# TECHNICAL AND ESSENTIAL QUALIFICATIONS FOR NURSING STUDENTS

The following qualifications are required of all students for undergraduate and advanced practice nursing programs for successful admission, continuance, and graduation.

<table>
<thead>
<tr>
<th>Functional Ability</th>
<th>Standard</th>
<th>Examples of Required Activities</th>
</tr>
</thead>
</table>
| **Motor Abilities & Physical Strength**     | • Physical strength/abilities and mobility sufficient to perform full range of patient care activities including moving from room to room and maneuvering in small spaces, full range of motion to twist/bend, stoop/squat, reach above shoulders, and below the waist. Motor skills, physical endurance, and strength to provide patient care (lifting/moving patients, etc.). | • Physical strength and mobility sufficient to perform a full range of required patient care activities including assisting with ambulation of clients, administering CPR, assisting with turning and lifting patients, and providing care in confined spaces such as a treatment room or operating suite.  
• Move around in work areas and treatment areas. |
| **Manual Dexterity**                        | • Demonstrate fine motor skills sufficient for providing safe nursing care.                         | • Motor skills sufficient to handle small equipment (e.g., an insulin syringe), and perform patient care skills, including medication administration by all routes, tracheotomy suctioning, urinary catheter insertion. |
| **Perceptual/Sensory Ability**              | • Sensory/perceptual ability to monitor and assess clients.                                        | • Hearing sufficient to hear alarms, assess heart, bowel, and lung sounds, and respond to patient statements.  
• Visual acuity to read calibrations on 1 cc syringe, read and document on the computer, and assess for color (cyanosis, pallor, redness).  
• Tactile ability to feel pulses, temperature, texture, moisture, and masses.  
• Olfactory ability to detect smoke or noxious odor. |
| **Behavioral/Interpersonal/          | • Ability to interact with colleagues, staff and patients with honesty, civility, integrity, and nondiscrimination.  
• Capacity for development of mature, sensitive and effective therapeutic relationships.  
• Interpersonal abilities sufficient for interaction with individuals, families, and groups from various social, developmental, cultural, physical and intellectual backgrounds.  
• Ability to work constructively in stressful and changing environments with the ability to modify behavior in response to constructive criticism. | • Establish rapport with patients, clients, and colleagues.  
• Work in a professional manner with diverse teams and work groups.  
• Psychosocial skills sufficient to remain calm in an emergency situation.  
• Behavioral skills sufficient to demonstrate the exercise of good judgment and timely completion of all responsibilities attendant to the diagnosis and care of clients.  
• Adapt rapidly to environmental changes and multiple task demands.  
• Maintain professionalism in stressful and demanding situations.  
• Provide nursing care and work with others in all school and practice settings, complying with applicable standards, policies, rules, and procedures. |
<p>| <strong>Psychosocial</strong>                            |                                                                                                    |                                                                                                                                                                                                                                   |</p>
<table>
<thead>
<tr>
<th><strong>Creating &amp; Maintaining Safe environments for Patients, Families and Co-workers</strong></th>
<th><strong>Communication</strong></th>
<th><strong>Punctuality/ work habits</strong></th>
</tr>
</thead>
</table>
| • Ability to accurately identify patients.  
• Ability to administer medications safely and accurately.  
• Ability to operate equipment safely in the clinical area.  
• Ability to recognize and minimize hazards that could increase healthcare associated infections.  
• Ability to recognize and minimize accident hazards in the clinical setting including hazards that contribute to patient, family and co-worker falls. | • Ability to communicate in English with accuracy, clarity and efficiency with patients, their families and other members of the health care team.  
• Ability to communicate using spoken and non-verbal communication, such as interpretation of facial expressions, affect and body language.  
• Ability to read, ability including computer systems literacy. | • Attends all class and clinical sessions punctually.  
• Reads, understands, and adheres to all policies related to classroom and clinical experiences. Contacts assigned instructor or preceptor in advance of any absence or late arrival. |
| **Capacity to demonstrate ethical behavior, including adherence to the professional nursing and student honor codes.**  
• Provide care and relate to colleagues and staff in accordance with the legal and ethical standards of the nursing profession. | **Prioritizes tasks to ensure patient safety and maintaining standards of care.**  
• Maintains adequate concentration and attention in patient care settings.  
• Seeks assistance when clinical situation requires a higher level or expertise/experience.  
• Responds to monitor alarms, emergency signals, call bells from patients, and orders in a rapid and effective manner. |

