School of Nursing  
Weber State University  
Essential Requirements

The School of Nursing Essential Requirements act as a guide for both students and faculty in the School of Nursing to understand and communicate the necessary functions required for a student in the School of Nursing. Students are required to meet all of the essential requirements. The essential requirements include functions necessary for starting, continuing, and graduating from the School of Nursing programs. If for any reason during the course of the Associate of Applied, Associate, Baccalaureate, and Master of Science Degree programs, you are unable to perform any of these functions, you will be academically withdrawn from the program.

After reading and reviewing the essential requirements, you will sign and return an essential requirements form to the School of Nursing before starting your program of study. The form is a permanent part of your School of Nursing student file.

A. Essential Requirements of Intellect:

1. **Comparing** - Judging the readily observable functional, structural, or compositional characteristics (whether similar to or divergent from obvious standards) of data, people, or things.
2. **Copying** - Transcribing, entering, or posting data.
3. **Computing** - Performing arithmetic operations and reporting on and/or carrying out a prescribed action in relation to them.
4. **Compiling** - Gathering collating, or classifying information about data, people or things. Reporting and/or carrying out a prescribed action in relation to the evaluation is frequently involved.
5. **Analyzing** – After examining and evaluating data able to present alternative actions in relation to the evaluation is frequently involved.
6. **Coordinating** – Able to determine time, place and sequence of operations or action to be taken on the basis or analysis of data. May include prioritizing multiple responsibilities and/or accomplishing them simultaneously.
7. **Judgment** - Recognize potentially hazardous materials, equipment, and situations and proceed safely in order to minimize risk of injury to patients, self, and nearby individuals.
8. **Synthesizing** - To combine or integrate data to discover facts and/or develop knowledge or creative concepts and/or interpretations.
9. **Negotiating** - Exchanging ideas, information, and opinions with others to formulate policies and programs and/or jointly arrive at decided, conclusions, solutions or solve disputes.
10. **Adaptability** - Ability to be flexible and creative and adapt to professional and technical change Able to manage the use of time and to systematize actions in order to complete professional and technical tasks within realistic constraints. Able to provide professional and technical services while experiencing the stresses of task-related uncertainty (e.g. ambiguous directions, ambivalent
preceptor), emergent demands (e.g. “stat” test orders), and a distracting environment (e.g. high noise levels, crowding, complex visual stimuli).

B. Essential Requirements of Observation:
1. **Near Acuity** - Clarity of vision at 20 inches or less with or without correction.
2. **Far Acuity** - Clarity of vision at 20 feet or more with or without correction.
3. **Depth Perception** – Ability to see depth and breathe. Three dimensional vision.
4. **Color Vision** - Ability to identify and distinguish colors.
5. **Field of Vision** – Ability to see area from right to left or up and down while fixed on one point.
6. **Fingering** - Picking, pinching or otherwise working primarily with fingers rather than with the whole hand or arm as in handling.
7. **Feeling** - Perceiving attributes of objects, such as size, shape, temperature or texture, by touching with skin, particularly that of fingertips).
8. **Hearing** - Perceiving the nature of sounds. Used to make fine discriminations in sounds, such as when making fine adjustments on running engines.

C. Essential Requirements of Communication:
1. **Talking** - Expressing or exchanging ideas by means of the spoken word. Talking is important for those activities in which nursing students must impact oral information to clients or to the public, and in those activities in which they convey detailed or important spoken instructions to other workers, accurately, loudly, or quickly.
2. **Hearing** - Perceiving the nature of sounds. Used for those activities which require ability to receive detailed information through oral communications, and to make fine discriminations in sounds.
3. **Communicating** - talking with and/or listening and/or signaling people to convey or exchange information; includes giving/receiving assignments and/or directions.
4. **Instructing** - teaching subject matter to others or training others through explanation, demonstration and supervised practice; or making recommendations on the basis of technical nursing specific knowledge.
5. **Interpersonal** - skills/behaviors-dealing with individuals with a range of moods and behaviors in a tactful, congenial, personal manner so as not to alienate or antagonize them.
6. **Confidentiality** - the nursing student “promotes, advocates for, and strives to protect the health, safety, and rights of the patient” (ANA Code of Ethics, 2010) this includes keeping information gathered in practice or clinical learning environments including individual patient information, clinical facilities, and fellow student information undisclosed in personal and professional writings, social media, and general gossiping.

