

Mars Hill University
Judge McRae School of Nursing
2021-2022

Technical Standards Guidelines:

The education of a nurse requires assimilation of knowledge, acquisition of skills and development of nursing care judgment in order to make appropriate decisions required in practice. Physical, cognitive, psychomotor, affective, and social abilities are required in unique combinations to provide safe and effective nursing care. Therefore, the JMSON Program requires that the applicant/student be able to meet the essential functions of the program with or without reasonable accommodations throughout the program of learning.

Admission, progression, and graduation are contingent upon one's ability to demonstrate the essential functions with or without reasonable accommodations. Admission or progression may be denied if a student is unable to demonstrate the essential functions delineated by the JMSON Program with or without reasonable accommodations.

If a nursing student or applicant believes that he or she cannot meet one or more of the standards without accommodations or modifications, the college must determine, on an individual basis, whether or not the necessary accommodations or modifications can be reasonably made. Requests for accommodations should be directed to the Disability Services Coordinator at MHU.

JMSON Technical Standards Essential to Safe Nursing Practice

Functional Ability	Standard	Examples of Required Activities
Gross Motor Skills	Gross motor skills sufficient to provide the full range of safe and effective patient care activities.	<ul style="list-style-type: none"> • Move within confined spaces such as treatment or operating rooms. • Assist with turning/ lifting patients. • Administer CPR
Fine Motor Skills	Fine motor skills sufficient to perform manual psychomotor skills	<ul style="list-style-type: none"> • Possess manual dexterity to safely grasp and manipulate small objects with fingers • Manipulate small equipment and containers such as syringes, vials, ampules, and medications
Physical Endurance	Physical stamina sufficient to remain continuously on task for up to 12-hour clinical shift to perform patient care activities.	<ul style="list-style-type: none"> • Walk, stand, move, lift and bend for extended periods of time. • Manually resuscitate patients in emergency situations. • Perform physical activities requiring energy without jeopardizing the safety of the client, self, or others
Physical Strength	Physical strength sufficient to perform full range of required patient care activities.	<ul style="list-style-type: none"> • Push and pull 250 pounds. • Lift/move heavy objects from 35-50 pounds.

Functional Ability	Standard	Examples of Required Activities
Mobility	Physical ability sufficient to move from room to room and maneuver in small spaces; manual and finger dexterity; and hand-eye coordination to perform nursing activities.	<ul style="list-style-type: none"> • Ability to safely bend, lift, squat, and twist to assist the client in moving • Reach above shoulders and below waist and move quickly • Safely control the fall of a patient by slowly lowering the patient • Perform cardiopulmonary resuscitation
Hearing	Auditory ability sufficient for physical monitoring and assessment of patient health care needs	<ul style="list-style-type: none"> • Hear normal speaking level sounds • Hear auscultatory sounds • Hear auditory alarms (monitors, fire alarms, call bells) • Hear cries for help
Visual	Normal or corrected visual ability sufficient for accurate observation and performance of nursing care	<ul style="list-style-type: none"> • Observe client responses at a distance and close at hand • Visual acuity to read calibrations on syringes • Visual acuity to read numbers on equipment and fluid collection devices • Assess skin color (cyanosis, pallor)
Tactile	Tactile ability sufficient for physical monitoring and assessment of health care needs	<ul style="list-style-type: none"> • Feel vibrations (pulses) • Detect temperature changes • Palpate veins for cannulation • Detect anatomical abnormalities, such as subcutaneous crepitus, edema, or infiltrates
Smell	Olfactory ability sufficient to detect significant environmental and patient odors	<ul style="list-style-type: none"> • Detect odors from patient (foul smelling drainage, alcohol breath) • Detect smoke • Detect gases or noxious smells
Emotional/ Behavioral	Emotional stability and appropriate behavior sufficient to assume responsibility/accountability for actions	<ul style="list-style-type: none"> • Demonstrate emotional skills to remain calm and maintain professional decorum in an emergency/stressful situation • Adapt rapidly to changing environment/stress • Exhibit ethical behaviors and exercise good judgment • Focus attention on tasks while performing patient care • Anticipate and intervene in situations which may compromise safety • Able to reason morally and to care for clients in an ethical manner
Professional Attitudes and Interpersonal Skills	<p>Present professional appearance and demeanor; demonstrate ability to communicate with patients, supervisors, co-workers to achieve a positive and safe work environment.</p> <p>Follow instructions and safety protocols</p> <p>Display Honesty and integrity</p>	<ul style="list-style-type: none"> • Convey a caring, respectful, sensitive, tactful, compassionate, empathetic, and tolerant attitude toward others • Demonstrate a mentally healthy attitude that is age appropriate in relationship to the client and environment • Establish rapport with patients, instructors and colleagues.

