Essential Performance Standards for Admission and Progression

The Baccalaureate of Science in Nursing (BSN) program is designed to prepare a competent, self-directed, general practitioner of nursing who can assume increasing responsibility and leadership in the delivery of nursing care. In consideration of the preparation of a general practitioner, all individuals who apply for admission and are enrolled in the undergraduate program must be able to perform the essential functions required of a registered nurse. Qualified applicants are admitted without discrimination with regard to race, color, national origin or ancestry, gender, age, religion, sexual orientation, veteran status or disability (reasonable accommodations will be made within the Americans with Disabilities Act guidelines).

Providing direct patient care is physically demanding, as a result, students need to meet the physical requirements of a registered nurse in the same setting in which they are completing a clinical rotation. Based on a review of job requirements of the clinical placement sites used in the program, the College of Nursing has identified areas of required essential functioning: communication, sensory/observation, motor, cognitive, and behavior/emotional. The student enrolled in the program must demonstrate mastery of components comprising each of the areas listed above.

Communication
- Communicate clearly in English, both verbally and in writing, in person or by phone, in order to process and communicate with patients, family, and team members in an effective, accurate and timely manner;
- Accurately explain interventions, provide patient teaching, and document nursing actions and patient responses; and
- Process and communicate patient information with accuracy in a timely manner to other members of the healthcare team.

Sensory/Observation
- Understand and acquire information presented through simulation, demonstrations and clinical experiences;
- Assess the status of patients, calibrate and use equipment, and recognize alarms and other emergency signals; and
- Observe physical changes in patients through visualization of the patient’s body, palpable changes in organs and tissues and auditory sounds (heart and lung sounds, verbal input from patient, etc.).
Motor
- Draw up medications in a syringe and administer medications;
- Calibrate and use equipment;
- Perform cardiopulmonary resuscitation;
- Use a computer keyboard;
- Perform a physical assessment (percussion, palpation, and auscultation);
- Deliver care and perform the various procedures required for the care of patients of all ages and in all stages of diseases;
- Move around a patient’s room easily and in small work spaces; and
- Ambulate, lift, transfer and transport patients.

Cognitive
- Think critically;
- Reason, analyze and synthesize information; and
- Read and understand vast amounts of written material.

Behavioral/Emotional
- Be mentally and emotionally healthy in order to make appropriate decisions related to the care of clients and their families;
- Maintain professional relationships under stressful situations with patients, students, faculty and other professionals;
- Possess the emotional stability to function effectively under stress; and
- Demonstrate compassion, empathy and caring for others.

Reasonable Accommodations
The College is committed to ensuring that qualified students with disabilities are given equal access to its programs through reasonable accommodations. Requests for an accommodation needs to be requested prior to course starts. The College is not required to provide requested accommodations that would alter patient and/or student safety in the clinical setting.

Accommodation Requests:
Course Testing: Office for Students with Disabilities
Clinical: Assistant Dean, College of Nursing & Health Innovation
Dr. Ceil Flores (cflores@uta.edu)

Unexpected Health Care Changes Occurring During Program
Physical conditions that may result in the inability to complete a clinical rotation include acute illness, injury, or complications due to pregnancy. Changes in a student’s physical condition that require activity limitation or bed rest will require documentation from the student’s health care provider and may result in the need to withdraw from or take an incomplete in a course.