University of Minnesota School of Nursing Technical Standards

The University of Minnesota School of Nursing is committed to the policy that all persons shall have equal access to its programs, facilities and employment without regard to race, color, creed, religion, national origin, sex, age, marital status, disability, public assistance status, veteran status or sexual orientation.

In adhering to this policy, the University abides by the Americans with Disabilities Act, Section 504 of the Rehabilitation Act of 1973, the Minnesota Human Rights Act and other applicable statutes and regulations relating to equality of opportunity. The School of Nursing encourages all qualified individuals to apply for admission to the Bachelor of Science in Nursing (BSN) and/or Master of Nursing (MN) programs.

The School of Nursing curriculum leading to the eligibility for licensure as a Registered Nurse requires students to engage in diverse, complex and specific experiences essential to the acquisition and practice of essential nursing skills and functions. Unique combinations of cognitive, affective, psychomotor, physical, and social abilities are required to satisfactorily perform these functions. In addition to being essential to the successful completion of the requirements of the BSN or MN degree, these functions are necessary to ensure the health and safety of patients, self, fellow candidates, faculty and other healthcare providers.

The technical standards necessary to acquire or demonstrate competence in a discipline as complex as nursing and needed for successful admission and continuance by candidates for the pre-licensure programs at the University of Minnesota School of Nursing, in addition to the academic conduct set forth by the UM Code of Conduct, include but are not limited to the following abilities.

1. **Motor Skills**
   GENERAL: The candidate and students should have sufficient motor functions such that they are able to execute movements required to provide general care and treatment to patients in all health care settings.

   SPECIFIC: It is required that a candidate possess the motor skills necessary for assessment and therapeutic procedures such as palpation, percussion, auscultation, and other diagnostic maneuvers and procedures. Such actions require coordination of both gross and fine muscular movements, equilibrium and functional uses of the senses of touch, vision and hearing.

   SPECIFIC: The candidate must be able to perform basic life support (including CPR), transfer and position patients and position and re-position self around patients. The candidate must also be able to operate equipment typically found in the health care environment (IV pumps, cardiac monitor, and electric and manual blood pressure equipment, electric beds, etc.).

2. **Sensory/Observation**
   GENERAL: The candidate must be able to acquire information presented through demonstration and experience in the basic and nursing sciences.

   SPECIFIC: He/she must be able to observe the patient accurately, at a distance and close at hand, and observe and appreciate non-verbal communications when performing nursing assessment and intervention or administering medications. The candidate must be capable of perceiving the signs of disease and infection as manifested through physical examination. Such information may be derived from visual inspection and images of the body surfaces, palpable changes in various organs and tissues, and auditory information (patient voice, heart tones, bowel and lung sounds, etc.)

3. **Communication**
   GENERAL: The candidate must have the ability to communicate effectively and sensitively with other students, faculty, staff, patients, family and other professionals.

   SPECIFIC: He/she must be able to express his or her ideas and feelings clearly and demonstrate a willingness and ability to give and receive feedback. The candidate must be able to convey or exchange information at a
level allowing development of a health history, identify problems presented, explain alternative solutions, and give directions during treatment and post-treatment. The candidate must be able to effectively communicate in English in oral, written and electronic forms and to retrieve information from literature, computerized data bases and lectures. He/she must be able to process and communicate information on the patient’s status with accuracy in a timely manner to members of the health care team. The appropriate communication may also rely on the candidate’s ability to make a correct judgment seeking supervision and consultation in a timely manner.

4. **Cognitive**
   **GENERAL:** The candidate must be able to measure, calculate, reason, analyze, integrate and synthesize information.

   **SPECIFIC:** The candidate must be able to quickly read and comprehend extensive written materials. He/she must also be able to evaluate and apply information and engage in critical thinking in the classroom, lab and clinical setting.

5. **Behavioral/Emotional**
   **GENERAL:** The candidate must possess the emotional health required for the utilization of his/her intellectual abilities, the exercise of good judgment, the prompt completion of all responsibilities attendant to the nursing care of patients and families.

   **SPECIFIC:** The candidate must be able to maintain mature, sensitive, and effective relationships with patients, students, faculty, staff and other professionals under all circumstances, including highly stressful situations. He/she must have the emotional stability to function effectively under stress and to adapt to an environment that may change rapidly without warning and/or in unpredictable ways. The candidate must be able to experience empathy for the situations and circumstances of others and effectively communicate that empathy. He/she must know that his or her values, attitudes, beliefs, emotions, and experiences affect his or her perceptions and relationships with others. The candidate must be able and willing to examine his or her behavior when it interferes with productive individual or team relationships. The candidate must possess skills and experience necessary for effective and harmonious relationships in diverse academic and work environments.

6. **Professional Conduct**
   **GENERAL:** The candidate must possess the ability to reason morally and practice nursing in an ethical manner.

   **SPECIFIC:** The candidate must be willing to learn and abide by professional standards of practice. He/she must possess attributes that include compassion, empathy, altruism, integrity, honesty, responsibility and tolerance. The candidate must be able to engage in patient care delivery in all settings and be able to deliver care to all patient populations including but not limited to children, adolescents, adults, individuals with disabilities, medically compromised patients and vulnerable adults.