

# Essential Functions

## Master of Science in Nursing (MSN)

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)
Critical Thinking	Patient needs/problem solving/critical thinking abilities sufficient for clinical judgment. Use verbal, nonverbal cue to identify patient needs/problems.	Identify cause-effect relationships in clinical situations. Develop nursing care plan. Make judgment regarding appropriate interventions based on signs and symptoms.
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 treatment procedures, initiate health teaching, document and interpret nursing actions and patient/client responses. Document clearly, correctly, and without spelling errors. Read at college level.
Mobility	Physical abilities sufficient to provide safe and effective patient 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 nursing 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 nursing 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.**

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Printed Name

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Signature

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Date

**Form may be sent to:**

Allen College  
Admissions  
1825 Logan Ave  
Waterloo, IA 50703

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