

Essential Functions Required of Students for Admission and Progression in a Health Sciences Program

Applicants and students should be able to perform these essential functions or with reasonable accommodations, such as the help of compensatory techniques and/or assistive devices, be able to demonstrate ability to become proficient in these essential functions.

Essential Function	Technical Standard	Some Examples of Necessary Activities (not all inclusive)	Yes	No
Critical Thinking	Critical thinking ability sufficient for clinical judgment.	Identify cause-effect relationships in clinical situations; evaluate patient or instrument responses; synthesize data; draw sound conclusions.		
Interpersonal Skills	Interpersonal abilities sufficient to interact with individuals, families, and groups from a variety of social, emotional, cultural and intellectual backgrounds.	Establish rapport with patients and colleagues. Use therapeutic communication (attending, clarifying, coaching, facilitating, teaching). Function (consult, negotiate, share) as a part of a team.		
Communication Ability	Communication abilities sufficient for effective interaction with others in spoken and written English.	Explain treatment procedures; initiate health teaching; document and interpret instructions. Listen attentively.		
Physical Endurance	Remain continuously on task for several hours while standing, sitting, moving, lifting, and/or bending.	Manually resuscitate patients in emergency situations or stand/walk for extensive periods of time.		
Mobility	Physical abilities sufficient to move from room to room and maneuver in small spaces; full range of motion; manual and finger dexterity; and hand-eye coordination.	Move around in patients' rooms, work spaces and treatment areas.		
Motor Skills	Gross and fine motor abilities sufficient to provide safe and effective patient care and operate equipment.	Calibrate and use equipment; transfer and position patients or lift and operate equipment with necessary strength and dexterity.		
Adequate Height	Ability to reach and operate overhead equipment.	Turn wall mounted monitors/gauges on and off.		
Hearing Ability	Auditory ability sufficient to monitor and assess health needs.	Hear monitor alarms, emergency signals, auscultatory sounds, cries for help.		
Visual Ability	Normal or corrected visual ability sufficient for patient observation and assessment, ability to discriminate between subtle changes in density (black to gray) of a color in low light.	Observe patient/responses, secretions, color. Read thermometer, chart, computer screen, digital printouts, label and gauges. Interpret subtle color differences in diagnostic laboratory test kits, on stained microscopic slides, and when using laboratory instruments.		
Tactile Ability	Tactile ability sufficient for physical assessment.	Perform palpation, functions of physical examination and/or those related to therapeutic intervention.		
Olfactory Ability	Olfactory senses (smell) sufficient for maintaining environmental and patient safety.	Distinguish smells which are contributory to assessing and/or maintaining the patient's health status or environmental safety (fire).		
Professional Attitude and Demeanor	Ability to present professional appearance and implement measures to maintain own physical and mental health, and emotional stability.	Work under stressful conditions and irregular hours. Be exposed to communicable diseases and contaminated body fluids. React calmly in emergency situations. Demonstrate flexibility. Show concern for others.		

Note: Students requiring reasonable accommodations may contact the Office of Counseling and Career Development Services, Counselor for Students with Disabilities, at 574-6131.

Adapted from: Red Alert: The Americans with Disabilities Act Implications for Nursing Education (March, 1993).