Functional Ability	Standard	Examples of Required Activities
		<ul style="list-style-type: none"> ● Respect and care for persons whose appearance, condition, beliefs and values may be in conflict with their own ● Deliver nursing care regardless of patient's race, ethnicity, age, gender, religion, sexual orientation or diagnosis ● Accept responsibility, accountability, and ownership of one's actions ● Conduct themselves in a composed, respectful manner in all situations and with all persons ● Work with teams and workgroups ● Establish and maintain therapeutic boundaries ● Demonstrate prompt and safe completion of all patient care responsibilities ● Display correct judgment in seeking supervision and consultation in a timely manner
Communication	Oral communication skills sufficient to communicate in English with accuracy, clarity and efficiency with patients, their families and other members of the health care team, including non-verbal communication, such as interpretation of facial expressions, affect and body language	<ul style="list-style-type: none"> ● Engage in a two-way communication and interact effectively with others, both verbally and in writing ● Express ideas and feelings clearly and be willing to give and receive feedback ● Gather information appropriately and listen effectively ● Discern and interpret nonverbal communication ● Document relevant patient information (manual or via computer) ● Recognize and report critical patient information to other caregivers
Cognitive/ Quantitative Abilities	Reading comprehension skills and mathematical ability sufficient to understand written documents in English and solve problems involving measurement, calculation, reasoning, analysis and synthesis	<ul style="list-style-type: none"> ● Calculate appropriate medication dosage given specific patient parameters ● Analyze and synthesize data and develop an appropriate plan of care ● Collect data, prioritize needs and anticipate reactions ● Transfer knowledge from one situation to another ● Accurately process information on medication container, physicians' orders, and monitor and equipment calibrations, printed documents, flow sheets, graphic sheets, medication administration records, other medical records and policy and procedure manuals
Conceptual/Spatial Abilities	Conceptual/spatial ability sufficient to comprehend three-dimensional and spatial relationships	<ul style="list-style-type: none"> ● Possess analytical skills that allow you to grasp complex ideas and create solutions to difficult problems ● Ability to think rationally and approach issues critically ● Ability to think in abstract terms and construct meaningful concepts

Functional Ability	Standard	Examples of Required Activities
		<ul style="list-style-type: none"> ● Ability to problem solve from different perspectives ● Ability to understand and recall relationships between objects
Clinical Reasoning	Ability to reason across time about a patient's changing condition and/or changes in the clinician's understanding	<ul style="list-style-type: none"> ● Evaluate patient or instrument responses, synthesize data, draw sound conclusions ● Ability to collect, analyze, and integrate information and knowledge to make informed clinical judgments
Flexibility	Adapt to JMSON course scheduling policies and changes.	<ul style="list-style-type: none"> ● Ability to adapt to a changing schedule or environment ● Available to work the hours of an assigned schedule which could include any shift and day of the week

I have read and agree that I can meet all of these technical standards as required for safe care of patients. If at any time during the course of my program I cannot meet these standards, I agree to inform the Director of Nursing.

Student's Full Name (Please Print) _____

Student's Signature _____

MHU ID Number _____

Date _____

Witness _____