Wright State University
School of Nursing

Technical Standards

Please read and then sign verification that you have read on the <u>Technical Standards - Signature Sheet</u> (separate document).

Nursing students are held to a very high standard of performance. Nursing education involves not only classroom learning activities but, also, clinical learning activities across a wide variety of health-related agencies with actual patients. These activities require a combination of abilities including cognitive, sensory, physical, emotional, and social skills.

Individuals seeking admission to the CoNH should be aware that certain limitations resulting from health conditions can interfere with patient care and/or patient safety to the extent that such limitations may not be compatible with successfully completing the Nursing program, even with reasonable accommodation. Such conditions may include those that cause a high absenteeism rate, an inability to perform routine nursing tasks, an inability to promptly engage in critical thinking, or an inability to provide necessary emergency interventions. WSU seeks to respectfully collaborate with students to ensure accessibility while maintaining student accountability for knowledge acquisition, integration, and application.

The CoNH provides the following technical standards and related examples of typical nursing role functions to inform prospective and current students of the performance requirements that are necessary to successfully provide effective and safe patient care. Please note that the examples are not all inclusive. These standards apply to all student conduct regardless of setting (classroom, health care agency, lab, online, etc.).

Applicants and enrolled students for all Nursing programs must be able to meet the following technical standards, determined to be essential to the performance of the nursing role by the Wright State University nursing faculty:

Functional Areas	Technical Standards	Some Examples of Related Typical Nursing Role Functions
Cognitive Abilities		
1. Reading	1.1. Read and understand written documents in English.	1.1.1. Read and understand agency policies and procedures. 1.1.2. Read and understand information in patient charts. 1.1.3. Comprehend standard nursing and medical terminology.
2. Arithmetic/Math	2.1. Read and understand numbers and symbols.	2.1.1. Read and understand meaning of medication orders. 2.1.2. Read and understand meaning of number readouts on monitors. 2.1.2. Accurately tell time.
	2.2. Document numbers, measurements, and symbols.	2.2.1. Write numbers and symbols on hard files. 2.2.2. Type numbers and symbols in electronic files

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	2.3. Accurately add, subtract, multiply, and divide.	2.3.1. Accurately measure objects regarding length, width, height, weight, etc. 2.3.2. Compute drug dosages, rates of delivery, etc. 2.3.3. Convert numbers to and from the metric system. 2.3.4. Measure duration of time.
	2.4. Accurately read and understand digital, analog, and waveform tools.	2.4.1. Obtain and interpret information from a flow chart/graph and derive meaning. 2.4.2. Obtain and interpret information from a digital display.
3. Knowledge acquisition and recall	3.1. Ability to acquire fundamental knowledge.	3.1.1. Study, understand, and retain new academic information. 3.1.2. Electronic media literacy. 3.1.3. Collect information on appropriate clinical assessment indicators.
	3.2. Ability to recall pertinent information within a time frame that assures patient safety.	3.2.1. Listen to shift report or read patient chart and recall pertinent facts related to patient care as needed. 3.2.2. Listen to shift report or read patient chart and recall pertinent facts related to required tasks as needed. 3.2.3. Recall verbal or written directions related to sequential tasks to be performed.
4. Data analysis and interpretation	4.1. Ability to accurately process information within a time frame that assures patient safety.	4.1.1. Quickly identify normal and abnormal assessment findings. 4.1.2. Relate findings to potential causes and consequences.
5. Integrating knowledge to establish clinical judgment	5.1. Sound judgment in planning based on appropriate data collection and interpretation.	5.1.1. Determine appropriate actions based on evidence. 5.1.2. Appropriately respond to rapidly changing patient conditions within a safe time period.
	5.2. Ability to transfer information from one situation to another.	5.2.1. See commonalities between two different patients or patient populations to assist with problem solving.
	5.3. Ability to prioritize and sequence tasks.	5.3.1. Complete work tasks in logical and time appropriate manner.

