

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, demonstrate the 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 is sufficient for clinical judgment	Identify cause-and-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, and document and interpret instructions. Listen attentively.		
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, workspaces, and treatment areas. Stand/walk for extensive periods of time		
Motor Skills	Gross and fine motor abilities are sufficient to provide safe and effective patient care and operate equipment	Calibrate and use equipment; transfer and position patients; lift 50 pounds		
Adequate Height	Ability to reach and operate overhead equipment. (Minimum 4'10")	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, and cries for help.		
Visual Ability	Visual ability (corrected to 20/40) is sufficient for observation and assessment, and includes testing for color blindness	Observe the patient's responses, secretions, and color. Read manometers, charts, computer screens, digital printouts, labels, and gauges.		
Tactile Ability	Tactile ability is sufficient for physical assessment	Perform palpation, functions of physical examination, and/or those related to therapeutic intervention, e.g., insertions of an IV catheter		
Olfactory Ability	Olfactory senses (smell) are sufficient for maintaining environmental and patient safety	Distinguish smells that contribute to assessing and/or maintaining the patient's health status or environmental safety (e.g., fire).		
Professional Attitude and Demeanor	Ability to present a 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 an emergency situation. 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 843-574-6131.

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