In an effort to assist with career choices, the Division of Nursing and Allied Health Professions provides the non-academic standards and skills necessary for each profession. Non-academic standards include the physical, cognitive, and behavioral standards required for satisfactory completion of the program of study. If a student determines that she or he is unable to do any of the skills listed and has a documented disability, then the student is responsible for contacting Disability Support Services at 443-412-2402 to discuss their needs for accommodations. All information shared with Disability Support Services will be held in confidence. The knowledge, skills, and abilities essential to provide safe and effective nursing care are varied and complex. They are comprised of the following physical, emotional, and professional demands required of a nurse with or without reasonable accommodations:

**FINE MOTOR SKILLS:**

- Must be sufficient to perform skills such as picking up, grasping, squeezing, and manipulating small equipment and containers with hands and fingers, such as eye droppers, syringes, vials, and ampules, as well as writing with a pen, using a keyboard.

**PHYSICAL MOBILITY & STRENGTH:**

- Sufficient to perform patient care activities for an entire length of a clinical experience. Including the ability to turn and position patients on bed rest, safely transfer patients in and out of bed, hang intravenous solutions at the appropriate level and perform cardiopulmonary resuscitation.

**VISUAL, AUDITORY & TACTILE ABILITIES:**

- Sufficient to perform patient health assessments and interventions. Specifically, visual acuity sufficient to draw up the correct quantity of a medication in a syringe, detect changes in skin color and collect data from recording equipment and measurement devices. Auditory ability sufficient to detect sounds related to bodily functions using a stethoscope and detect audible alarms generated by mechanical systems that monitor bodily functions, communicate clearly in telephone conversations and communicate effectively with patients and with other members of the health care team. Tactile ability sufficient to detect changes in skin temperature, pulses, bony landmarks and muscle contractions, and detect anatomical abnormalities such as edema.

**COMMUNICATION SKILLS:**

- Ability to speak, comprehend, read and write English at a level that meets the need for accurate, clear and effective communication with patients, their families and other members of the health care team.

**ARITHMETIC COMPETENCE:**

- Sufficient to read digital displays and graphs, calibrate equipment, use measuring tools, count rates, use the metric system, add, subtract, multiply and divide.

**EMOTIONAL STABILITY:**

- Sufficient to assume responsibility and accountability for actions, exercise sound judgment, demonstrate empathy, and adapt to environmental stress and control own emotions.

**ANALYTICAL THINKING ABILITY:**

- Sufficient to transfer knowledge from one situation to another, prioritize tasks, problem solve, and use long-term and short-term memory.

**INTERPERSONAL SKILLS:**

- Sufficient to establish a rapport with patients and co-workers, negotiate interpersonal conflict, and respect the rights and differences of patients and co-workers.