

## Nursing Program Essential Functions

The Alabama College System endorses the Americans' with Disabilities Act. In accordance with Southern Union State Community College Policy, when requested, reasonable accommodations may be provided for individuals with disabilities. All items are necessary for nursing program admission, progression and graduation and for the provision of safe and effective nursing care. The essential functions include but are not limited to the ability to:

### TO BE COMPLETED BY MD:

- 1) Sensory Perception
  - a) Visual (with or without corrective lenses)
    - i) Observe and discern subtle changes in physical conditions and the environment
    - ii) Visualize different color spectrums and color changes
    - iii) Accurately read numbers and letters in fine print, such as would appear on medication vials, ampules, syringes, and monitoring equipment in varying levels of lights (daylight to very dim light) from no closer than 12-18 inches.
    - iv) Read for prolonged periods of time
    - v) Read at varying distances
    - vi) Read data/information displayed on monitors/equipment
  - b) Auditory
    - i) Interpret monitoring devices
    - ii) Distinguish muffled sounds heard through a stethoscope
    - iii) Hear and discriminate high and low frequency sounds produced by the body and the environment
    - iv) Effectively hear to communicate with others
  - c) Tactile
    - i) Discern tremors, vibrations, pulses, textures, temperature, shapes, size, location and other physical characteristics
  - d) Olfactory
    - i) Detect body odors and odors in the environment
- 2) Motor Function
  - a) Handle small delicate equipment/objects without extraneous movement, contamination or destruction
  - b) Move, position, turn, transfer, assist with lifting or lift and carry clients without injury to clients, self or others
  - c) Maintain balance from any position
  - d) Stand on both legs
  - e) Coordinate hand/eye movements
  - f) Push/pull heavy objects without injury to client, self or others
  - g) Stand, bend, walk and/or sit for 6-12 hours in a clinical setting performing physical activities requiring energy without jeopardizing the safety of the client, self or others
  - h) Walk without a cane, walker or crutches
  - i) Transport self and client without the use of electrical devices
  - j) Flex, abduct and rotate all joints freely
  - k) Respond rapidly to emergency situations
  - l) Maneuver in small areas
  - m) Perform daily care functions for the client
  - n) Coordinate fine and gross motor hand movements to provide safe effective nursing care
  - o) Calibrate/use equipment
  - p) Execute movement required to provide nursing care in all health care settings
  - q) Perform CPR
  - r) Operate a computer

### TO BE COMPLETED BY STUDENT:

- 1) Communication/ Interpersonal Relationships
  - a) Verbally, and in writing, use appropriate terminology of the profession to engage in a two-way communication and interact effectively with others, from a variety of social, emotional, cultural and intellectual backgrounds
  - b) Work effectively in groups
  - c) Work effectively independently
  - d) Discern and interpret nonverbal communication
  - e) Express one's ideas and feelings clearly
  - f) Communicate with others accurately in a timely manner
  - g) Obtain communications from a computer
- 2) Cognitive/Critical Thinking
  - a) Effectively read, write and comprehend the English language
  - b) Consistently and dependably engage in the process of critical thinking in order to formulate and implement safe and ethical nursing decisions in a variety of health care settings
  - c) Demonstrate satisfactory performance on written examinations including mathematical computations without a calculator
  - d) Satisfactorily achieve the program objectives
- 3) Professional Behavior
  - a) Convey caring, respect, sensitivity, tact, compassion, empathy, tolerance and a healthy attitude toward others
  - b) Demonstrate a mentally healthy attitude that is age appropriate in relationship to the client
  - c) Handle multiple tasks concurrently
  - d) Perform safe, effective nursing care for clients in a caring context
  - e) Understand and follow the policies and procedures of the College and clinical agencies
  - f) Understand the consequences of violating the student code of conduct
  - g) Understand that posing a direct threat to others is unacceptable and subjects one to discipline
  - h) Meet qualifications for licensure by examination as stipulated by the Alabama Board of Nursing
  - i) Function effectively in situations of uncertainty and stress inherent in providing nursing care
  - j) Adapt to changing environments and situations
  - k) Remain free of chemical dependency
  - l) Report promptly to clinical and remain for 6-12 hours on the clinical unit
  - m) Provide nursing care in an appropriate time frame
  - n) Accepts responsibility, accountability, and ownership of one's actions
  - o) Seek supervision/consultation in a timely manner
  - p) Examine and modify one's own behavior when it interferes with nursing care or learning

### MEDICAL VERIFICATION

Is this person's mental and physical health sufficient to perform the classroom and clinical duties of a medical assistant student?

YES \_\_\_\_\_ NO \_\_\_\_\_ If no, please explain (use back of form needed)

MD/PA/NP Signature \_\_\_\_\_

Date \_\_\_\_\_

Printed Name \_\_\_\_\_

### STUDENT VERIFICATION

Read the declarations below and **check only one option**. Sign in the space provided. If you are unable to fully meet any criterion, you will need to direct your request to the Coordinator of Disability Services.

\_\_\_\_\_ I have reviewed the Essential Functions for this program and I certify that to the best of my knowledge I **currently have the ability to fully perform these functions**. I understand that further evaluation of my ability may be required and conducted by the faculty if deemed necessary to evaluate my ability prior to admission to the program and for retention and progression through the program.

\_\_\_\_\_ I have read the Essential Functions for this program and I **currently am unable to fully meet the items indicated without accommodations**. I am requesting the following reasonable accommodations: (use additional sheet if needed)

\_\_\_\_\_ Student Signature

\_\_\_\_\_ Date