

Policy Name: Essential Technical Standards for Nursing Students  
Policy Number: ACA 1.02  
Title of Policy Owner: Dean of Academic Affairs  
Approved by: Policy Committee/Administrative Cabinet  
Effective Date: 08/01/2021  
Version: 1.0  
Policy Status: Approved

I. Policy

This policy describes the Essential Technical Standards required for all students at BSMCON.

II. Purpose

The purpose of this policy is to delineate the essential technical standards that are required for all BSMCON students. BSMCON is responsible for providing quality education while assuring that both academic and essential non-academic or technical standards of nursing are met. Given the nature of the curriculum at BSMCON, a student must be prepared to meet the basic standards of a practicing professional nurse. To that end, the Essential Technical Standards are the essential nonacademic standards, skills, and abilities demanded of every student in an academic program at BSMCON.

III. Scope

This policy applies to all BSMCON students.

IV. Definitions

**Essential Technical Standards:**

Essential technical standards are the nonacademic standards, skills and abilities demanded of every student in an academic program. Nonacademic standards include the cognitive, sensorimotor, behavioral, and communication abilities required for satisfactory completion of all aspects of the curriculum and development of professional attributes required for graduation.

V. Policy Details

The following table includes the Essential Technical Standards. Students must fulfill and maintain these standards, with or without reasonable accommodation. All students are required to review these essential standards/abilities and sign **Attachment A: Bon Secours Memorial College Essential Technical Standards Student Acknowledgement Form.**

<b>Essential Technical Standards</b>	
<b>1. Cognitive Abilities:</b> To successfully complete learning objectives, follow course syllabi, assignment directions, and any actions developed by faculty and administration in the nursing program	
Examples	Measure, calculate, reason, analyze, integrate, and synthesize complex information and demonstrate acquired knowledge in a timely manner
	Incorporate ethical reasoning into critical thinking and clinical judgments
	Retrieve and critically appraise patient related research
	Develop, implement and evaluate a plan of care
	Utilize principles of quality and safety to achieve optimal patient outcomes.
	Demonstrate expected level of clinical judgment and reasoning to respond to changing circumstances and emergencies.
	Perform mathematical functions to include: calculate dosages of medication, intake and output and fluid replacement
	Demonstrate behaviors and decision making that reflect honesty, integrity and ethical principles
	Translate research and evidence-based practice into nursing plans of care
	<b>2. Motor Abilities:</b> Perform gross and fine motor movements required to provide nursing care
Examples	Turn, transfer, transport, and ambulate patients with or without a lift team or assistive devices
	Physical requirements to be able to lift, carry, push, pull up to 50 lbs
	Administer medications and parenteral therapy, insert intravenous catheters
	Insertion of urinary catheters
	Palpation and percussion as a component of assessment

	Manipulation of diagnostic instruments and life support devices, and calibration of equipment
	Tactile ability sufficient to assess texture, shape, size, turgor, temperature and vibration
	Physical ability to implement emergency interventions such as cardiopulmonary resuscitation, suctioning of an obstructed airway, and application of pressure to stop bleeding
	Stamina. Must have sufficient stamina to sit, stand and move within the classroom, skills lab, acute care nursing units and community settings for periods of time as long as ten hours at a time
<b>3. Sensory Abilities:</b> Possess auditory, visual, and olfactory abilities required to provide nursing care	
Examples	Visual acuity to employ inspection skills such as changes in skin and nail color, and color of drainage as a component of assessment
	Visual acuity to be able to read gauges that monitor patient physiological status
	Visual ability sufficient for observation of patient behavior
	Hearing abilities to auscultate breath sounds, heart sounds, and bowel sounds with a stethoscope as a component of assessment
	Hearing abilities to hear cries for help, alarms, and auditory signals from technical equipment
	Olfactory abilities to discern odors such as purulent wounds, or body odors as a component of assessment
	Olfactory ability to smell smoke or other smells (such as chemicals) indicative of environmental danger
<b>4. Communication Abilities:</b> Communicate effectively and sensitively with patients, families and others responsible for health care	
Examples	Hearing ability to actively listen to patients, families, and others responsible for health care
	Ability to explain procedures, conduct health teaching
	Speaking ability to hold conversations with patient families and others responsible for health care
	Ability to elicit information, describe changes in status, and provide an accurate report of patient information to other health care providers and members of the health care team
	Utilizes verbal and nonverbal communication effectively and sensitively with others

Written communications are clear and written for the necessary level of the reader

**5. Behavioral Abilities:** Establish and maintain appropriate professional relationships and demonstrate emotional intelligence in the academic and clinical settings in accordance with the Mission, Values and Operating Principles of Bon Secours Mercy Health, Code of Conduct.

