

APPENDIX B

Misericordia University Graduate Nursing Department

Essential Functions for Graduate Nursing Practice

Essential functions refer to the fundamental physical, cognitive, emotional, and behavioral abilities required to successfully perform the core responsibilities of nursing practice. These functions are necessary for providing safe, effective, and compassionate patient care across diverse clinical settings.

Students enrolled in the Graduate Nursing Program must be able to demonstrate the following essential functions, with or without reasonable accommodations:

Cognitive and Critical Thinking Skills: Ability to process and synthesize complex information, make sound clinical judgments, and apply evidence-based knowledge in practice.

Communication Skills: Proficiency in verbal, nonverbal, and written communication to interact effectively with patients, families, faculty, and members of the healthcare team.

Motor Skills: Sufficient physical ability to perform nursing procedures, operate equipment, and provide direct patient care, including mobility to move within clinical environments.

Sensory Abilities: Functional use of vision, hearing, and tactile senses to assess and monitor patient conditions.

Emotional and Behavioral Stability: Capacity to manage stress, adapt to changing environments, and maintain professional behavior, emotional well-being, and ethical integrity under pressure.

Meeting these essential functions is a requirement for progression and successful completion of the nursing program. Students who may require accommodations are encouraged to contact the Student Success Center where the Office for Students with Disabilities is located for assistance early in their program.

As a student in the Graduate Nursing Program, my signature below indicates that I have read the essential functions document in the Graduate Nursing Department Student Handbook, specifically:

- I agree with the contents; and I am committed to the policies;
- I understand my rights with respect to accommodations and that if I seek such accommodations, it is my responsibility to disclose the disability for which I am seeking accommodations through the Misericordia Office of Students with Disabilities.
- I understand that once the Office of Students with Disabilities notifies the program and/or faculty of my need for accommodations, the program in which I am enrolled will provide reasonable accommodations in the classroom, laboratory, and clinical setting.
- I may be advised to discontinue the program should I fail to demonstrate all of

the essential functions despite reasonable accommodations and reasonable levels of support from the faculty.

- The program may be unable to make accommodations that preclude participation in skill required coursework, testing, laboratory, or clinical activities.
- In the event reasonable accommodations cannot be made that preclude participation in skill required coursework, testing or clinical I may be advised to discontinue the program.
- I am responsible for communicating necessary accommodations to my assigned clinical site; however, such accommodations in the clinical environment may not be feasible. Clinical accommodations are beyond the University's control and when not feasible may preclude clinical placement and prohibit me from completing the program.

Print Name

Signature

Date