

Indiana State University College of Health and Human Services

Department of Baccalaureate Nursing Completion

Essential Abilities Policy

In concert with the *Indiana State University Mission Statement* and *Nurse Faculty Philosophy*, the following Essential Abilities Policy has been developed. The nursing faculty reserves the right to determine eligibility of all students applying to the nursing program according to the guidelines set forth by *The Americans with Disability Act* and the U.S. Department of Labor. The nursing faculty has specified essential ability requirements and standards critical to insure success in all Indiana State University nursing programs.

- **Essential Communication and Interpersonal Skills**—Demonstrates ability to read, write, speak, and comprehend Standard American English intelligibly in order to competently convey information, perform evaluations, educate others, and interact with health team members.
- **Essential Neurological and Sensory Functions**—Demonstrates ability to use the senses of sight, hearing, touch, and smell in order to observe, listen, understand, and make decisions regarding patient conditions.
Visual requirements include ability to read computer screens, see objects 20 feet away, recognize depths and use peripheral vision. Visually monitor patients, chart and machine indicator lights in low lighted areas.
Hearing requirements include ability to hear alarms, emergency signals, normal speaking levels, auscultatory sounds for basic assessments.
Tactile requirements include the ability to feel vibrations such as a pulse, distinguish temperature changes, exhibit fine motor skills in order to pick up objects, and demonstrate ability to write with a pen.
- **Essential Physical Mobility**—Ability to move independently and to walk and stand for extensive periods of time. Ability to lift averaging between 10-50 pounds such items as supplies, medical equipment, medications, charts, as well as lifting, maneuvering patients.
- **Intellectual and Conceptual Skills**—Ability to measure, calculate, analyze, synthesize, and evaluate to engage competently in the safe practice of nursing
- **Essential Emotional and Behavioral Skills**—Ability to mentally focus attention to tasks, monitor own emotions, cope with the unexpected, collaborate and function as part of a team, use appropriate communication styles in reaction to types of behaviors exhibited to safely engage in the practice of nursing.

Qualified applicants are expected to meet all criteria listed with or without reasonable accommodations. Students concerned about meeting any one of these essential abilities may contact the nursing department in which the student is seeking admission. Failure to meet one or more of the essential abilities during the program of study may interfere with the student's progression in the nursing program. The Department of Baccalaureate Nursing Completion has the ability to grant an exception to the Essential Abilities Policy based on reasonable accommodations available for appropriate clinical placement for the program of study.