



Hello David,

Thank you for taking the time to speak to me today. I really appreciate you hearing me out and taking time the time to understand my situation better. As I stated there is nothing more important to me than becoming a nurse and want to continue my nursing studies without interruption. I hope that our call helped clarify thing things and give more insight into my experiences.

There is one thing that I must flag that is concerning to me. You mentioned that Jennifer Schreier had thought I misunderstood the conditions of my probation, considering that I had not registered for fall classes, and this was something even flagged by campus security.

The am concerned is because such a comment goes against her own words regarding the next steps for me after my dismissal from Summer Session II.

The email outlines the following:

1. That I have been dropped from summer session II and fall classes and need to complete NSG314 in order to to move forward **next summer**.
2. They mention that I should get an official letter regarding his probation due to not passing and this is the path to moving forward for **next summer**.
3. It directly states "We hope you plan on **returning next summer** to repeat NSG312 and 313 and then move forward with the program."
4. I am asked to complete the Leave of Absence form to keep his enrollment window open for **next summer**.

So when its flagged that there is some confusion as to why I did not enroll for that fall, I would say that it was communicated very clearly to me that I would need to retake these courses next summer, and cannot continue further until then. Which is the reason why I am trying very hard to get an answer on the status of my place in the absn nursing program, because as you can see in the email, I must lose a year, and essentially completely restart the program. Taking on all of the costs (rent, cost of living, the price of the courses), all over again.

This is a really good example of much of the challenges that I have faced as a nursing student within the program, highlighting the lack of clear and consistent communication and processes.

I once again thank you for your time, and hope that all of this can be resolved quickly. I look forward to hearing from you next week.

Best,
George

Next steps



© Jennifer Schreier

To: © George Ulloa



Thursday, July 6, 2023 at 1:19

George,

As I understand you have met with Dr. Fabry and Elizabeth Wynne regarding your probationary status here in the School of Nursing. Dr. Lorenz also made me aware that you are interested in grieving your grade for NSG 312. If you have questions regarding that process, I can assist you with those questions.

I have dropped your summer session II and fall classes so that you don't incur any financial liability for those classes. You are still enrolled in NSG314 and will want to complete that class so you can have it finished for you to move forward next summer. You will get an official letter once final grades post, but because you didn't pass NSG312 you will be placed on probation which has a path for continuing next summer. We hope you plan on returning next summer to repeat NSG312 and 313 and then move forward with the program. I am going to ask you to complete the [Leave of Absence form](#) (scroll to the bottom of the page), so that we can keep your enrollment window open for next summer.

If you have any questions about probation and our Progression Policies, I can schedule a time to meet with you. Again, you can view the policy in the [Policy Library](#) [Policy and Procedure for Progression of Undergraduate Nursing Students](#).

Sincerely,
 **University at Buffalo**
Office of Student Services
School of Nursing



***The School of Nursing reserves the right to change admission and program criteria to meet prevailing accreditation and registration requirements**

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On Aug 10, 2023, at 3:24 PM, David Mines <ddmines@buffalo.edu> wrote:

George:

That's not a problem. Our office will send out the Zoom invite to you for tomorrow.

Take care,

David



Hello David,

I wanted to make a request. I was wondering if you would consider having this call over zoom?

The reason is that yesterday, I got a phone call from the UB Campus police that they were calling to assess if I was a threat. They said that the title of the program analysis document "***To Kill a Nightingale***", that I had mailed out having the word "kill" caused the nursing department to have strong concerns for their safety.

I explained to the officer that the title was merely a metaphor for student experiences, and was a pun on other classic literature titles. That I had mailed my documents as per common corporate practice when contacting leadership (you want to make sure you mail and post mark a physical copy of correspondence to make sure the person receives it in addition to an email). The officer agreed that when reading the document there was no threat, and wished me the best of luck.

This whole experience has left me uncomfortable and I rather just be able to talk via zoom, so we can talk more comfortably and candidly. I find after this a call from the police, another call for something this important, would be intimidated.

Could we do this? It would just mean a lot on my end.