D. Essential Requirements of Movement:
1. **Standing**
2. **Walking**
3. Sitting
4. Climbing - Body agility is emphasized. Occasionally required to ascend or
descend something such as a ladder using feet and legs and/or hands and arms.
5. Balancing - Maintaining body equilibrium to prevent falling when performing
feats of agility such as assisting with transferring patients.
6. Stooping - Bending body downward and forward. This factor is important if it
occurs to a considerable degree and requires full use of the lower extremities
and back muscles.
7. Kneeling, Crouching and Crawling – Often needed when assisting patients
with dressing, bathing, or other personal cares (Kneeling: Bending legs at
knees to come to rest on knee or knees. Crouching: Bending downward and
forward by bending legs and spine. Crawling: Moving about on hands and
knees or hands and feet.)
8. Reaching - Extending hand(s) and arm(s) in any direction.
9. Handling - Seizing, holding, grasping, turning or otherwise working with
hand or hands.
10. Control of Others - Seizing, holding, controlling, and/or otherwise subduing
violent, assaultive, or physically threatening persons to defend oneself or
prevent injury. This is an occasional necessity in the clinical area. Body
strength and agility of all four limbs is necessary.
11. Able to lift/ transfer/ move up to 50 pounds independently
12. Able to lift and move 51 to 100 pounds with assistance of another or
mechanical lifting and moving devices.
13. Mechanical Ability- Able to safely and accurately operate mechanical or
powered medical equipment and moving and transferring equipment.

E. Essential Requirements Related to the Learning Environment:
1. Exposure to Extreme Weather – Students are expected to travel to the
assigned clinical site which may involve exposure to hot, cold, wet, humid, or
windy conditions caused by the weather.
2. Extreme Heat and / or Cold Non-Weather related – Occasionally in the
clinical setting the temperature of the care environment may be adjusted for
patient treatment and students would be expected to follow facility policy for
appropriate dress and behavior if assigned to these areas.
3. Wet and/or Humid - Contact with water or other liquids or exposure to non-
weather related humid conditions is a frequent occurrence.
4. Atmospheric Conditions - Exposure to conditions such as noxious odors
such as patient care products and/ or body odors, some dust, powders or mists
may be common.
5. Hazards – There are instances where students are exposed to situations with a
definite risk of bodily injury, such as: proximity to moving mechanical parts,
electrical current, radiation, and chemicals.
6. Confined/Restricted Working Environment – Nursing student clinical work
is usually performed in small patient care bed areas, patient bathrooms, and
small utility rooms. Medication rooms are small and may be locked. Some
patient care units or nursing facilities are closed or locked providing safety and security for clients or fellow workers.

7. **Noise** – Able to function in a noisy distracting environment with many different auditory stimuli. Intercom sounds interspersed with machines beeping, phones ringing, patient call light system alarms, individuals with varying assignments communicating with each other and technology at a central desk and at the patient bedside. Patients in their rooms with noisy equipment, television or radio on, and visitors talking. Patient families and visitors requesting information and services. Patients in the halls walking or moving from diagnostic tests or therapies.

*Satisfactory completion of the School of Nursing Programs demands your ability to meet the above requirements. If you are uncertain as to your ability with any of these essential functions, please consult with the School of Nursing Admissions and Advancements Committee.*
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I _______________________________________ on this date ___________________________ have fully read and I understand these essential Requirements. I am aware that I will be withdrawn from my School of Nursing program of study, if unable to perform any of these functions.

Print your name: ______________________________________

Signed: _____________________________________________

Dated: ______________________________________________

NOTE:  
The signed original is a permanent part of the student file. Please file upon admission and before the start of the program of study.