

Policy Name: Technical Standards for the Nursing Program
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Implementation/Revision Date: 4/4/12; 7/24/12; 8/23/12
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Committee/Review Date: 4/4/12; 7/24/12; 8/23/12

Policy

Essential technical standards are established to ensure students are able to fulfill the duties expected in the classroom/lab/clinical experiences of the Nursing Program.

Guidelines

- Essential technical requirements for participation in the Nursing Program are noted below:

Issue	Description	Standard/Physical Requirement
Mobility	Physical ability, flexibility, strength and stamina	The lab and/or clinical experiences require various abilities including standing, walking, sitting, bending, flexing, lifting, twisting, stooping, kneeling, reaching, stretching, pushing and pulling to gather and stock supplies, operate equipment (computers, various types of medical devices, hospital beds, etc.), and perform required functions of patient care. Often must lift, carry or move objects weighing 25-50 pounds. Must be physically able to assist patients to position, transfer, or transport requiring lifting in excess of 25 - 50 pounds. Must be able to perform CPR.
Motor Skills	Physical ability, coordination, dexterity	Gross and fine motor abilities sufficient to perform required functions of patient care; hand-wrist movement, hand-eye coordination, and simple firm grasping required for fine motor-skills and manipulation; fine and gross finger dexterity required in both hands.
Tactile	Use of touch	Normal tactile feeling required. Sensitivity to heat, cold, pain, pressure, wetness, dryness, etc.
Hearing	Use of auditory sense	Ability to hear and interpret voices and correctly interpret what is heard; i.e., physicians' orders whether verbal or over telephone, patient complaints, physical assessment (especially heart and other body sounds), fire and equipment alarms, etc. Must immediately comprehend and respond to auditory instructions or requests.
Visual	Use of sight	Acute visual skills necessary to detect signs and symptoms, body language of patients, color of wounds and drainage, and possible infections anywhere. Interpret written word accurately, read characters and identify colors on the computer screen. Must have clarity of vision up to 20 feet.

Issue	Description	Standard/Physical Requirement
Behavioral	Emotional and mental stability	Functions effectively under stress; flexible, concern for others; able to provide safe patient care and work in environment with multiple interruptions and noises, distractions, and unexpected patient needs.
Comprehension	Comprehend and process information; calculations	Engage in written and oral directives related to patient care, focusing and remembering information with appropriate application to patient care; comprehend and process instructions readily; perform mathematical functions regarding medication administration.
Critical Thinking	Ability to problem solve	Integrate information through critical thinking based on information gathered on patients during clinical sessions, and during class sessions that are applied to the clinical process.
Communication	Speak, read, write, and use English language effectively in real time. Communicate effectively in interactions with others verbally, nonverbally and in written form.	Effectively interacts with the environment and other persons. Fluent in English. Ability to communicate with wide variety of people and styles, ability to be easily understood. Reading, writing, recording, and documenting critical patient information required.

2. Students accepted or enrolled in the Nursing Program are responsible for determining their own eligibility in light of these qualifications, for informing the College of any potential problem areas, and for notifying the Nursing Department of any particular accommodations they may need.
3. Students with disabilities are encouraged to contact the Office of Disability Services to determine appropriate accommodations.
4. Students entering the Nursing Program do so with the understanding that they must be able to perform the essential technical requirements and meet the standards described for the program with or without reasonable accommodation.
 - a. The College reserves the right to review information and documentation to determine whether an accommodation request is reasonable and whether a student is capable of performing the essential technical requirements and meeting the standards described for the program.