

**MEDCENTER ONE  
COLLEGE OF NURSING**

**ESSENTIAL FUNCTIONS FOR CLINICAL COURSE WORK  
IN THE COLLEGE OF NURSING**

College of Nursing students must be able to fully perform the essential functions in each of the following categories: gross motor skills, fine motor skills, physical endurance, physical strength, mobility, hearing, visual, tactile, smell, reading, arithmetic competence, emotional stability, analytical thinking, critical thinking skills, interpersonal skills, and communication skills. (National Council of State Boards of Nursing, 1999) However, it is recognized that degrees of ability vary widely among individuals. Individuals are encouraged to discuss disabilities with the Director of Student Services. The College of Nursing is committed to providing reasonable accommodations to students with disabilities upon notice and through established college policies and procedures.

1. Gross Motor Skills. Students must be able to: move within confined spaces; sit and maintain balance; stand and maintain balance; reach above shoulders (IVs); reach below waist (plug-ins).
2. Fine Motor Skills. Students must be able to: pick up objects with hands; grasp small objects with hands; write with pen or pencil; key/type (use a computer); pinch/pick or otherwise work with fingers (syringe); twist (turn knobs with hands); squeeze with finger (eye dropper).
3. Physical Endurance. Students must be able to: stand (at client side during procedure); sustain repetitive movements (CPR); maintain physical tolerance (work entire shift).
4. Physical Strength. Students must be able to: push and pull 25 pounds (position clients); support 25 pounds of weight (ambulate client); lift 25 pounds (transfer client); move light objects up to 10 pounds; move heavy objects weighing from 10 to 50 pounds; defend self against combative client; carry equipment/supplies; use upper body strength (CPR, restrain a client); squeeze with hands (fire extinguisher).
5. Mobility. Students must be able to: twist; bend; stoop/squat; move quickly; climb (ladders, stools, stairs); walk.
6. Hearing. Students must be able to: hear normal speaking level sounds; hear faint voices; hear faint body sounds (BP); hear in situations not able to see lips (when using masks); hear auditory alarms.
7. Visual. Students must be able to: see objects up to 20 inches away; see objects up to 20 feet away; see objects more than 20 feet away; use depth perception; use peripheral vision; distinguish color; distinguish color intensity.

8. Tactile. Students must be able to: feel vibrations (pulses); detect temperature; feel differences in surface characteristics (skin turgor); feel differences in sizes, shapes (palpate vein); detect environmental temperature.
9. Smell. Students must be able to: detect odors from client; detect smoke; detect gases or noxious smells.
10. Reading. Students must be able to read and understand written documents.
11. Arithmetic Competence. Students must be able to: read and understand columns of writing (flow sheets); read digital displays; read graphic printouts (I&O); calibrate equipment; convert numbers to/from metric; read graphs (vital sign sheets); tell time; measure time (duration); count rates (pulse rate); use measuring tools (thermometer); read measurement marks (scales); add, subtract, multiply, divide; compute fractions (medication dosages); use a calculator; write numbers in records.
12. Emotional Stability. Students must be able to: establish therapeutic boundaries; provide client with emotional support; adapt to changing environment/stress; deal with unexpected (crisis); focus attention on task; monitor own emotions; perform multiple responsibilities concurrently; handle strong emotions (grief).
13. Analytical Thinking. Students must be able to: transfer knowledge from one situation to another; process information; evaluate outcomes; problem solve; prioritize tasks; use long-term memory; use short-term memory.
14. Critical Thinking Skills. Students must be able to: identify cause-effect relationships; plan/control activities for others; synthesize knowledge and skills; sequence information.
15. Interpersonal Skills. Students must be able to: negotiate interpersonal conflict; respect differences in clients; establish rapport with clients; establish rapport with co-workers.
16. Communication Skills. Students must be able to: teach (client, family); explain procedures; give oral reports; interact with others; speak on the telephone; influence people; direct activities of others; convey information through writing (progress notes).

National Council of State Boards of Nursing. (1999). *Guidelines for using results of functional abilities studies and other resources*. Chicago: Author.