Guidelines for Suitability and Capacity to enter the Profession of Nursing

The following are expectations of nursing intents and nursing majors and are used as guidelines for assessing suitability and capacity to enter the Profession of Nursing.

Students applying to and continuing in the Nursing Program at The College at Brockport are expected to:

1. Demonstrate honesty, integrity and ethical principles.
2. Relate to people with warmth and empathy, communicating feelings appropriately.
3. Have an accepting attitude toward their total selves, including responsibility for meeting physical and emotional needs.
4. Be open to change in themselves and others.
5. Be able to listen and receive feedback from faculty and clinical instructors.
6. Be able to accept suggestions for improvement from faculty without being defensive, augmentative, or aggressive.
7. Recognize the essential worth and dignity of all human beings.
8. Appreciate the value of human diversity.
10. Identify personal strengths, limitations, and motivations, especially as related to a decision to work with people.
11. Express thoughts with clarity in both written and verbal form.
12. Relate with respect for all people regardless of unique characteristics—for example, those related to race, religion (or lack of religion), gender, disability, political affiliation, sexual orientation, and value system.
13. Refrain from imposing their own personal, religious, sexual, and political preferences on clients.
14. Be accountable for his/her own actions.

If a faculty member identifies inappropriate behavior on the part of a student in the classroom, nursing resource center or the clinical area this behavior will be documented in the student's permanent record in the form of a note, counseling memo and/or a contract.

Professional Behaviors Expected of Nursing Majors

The following behaviors are essential for professional nursing practice. These behaviors are rated by clinical faculty with each clinical rotation. Students must demonstrate satisfactory behavior in each of the following areas, otherwise the student will be dismissed from the nursing program.

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Appropriateness in seeking assistance
Openness to change in self and others
Recognition of dignity of all human beings
American Nurses Association Code of Ethics

Nursing students at The College at Brockport are expected to act in accordance of the American Nurses Association Code of Ethics. Students who do not act in accordance to the ANA Code of Ethics will be dismissed from the nursing program. The provisions are as follows:

1. The nurse, in all professional relationships, practices with compassion and respect for the inherent dignity, worth, and uniqueness, of every individual, unrestricted by considerations of social or economic status, personal attributes, or the nature of health problems.
2. The nurses’ primary commitment, is to the patient, whether an individual, family, group, or community.
3. The nurse promotes, advocate for, and strives to protect the health, safety, and rights of the patient.
4. The nurse is responsible and accountable for individual nursing practice and determines the appropriate delegation of tasks consistent with the nurse’ obligation to provide optimum patient care.
5. The nurse owes the same duties to self as to others, including the responsibility to preserve the integrity and safety, to maintain competence, and to continue personal and professional growth.
6. The nurse participates in establishing, maintaining, and improving health care environments and conditions of employment conducive to the provision of quality health care and consistent with the values of the profession though individual and collective action.
7. The nurse participates in the advancement of the profession through contributions to practice, education, administration, and knowledge development.
8. The nurse collaborates with other health professionals and the public in promoting community, national and international efforts to meet health needs.
9. The profession of nursing, as represented by association and their members, is responsible for articulating nursing values, for maintaining the integrity of the profession and its practice, and for shaping social policy.

The Department of Nursing's curricula are designed to provide the education necessary for the practice of nursing at the baccalaureate level of preparation. Students build on the fundamental principles of nursing, acquire skills of critical judgment based on education and experience, and develop an ability to use principles and skills wisely in decision making and problem solving pertaining to the delivery of high quality nursing services.

Students admitted to the Department of Nursing need the intellectual and physical abilities to acquire the knowledge, behaviors and skills taught within the program of nursing. In addition to satisfactory academic performance in all coursework, students are expected to fulfill the non-academic essential functions of the curriculum in a reasonably independent manner. These functions are specified by the physical, cognitive, and behavioral standards (referred to collectively as technical standards) necessary for the completion of the nursing program. Technical standards of the Department of Nursing are outlined below.

The Department of Nursing will consider for admission and advancement any individual able to perform pursuant to the standards, which are used as guidelines. Reasonable accommodations will be provided to qualified individuals with a disability in accordance with applicable laws and policies, while maintaining the integrity of program standards. Accommodations will be determined on a case by case basis working in conjunction with the Office of Students with Disabilities.

Technical Standards

- Acquire information from demonstrations and experiences in the basic and applied sciences, including but not limited to information conveyed through lecture, group seminar, small group activities and physical demonstrations.
- Acquire information from written documents and computer information systems (including literature searches and data retrieval), and identify information presented in images from paper, videos, transparencies and slides.
- Independently use and interpret information from diagnostic maneuvers, (e.g. palpation, auscultation, percussion, etc.) diagnostic instruments (e.g. sphygmomanometer, otoscope, ophthalmoscope, etc.) and other diagnostic representation of physiological phenomena during the course of conducting a comprehensive physical assessment of a client.
- Accurately elicit information, including a health history, and other information required to adequately and effectively evaluate a client's condition.
- Accurately observe and assess a client's condition, and be able to problem solve and think critically to judge which theory and/or strategy of assessment and intervention is most appropriate.
- Synthesize information to develop a plan of care.
- Utilize intellectual ability, exercise proper judgment, and timely and accurately complete responsibilities attendant to the delivery of care to clients.
- Develop effective and appropriate relationships with clients, colleagues, coworkers and relevant others.
- Perform specific procedures and interventions (e.g. Basic Life Support techniques) sufficient to provide safe and effective nursing care according to prescribed therapeutic regimens.
• Communicate effectively and efficiently with faculty, patients, families and all members of the health care team about a patient's condition as called for under the circumstances, verbally, in writing and in an electronic medical record.
• Practice in a safe manner and respond appropriately to emergencies and urgencies.
• Adapt and function effectively under the various circumstances and rigors which are inherent in the clinical practice of nursing.
• Move and transfer patients and medical equipment as care provision requires.
• Practice universal precautions against contamination and cross-contamination with infectious pathogens (e.g. wearing personal protective equipment; working with sharp objects and hazardous chemicals; treating clients with infectious diseases.)

By my signature below, I affirm that I have read and understand the ethical and professional behaviors expected of me in the nursing program. I also affirm that I understand and agree to the Technical Standards above-mentioned terms and conditions. To the best of my knowledge, I have no current restrictions or limitations that would impede my ability to fully comply with the Technical Standards. I understand that failure to comply with the Technical Standards may result in disciplinary action against me.

______________________________________________
Print Name

______________________________________________
Signature                                      Date

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