



## Nursing

### **Essential Functions Required for Admission, Progression, and Graduation**

The MU BSN Program is committed to the education of all qualified individuals, including persons with disabilities, who, with or without reasonable accommodation, can perform the Essential Functions of the Program. It is the policy of the Program to comply with the American with Disabilities Act (ADA).

The Program has established the Essential Functions guidelines to provide a framework to balance several competing interests:

- 1) The rights of applicants and students.
- 2) The safety of students, their co-workers and patients.
- 3) The significant clinical component of the curricula.
- 4) The requirements imposed on the Department by the Commission on Collegiate Nursing Education, the accreditation body, and the clinical agency agreements allowing the Program to place students in various health care organizations for clinical education.
- 5) The conditions for licensure of graduates.

Any applicant who plans to enter the BSN program at Methodist University must possess certain abilities that will enable them to master the educational and clinical content of the program within a reasonable time frame and to function as a registered nurse after graduation. These competing interests and the nature of nursing educational activities may prevent some prospective and current students with disabilities from qualifying for enrollment or continued enrollment.

In accordance with federal regulations established by the ADA, Section 504 of the Civil Rights Act of 1973, and state and local requirements regarding students and applicants with disabilities, the following standards are described to assist each applicant/student in evaluating their prospect for academic and clinical success.

If a student cannot demonstrate the following skills and abilities, it is the responsibility of the student to request appropriate accommodation. The BSN Program will provide reasonable accommodation if it does not fundamentally alter the nature of the program offered and does not impose an undue hardship such as those that cause a significant expense, difficulty or are unduly disruptive to the educational process. A determination will be made by the admissions committee as to whether the individual is qualified for admission to the program and if reasonable accommodations can be made.

This policy applies to all prospective, pre-nursing, and current undergraduate students enrolled in the Nursing Program

## **Communication**

Students must possess communication abilities sufficient for interaction with others in both verbal and written form. Examples include but are not limited to:

1. Explain treatment procedures.
2. Initiate health teaching.
3. Document and interpret nursing actions and client responses

## **Mobility**

Students must possess physical abilities sufficient to move within the clinical setting, including in confined spaces, to respond to urgent and emergent situations quickly. Examples include but are not limited to:

1. Help move and position patients as needed in client rooms, works spaces, and treatment areas.
2. Administer cardio-pulmonary procedures.
3. Lift, pull, and transfer up to 50 pounds unassisted.

## **Motor Skills**

Students must possess gross and fine motor abilities sufficient to provide safe and effective nursing care. Examples include but are not limited to:

1. Calibrate and use equipment to perform procedures.
2. Administer medications orally and parentally.

## **Hearing**

Students must possess the auditory ability sufficient to monitor and assess health needs. Examples include but are not limited to:

1. Hears monitor alarms.
2. Hears emergency signals.
3. Hears auscultatory sounds.
4. Hears cries for help.

## **Visual**

Students must possess the visual ability sufficient for observation and assessment necessary in nursing care. Examples include but are not limited to:

1. Observe client responses.
2. Recognize subtle physical changes.

## **Tactile**

Students must possess tactile ability sufficient for physical assessment and performance. Examples include but are not limited to:

1. Performs palpation and physical examinations.
2. Performs activities related to therapeutic nursing interventions such as insertion of a catheter or starting an IV.

### **Critical Thinking**

Students must have sufficient ability for clinical judgement. Examples include but are not limited to:

1. Identify cause/effect relationships in clinical situations.
2. Develop nursing care plans.
3. Create trusting relationships with clients.

### **Smell**

Students must possess the ability to detect odors sufficient to maintain environmental safety and client needs.

### **Behavior**

Students must possess the mental and physical ability to demonstrate good judgment in decision making to maintain safety and security of clients and to behave appropriately with clients, staff, students, and supervisors.

### **Accountability and Responsibility**

Students must possess the ability to understand and abide by legal and ethical standards.

By signing below, I certify that I have read, understand, and meet the MU Department of Nursing Essential Functions Required for Admission, Progression, and Graduation in the BSN Program. Any misrepresentation, falsification, or material omission of information from the applicant may exclude the student from continued clinical participation or may result in dismissal from the program.

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Applicant Signature

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Date