| Tucson 1305 N Martin Ave  
PO Box 210203  
Tucson AZ 85721-0203  
(p) 520.626.3808  
(f) 520.626.6424 | **Gives verbal directions to or follows verbal directions from other members of the healthcare team and participates in health care team discussions of patient care.**  
• Elicits and records information about health history, current health state and responses to treatment from patients or family members using electronic or paper systems.  
• Conveys information to clients and others as necessary to teach, direct and counsel individuals in an accurate, effective and timely manner.  
• Establishes and maintain effective working relations with patients and co-workers.  
• Recognizes and reports critical patient information to other caregivers.  
• Role model professional and civil communications with patients, families, instructors, peers and all members of the healthcare team. |
<table>
<thead>
<tr>
<th>Cognitive/Conceptual/Quantitative Abilities</th>
<th></th>
<th>Calculates appropriate medication dosage given specific patient parameters.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ability to solve problems involving</td>
<td></td>
<td>- Analyzes and synthesizes data and develop an appropriate plan of care.</td>
</tr>
<tr>
<td>measurement, calculation, reasoning,</td>
<td></td>
<td>- Collect data, prioritize needs, and anticipate human reactions in the</td>
</tr>
<tr>
<td>analysis and synthesis.</td>
<td></td>
<td>clinical setting.</td>
</tr>
<tr>
<td>Ability to gather data, to develop a</td>
<td></td>
<td>- Comprehend spatial relationships adequately to properly administer</td>
</tr>
<tr>
<td>plan of action, establish priorities,</td>
<td></td>
<td>injections, start intravenous lines or assess wounds of varying depths</td>
</tr>
<tr>
<td>monitor, and evaluate treatment</td>
<td></td>
<td>and types.</td>
</tr>
<tr>
<td>plans and modalities.</td>
<td></td>
<td>- Recognize an emergency and respond effectively to safeguard the patient</td>
</tr>
<tr>
<td>Ability to comprehend three-dimensional</td>
<td></td>
<td>and other caregivers.</td>
</tr>
<tr>
<td>and spatial relationships.</td>
<td></td>
<td>- Transfer knowledge from one situation to another.</td>
</tr>
<tr>
<td>Ability to perceive signs of an emergent</td>
<td></td>
<td>- Accurately processes information from medication containers, provider</td>
</tr>
<tr>
<td>situation and respond appropriately</td>
<td></td>
<td>orders, equipment, printed documents, flow sheets, graphic sheets,</td>
</tr>
<tr>
<td></td>
<td></td>
<td>medication administration records, other medical records and policy and</td>
</tr>
<tr>
<td></td>
<td></td>
<td>procedure manuals.</td>
</tr>
</tbody>
</table>

I have read the above Technical Qualifications for Nursing Students and verify the following:

☐ I am able to meet the College of Nursing’s Technical Qualifications for Nursing Students without accommodation, OR

☐ I may need an accommodation to meet the College of Nursing’s Technical and Essential Qualifications for Nursing Students. If so, I will contact the University of Arizona’s Disability Resources, 1224 East Lowell Street, Tucson, Arizona 85721 (Phone: 520.621.3268 V/TTY, Fax: 520.621.9423, Email: uadrc@email.arizona.edu), to explore whether reasonable accommodations may be available to me. I understand that I may need to provide supporting documentation to Disability Resources as part of the accommodation process.

**ALL STUDENTS:**

☐ If there is a change in my status, and I am unable to perform or meet the technical and/or essential qualifications above, I will notify my course instructor and the program director (BSN, MEPN, DNP or Certificate) immediately, as soon as there is a known change of status. I understand that I may not participate in classroom, skills lab, or clinical experiences until the course instructor and program director are notified, and a determination is made as to my safe participation in the program.

☐ I understand that clinical agencies (clinical sites) may have additional requirements above and beyond the Technical & Essential Qualifications for Nursing Students document and that compliance at each site is required.

_________________________  ______________________
Signature of Student        Date

_________________________
Printed Name