The Alabama Community College System Nursing Programs Essential Functions

The Alabama Community College System endorses the Americans' with Disabilities Act. In accordance with College policy, when requested, reasonable accommodations may be provided for individuals with disabilities.

The essential functions delineated below are necessary for nursing program admission, progression and graduation and for the provision of safe and effective nursing care. The essential functions include but are not limited to the ability to:

1. Sensory Perception
    a. Visual
        i. Observe and discern subtle changes in physical conditions and the environment
        ii. Visualize different color spectrums and color changes
        iii. Read fine print in varying levels of light
        iv. Read for prolonged periods of time
        v. Read cursive writing
        vi. Read at varying distances
        vii. Read data/information displayed on monitors/equipment
    b. Auditory
        i. Interpret monitoring devices
        ii. Distinguish muffled sounds heard through a stethoscope
        iii. Hear and discriminate high and low frequency sounds produced by the body and the environment
        iv. Effectively hear to communicate with others
    c. Tactile
        i. Discern tremors, vibrations, pulses, textures, temperature, shapes, size, location and other physical characteristics
    d. Olfactory
        i. Detect body odors and odors in the environment
2. Communication/ Interpersonal Relationships
    a. Verbally and in writing, engage in a two-way communication and interact effectively with others, from a variety of social, emotional, cultural and intellectual backgrounds
    b. Work effectively in groups
    c. Work effectively independently
    d. Discern and interpret nonverbal communication
    e. Express one's ideas and feelings clearly
    f. Communicate with others accurately in a timely manner
    g. Obtain communications from a computer
3. Cognitive/Critical Thinking
    a. Effectively read, write and comprehend the English language
    b. Consistently and dependably engage in the process of critical in order to formulate and implement safe and ethical nursing decisions in a variety of health care settings
    c. Demonstrate satisfactory performance on written examinations including mathematical computations without a calculator
    d. Satisfactorily achieve the program objectives
4. Motor Function
    a. Handle small delicate equipment/objects without extraneous movement, contamination or destruction
    b. Move, position, turn, transfer, assist with lifting or lift and carry clients without injury to clients, self or others
    c. Maintain balance from any position
    d. Stand on both legs
    e. Coordinate hand/eye movements
    f. Push/pull heavy objects without injury to client, self or others
    g. Stand, bend, walk and/or sit for 6-12 hours in a clinical setting performing physical activities requiring energy without jeopardizing the safety of the client, self or others
    h. Walk without a cane, walker or crutches
    i. Function with hands free for nursing care and transporting items
    j. Transport self and client without the use of electrical devices
    k. Flex, abduct and rotate all joints freely
    l. Respond rapidly to emergency situations
    m. Maneuver in small areas
    n. Perform daily care functions for the client
    o. Coordinate fine and gross motor hand movements to provide safe effective nursing care

   p. Calibrate/use equipment
   q. Execute movement required to provide nursing care in all health care settings
   r. Perform CPR and physical assessment
   s. Operate a computer
5. Professional Behavior
   a. Convey caring, respect, sensitivity, tact, compassion, empathy, tolerance and a healthy attitude toward others
   b. Demonstrate a mentally healthy attitude that is age appropriate in relationship to the client
   c. Flandle multiple tasks concurrently
   d. Perform safe, effective nursing care for clients in a caring context
   e. Understand and follow the policies and procedures of the College and clinical agencies
   f. Understand the consequences of violating the student code of conduct
   g. Understand that posing a direct threat to others is unacceptable and subjects one to discipline
   h. Meet qualifications for licensure by examination as stipulated by the Alabama Board of Nursing
   i. Not to pose a threat to self or others
   j. Function effectively in situations of uncertainty and stress inherent in providing nursing care
   k. Adapt to changing environments and situations
   l. Remain free of chemical dependency
   m. Report promptly to clinicals and remain for 6-12 hours on the clinical unit
   n. Provide nursing care in an appropriate time frame
   o. Accepts responsibility, accountability, and ownership of one's actions
   p. Seek supervision/consultation in a timely manner
   q. Examine and modify one's own behavior when it interferes with nursing care or learning