

Ozarks Technical Community College
Associate of Science in Nursing
Technical Standards/Essential Functions

Ozarks Technical Community College ASN (Associate of Science in Nursing) program is dedicated to admitting eligible students. The program has developed the following technical standards and essential functions that align with the competencies of the program and professional nursing practice standards. If a student's ability to meet the requirements of the technical standards or essential functions depends on the use of accommodation, the student should request accommodation from the Disability Support Services Department (DSS) and must be accompanied by proper medical or psychological/psychiatric documentation to support this request. Contact DSS, located in Information Commons, at 417-447-8189 for further information.

All students must possess the following abilities, with or without accommodation:

Essential Function	Technical Standard	Examples of Related Necessary Activities (not all inclusive)
Executive Functioning	1) Inhibitory Control: the ability to suppress impulsive responses and distractions to focus on the task at hand. 2) Working Memory: the ability to hold and manipulate information over short periods. 3) Cognitive Flexibility: the ability to adapt thinking and behavior in response to changing environments and situations. 4) Relational and Logical Reasoning: The ability to understand and apply logical relationships and reasoning to solve problems. 5) Fluid Intelligence: The ability to think logically and solve new problems independently.	1) Maintain composure and avoid reacting impulsively in high-stress situations, such as during emergencies or when dealing with difficult patients. 2) Use working memory to remember and integrate patient information such as medical histories, current medications, and treatment plans, while performing tasks like administering medication or updating patient records. 3) Can adjust their approach quickly when unexpected changes in patient conditions or to treatment plans. 4) Understand cause-and-effect relationships in patient symptoms and treatments to interpret clinical data, make informed decisions about patient care, and develop appropriate plans of care. 5) Analyze problems, generate solutions, and apply critical thinking and clinical judgment skills when a new or unfamiliar situation is encountered.
Communication	Effective communication is a critical component of professional nursing practice, ensuring that nurses can provide high quality care and collaborate efficiently with patients, families, and healthcare teams.	1) Clear and professional verbal and non-verbal communication with patients, families, faculty and peers. 2) Accurate and timely documentation of patient information. 3) Speak English fluently both verbally and in writing, when interacting with

		<p>patients, clinical personnel, peers, and faculty</p> <p>4) Understand and respect cultural, ethnic, and linguistic differences in communication.</p> <p>5) Maintain professionalism in digital communication, including emails, learning management system, and electronic health records</p>
Interpersonal Skills	<p>Interpersonal skills are essential for providing safe and effective care to diverse populations, ensuring personal safety, and fostering positive professional relationships within the healthcare environment.</p>	<p>1) Establish and maintain therapeutic relationships with patients and their families through showing empathy and addressing their needs and concerns.</p> <p>2) Effectively collaborate with the healthcare team including doctors, therapists, and other nurses with clarity, mutual respect, and shared decision-making to ensure coordinated and comprehensive patient care.</p> <p>3) Maintain positive relationships with instructors and peers; demonstrating self-control, professionalism, and the ability to accept and integrate constructive criticism for continuous professional development and refinement of nursing practice.</p> <p>4) Demonstrate self-control, especially in high-stress or emotionally charged situations, managing personal emotions and reactions to maintain professionalism, civility, and providing effective care.</p>
Physical, Mobility & Motor Skills	<p>1) Physical abilities are sufficient for movement from room to room and in small spaces.</p> <p>2) Physical strength to provide full range of direct patient care.</p> <p>3) Gross and fine motor skills to maintain balance and coordination and perform precise tasks.</p> <p>4) Physical endurance that allows for standing, sitting, and other forms of physical exertion for an extended period.</p>	<p>1) Ability to stand, walk, sit, bend, flex, lift, twist, stoop, knee, and reach to perform patient care tasks and operating medical equipment</p> <p>2) Need sufficient strength to perform tasks such as lifting and moving patients, carrying equipment, and responding to emergencies. Including the ability to lift 50 pounds and support patients during transfers.</p> <p>3) Maintain balance and coordination to move within confined spaces, reach above shoulders, and perform tasks that require physical ability.</p> <p>4) Sustain repetitive movements and maintain physical tolerance for extended periods, such as standing</p>

		<p>for extended shifts and performing CPR.</p> <p>5) Perform precise tasks such as administering injections, inserting IVs, and manipulating small instruments. Including the hand-eye coordination necessary to grasp and manipulate objects with precision</p> <p>6) Full range of motion in the hands and wrists necessary to complete tasks that require fine motor dexterity such as typing and using medical devices</p>
Sensory Abilities	<p>Sensory abilities sufficient for observation, monitoring, and assessing in the provision of safe and effective care of patients.</p> <p>1) Visual ability is sufficient for observation necessary in the provision of patient care.</p> <p>2) Auditory ability sufficient for monitoring and assessing health needs.</p> <p>3) Olfactory ability is sufficient to discern various odors from patients and the environment.</p> <p>4) Tactile ability sufficient for physical assessment</p>	<p>1) Observe and assess patients accurately. Examples: seeing drainage on dressings, assessing fluid levels in collection devices, distinguishing color changes in patient skin, drawing up correct quantities of medications, reading medication labels and reading monitors.</p> <p>2) Hear and interpret normal speech, heart and lung sounds using a stethoscope or assistive device and auditory signals from medical equipment. The ability to hear cries for help and alarms from technical equipment to respond in a timely and effective manner to emergencies.</p> <p>3) Detect odors that may indicate changes in patient condition or environmental hazards. Including recognizing the smell of infection, ketones on a patient's breath, unusual body fluid odors, detecting smoke, gases, or other noxious smells to ensure a safe environment. Must be able to tolerate smells that may be considered malodorous.</p> <p>4) Feeling the differences in surface characteristics, palpating to assess texture, shape, size, temperature, and vibration, and detecting anatomical abnormalities such as edema and nodules. The ability to percuss body organs for signs of abnormalities and any other tactile assessments.</p>