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**Essential Requirements for Nursing Education**

The North Carolina Board of Nursing’s Nursing Practice Act defines nursing as:

“"Nursing" is a dynamic discipline which includes the assessing, caring, counseling, teaching, referring and implementing of prescribed treatment in the maintenance of health, prevention and management of illness, injury, disability or the achievement of a dignified death. It is ministering to; assisting; and sustained, vigilant, and continuous care of those acutely or chronically ill; supervising patients during convalescence and rehabilitation; the supportive and restorative care given to maintain the optimum health level of individuals, groups, and communities; the supervision, teaching, and evaluation of those who perform or are preparing to perform these functions; and the administration of nursing programs and nursing services. For purposes of this Article, the administration of required lethal substances or any assistance whatsoever rendered with an execution under Article 19 of Chapter 15 of the General Statutes does not constitute nursing.”

Per the North Carolina Board of Nursing’s Nursing Practice Act,

The "practice of nursing by a registered nurse" consists of the following 10 components:

a. Assessing the patient's physical and mental health, including the patient's reaction to illnesses and treatment regimens.

b. Recording and reporting the results of the nursing assessment.

c. Planning, initiating, delivering, and evaluating appropriate nursing acts.

d. Teaching, assigning, delegating to or supervising other personnel in implementing the treatment regimen.

e. Collaborating with other health care providers in determining the appropriate health care for a patient but, subject to the provisions of G.S. 90-18.2, not prescribing a medical treatment regimen or making a medical diagnosis, except under supervision of a licensed physician.

f. Implementing the treatment and pharmaceutical regimen prescribed by any person authorized by State law to prescribe the regimen.

g. Providing teaching and counseling about the patient's health.

h. Reporting and recording the plan for care, nursing care given, and the patient's response to that care.

i. Supervising, teaching, and evaluating those who perform or are preparing to perform nursing functions and administering nursing programs and nursing services.

j. Providing for the maintenance of safe and effective nursing care, whether rendered directly or indirectly.

In order to registered nurses to effectively complete the above noted components of nursing practice, there are some essential functions that nurses must be able to perform in order to meet these standards.

As a nursing student at North Carolina Wesleyan University, all students must demonstrate abilities and competence in the various areas of functioning, as these tasks are vital to providing effective, professional, high-quality nursing care. The Americans with Disabilities Act (ADA) ensures qualified applications to institutions the ability to pursue program admissions. However, the applicant must meet essential requirements to successfully complete the program. All students admitted to the Nursing program at North Carolina Wesleyan University will be held to the same standards with or without reasonable accommodations.

The following functions are considered essential requirements for nursing program admission, retention and graduation in North Carolina Wesleyan University’s Nursing program. The purpose of these essential functions is to ensure nursing students provide safe, competent and timely care to patients receiving nursing services.

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| **Performance Area** | **Technical Standards** | **Performance Examples****(This list is not all inclusive.)** |
| **Cognitive Abilities** | Sufficient ability to collect, integrate and interpret information for sound clinical decision making. Must be able to understand three dimensional and spatial relationships of structures and discern complex information for good clinical judgments.  | * Observation and measurements of patient responses to nursing interventions.
* Ability to recognize normal and abnormal responses to nursing interventions.
* Ability to appropriately suggest modifications to treatment procedures.
* Respond appropriately to emergency situations, including performance of first aid and cardiopulmonary resuscitation (CPR).
* Recognizing treatment effectiveness, relate treatment rationales to patients and others.
* Consult with Faculty and Staff, nursing colleagues and members of the interdisciplinary healthcare team as indicated.
* Read and comprehend relevant information in textbooks, educational resources, medication records and professional publications.
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| **Mobility/Motor Skills** | Sufficient motor ability, including balance, coordination, speed and agility, gross motor skills, and fine motor skills. Sufficient strength to move independently throughout a clinical setting, to move equipment and/or patients, and to ensure safe and effective treatment interventions.  | * Assist and safely guard patients during mobility tasks, including ambulating, transferring, exercising, and changes in positioning.
* Independently transition in and out of postures, including bending, kneeling, sitting, crawling, standing and walking for a minimum of 90 minutes without rest.
* Manipulate equipment and patients involving squatting to the floor, reaching above head, pulling, lifting, or guiding weight in excess of 100 lbs.
* Demonstrate the dexterity required to manipulate devices/equipment commonly utilized in nursing assessment and interventions, including gauges, dials, small nuts/bolts/screws, and other equipment components.
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| **Sensory Abilities** | Sufficient auditory, visual, and tactile ability to monitor and assess the health needs of patients and complete nursing tasks.  | * Auditory (corrected or not): Recognize soft voices/sounds, voices under protective garb, equipment signals, calls for assistance up to 10 feet away. Measurement of vital signs and breath sounds in often loud and active environments.
* Visual (corrected or not): Recognize non-verbal responses including facial expressions and body language. Observe and measure color changes, movements patterns, and/or equipment settings. Assess environmental situations up to 20 feet away.
* Tactile: Palpation of musculoskeletal and anatomical landmarks. Palpation of pulses. Identification of skin temperature/texture changes, muscle tone, and joint movement. Provide competent interventions including range of motion exercises, IV insertion, venipuncture, dressing changes, catheter insertion, etc.
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| **Communication Skills** | Sufficient communication abilities in English for written (printed and typed), verbal (direct and online), and non-verbal communication with patients, families, and other healthcare professionals in the clinical environment.  | * Speak, hear, and observe individuals/groups in order to elicit information and communicate effectively in verbal and nonverbal formats.
* Attain, comprehend, and utilize information presented in written and verbal format and produce appropriate written documentation, including treatment logs, medical records, and billing.
* Use appropriate medical terminology and correct spelling/grammar.
* Communicate appropriately and professionally with individuals from a variety of social, demographic, and cultural background.
* Ability to employ cultural competence.
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| **Social/Behavioral/ Interpersonal Skills** | Sufficient behavioral and social abilities to interact with and work collaboratively with individuals, groups, families, and interdisciplinary healthcare professionals.  | * Ability to establish rapport and participate effectively as a team member in patient care delivery.
* Manage physically and mentally-taxing workloads, course loads, and emotional stress.
* Demonstrate the ability to adapt to rapidly changing situations/environments without warning.
* Display flexibility and coping skills to function in fast-paced clinical situations with multiple psychosocial issues present.
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Students seeking admission to the Nursing program at North Carolina Wesleyan University must sign below indicating that they are capable of meeting the essential described in this document with or without reasonable accommodations. It is the responsibility of the student with disabilities to request reasonable accommodations necessary to meet the above essential functions. If accommodations are requested, the student must provide documentation of his or her disability and the accommodation being requested to the University’s ADA officer located in the Wellness Center in the Spruill Building.

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Student Signature Date