

**MONTANA STATE UNIVERSITY-BOZEMAN
COLLEGE OF NURSING**

Policy A-19

- TITLE:** ABILITIES REQUIRED FOR SUCCESS IN THE BSN DEGREE PROGRAM
- POLICY:** All nursing students must have the ability to perform certain skills and tasks to successfully complete the BSN degree program.
- RATIONALE:** In order to be licensed as a registered nurse and be able to carry out the roles and responsibilities that are required for professional nursing practice, one must be a graduate of an approved nursing program. To complete the degree requirements for graduation, one must be able to meet all of the objectives in each of the courses required for the BSN degree program.
- PROCEDURE:** Each student admitted to the nursing program must have the ability or potential to perform the skills/tasks found in Attachment #1 by the time of degree completion. These abilities and skills/tasks are compiled from research done by the National Council of State Boards of Nursing (NCSBN). A separate column in Attachment #1 provides examples of skills/tasks that are typical of professional nursing practice which graduates of the program will be expected to do.
- The student will review the list and sign the affidavit in the upper division application (see Attachment #2) prior to accepting an upper division placement in the College of Nursing, affirming that they are able or believe they have the potential to perform these skills/tasks by the time of degree completion.
- The purpose of the review and signing of the affidavit is to provide all pre-nursing students with: 1) information about these expectations before they accept an upper division placement, 2) the opportunity to realistically reflect upon their abilities or their potential to perform these skills/tasks by the time they complete the degree requirements, and 3) an opportunity to disclose if they believe they may not have the ability or potential to perform some of the required tasks/skills.
- Students who disclose that they are unable to perform some of the skills/tasks based on a disability will be referred to the MSU-Bozeman Office of Disability, Re-Entry & Veterans Services to document and assess eligibility of a disability which is determined case-by-case, and to discuss if reasonable accommodations can be provided to the student to assist him/her in being able to accomplish the skills/tasks in question.
- If reasonable accommodations can be provided, the Office of Disability will provide the student with a card that indicates the accommodations that

are needed and the student will discuss those accommodations with the course instructors as needed.

If reasonable accommodations cannot be provided, the student will be so informed by the Office of Disability in conjunction with the College of Nursing, and will be provided with a referral for career counseling. Students on upper division campuses may also seek assistance in career counseling on their local campuses.

Reviewed/Approved by:

Level I: Executive Council (January, 2006)
Level II: Dean (January, 2006)

**Policy A-19
Attachment #1**

All nursing students must be able to do the following activities/tasks by the time of degree completion. Please review the attached list, determine if you are able to or have the potential to complete each of the activities/tasks by the time of degree completion, and sign and date the form that is included in the upper division application (see Attachment #2). This form must be submitted with your application for upper division placement. The “examples” column is provided to give you an idea of the kinds of tasks/skills you will be expected to do after graduation in your practice of professional nursing.

Required Ability	Activities/Attributes/Tasks	Examples
Gross Motor Skills	<input type="checkbox"/> Move within a confined space <input type="checkbox"/> Provide standing support to a patient <input type="checkbox"/> Manipulate equipment above your shoulders <input type="checkbox"/> Reach below your waist <input type="checkbox"/> Assist the transfer of a patient <input type="checkbox"/> Reach across a patient’s bed <input type="checkbox"/> Other related activities/tasks	Move around a patient’s bed with bedside curtains drawn Help a patient get out of bed and stand for the first time post-operatively Hang/adjust IV bag/change tubing Insert wall plug-ins for monitors Assist from bed to chair, gurney to bed Turn off a call light on the other side
Fine Motor Skills	<input type="checkbox"/> Pick up objects <input type="checkbox"/> Grasp small objects <input type="checkbox"/> Write <input type="checkbox"/> Use a computer	Pick up a syringe Grasp small pills Take phone orders from a physician Order meals for a patient from the

	<input type="checkbox"/> Pinch, pick or otherwise work with fingers <input type="checkbox"/> Turn knobs on doors or equipment with hands <input type="checkbox"/> Squeeze <input type="checkbox"/> Put on caps, gowns, gloves and masks <input type="checkbox"/> Apply pressure <input type="checkbox"/> Other related activities	kitchen Use fingers to work with syringes, gloves, suture removal or other small equipment Adjust controls on monitors Eye droppers, IV tubing In surgery, labor & delivery, isolation To a bleeding nose or wound
--	--	---

