

ESSENTIAL FUNCTIONS

Nursing is a physically and mentally demanding profession. Listed here are essential functions determined to be necessary for success in nursing. Prospective students must be able to perform and/or develop the following essential functions in order to succeed at Walla Walla University School of Nursing.

Essential Functions	Description	Examples (not limited to these)
Observation	Use of visual and auditory senses to gather data	Assessment of color changes in skin Hearing heart and lung sounds
Communication	Verbal and written communication in private and public settings; communication must be in English	Interacting with other people one-on-one and in groups Understanding nonverbal communication (body language) Documenting nursing care Writing term papers
Motor Abilities	Physical ability, coordination and stamina	Performing cardiopulmonary resuscitation (CPR) Transferring/lifting patients Maneuvering in limited spaces Providing nursing care for 8-12 hour periods
Intellectual & Conceptual	Comprehension and problem solving ability	Calculating drug dosages Analyzing information Prioritizing nursing care Synthesizing data from multiple sources Making decisions with limited data Tolerating ambiguity
Behavior & Social	Emotional stability, capacity for self-reflection and change	Functioning effectively under stress Caring for others Respect and acceptance of patients from diverse backgrounds Resolving conflict Accepting constructive criticism

Adapted from:

Davidson, S. (1994) The Americans with disabilities act and essential functions in nursing programs, *Nurse Educator*, 19(2), 31-34.