

TECHNICAL AND ESSENTIAL QUALIFICATIONS FOR NURSING STUDENTS

The following qualifications are required of all students in undergraduate and advanced practice nursing programs for successful admission, continuance, and graduation.

Functional Ability	Standard	Examples of Required Activities
Motor Abilities Physical Strength	Physical strength/abilities and mobility sufficient to independently perform full range of patient care activities including moving from room to room and maneuvering in small spaces, full range of motion to twist/bend, stoop/squat, reach above shoulders, and below the waist. Motor skills, physical endurance, and strength to provide patient care (lifting/moving patients, etc.).	- Physical strength and mobility sufficient to perform a full range of required patient care activities including assisting with ambulation of clients, administering CPR, assisting with turning and lifting patients, and providing care in confined spaces, like a treatment room or operating suite. - Move around in work areas and treatment areas. Able to provide routine emergency care and treatments to patients over an extended time period. Clinical days may last up to 12 hours.
Manual Dexterity	Demonstrate fine motor skills sufficient for providing safe nursing care.	Motor skills sufficient to handle small equipment (e.g., an insulin syringe), and perform patient care skills, including medication administration by all routes, as well as carry out nursing skills/procedures and perform basic lab tests.
Perceptual & Sensory Ability	Sensory/perceptual ability to monitor and assess clients.	- Hearing sufficient to hear alarms, assess heart, bowel, and lung sounds, and respond to patient statements. - Visual acuity to read calibrations on 1 cc syringe, read and document on the computer, and assess for color (cyanosis, pallor, redness). - Tactile ability to feel pulses, temperature, texture, moisture, and masses. - Olfactory ability to detect smoke or noxious odor.
Behavioral Interpersonal Psychosocial	- Ability to interact with colleagues, staff and patients with honesty, empathy, civility, integrity, and nondiscrimination. - Capacity for development of mature, sensitive, and effective therapeutic relationships. - Interpersonal abilities sufficient for interaction with individuals, families, and groups from various social, developmental, cultural, physical, and intellectual backgrounds. - Ability to work constructively in stressful and changing environments with the ability to modify behavior in response to constructive criticism. - Capacity to demonstrate ethical behavior, including adherence to the professional nursing and student honor codes. - Provide care and relate to colleagues and staff in accordance with the legal and ethical standards of the nursing profession.	- Establish rapport with patients, clients, and colleagues. - Work in a professional manner with diverse teams and work groups. - Psychosocial skills sufficient to remain calm in an emergency. - Behavioral skills sufficient to demonstrate the exercise of good judgment and timely completion of all responsibilities attendant to the diagnosis and care of clients. - Adapt rapidly to environmental changes and multiple task demands. - Maintain professionalism in stressful and demanding situations, including written and spoken language and behavioral actions. This includes the clinical and classroom setting. - Provide nursing care and work with others in all school and practice settings, complying with applicable standards, policies, rules, and procedures.

Creating and Maintaining Safe Environments for Patients, Families, and Co-workers	• Ability to accurately identify patients. • Ability to administer medications safely and accurately. • Ability to operate equipment safely in the clinical area. • Ability to recognize and minimize hazards that could increase healthcare associated infections. • Ability to recognize and minimize accident hazards in the clinical setting including hazards that contribute to patient, family, and co-worker falls.	• Prioritizes tasks to ensure patient safety and maintaining standards of care. • Maintains adequate concentration and attention in patient care settings. • Seeks assistance when clinical situation requires a higher level or expertise/experience. • Responds to monitor alarms, emergency signals, call bells from patients, and orders in a rapid and effective manner.
Communication	• Ability to communicate in English with accuracy, clarity and efficiency with faculty, staff, students, patients, their families, and other members of the health care team. • Ability to communicate using spoken and non-verbal communication, such as interpretation of facial expressions, affect and body language. • Ability to read, ability including computer systems literacy. • Can demonstrate written and oral competency in the English language as required for nursing licensure.	• Gives verbal directions to or follows verbal directions from other members of the healthcare team and participates in health care team discussions of patient care. • Elicits and records information about health history, current health state and responses to treatment from patients or family members using electronic or paper systems. • Conveys information to clients and others as necessary to teach, direct and counsel individuals in an accurate, effective, and timely manner. • Establishes and maintain effective working relations with patients and co-workers. • Recognizes and reports critical patient information to other caregivers. • Role model professional and civil communications with patients, families, instructors, peers, and all members of the healthcare team. • Can complete written assignments and tests in a reasonable (assigned) time frame.
Punctuality & Work Habits	• Ability to complete classroom and clinical assignments and meet applicable deadlines. • Ability to adhere to classroom and clinical schedules.	• Ability to attend all class and clinical sessions punctually and according to the nursing program handbook.
Cognitive, Conceptual, and Quantitative Abilities	• Can read and understand written documents in English involving measurement, calculation, reasoning, analysis, and synthesis. • Ability to gather data, to develop a plan of action, establish priorities, monitor, and evaluate treatment plans and modalities. • Ability to comprehend three- dimensional and spatial relationships. • Ability to perceive signs of an emergent situation and respond appropriately	• Calculates appropriate medication dosage given specific patient parameters. • Analyze and synthesize data and develop an appropriate plan of care. • Collect data, prioritize needs, and anticipate human reactions in the clinical setting. • Comprehend spatial relationships adequately to properly administer injections, start intravenous lines or assess wounds of varying depths and types. • Recognize an emergency and respond effectively to safeguard the patient and other caregivers. • Transfer knowledge from one situation to another. • Accurately processes information from medication containers, provider orders, equipment, printed documents, flow sheets, graphic sheets, medication administration records, other medical records and policy and procedure manuals.

The University of Arizona College of Nursing is committed to providing reasonable accommodation to all students, including those with disabilities. In collaboration with the Disability Resource Center, the college will make every effort to accommodate those with disabilities.

I have read the above Technical and Essential Qualifications for Nursing Students and verify the following:

- ☐ I am able to meet the College of Nursing Technical and Essential Qualifications for Nursing Students without accommodation, **OR**
- ☐ I may need accommodation to meet the College of Nursing Technical and Essential Qualifications for Nursing Students. If so, I will submit a student affiliation form through the [DRC webpage](#) to schedule a meeting to explore whether reasonable accommodations may be available to me. I understand that I may need to provide supporting documentation to Disability Resources as part of the accommodation process.

ALL STUDENTS:

- ☐ If there is a change in my status, and I am unable to perform / meet the Technical and Essential Qualifications above, I will notify my course instructor and the program director immediately. I understand that I may not participate in classroom, skills lab, or clinical experiences until the course instructor and program director are notified, and a determination is made as to my safe participation in the program.

Student Name _____

Student Signature _____

Date _____