CENTRAL OREGON COMMUNITY COLLEGE
2012 - 2013 Nursing Program

Edited by:
Michele Decker RN, MSN, MEd
Rebekah Cook, JD

Nursing Program
Technical Standards Policies

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**TITLE:** Technical Standards

**PURPOSE:** Clear academic and technical standards assure that decisions concerning entrance for all students are based upon nondiscriminatory criteria. Federal law requires the provision of reasonable accommodations to persons with disabilities who possess “the academic and technical [nonacademic] standards” for admission or participation in the Nursing program and courses. In courses where enrollment is limited and based on selective criteria, having clearly spelled out academic and technical standards assures the absence of discrimination against qualified persons with disabilities who could have succeeded with reasonable accommodations. Having technical standards available also assists potential applicants with or without disabilities to assess their ability to succeed in the program/courses and the Nursing profession. **Technical Standards** for admission are all nonacademic criteria that are essential to participate in the Nursing program/courses. These technical standards include personal and professional attributes, skills, knowledge, physical, medical, safety, and other requirements that an individual must meet in order to be eligible for admission to and retention in the Nursing program/courses.

**POLICY:** In order to be admitted and to progress in the Nursing Program/Course one must possess a functional level of ability to perform the duties required of a nurse. At admission, the individual must sign a statement confirming that he/she is able to perform all of the technical standards with or without reasonable accommodations. Admission or progression will be denied if a student is unable to demonstrate the technical standards. If an individual experiences a change during the program/course, so that the technical standards cannot be met with or without reasonable accommodations, the student will be withdrawn from the Nursing program/course. The Nursing faculty reserves the right at any time to require an assessment by a qualified healthcare provider at the student’s expense in order to assist with the evaluation of the student’s ability to perform the technical standards.

**Disclosure of a Disability.** Students with documented disabilities who may need accommodations or who have any emergency medical information the instructor should know of, should make an appointment with the Team Coordinator as early as possible, no later than the first week of the term. Students may also wish to contact the COCC Disabilities Services Office in Boyle Education Center. Individuals will be asked to provide
documentation of the disability in order to assist with the provision of appropriate reasonable accommodations. The college will provide reasonable accommodations but is not required to substantially alter the requirements or nature of the Program/Course or provide accommodations that inflict an undue burden on the respective College. Students who disclose a disability and request accommodation after the educational program/course begins may experience a delay in Program/Course progression, although all efforts will be made to promptly accommodate the student.

PROCEDURE:

Central Oregon Community College provides the following technical standards with examples of learning activities to inform prospective and enrolled students of the skills required in completing their chosen profession’s curriculum and in the provision of health care services. These technical standards reflect the performance abilities and characteristics that are necessary to successfully complete the requirements of clinical based health care program(s). These standards are not a requirement of admission into the program(s). Individuals interested in applying for admission to the program(s) should review these standards to develop a better understanding of the skills, abilities and behavioral characteristics required to successfully complete the program.

Students admitted to the Nursing Program/Courses are expected to be able to complete curriculum requirements which include physical, cognitive, and behavioral core competencies that are essential to the functions of the entry level professional nurse. These core competencies are considered to be the minimum and essential skills necessary to protect the public. These abilities are encountered in unique combinations in the provision of safe and effective nursing care. Progression in the Program/Course may be denied if a student is unable to demonstrate the technical standards with or without reasonable accommodations.

Central Oregon Community College is obliged to provide reasonable accommodations to qualified students with disabilities, which may include academic adjustments, auxiliary aids and/or program modifications. Accommodations that fundamentally alter the nature of the academic program, could jeopardize the health and safety of others, or cause an undue burden to the program are not considered reasonable accommodations.
Cognitive:

1. Recall, collect, analyze, synthesize, and integrate information from a variety of sources.
2. Measure, calculate, reason, analyze and synthesize data.
3. Problem-solve and think critically in order to apply knowledge and skill.
4. Communicate verbally, and through reading and writing, with individuals from a variety of social, emotional, cultural, and intellectual backgrounds.
5. Relay information in oral and written form effectively, accurately, reliably, and intelligibly to individuals and groups, using the English language.

**Examples of learning activities found in the nursing curriculum and related to industry standards:**
- Process information thoroughly and quickly to prioritize and implement nursing care.
- Sequence or cluster data to determine patient/client needs.
- Develop and implement a nursing plan of care for patients/clients in acute, long term and community settings.
- Discriminate fine/subtle differences in medical word endings.
- Report verbally and in writing patient/client data to members of the healthcare team.
- Read and comprehend medical orders and patient/client information found in the medical record.
- Perform math computations for medication dosage calculations both with and without a calculator.

Physical:

**Motor:**
1. Coordinate fine and gross motor movements.
2. Coordinate hand/eye movements.
3. Maintain balance from any position.
4. Negotiate level surfaces, ramps and stairs.
5. Function with both hands free for performing psychomotor tasks.
6. Maneuver in small areas.
7. Attend to cognitive and psychomotor tasks for up to 7-12 hours.

