

## Addendum to SON Undergraduate (Traditional BSN) Handbook

### Essential Functional Abilities

The profession of nursing requires specific abilities that are varied and complex to practice nursing safely and effectively. The National Council State Boards of Nursing (NCSBN) has defined functional abilities that a nurse must possess to practice safely and effectively. A candidate for the nursing program must possess essential functional abilities and must be able to complete the minimum level of abilities that reflect the NCSBN essential functional ability categories and representative attributes found at [https://www.ncsbn.org/1996\\_Part4.pdf](https://www.ncsbn.org/1996_Part4.pdf). You are required to review these non-academic requirements of the program that comprises of the physical, emotional, and professional demands required of a nurse and take into consideration whether you can perform the following functions, with or without accommodations. "The University is committed to the principles of Equal Educational and Employment Opportunities without regard to disability. Appropriate services are determined and provided based upon the student's specific disability, functional limitations of the disability, and the academic requirements of the appropriate department, college, school, or program" adapted from the SON 2021-2022 Undergraduate Handbook.

*This list was developed from The National Council of State Boards of Nursing, Inc. list of essential functional abilities.*

Candidates for selection to the Nursing Program must be able to:

#### Gross Motor Skills

Sufficient to move within confined spaces to provide the full range. Safe and effective nursing care activities such as maintaining balance in multiple positions, reaching out front, reaching above shoulders, and reaching below waist (e.g., plug electrical appliance into wall outlet).

#### Fine Motor Skills

Sufficient to perform psychomotor skills and hand coordination such as grasp, pinch, twist, and squeeze with fingers (e.g., record/chart).

#### Physical Endurance

Sufficient to perform client care activities for entire length of clinical shift (e.g., surgical procedures, CPR).

#### Physical Strength

Sufficient to perform full range of required client care activities, such as push, pull, and lift a minimum of 20 pounds.

#### Mobility

Sufficient to twist/bend/stoop/squat/walk/climb stairs; move quickly move from place to place (e.g., response to an emergency, walk with client).

#### Hearing

Sufficient for physical monitoring and assessment of client health care needs, hear normal level speaking sounds, faint body sounds, faint voices/whisper/auditory alarms.

#### Visual

**Commented [EL1]:** SON recommends checking with clinical partner for minimum lift requirements to ensure alignment in academic and clinical requirements for functional abilities r/t "physical strength"

Sufficient for accurate observation and performance of nursing care, which includes seeing objects up to 20 feet away (e.g., information on computer screen), use depth perception, use peripheral vision, and ability to distinguish color and color intensity.

**Tactile**

Sufficient for physical monitoring and assessment of health care needs, feeling vibrations (e.g., pulse), detect temperature (e.g., skin, liquids, environment, equipment), and feeling differences in surface characteristics, sizes, and shapes (e.g., rashes, swelling).

**Smell**

Sufficient to detect body and environment odors.

**Reading**

Sufficient to read and understand written document.

**Math**

Sufficient to do computations including add/subtract/multiply/divide; measure time, reading and understanding columns of writing, reading graphic printouts and digital displays, calibrating equipment, converting numbers to and/or from the Metric System, counting rates, using measuring tools, reading measurement marks, computing fractions; and using a calculator.

**Emotional Stability**

Sufficient to assume responsibility/accountability for actions, which includes establishing therapeutic boundaries, dealing with the unexpected, adapting to changing environment/stress, focusing attention on a task, performing multiple responsibilities concurrently, and handling strong emotion.

**Analytical Thinking**

Reasoning skills sufficient to perform deductive and inductive thinking for nursing decisions, which includes transferring knowledge from one situation to another, processing information, problem solving, evaluating outcomes, prioritizing tasks, and using short-term and long-term memory.

**Critical Thinking & Problem Solving**

Sufficient to know the difference between serious and minor problems, synthesizing knowledge and skill, organize and use information, exercise sound Nursing judgment, which includes identifying cause-effect relationships, planning/controlling activities for others and sequencing information.

**Interpersonal Skills**

Establish appropriate relationships sufficient to interact with individuals, families and groups respecting social, cultural, and spiritual diversity, handle interpersonal conflict.

**Communication Skills**

Interaction with others in written and oral form, which includes teaching, explaining procedures, giving oral reports, and conveying information through writing.