Required Ability	Activities/Attributes/Tasks	Examples
Physical Endurance	<input type="checkbox"/> Sustain repetitive movements <input type="checkbox"/> Work an entire shift <input type="checkbox"/> Push and pull 25 pounds <input type="checkbox"/> Support 25 pounds of weight <input type="checkbox"/> Lift 25 pounds <input type="checkbox"/> Move light objects weighing up to 10 pounds <input type="checkbox"/> Move heavy objects weighing from 10 to 45 pounds	CPR, ambu bagging Generally 8 hours depending on facility Position patients, CPR Ambulate a patient Transfer a patient Carry equipment/supplies to patient room Lift a child in and out of a crib

	<input type="checkbox"/> Defend self against combative patient <input type="checkbox"/> Use upper body strength <input type="checkbox"/> Squeeze <input type="checkbox"/> Other related activities	Confused, elderly, emotionally disturbed CPR, restrain a patient Use a fire extinguisher
Mobility	<input type="checkbox"/> Rotate body <input type="checkbox"/> Move quickly <input type="checkbox"/> Transfer patients <input type="checkbox"/> Other related activities	Attend to patient/equipment simultaneously Respond to emergency or patient needs Chair to commode

Required Ability	Activities/Attributes/Tasks	Examples
Hearing	<input type="checkbox"/> Hear normal speaking level sounds <input type="checkbox"/> Hear faint voices <input type="checkbox"/> Hear faint body sounds <input type="checkbox"/> Hear in situations where you are not able to see lips <input type="checkbox"/> Hear and respond to alarms	Communicate with patients Elderly, frail or oxygen deprived patients Blood pressure, heart and lung sounds When wearing masks Both high and low frequencies

	<input type="checkbox"/> Other related activities	
Vision	<input type="checkbox"/> See objects up to 20 inches away <input type="checkbox"/> See objects up to 20 feet away <input type="checkbox"/> See objects more than 20 feet away <input type="checkbox"/> Use depth perception <input type="checkbox"/> Use peripheral vision <input type="checkbox"/> Distinguish colors <input type="checkbox"/> Distinguish color intensity <input type="checkbox"/> See and respond to monitors <input type="checkbox"/> Other related activities	<p>Observe changes on a monitor</p> <p>Observe patient walking down the hall</p> <p>Observe patient at the end of the hall</p> <p>For injections, to assess height or depth of wounds</p> <p>Monitoring nonverbal cues from a patient while starting an IV on the patient's hand</p> <p>Patient secretions, color coded records</p> <p>Cyanotic complexion, redness of blood</p> <p>Visual alarms</p>
Required Ability	Activities/Attributes/Tasks	Examples
Tactile	<input type="checkbox"/> Feel vibrations <input type="checkbox"/> Detect temperatures <input type="checkbox"/> Feel differences in surface characteristics <input type="checkbox"/> Feel differences in sizes <input type="checkbox"/> Other related activities	<p>Pulses, seizures, tremors</p> <p>Room, patient skin</p> <p>Skin texture</p> <p>Palpate vein, perform assessments</p>

Smell	<input type="checkbox"/> Detect odors <input type="checkbox"/> Detect smoke <input type="checkbox"/> Detect gases or noxious odors <input type="checkbox"/> Other related activities	Patient's body, body fluids Fire in patient's room Leaking equipment
Reading	<input type="checkbox"/> Read and comprehend written documents <input type="checkbox"/> Read and interpret anatomical diagrams correctly <input type="checkbox"/> Other related activities	Patient charts, professional literature Diagrams for injections
Mathematical Competence	<input type="checkbox"/> Read and comprehend columns of writing <input type="checkbox"/> Read and correctly interpret digital displays <input type="checkbox"/> Read and comprehend graphic printouts <input type="checkbox"/> Convert figures to and from the metric system <input type="checkbox"/> Tell time <input type="checkbox"/> Measure time <input type="checkbox"/> Count rates	Flow charts Blood pressure reading, monitors Vital signs, EKG strips, fetal monitor strips Inches to centimeters, pounds to kilograms Give medications at prescribed time Duration of a seizure IV flow rate, pulse/heart rate

	<input type="checkbox"/> Other related activities	
Required Ability	Activities/Attributes/Tasks	Examples
Mathematical Competence (continued)	<input type="checkbox"/> Use measuring tools <input type="checkbox"/> Read measurement marks <input type="checkbox"/> Add, subtract, multiple, divide <input type="checkbox"/> Compute fractions <input type="checkbox"/> Use a calculator <input type="checkbox"/> Enter numerical data into records <input type="checkbox"/> Other related activities	Thermometers Syringes, scales Total intake and output Drug dosage calculations Drug dosage calculations Record vital signs
Emotional Stability	<input type="checkbox"/> Differentiate and establish personal and therapeutic boundaries <input type="checkbox"/> Provide patients with appropriate psycho/social support <input type="checkbox"/> Deal appropriately with unexpected situations <input type="checkbox"/> Maintain attention on tasks <input type="checkbox"/> Perform multiple concurrent responsibilities <input type="checkbox"/> Handle strong emotions	Confidentiality, privacy Therapeutic communication Patient code Safely administer several medications Manage care of several patients Grief, anger