**Examples of learning activities found in the nursing curriculum and related to industry standards:**
- Transfer patients/clients in and out of bed from stretchers and wheelchairs.
- Control a fall by slowly lowering patient/client to the floor.
- Perform cardiopulmonary resuscitation (CPR)
- Lift or move (turn, position) patients/clients or objects, pull or push objects, weighing up to 35 pounds and maintain a “medium activity level” as defined by the State of Oregon Department of Insurance Index of occupational characteristics.
- Reach to shoulder or higher level to place or access equipment such as intravenous fluid bags, bend or squat to access equipment below bed level.
- Carry equipment and supplies to the patient/client bedside.
- Manipulate small equipment and containers, such as syringes, vials, ampules, and medication packages, to administer medications.
- Dispose of needles in sharps container.
- Complete assigned periods of clinical practice (7-12 hour shifts, days, evenings, or nights).
Sensory:
1. Acquire information from demonstrations and experiences, including but not limited to information conveyed through online coursework, lecture, small group activities, demonstrations, and application experiences.
2. Collect information through observation, listening, touching, and smelling.
3. Use and interpret information from diagnostic maneuvers.

**Examples of learning activities found in the nursing curriculum and related to industry standards:**
- Detect changes in skin color or condition. (pale, ashen, grey, or bluish)
- Detect a fire in the patient/client care environment.
- Draw up a prescribed quantity of medication into a syringe.
- Observe patients/clients in a room from a distance of 20 feet away.
- Detect sounds related to bodily functions using a stethoscope.
- Detect audible alarms generated by mechanical systems such as those that monitor bodily functions, fire alarms, call bells.
- Observe and collect data from recording equipment and measurement devices used in patient/client care.
- Communicate with patient/client and members of the healthcare team in person and over the phone in a variety of settings, including isolation and the operating room where health team members are wearing masks and there is background noise.
- Detect foul odors of bodily fluids or spoiled foods.
- Detect smoke from burning materials.
- Detect changes in skin temperature.
- Detect unsafe temperature levels in heat-producing devices used in patient/client care.
- Detect anatomical abnormalities, such as subcutaneous crepitus, edema, or infiltrated intravenous fluids.
- Feel vibrations such as an arterial pulse.

Behavioral:
1. Demonstrate emotional stability to function effectively under stress and adapt to changing environments.
2. Maintain effective, mature, and sensitive relationships with others.
3. Examine and modify one’s own behavior when it interferes with others or the learning environment.
4. Possess attributes that include compassion, empathy, altruism, integrity, honesty, responsibility and tolerance.

**Examples of learning activities found in the nursing curriculum and related to industry standards:**
- Exercise judgment, meet acceptable timeframes for patient/client care delivery (acceptable timeframes are reflected by ability to carry out the usual patient/client care assignment for a particular point in the program within the allotted clinical time), work effectively under stress, and adapt to rapidly changing patient/client care environments.
- Accept accountability for actions that resulted in patient/client care errors.
- Deal effectively with interpersonal conflict if it arises; maintain effective and harmonious relationships with members of the healthcare team.

*Technical standards were determined by the Oregon Counsel of Associate and Practical Nursing Programs, Spring 2009.*
Pregnancy

**Please Note:** Pregnancy may pose special problems for women students. While the student’s continuation in the Program/Course during pregnancy is encouraged, it is necessary that the faculty be informed of the pregnancy as soon as possible. When a student becomes pregnant, she must notify the Team Coordinator/Program Director. The student will be required to obtain a signed statement from the primary health care provider verifying that the student may safely participate in the Program/Course, including meeting relevant technical standards. Changes in condition must be reported and further documentation may be required. A student who is less than six weeks post partum must also have written documentation from her primary health care provider that states the student can meet the technical standards of the Nursing Program/Course in order to return to clinical practice.

Acute Injury

**Please Note:** A student who suffers an injury, or has a surgical procedure during the Nursing Program/Course, will be required to provide written documentation from their healthcare provider that states the student can meet the technical standards of the Nursing Program/Course in order to return to the Learning Resource Center and clinical practice.
Nursing Program– Letter of Agreement

This Letter of Agreement is to be read and signed by every student upon entering the Nursing Program or upon enrollment in a Nursing (NUR) course at Central Oregon Community College.

Student Name: ____________________________________________________

Please Print Clearly

Student ID Number: ____________________________________________

My signature confirms the following: that I have been provided with a copy of the Nursing Program Technical Standards Policies, and have read and understand its content; that I possess a functional level of ability to perform all of the technical standards with or without reasonable accommodations; and that I agree to abide by the policies detailed therein. Furthermore, I understand that failure to abide by the policies will result in a review of my progression in the Nursing Program/Course and will result in a progression Communication Record or a Probationary Record as determined by the Nursing Faculty; or could result in immediate dismissal from the Nursing Program/Course as determined by the Nursing Faculty, Nursing Program Director and Department Chair, and appropriate College Administrator representatives. I understand that this signed Letter of Agreement will be placed in my student file and that I am to retain the student copy for my personal files.

STUDENT COPY

Date: ________________  Student's Signature

Date: ________________  Nursing Program Director/Chair Signature

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OFFICIAL COPY
TO BE ON FILE