



Dear Leadership,

My name is George Ulloa, and I am a former student in the Accelerated Bachelor of Science in Nursing (ABSN) summer session at the University at Buffalo School of Nursing. I recently reached out to the leadership team of the School of Nursing on 8/2/23 with serious concerns about my dismissal and significant issues within the ABSN program. Regrettably, as of today's date, I have not received a response or acknowledgment of my correspondence.

The lack of response compels me to escalate this matter to the higher echelons of university leadership. While I recognize that directly contacting various groups within the leadership might be considered unorthodox, I firmly believe that genuine change can only transpire when all facets of leadership are aware of pressing issues.

Office of the President
Office of the Provost
Equity, Diversity and Inclusion
Office of Inclusive Excellence
Arthur O. Eve Educational Opportunity Program

All organizations within UB that have a vested interest in developing fair and equitable programs that allow students to achieve their full potential. Organizations that supported me through my time in grad and undergrad, and I still have faith in.

The essence of my concern is two-fold: First, the unfortunate end of my academic pursuit of nursing due to what I believe to be an unfair dismissal. Second, and perhaps more critically, the discovery of systematic challenges within the ABSN program that may hinder student success.

These challenges encompass a range of issues, including but not limited to:

- **Academic Concerns:**
 - Lack of necessary accommodations for diverse student needs.
 - Unrealistic workloads that may hinder student success.
 - Inconsistencies in teaching methods leading to confusion.
 - Complete course structure failure impacting the overall quality of education.
- **Behavioral and Social Concerns:**
 - Lack of swift action against a student who was harassing others.
 - Feelings of alienation by staff when students seek help.

- Recognition that students of color are being dismissed for fractions of points, despite their talents in clinical work.

· **Broader Implications:**

- Preventing talented nurses from entering the field during one of the worst nursing shortages in history.
- Causing personal damage due to the emotional and psychological fallout of failure.
- Financial damage due to the costs of failure and the upsell of retrying.

These concerns extend beyond my personal predicament. They signify a potential impediment to nurturing excellent nursing professionals. It seems that an urgent review and possible reform of the current program structure are warranted to ensure that dedicated students can thrive and contribute to the nursing profession rather than being lost due to structural issues.

The implications of these matters are profound, affecting not only the reputation of the University at Buffalo but also the future of healthcare provision within our community. The swift and robust response that this situation merits has not yet been met, and I kindly request your immediate attention and assistance.

Enclosed, please find the original letter and evidence I sent to the School of Nursing leadership. I remain optimistic that this step, although unconventional, will lead to a transparent dialogue and collaboration that ensures not only fairness but also the continuous growth and excellence of the University at Buffalo School of Nursing.

I am not a disgruntled student. I am a person who believes in the value of nursing, and the value of the education that goes along with it. I took an oath as a student nurse to do all in my power to maintain and elevate the standard of my profession. I ask that anyone who reads this email, have the courage to respond and acknowledge these issues. That way, there can be a fair and equitable accelerated nursing program that gives the world the great nurses it desperately needs right now.

Sincerely,

George Ulloa



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