*To successfully complete the nursing program at Abilene Christian University (ACU), students must be able to meet the emotional, cognitive, and physical requirements of the* ***Essential Performance Standards*** *listed below as required by the ACU School of Nursing (SON).*

**Emotional Requirements:**

The student must have sufficient emotional stability to perform under stress produced by both academic study and the necessity of performing nursing care in real patient situation while being observed by the instructors and other health care professionals.

**Cognitive Requirements:**

The student must have sufficient cognitive ability to listen, speak, read, write, reason and perform essential mathematical functions (addition, subtraction, multiplication, division, percentages and fractions) at a level that allows processing and understanding of materials and information presented either verbally or in written format.

**Physical Requirements:**

In order to participate in the ACU SON program, students are required to travel to external clinical agencies that may include but are not limited to hospitals, long-term care facilities, schools, community agencies and homes with unpredictable environments. Students need to have the endurance to adapt to a physically demanding program.

**Essential Performance Functions:**

In addition to the **Emotional, Cognitive, and Physical Requirements** above, the following **Essential Performance Functions** are necessary to participate in the clinical application courses in nursing:

1. **Strength**: sufficient strength to lift, move, and transfer most patients; to restrain and carry children; to move and carry equipment; and to perform CPR according to AHA Health Care Provider certification standards.

2. **Mobility**: sufficient to bend, stoop, bend down on the floor; combination of strength, dexterity, mobility and coordination to assist patients; ability to move around rapidly; and to move in small, confined areas.

3. **Fine Motor Movements**: necessary to manipulate syringes and IV’s; to assist patients with feeding and hygiene; to perform documentation activities charts; to perform sterile procedures and other skilled procedures.

4. **Speech**: ability to communicate with staff, physicians, and patients.

5. **Communication**: able to communicate in English in both verbal and written formats; able to communicate nursing actions, interpret client responses, initiate health teaching, document and understand nursing activities, and interact with clients, staff and faculty supervisors.

6. **Vision**: sufficient to make physical assessments of patients and equipment.

7. **Hearing**: sufficient to accurately hear on the telephone; to be able to hear through the stethoscope to discriminate sounds; to hear cries for help; to hear alarms on equipment and emergency signals; and various overhead pages.

8. **Touch**: ability to palpate both superficially and deeply and to discriminate tactile sensations.

9. **General Health**

a. Nursing is considered to be a physically demanding profession and, as such, has the potential for significant fatigue and injury, particularly for those students with prior health issues. It is recommended that students consult with a heath care provider to determine personal risk and limitations.

b. Nursing is also considered to be a high-risk profession for exposure to Hepatitis B and other contagious diseases. Immunizations required by the ACU SON reduce this risk for nursing students, but do not eliminate it entirely. Student with impaired or deficient immune systems and pregnant women are required to have written approval from their physician to participate in SON clinical experiences.  Such students must have physician approval prior to participation in clinical courses, and must discuss their situation with the Program Director, the clinical course coordinator and their specific clinical instructor.

c. Nursing can be a psychologically demanding profession with high levels of stress and the potential for mental and emotional strain, particularly for students with prior mental health issues. It is recommended that students consult with a heath care provider to determine personal risk and limitations.

**Student Rights and Responsibilities:**

I, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_understand that these are the “essential performance functions” required in all ACU SON clinical courses. I understand that it is my responsibility to provide appropriate documentation to ACU and/or to the ACU SON in the event of physical, emotional or cognitive disability that may require reasonable accommodation according to ADA requirements. I understand that the development of any new disability during my program of study will require immediate notification to the Program Director, communication with my professor(s) and/or clinical instructor and the appropriate documentation and/or approval from my physician.

I have read the **Essential Performance Form** and fully understand its contents and requirements.

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Student’s Signature Date