	<ul style="list-style-type: none"> <input type="checkbox"/> Work in a stressful and changing environment <input type="checkbox"/> Other related activities 	Provide patient care in the ER, ICU, etc.
Required Ability	Activities/Attributes/Tasks	Examples
Analytical Thinking	<ul style="list-style-type: none"> <input type="checkbox"/> Gather data <input type="checkbox"/> Transfer knowledge from one situation to another <input type="checkbox"/> Assess and respond to changes in a patient's condition <input type="checkbox"/> Integrate various information/data <input type="checkbox"/> Evaluate outcomes <input type="checkbox"/> Problem solve <input type="checkbox"/> Prioritize nursing care <input type="checkbox"/> Use long term memory <input type="checkbox"/> Use short term memory <input type="checkbox"/> Organize tasks to completion <input type="checkbox"/> Other related activities 	<p>Health history</p> <p>Address patient's psychosocial needs in a medical-surgical setting</p> <p>Elevated blood pressure, loss of consciousness</p> <p>Establish a Plan of Care based on patient history and assessment</p> <p>Effectiveness of pain medication</p> <p>Address adverse reaction to medication</p> <p>What must be done first, what can wait?</p> <p>Apply knowledge from biological sciences to patient care</p> <p>What did the patient eat for breakfast?</p> <p>Complete patient teaching before discharge</p>
Critical Thinking	<ul style="list-style-type: none"> <input type="checkbox"/> Identify cause and effect relationships 	Evaluate patient outcomes

	<input type="checkbox"/> Plan activities for others <input type="checkbox"/> Synthesize knowledge and skills <input type="checkbox"/> Complete tasks in a timely manner <input type="checkbox"/> Other related activities	Safely delegate patient care activities Establish individualized patient care plan Perform treatments/give medications on time
Interpersonal Skills	<input type="checkbox"/> Manage conflict <input type="checkbox"/> Respect differences in individuals <input type="checkbox"/> Establish and maintain rapport with individuals <input type="checkbox"/> Other related activities	Promote collaboration among team members Patients, families, co-workers Patients, families, co-workers

Required Ability	Activities/Attributes/Tasks	Examples
Communication	<input type="checkbox"/> Communicate information <input type="checkbox"/> Explain procedures <input type="checkbox"/> Give oral reports <input type="checkbox"/> Provide written reports <input type="checkbox"/> Interact with others <input type="checkbox"/> Use the telephone <input type="checkbox"/> Advocate for patients	Teach patients, families, groups To patients, families Report to MDs, nurses on next shift Patient charts, incident reports Effective group/team participation Emergency, follow-up, or pre-op calls Work with social workers, chaplains, family members

	<ul style="list-style-type: none"><li data-bbox="758 191 1362 243">□ Direct the activities of others<li data-bbox="758 243 1362 295">□ Communicate using a computer<li data-bbox="758 295 1362 375">□ Other related activities	CNAs, LPNs, other RNs Charting
--	--	---------------------------------------

**MONTANA STATE UNIVERSITY-BOZEMAN
COLLEGE OF NURSING**

Policy A-19, Attachment #2 Affidavit

I have read Policy A-19 Abilities required for success in the BSN degree program (found on the College of Nursing website at: <http://www.montana.edu/nursing/facstaff/policies.htm>) and understand the expectations. I have reviewed the list of required abilities in Policy A-19, Attachment #1, and I am able to or believe I have the potential to perform the required tasks/skills by the time of degree completion.

Student Name (printed) and Signature

Date

OR

I have read Policy A-19 Abilities required for success in the BSN degree program (found on the College of Nursing website at: <http://www.montana.edu/nursing/facstaff/policies.htm>) and understand the expectations. I have reviewed the list of required abilities in Policy A-19, Attachment #1, and I am not able to or don't believe I have the potential to perform some of the required tasks/skills by the time of degree completion.

The tasks/skills that I do not believe I am able to or will be able to perform by the time of degree completion are:

I understand that I may be referred to the Montana State University-Bozeman Office of Disability, Re-entry & Veterans Services to document and assess eligibility of a disability (which is determined case-by-case) and to discuss if reasonable accommodations can be provided to assist me in being able to accomplish the skills/tasks I have identified above.

Student Name (printed) and Signature

Date