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6. Evaluation	6.1. Use cause and effect reasoning.	6.1.1. Accurately determines patient responses to nursing interventions.
	6.2. Apply effective problem solving methods to revise plans when untoward responses occur.	6.2.1. Update nursing care plan following evaluation of patient response.
7. Time orientation	7.1. Keep to an appropriate time schedule.	7.1.1. Arrive to work on time. 7.1.2. Distribute medications on time. 7.1.3. Send patients to procedures on time.
Sensory Abilities		
8. Visual	8.1. Sufficient visual acuity to make accurate observations.	8.1.1. Participate meaningfully in academic demonstrations and simulations. 8.1.2. Read school-related materials. 8.1.3. Use equipment safely.
	8.2. Sufficient visual acuity to perform an accurate assessment close-up and at a distance.	8.2.1. Complete a visual assessment of the patient. 8.2.2. Complete a visual assessment of the environment. 8.2.3. Distinguish color differences for assessments (e.g.: inflammation) or color-coded materials. 8.2.4. Monitor patients in low-light situations.
	8.3 Sufficient visual acuity to accurately read information presented in an electronic format.	8.3.1. Accurately read electronic health records.
9. Auditory (Hearing)	9.1. Sufficient auditory acuity to communicate with patients and co-workers.	9.1.1. Receive and understand normal speaking voice when it is not possible to read lips, such as in surgery or low light-situations.
	9.2. Sufficient auditory acuity to perform assessments.	9.2.1. Accurately auscultate.
	9.3. Sufficient auditory acuity to perceive emergency situations.	9.3.1. Ensure safety of weak or infirm patients (e.g. can hear a call for help). 9.3.2. Accurately respond to workplace alarms.
10. Tactile (Touch)	10.1. Sufficient tactile sensation to complete a physical assessment.	10.1.1. Accurately assess pulse rate and characteristics. 10.1.2. Accurately identify a change in skin temperature or texture. 10.1.3. Accurately palpate body landmarks.

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	10.2. Sufficient tactile sensation to perform job-related technical tasks.	10.2.1. Identify equipment by touch. 10.2.2. Have awareness of dropping objects.
11. Olfactory (Smell)	11.1. Sufficient olfactory awareness to identify abnormal body odors.	11.1.1. Detect foul smelling drainage. 11.1.2. Detect "fruity" breath associated with DKA. 11.1.3. Detect alcohol on breath.
	11.2. Sufficient olfactory awareness to identify abnormal environmental odors.	11.2.1. Detect smoke. 11.2.2. Detect overheated equipment.
12. Multisensory	12.1. Sufficient multisensory integration and stability to negotiate normal and abnormal environmental stimuli.	12.1.1. Determine environmental hazards related to fall risks through awareness and analysis of multiple environmental cues. 12.1.2. Protect and evacuate patients as necessary during emergency situations that may involve loud alarms, strobe lighting, and generally chaotic environments.
Physical Abilities		
13. Physical strength	13.1. Push and pull objects.	13.1.1. Push a wheelchair. 13.1.2. Position a patient in bed.
	13.2. Provide physical support as needed.	13.2.1. Assist an infirm patient out of bed. 13.2.2. Assist an infirm patient to ambulate to a chair or bathroom.
	13.3. Lift and move objects weighing up to 50 pounds.	13.3.1. Pick up a child. 13.3.2. Lift a side rail on a bed. 13.3.3. Carry necessary equipment from one location to another. 13.3.4. Assist with transfer of adult patient from gurney to bed or vice versa.
	13.4. Defend self or restrain another.	12.4.1. Take evasive action if accosted. 12.4.2. Protect patient from self-inflicted injury.
14. Physical endurance	14.1. Sufficient energy level to perform duties	14.1.1. Complete a typical 8-12 hour nursing shift. 14.1.2. Stand for several hours, for example, in surgery or while doing complex patient care. 14.1.3. Manage physically taxing workloads.
	14.2. Sustain repetitive movements.	14.2.1. CPR

