## Essential Functions

**Doctor of Nursing Practice (DNP)**

In compliance with the American with Disability Act, Allen College does not discriminate on the basis of disability in the administration of its educational policies, admission policies, student aid and other college administered programs nor in the employment of its faculty and staff. The skills listed below are essential requirements for this program. Students in the program and those who complete the program will be expected to demonstrate the ability to satisfy these criteria with or without the help of compensatory techniques, assistive devices or other reasonable accommodations. We invite any potential student to meet with the Dean of Enrollment Management or Admissions Counselor to discuss any potential issues associated with meeting these requirements.

Allen College is inclusive and supports students with a wide range of abilities. Inquiries regarding an ability or accommodation are confidential and should be addressed to Joanna.Ramsden-Meier@allencollege.edu, or by phone (319) 226-2004. Dr. Ramsden-Meier, Dean of Enrollment Management, is not part of the selection process. Any information provided will remain confidential.

### Issue | Essential Function | Examples of Necessary Activities (Not all inclusive)
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Interpersonal | Interpersonal abilities sufficient to interact with individuals, families, and groups from a variety of social, emotional, cultural, and intellectual backgrounds. | Establish rapport with patients and colleagues and other health care providers.
Communication | Communication proficiency at a professional level in English, both verbal and written, to include reading, writing, spelling, speaking, and listening. | Explain procedures, initiate health teaching, document and interpret patient responses. Document clearly, correctly, and without spelling errors. Read at college level.
Mobility | Physical abilities sufficient to provide safe and effective nursing care. | Move around in patient’s rooms, work spaces, and treatment areas, administer cardiopulmonary procedures.
Motor Skills | Gross and fine motor abilities sufficient to provide safe and effective nursing care. | Calibrate and use equipment; administer medications; position patients/clients.
Hearing | Auditory ability sufficient to monitor and assess health needs to communicate with individuals, families, groups, communities, and health care professionals. | Hear monitor alarms, emergency signals, and cries for help.
Visual | Visual ability sufficient for observation, assessment, and provision of patient care. | Observe and respond to patients/clients and provide therapeutic interventions accurately.
Tactile | Tactile ability sufficient for observation, assessment and provision of nursing care. | Perform palpation and other functions of physical examination or those related to therapeutic intervention, e.g., insertion of a catheter.
Other | Mental alertness sufficient to provide safe, effective radiography care. | Observe and respond to patients and perform therapeutic interventions accurately.

*Adapted from the Southern Council on Collegiate Education in Nursing guidelines with minor additions or changes. There may be more stringent requirements for clinical agencies that may preclude the student’s progression in the nursing program.*
I have read the above Core Performance Standards for Admission and Progression and hereby represent that I can effectively and safely perform the competencies listed.

_________________________________________________
Printed Name

_________________________________________________
Signature

_________________________________________________
Date

Form may be sent to:
Allen College
Admissions
1825 Logan Ave
Waterloo, IA 50703

Email: admissions@allencollege.edu
Phone: (319) 226-2014
Fax: (319) 226-2010