



Essential Functions for Nursing

A candidate for admission to any of the Nursing majors must have abilities and skills in five categories: observation, communication, motor, intellectual/conceptual/integrative/quantitative, and behavioral/social. Disability Services at the Pennsylvania College of Technology collaborates with nursing administration, faculty, and staff to provide reasonable and appropriate accommodations to students with a qualified disability. The following essential functions are required, with or without accommodation:

- **Observation:** Candidates must have adequate visual acuity (with corrective devices as needed) with sufficient sensory capacity to observe and participate in the classroom, the laboratory, the outpatient setting, and the patient's bedside. Candidates must be able to observe a patient accurately at a distance and at close range. Sensory skills adequate to perform a physical assessment are required. Functional vision, hearing and tactile sensation must be adequate to observe a patient's condition and to elicit information through procedures regularly required in a physical assessment, such as inspection, auscultation and palpation.
- **Communication:** Candidates must be able to communicate effectively in both academic and health care settings. Candidates must show evidence of effective written, verbal, and nonverbal communication skills as needed to interact with patients and to communicate patients' needs in a prompt and effective manner. Speech must be understood by all persons across the life span. In addition, candidates must have adequate auditory (hearing) acuity (with corrective devices as needed). Documentation must be complete and legible, using acceptable professional terminology. Computer literacy is an expectation.
- **Motor:** Candidates must have the ability to participate in basic diagnostic and therapeutic maneuvers and procedures (e.g., palpation, auscultation). Candidates must have adequate tactile (touch) ability along with sufficient motor function to execute movements reasonably required to provide general nursing care and emergency treatment to patients. Examples of emergency treatment are cardiopulmonary resuscitation, application of pressure to stop bleeding, and opening an obstructed airway. Candidates must be able to negotiate patient care environments and must be able to move between settings, such as clinic, classroom building, and the health care site.
- **Intellectual, Conceptual, Integrative, and Quantitative:** Candidates must possess physical and mental (cognitive) proficiency, be able to perform measurements, calculations, read charts and graphs; adhere to professional ethics; and demonstrate a professional manner and insight in the communication process. To complete any of the Nursing majors, candidates must be able to demonstrate reading mastery and understanding of nursing and medical literature, to use them together in a timely fashion in problem-solving and patient care.
- **Behavioral and Social:** Candidates must possess the emotional health required for full utilization of their intellectual abilities, the exercise of good judgment, and the prompt

completion of all academic and patient care responsibilities. The development of mature, sensitive, and effective relationships with patients and other members of the health care team are essential. The nurse role requires flexibility, compassion, integrity, motivation, interpersonal skills, concern for others, and the ability to function in the face of uncertainties and stress inherent in clinical practice.

Students admitted to the Nursing majors will receive a copy of these functions via the nursing student handbook. Students may request accommodations to one or more of these essential functions based on the student's identified disability. Such accommodation(s) will be provided in accordance with College policies and state and federal statutes. Refer to [Disability Services](#) for support and information.