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15. Gross motor	15.1. Able to move from one location to another.	15.1.1. Transport self between patient rooms. 15.1.2. Transport self within confined spaces such as small or cluttered patient rooms. 15.1.3. Move quickly in response to an emergency
	15.2. Able to maintain physical balance and stability.	15.2.1. Rise from chair to provide for patient safety during an emergency. 15.2.2. Sit comfortably in order to promote effective face-to-face communication with patient in bed. 15.2.3. Stand with stability while holding a newborn or child. 15.2.4. Turn from side to side while transferring patient or doing a sterile dressing change. 15.2.5. Bend from waist, or stoop, or squat to empty drainage devices or insert therapeutic devices.
	15.3. Effective range of motion for provision of patient care.	15.3.1. Reach above head, forward, below waist and out to sides in order to provide patient care as needed.
16. Fine motor	16.1. Grasp/pinch.	16.1.1. Hold a pen and write. 16.1.2. Grasp and remove bandage tape. 16.1.3. Manipulate a syringe. 16.1.4. Pinch skin to give an injection.
	16.2. Pick up small objects.	16.2.1. Pick up a piece of paper. 16.2.2. Pick up scissors. 16.2.3. Pick up thermometer.
	16.3 Squeeze objects.	16.3.1. Squeeze an eye dropper. 16.3.2. Squeeze rubber inflation ball on blood pressure cuff. 16.3.3. Operate fire extinguisher.
	16.4 Twist objects.	16.4.1. Turn a doorknob to open a door 16.4.2. Turn a small knob on a monitor.
	16.5 Typing/keyboarding skills	16.5.1. Use computers, keypads, etc.
Emotional and Social Abilities		

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17. Communication	17.1. Can effectively read information written in English.	16.1.1. Efficiently access, read and interpret medical orders. 16.1.2. Efficiently access, read and interpret patient care notes. 16.1.3. Effectively read current professional literature.
	17.2. Can effectively communicate verbally in English.	17.2.1. Verbalize an oral report on a patient. 17.2.2. Verbally interview a patient. 17.2.3. Effectively teach necessary information for health promotion or maintenance. 17.2.4. Speak clearly on the telephone. 17.2.5. Give instructions to personnel. 17.2.6. Clarify information.
	17.3. Can effectively communicate in writing.	17.3.1. Use both electronic and written medical record systems.
18. Emotional stability	18.1. Work effectively within complex systems.	18.1.1. Adapt to rapidly changing situations. 18.1.2. Remain focused on tasks in a noisy or busy environment. 18.1.3. Able to multitask.
	18.2. Maintain personal emotional balance.	18.2.1. Remain calm during high-stress situations. 18.2.2. Effectively manage personally challenging experiences of shock, grief, anger, frustration, etc. 18.2.3. Function effectively in environments inherent with uncertainty.
19. Interpersonal skills	19.1. Build functional working relationships with clients/patients.	19.1.1. Establish working rapport with patients. 19.1.2. Establish emotional boundaries between self and patient. 19.1.3. Provide emotional support to patient or family member. 19.1.4. Exhibit a caring, sensitive, and respectful attitude.
	19.2. Build functional working relationships with colleagues	19.2.1. Establish working rapport with peers/co-workers 19.2.2. Function as a contributing and effective member of the health care team.

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	19.3. Manage interpersonal conflicts	19.3.1. Respect differences in others. 19.3.2. Practice civility in all situations including face-to-face, written, social media, etc. 19.3.3. Use effective communication skills to resolve conflicts with others.
20. Ethical comportment	20.1. Maintain a personal sense of integrity.	20.1.1. Truthful charting. 20.1.2. Truthful reporting. 20.1.3. Refrain from unethical activities. 20.1.4. Refrain from illegal activities. 20.1.5. Advocate for patient, family, and/or community

Resources

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