Best,
George

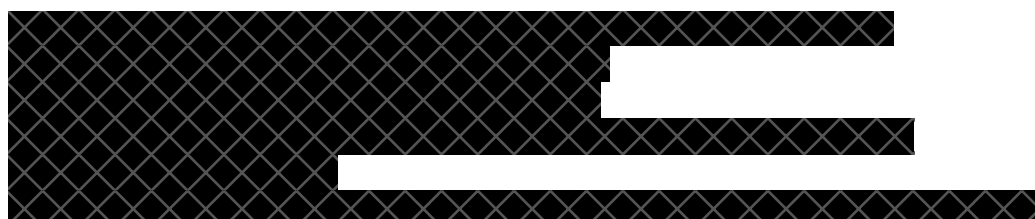
On Aug 10, 2023, at 2:41 PM, David Mines <ddmines@buffalo.edu> wrote:

George:

Thanks for the prompt response. You can call the office at 716-645-2266 at 4 p.m. and we can discuss your concerns.

Have a great evening,

David



Subject: Re: Immediate Attention Needed: Lack of Response Regarding Serious ABSN Program Concerns

Hello David,

Thank you for responding back to me and taking the time to follow up on my submission.

I would be happy to speak with you tomorrow, at 4-5pm. Will the call be over the phone or via zoom?

Once again thank you so much for following up. I am looking forward to speaking to you soon.

Best,
George

On Aug 10, 2023, at 10:38 AM, David Mines
<ddmines@buffalo.edu> wrote:

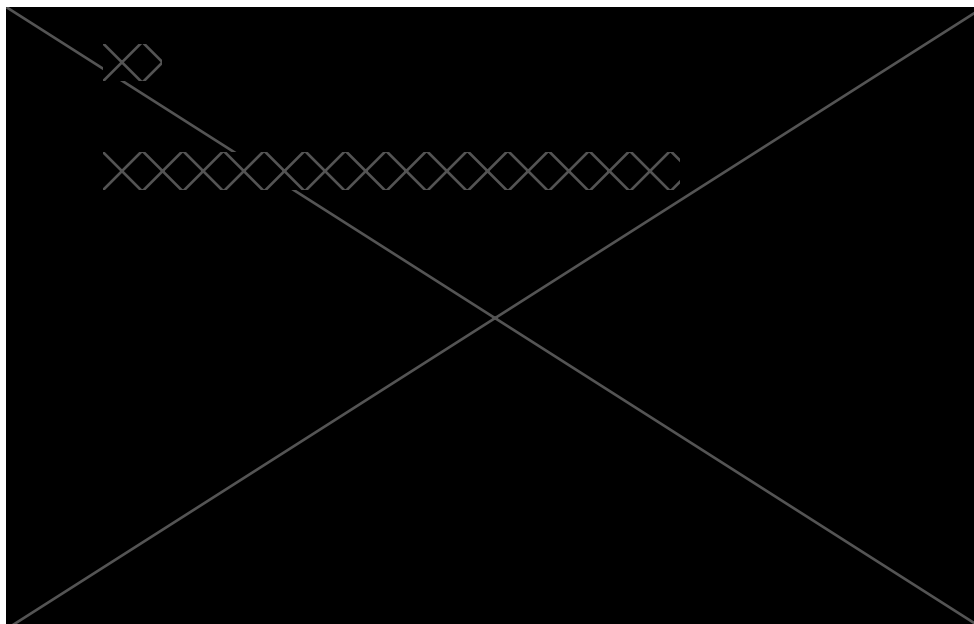
Dear George:

This email is in follow-up to your submission to the Office of Equity Diversity and Inclusion. I'd like to schedule a call with you and would like to know your availability on tomorrow. I have time from 1-2 p.m. and again from 4-5 p.m. if that works with your schedule.

Please reply and let me know if you are available.

Best,

David



Subject: RE: Immediate Attention Needed: Lack of Response Regarding Serious ABSN Program Concerns

Dear George,

Thank you for reaching out to UB's Office of Equity, Diversity and Inclusion regarding your experience. I'm sorry to hear about the challenges you faced.

EDI is responsible for UB's compliance with laws, rules and policies that prohibit discrimination and harassment and that require accommodations based on disability or other factors. I've asked EDI Investigator David Mines to reach out to you about your experience, and David is copied on this email. Please know that if there are circumstances that do not rise to the level of discrimination and harassment but still present barriers to students, EDI can assist in referring those appropriately.

Sincerely,

[REDACTED]

[REDACTED]

[REDACTED]



Subject: Immediate Attention Needed: Lack of Response
Regarding Serious ABSN Program Concerns

[Download full resolution images](#)

[Available until Sep 7, 2023](#)

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,



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Complete_ABSN_experience.pdf
96.7 MB

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previous_letter_to_ub_nursing_leadership.pdf
55 KB

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