

Appendix A

Kansas City Kansas Community College Essential Functions – Nursing

All students in the nursing education programs at KCKCC must be able to meet the following essential functions, with or without reasonable accommodations:

- Communicate effectively with clients, families, health care team members, peers, and faculty from a variety of social, cultural, and intellectual backgrounds.
- Communicate and organize thoughts in order to accurately prepare written documents for the healthcare environment.
- Perform CPR, i.e., move above client to compress chest and manually ventilate client.
- Respond with precise, quick actions in emergency situations.
- Stand and walk for an entire clinical shift, which may be up to 12 hours.
- Bend, squat, kneel, and twist repetitively during a clinical shift.
- Lift up to 50# and push, pull, or carry up to 25# on a regular basis
- Assist with lifting or moving clients of all age groups and weights, with or without the use of mechanical lifts as appropriate.
- Work with arms fully extended overhead.
- Use hands for grasping, pushing, pulling, and other fine manipulation.
- Demonstrate eye/hand coordination for manipulation of equipment, i.e., syringes, procedures, etc.
- Possess tactile ability to differentiate changes in sensation.
- Possess tactile ability sufficient for physical examination of a patient.
- Possess auditory acuity to note slight changes in the client's condition, i.e., lung sounds, bowel sounds, etc.
- Possess auditory acuity to hear client's calls for assistance without facing the client.
- Possess auditory acuity to interpret various equipment signals and use the telephone.
- Possess visual acuity to read and distinguish colors, to read handwritten orders, and other handwritten/printed data.
- Possess visual acuity to clearly view electronic monitors and scales in order to correctly interpret data.
- Possess olfactory ability sufficient to detect differences in odor.
- Possess cognitive ability to manage multiple client needs simultaneously.
- Possess cognitive ability to perform mathematical calculations necessary for administering medications.
- Possess good short-term and long-term memory.
- Behave in a competent, professional manner.