**Northwestern State University**  
**College of Nursing and Allied Health**

**Performance and Technical Standards**

**Purpose:**
To set forth the essential components, technical standards and examples of necessary activities for students to be admitted to, and participate in, the educational program(s) of the College of Nursing at Northwestern State University.

**Policy Statement:**
Individuals must demonstrate safely the essential components of the nursing or radiologic technology program as evidenced by, but not limited to, the technical standards identified, with or without reasonable accommodation.

**Technical Standards:**
All non-academic criteria that are essential to participate in the program in question.  
(Terminology as Defined Under Section 504 of the Rehabilitation Act of 1973 and the ADA, 34 CFR § 104 Appendix A, ¶ 5)

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<th>Performance</th>
<th>Technical Standards</th>
<th>Examples of Necessary Activities (not all inclusive)</th>
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| **Critical Thinking** | • critical thinking ability sufficient for clinical judgment  
| | • sufficient powers of intellect to acquire, analyze, synthesize and apply information and solve problems | • anticipate and identify cause/effect relationships in critical and non-critical clinical situations, develop, implement, and evaluate nursing care plans or care according to process  
| | | • respond instantly to emergency situations  
| | | • consistently make timely decisions and follow through with appropriate actions |
| **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/clients, their significant other(s), colleagues, faculty, and other health care providers |
| **Communication** | • communicate abilities sufficient for written and oral interaction with others | • explain treatments, procedures, and/or give information  
| | | • initiate health teaching, including giving effective instructions to patient and family  
| | | • accurately and legibly document and interpret nursing actions and client responses within time constraints  
| | | • give accurate, timely oral reports to other members of the health care team with sufficient detail  
<p>| | | • exchange ideas using spoken, written, visual, and/or electronic means |</p>
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| Motor       | • physical abilities sufficient to execute gross and fine motor movements required to provide general care and treat patients within an acceptable amount of time and the ability to maneuver in small spaces | • calibrate and use equipment  
• position and transfer clients  
• use manual dexterity to apply sterile gloves, manipulate tubes, stopcocks, syringes, and sharps including needles, scalpels, and glass items  
• reach, handle, finger, feel, palpate, and percuss |
| Sensory     | • sensory ability sufficient for monitoring and assessment of client health care needs in tasks where input is typically received by auditory, visual, tactile, or olfactory feedback | • hear monitor alarms, emergency signals, telephone orders, auscultatory sounds, cries for help  
• observe patient responses at a distance and close at hand  
• comprehend three dimensional relationships, spatial relationships, and distinguish color of objects including skin, nail beds, and urine  
• detect significant environmental and client odors  
• perform palpation, auscultation, percussion and functions of physical examination and/or those related to therapeutic intervention  
• while working in a darkroom, discriminate between sizes, shapes, temperature, and texture by means of touch, particularly with the fingertips |
| Behavioral  | • emotional health for full utilization of intellectual abilities  
• exercise good judgment  
• maintenance of patient confidentiality  
• prompt completion of all responsibilities attendant to the care of patients  
• development of mature, sensitive, and effective relationships with patients | • recognize that the curriculum is physically, mentally, and emotionally taxing  
• tolerate demanding workloads including effective functioning under stress, adapting to changing environments, displaying flexibility and learning to function in the face of uncertainties inherent in the clinical problems of patients  
• demonstrate compassion, integrity, and concern for others  
• possess interpersonal skills, interest, and motivation  
• manage apprehensive patients with a range of moods and behaviors in a tactful, congenial, personal matter so as not to alienate or antagonize them  
• must accept criticism and respond by appropriate modification of behavior |

Please keep the Performance and Technical Standards for your records.