Essential Functions

Essential functions are those physical, mental, and psychosocial characteristics that are necessary to meet the clinical/practice/fieldwork expectations for the College of Nursing and Health Professions programs. Becoming a healthcare professional requires the completion of an education program that is both intellectually and physically challenging. The purpose of this statement is to articulate the essential function requirements of the CNHP programs in a way that allows students to compare their own capabilities against these demands.

There are times when reasonable accommodations can be made in order to assist a student with a disability. Reasonable accommodation does not mean that students with disabilities will be exempt from certain tasks; it does mean that we will work with students with disabilities to determine whether there are ways that we can assist the student toward completion of the tasks.

Motor Skills

* Ability to independently manipulate and guide weights up to 50 pounds
* Ability to move about freely and maneuver in small spaces
* Tolerate regular changes of physical position, both stationary and mobile, for extended (8-12 hour shift) periods of time
* Possess skills to independently handle and operate a range of items, devices or equipment
* Maintain a stable physical position
* Agility to respond in an emergency situation

Communication Skills

* Process, comprehend and communicate information effectively, clearly, in a timely manner, in the English language, and with individuals from various social, emotional, cultural, and intellectual backgrounds.

Cognitive/Critical Thinking Skills

* Collect, measure, calculate, analyze, interpret, and apply information
* Exercise good judgment in a variety of settings
* Ability to set priorities and manage time effectively

Interpersonal and Behavioral Skills

* Establish and maintain professional working relationships
* Apply conflict management and problem solving strategies
* Demonstrate professional, ethical, and legal behavior
* Demonstrate appropriate maturity, stability, and empathy to establish effective and harmonious relationships in diverse settings
* Demonstrate flexibility and ability to adapt to change
* Maintain self-control in potentially stressful environments
* Comply with professional standards regardless of circumstance  
    
  Sensory Skills
* Uses all available senses to collect data regarding patient status and provide patient care