date of the current CPR certification. Faculty/staff shall submit written proof of current CPR certification to SON Human Resources before the expiration date of the prior certification.

Any faculty/staff member who fails to submit written documentation of current CPR certification to SON Human Resources will be reported to the appropriate School of Nursing administrator for follow-up action, may be forced to temporarily withdraw from client contact until the CPR certification requirements are met, and the consequences of not renewing his/her CPR certification in a timely manner will be considered in the faculty/staff member’s annual review.

The School of Nursing does not provide CPR training, however, some suggested vendors are provided below. Costs may vary.

Possible vendors:

- CPR Associates – Contact Glenda George (919) 544-5027 (estimated 2005 cost $40.00)
- American Red Cross – Contact (919) 942-4862

Anyone who is required to complete CPR certification, but cannot due to a disability should contact Equal Opportunity/ADA Office at 966-3576 and request an accommodation to have the CPR training requirement waived. A physician statement will need to be provided to the ADA Office giving the reason.
why the training cannot be performed. The ADA office will then officially advise the SON whether or not this requirement should be waived.

* This policy only applies when placed in a clinical environment.*