



Essential Functions for the Associate of Science in Nursing Degree (RN)

Examples of necessary activities (not all-inclusive)

Critical thinking - Critical thinking ability sufficient for clinical judgment

- Identify cause/effect relationships in clinical situations
- Analyze and use assessment findings to implement care, develop a nursing care plan, evaluate the plan of care and revise as appropriate
- Use relevant data to support the decision making process
- Identify priorities of care based on analysis of data
- Manage multiple priorities in stressful situations
- Make valid, rational decisions using logic, creativity, and sound judgment
- Demonstrate mathematical competence in understanding and performing calculations for computing medication dosages and IV solution rates

Interpersonal - Interpersonal abilities sufficient to interact with individuals, families and groups from a variety of social, emotional, cultural and intellectual backgrounds.

- Establish rapport with patients, families, and colleagues
- Respect cultural diversity and the rights of others
- Respond professionally and in a therapeutic manner to a variety of patient expressions and behaviors

Communication - Communication abilities sufficient for verbal and written interaction with others.

- Communicate therapeutically with patient/clients, families, and groups in a variety of settings
- Explain treatment procedures
- Provide health teaching to patients, families, and/or groups based on assessed needs, available resources, age, lifestyle and cultural considerations
- Document patient/client data and nursing care completely and accurately using correct medical terminology
- Interpret nonverbal cues, patient behaviors and patient responses accurately

Mobility - Physical abilities sufficient for movement from room to room and in small spaces.

- Lift a minimum of 25 lbs.
- Lift, move, position, and transfer patients in and out of bed, wheelchair and stretcher without causing harm, undue pain, or discomfort to the patient or self
- Move easily around patient rooms, work spaces and treatment areas
- Stand, walk and function effectively for the duration of clinical (8-12 hours)
- Stoop, bend, squat, reach overhead as required to safely reach equipment
- Provide nursing care in emergent and non-emergent situations
- Assist with transfer and ambulation of patients safely
- Perform CPR (cardiopulmonary resuscitation)

Motor skills - Gross and fine motor abilities sufficient for providing safe, effective nursing care.

- Manipulate instruments, supplies, and equipment with speed, dexterity, precision, and adequate eye-hand coordination
- Perform electronic keyboarding/documentation and/or extensive writing with a pen and/or pencil
- Perform physical activities necessary to do basic fundamental nursing skills, i.e., sterile gloving, blood draws, IV insertions, administering oral and parenteral medications

Hearing - Auditory ability sufficient for accurately monitoring and assessing health needs.

- Perceive and understand verbal communication from patients and members of the health care team
- Hear and distinguish changes in tone and pitch when auscultating patients' respiratory and cardiac systems and abdominal sounds when using a stethoscope or modified stethoscope
- Hear monitor and pump alarms, emergency signals, ringing phones, telephone interactions and cries for help

Visual - Visual ability sufficient for observation and assessment necessary in nursing care.

- Read calibrations on syringes, measuring cups, thermometers and gauges accurately
- Accurately identify, prepare and administer medications
- Recognize subtle physical changes and observe patient responses, i.e., level of consciousness and respiratory patterns
- Recognize changes in skin color and size
- Identify hazards in patient environment

Tactile - Tactile ability sufficient for physical assessment

- Correctly perform palpation, functions of physical examination and those related to therapeutic interventions (such as insertion of a catheter)
- Palpate for pulses, skin temperature, texture, hardness or softness and landmarks
- Correctly perform skills that require tactile sensation

Emotional - Emotional stability sufficient to tolerate rapidly changing conditions and environmental stress.

- Establish therapeutic interpersonal boundaries
- Provide patients with emotional support
- Adapt to changing conditions in the work environment and display flexibility
- Function in an environment of uncertainties and stressful situations
- Maintain professional conduct and standards without displaying hostility, agitation, rudeness or belligerence
- Perform multiple tasks concurrently
- Demonstrate professional attitudes such as, empathy, integrity and confidentiality

Adapted from Core Performance Standards for Admission and Progression of Southern Council of Collegiate Education for Nursing Prerequisites for Admission.

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