

Indiana State University School of Nursing Baccalaureate Nursing Program

Essential Abilities Policy

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 ensure success in all Indiana State University nursing programs.

- *Essential Communication and Interpersonal Skills*—Demonstrates ability to read, write and speak Standard American English intelligibly in order to competently convey information, perform evaluations, educate, and interact with others.
- *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 and hearing requirements may be met with assistive devices.

Visual requirements include visually monitoring patients, charting, and interpreting machine indicator lights in low lighted areas.

Hearing requirements include ability to hear alarms, emergency signals, conversational speaking levels, and auscultatory sounds for basic assessments.

Tactile requirements include the ability to feel vibrations such as a pulse, distinguish temperature changes, utilize fine motor skills in order to pick up objects, and write with a pen.

- *Essential Physical Mobility*—Ability to move independently and to walk and stand for extensive periods of time. Ability to lift items averaging between 10-50 pounds such as supplies, medical equipment, medications, charts, as well as lifting, and 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 with meeting any one of these essential abilities may contact the Coordinator of the track to 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.

Approved SAC 11/15/2022, Vote 5-0-0

Acknowledged Steering Committee (SON), 12/9/2022, Vote 5-0-0