

Professional schools/programs require that the student is able to meet the physical and mental demands necessary to fulfill the academic and clinical requirements of the program. In consideration of this, all individuals enrolled or seeking admission to the nursing program must be able to perform the essential functions required of a registered nurse. In compliance with the American with Disabilities Act (ADA), the nursing program at Abilene Christian University is committed to providing a supportive, challenging, diverse, and integrated environment for all students. In accordance with these federal directives the program ensures accessibility to their programs, services, and activities for students with documented disabilities.

The Essential Performance Standards that must be met by students to enroll, progress, and graduate from the program. Students must be able to fulfill these functions with or without reasonable accommodations in order to acquire the knowledge, skills, and abilities necessary to meet the program outcomes. These Essential Performance Standards are not designed to deter applicants for whom reasonable accommodation will allow fulfillment of the complete program.

Abilene Christian University is dedicated to removing barriers and opening access for students with disabilities in compliance with ADA and Section 504 of the Rehabilitation Act. The Alpha Scholars Program facilitates disability accommodations in cooperation with instructors. In order to receive accommodations, you must be registered with Alpha Scholars Program, and you must complete a specific request for each class in which you need accommodations. If you have a documented disability and wish to discuss academic accommodations, please call our office directly at 325-674-2667. Additional information about the Alpha Scholars Program can be found at: [University Access-Alpha Scholars](#).

We are providing the list of the Essential Performance Standards for your review. Please keep in mind that this list is not all inclusive. Upon application and admission to the nursing program, a signed copy will be required.

*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.*

Requirements	Descriptions	Examples
Emotional stability	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.	<ul style="list-style-type: none"> <li>• Establishes therapeutic interpersonal boundaries.</li> <li>• Provides clients with emotional support.</li> <li>• Adapts to a rapidly changing environment and stress while maintaining professional conduct and standards.</li> <li>• Poses no threat to self or others.</li> <li>• Performs potentially stressful tasks simultaneously.</li> </ul>
Cognitive	The student must have sufficient cognitive ability to listen, speak, read, write, reason, prioritize, analyze,	<ul style="list-style-type: none"> <li>• Document client data and nursing care completely and accurately.</li> </ul>

	<p>integrate and synthesize information, 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.</p>	<ul style="list-style-type: none"> <li>• Express his/her ideas and feelings clearly and demonstrate a willingness to receive feedback.</li> <li>• Convey or exchange information at a proficiency level to obtain a health history, identify problems, explain treatment/solutions, and give directions.</li> <li>• Effectively communicate in English through verbal, written and electronic forms.</li> <li>• Communicate verbally in English for presentations, seminars, simulation, clinical, and electronic formats.</li> <li>• Process and communicate information about the patient's status with accuracy in a timely manner to members of the health care team.</li> <li>• Make a correct judgment seeking supervision and consultation in a timely manner.</li> </ul>
<p>Physical ability</p>	<p>Student should have sufficient motor functions in order to execute movements required to provide general care and treatment to patients in all health care settings.</p>	<ul style="list-style-type: none"> <li>• Strength to lift, move, and transfer most patients; to restrain and carry children; to move and carry equipment; and to perform CPR.</li> <li>• Bend, stoop, squat 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.</li> <li>• Assist with activities of daily living (bathing, hygiene, toileting, etc).</li> </ul>
<p>Gross and fine motor skills</p>	<p>Student should have gross and fine motor skills sufficient to provide safe and effective nursing care.</p>	<ul style="list-style-type: none"> <li>• Perform physical activities necessary to do basic fundamental nursing skills (i.e. donning sterile gloves, donning PPE, operating a manual and/or electronic blood pressure cuff, sterile technique).</li> <li>• Perform correct hand washing technique.</li> </ul>

		<ul style="list-style-type: none"> <li>• Manipulate instruments, supplies, and equipment with speed, dexterity, precision and adequate hand-eye coordination.</li> <li>• Correctly administer oral and parenteral medications.</li> <li>• Electronic documentation and/or extensive writing by hand.</li> <li>• Calibrate and use equipment, grasp small objects with hand, as well as pinch and pick up small objects with fingers.</li> </ul>
<p>Sensory</p> <ul style="list-style-type: none"> <li>• Visual</li> <li>• Hearing</li> <li>• Smell</li> <li>• Tactile</li> </ul>	<p>Visual ability sufficient for observation and assessment necessary for safe client care.</p> <p>Hearing ability sufficient for auscultation (hearing) and assessment necessary for safe client care.</p> <p>Ability to detect odors from clients, detect gases, noxious smells and smoke.</p> <p>Tactile ability to sufficiently perform physical assessments, examinations and procedures.</p>	<ul style="list-style-type: none"> <li>• Perform basic nursing skills such as the insertion of a catheter or IV, counting respiration, preparing and administering medications.</li> <li>• Observe client responses and recognize subtle physical changes.</li> <li>• Read the small print, gauges, thermometers, measuring cups, syringes and other equipment.</li> <li>• Discriminate colors, changes in color, size and continuity of body part.</li> <li>• Accurately identify, prepare and administer medications.</li> <li>• Ability to hear background noises, monitor alarms, emergency signals, auscultatory sounds, and cries for help.</li> <li>• Ability to hear faint sounds and hear in a situation when lips are not visible.</li> <li>• Ability to hear sufficiently to detect changes in heart, lung, abdominal and vascular sounds.</li> <li>• Identify distinct body odors or fluids.</li> <li>• Detect gas smells.</li> <li>• Have finger dexterity to perform palpation and percussion during physical examination.</li> <li>• Assessment of rashes, vibration, temperature and</li> </ul>

		different surface characteristics.
General health	<p>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 health care provider to determine personal risk and limitations.</p> <p>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.</p> <p>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 health care provider to determine personal risk and limitations.</p>	

**Student Rights and Responsibilities:**

I, \_\_\_\_\_ (written legal name) understand that these are the “essential performance standards” required in all ACU SON. 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. I understand that the development of any new disability during my program of study will require immediate notification to the Chair and Executive Director of Nursing, 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