Policy:

The School of Nursing faculty has specified essential abilities (technical standards) critical to the success of students in any core IU nursing program. Students must demonstrate these essential abilities to succeed in their program of study. Qualified applicants are expected to meet all admission criteria and matriculating students are expected to meet all progression criteria, as well as these essential abilities (technical standards) with or without reasonable accommodations.

1. Essential judgment skills to include: ability to identify, assess, and comprehend conditions surrounding patient situations for the purpose of problem solving patient conditions and coming to appropriate conclusions and/or prioritized course of actions.

2. Essential physical/neurological functions to include: ability to use the senses of sight, hearing, touch, and smell to make correct judgments regarding patient conditions and meet physical expectations to safely and competently perform interventions required in the practice of nursing. Behaviors that demonstrate essential neurological and physical functions include, but are not limited to observation, listening, understanding relationships, writing, and psychomotor abilities consistent with course and program expectations.

3. Essential communication skills to include: ability to communicate effectively with fellow students, faculty, patients, families, and all members of the health care team. Verbal, non-verbal, electronic, and written skills will consistently demonstrate effective, professional communication.
4. Essential emotional coping skills to include: ability to demonstrate the mental health necessary to safely engage in the practice of nursing as determined by professional standards of practice. Anger dyscontrol, lack of self-control, disengagement, lethargy, and labile mood are examples of behaviors indicative of ineffective coping.

5. Essential intellectual/conceptual skills to include: ability to measure, calculate, analyze, synthesize, and critically evaluate in order to engage competently in the safe practice of nursing.

6. Other essential behavioral attributes: ability to engage in activities consistent with safe nursing practice free from the influence of any substance that may impair behavior or judgment. The student must demonstrate responsibility and accountability for actions as a student in the School of Nursing and as a developing professional nurse.

Procedure:

1. The essential abilities criteria will be located in the Campus Bulletin and student handbook.

2. All applicants accepting admission to one of IU School of Nursing’s programs will be required to sign a letter of agreement that specifies the essential abilities criteria. This agreement states they have read and understand that they will be expected to meet the essential abilities. Students questioning their ability to meet the essential abilities criteria will be encouraged to address their inquiries to the Associate Dean for Undergraduate Programs at the IUPUI campus, Division Head at the Columbus campus, and Assistant Dean at the Bloomington campus in addition to the appropriate campus adaptive services office prior to the admission deadline.

3. Faculty have the responsibility to determine whether a student has demonstrated these essential abilities. Faculty should refer any student, who is unable to meet the essential abilities, to the Assistant Dean of Student Services at the IUSON IUPUI campus or the campus Director/Dean at other IUSON campuses to determine if it is possible to meet the required abilities with reasonable accommodations.

4. Students failing to meet the essential abilities at any point in their academic program may have their progress interrupted until they have demonstrated their ability to meet these essential abilities within negotiated time frames.

5. Students will be dismissed from their program of study if they are unable to meet the essential abilities even if reasonable accommodations are made.

Approved by CCNF Graduate Curriculum Committee, 10/99, 4/25/05
Approved by CCNF Undergraduate Student Affairs Committee, 3/24/08

Approved by CCNF Executive committee, 4/21/08, 4/8/13

Approved by all faculty at CCNF Business Meeting, 4/10/13

Approved by all faculty via electronic vote, 4/26/13