Examples	Function effectively under stress and adapt to changing environments inherent in clinical practice
	Demonstrate composed emotional affect when interacting with patients, dealing with adverse circumstances and encountering stressful situations
	Maintain self-control and demonstrate respect through word and action
	Utilize situational awareness to respond promptly and adapt to change as needed.
	Demonstrate professional conduct and responsibility with accountability, responding promptly and courteously to inquiries and requests
	Demonstrate compassion, cultural competence with groups from diverse backgrounds
	Conform to all requirements set forth by BSMCON health care agency's affiliation agreements as well as any additional requirements of any clinical setting
	Work cooperatively with peers, faculty, and members of the healthcare team, treating others with respect, courtesy and consideration
	Maintain confidentiality, protect individual rights of others

References:

- AACN Technical Standards accessed at [www.aacn.nche.edu/education-resources/Technical\\_Standards.pdf](http://www.aacn.nche.edu/education-resources/Technical_Standards.pdf)
- Alamance Community College Technical Standards
- Duquesne University Technical Standards for School of Nursing
- James Madison University Technical Standards for Nursing
- New York University College of Nursing Technical Standards for Core Professional Nursing Competency Performance
- Virginia Commonwealth University Technical Standards for the School of Nursing

- VI. Attachments
  - Attachment A: Bon Secours Memorial College Essential Technical Standards Student Acknowledgement Form
  
- VII. Related Policies
  - ADM 3.11 College Admission/Readmission
  - ACA 3.05 Student Attendance & Tardiness
  
- VIII. Disclaimers
  - a. Nothing in this policy creates a contractual relationship between Bon Secours Memorial College of Nursing (BSMCON) and any party. BSMCON, in its sole discretions, reserves the right to amend, terminate or discontinue this policy at any time, with or without advance notice.
  
- IX. Version Control

Version	Date	Description	Prepared by
1.0	11/23/2020	Revisions and new template	Dean of Academic Affairs

**Attachment A:****Bon Secours Memorial College Essential Technical Standards****Student Acknowledgement Form**

Nursing is a practice discipline. The professional practice of nursing draws upon the cognitive, motor, sensory, communication, and behavioral abilities that include the knowledge, attitude, and skills necessary to provide quality and safe patient care in all health care settings. Given the nature of the curriculum at Bon Secours Memorial College of Nursing (BSMCON), a student must be prepared to meet the basic requirements of a practicing professional nurse.

Specific essential technical standards are stated in the Essential Technical Standards for the Nursing Student (Policy ACA 1.02). Students must meet and maintain satisfactory demonstration of these standards, with or without reasonable accommodation, to successfully progress through the program.

My signature below confirms the following:

- I have been provided with a copy of the Essential Technical Standards for the Nursing Student (Policy ACA 1.02) and have read and understand its content;
- I possess a functional level of ability to perform all of the Essential Technical Standards with or without reasonable accommodations;
- Furthermore, I understand that failure to perform all the Essential Technical Standards will result in a review of my progression in the Nursing Program/Course(s) and will result in an action plan as determined by the Nursing Faculty; or could result in immediate dismissal from the Nursing Program/ Course(s) as determined by the Nursing Faculty, Program Chair and Associate Dean, and appropriate College Administrator representatives.

I understand that this signed acknowledgement will be placed in my student file and that I am to retain the student copy for my personal files.

Student Name: \_\_\_\_\_  
Please Print

Student ID: \_\_\_\_\_

Student Signature: \_\_\_\_\_ Date: \_\_\_\_\_

**Official COPY – to be retained in student file**