

Emotional, Cognitive, and Physical Requirements

Nursing students that have a condition which would interfere with essential skills/functions should contact the Director or Nursing to request reasonable accommodations. Students must be able to meet the essential skills/functions with or without reasonable accommodations. If a student enrolled in courses is no longer able to meet the essential skills/functions they must contact the Director of Nursing to explore reasonable accommodations. Students may be asked to supply a medical clearance form in order to remain and/or return to the clinical setting.

The Americans with Disabilities Act (ADA) defines a qualified individual with a disability as an individual who, with reasonable accommodations, can perform the essential functions of the employment position that such individual holds or desires. In addition, the Rehabilitation act of 1973 prohibits discrimination in the admission of a qualified person with disabilities. Reasonable accommodations for students with disabilities, either temporary or permanent, will be considered on a case-by-case basis and in consultation with the clinical agencies as appropriate.

Nursing students, with or without reasonable accommodations, must be able to meet the emotional, cognitive, and physical requirements listed below:

Emotional Requirements: The nursing program is a rigorous program, both in academic study and in the acquisition and practice of clinical skills. The student must have sufficient emotional stability to perform under stress and provide safe nursing care to clients in the clinical setting while being observed by the instructors and other health care professionals.

Cognitive Requirements: The student must have sufficient cognitive ability to communicate or process information and perform mathematical functions (addition, subtraction, multiplication, division, percentages, and fractions with or without a calculator) at a level that allows processing and understanding of materials and information presented either verbally or in written format.

Physical Requirements: Nursing students are required to travel to clinical facilities (i.e., outpatient, acute care settings, skilled facilities) and to have the endurance to adapt to a physically demanding program. The following physical requirements are necessary for the nursing program:

1. Strength: ability to lift, move, and transfer most clients, to move and carry equipment, and to perform CPR according to the American Heart Association guidelines.
2. Mobility: ability to bend, stoop, bend down to the floor, combination of strength, dexterity, mobility and coordination to assist clients, ability to move around rapidly, and move in small, confined spaces.
3. Fine Motor Movements: required to manipulate syringes and IV's, to assist clients with feeding and hygiene needs, use computer keyboards, perform sterile and other skilled procedures.
4. Speech: ability to communicate clearly with staff, physicians, clients, and families, and be understood on the telephone.
5. Communication: able to communicate in English both verbally and in the written format so that students can communicate nursing actions, interpret client responses, initiate health teaching, document observations, interactions, interventions, and nursing care. Document and understand nursing activities, interact with clients, families, staff, and faculty.
6. Vision: ability to complete physical assessment of clients; accurately, safely use and apply client equipment.
7. Hearing: ability to communicate on the telephone, to be able to hear or decipher through a stethoscope to discriminate sounds, to hear or decipher cries for help, to hear or decipher alarms on equipment and emergency signals, and various overhead pages.
8. Touch: ability to palpate both superficially and deeply to discriminate tactile sensations.