

**Appalachian State University**  
**Department of Nursing**  
**Safety and Technical Standards Policy and Procedure**  
**for**  
**BSN, RN-BSN and MSN Nursing Programs**

**Purpose:** To validate all students' ability to meet the cognitive, affective and psychomotor requirements of the curriculum, with or without reasonable accommodations, while enrolled in any of the Appalachian State University Nursing programs. This policy and related procedures shall be implemented in a manner consistent with Section 504 of the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990 as subsequently amended. In addition, students must be in compliance with the patient safety and quality standards of clinical and other regulatory agencies.

**Policy:** For admission and progression in any of the Appalachian State University Nursing programs, all students must:

1. Meet the required eligibility requirements and the patient safety and quality standards of clinical and other regulatory agencies.
2. Newly admitted students must:
  - a. Complete the health appraisal and have a physical examination performed by a licensed practitioner such as a physician or nurse practitioner.
  - b. Complete and obtain approval of the "Safety and Technical Standards" form (attached).
  - c. Provide documentation of required immunizations including completion of 2-step Mantoux (PPD) testing.
  - d. Provide documentation of current American Heart Association CPR certification in adult and infant/child at the health care provider level (with AED).
3. In order to progress in the program, all current students must submit, at the beginning of each subsequent academic year, the *Annual Health, Safety and Technical Standards Self Evaluation* form (in the forms section of this document) for validation of meeting the safety and technical standards.
4. All students must maintain currency of immunization status, PPD testing and CPR.
5. Students who incur **subsequent illness or injury must be assessed at the time of said occurrence** to determine if they remain in compliance with this policy and its intent.

**Confidentiality:** The handling of all records and subject information will be strictly confidential and revealed only to those required to have access, e.g., ODR, Appalachian's Department of Nursing, clinical agencies, etc. Any breach of confidentiality will be considered serious and appropriate disciplinary action will be taken.

**Procedure:**

**Initial verification of student of meeting required safety and technical standards**

1. Once the applicant has met the eligibility requirements for acceptance, the "Safety & Technical Standards" form will be provided by the Department of Nursing to the applicant with the official notification of provisional acceptance into any of the Appalachian State University Nursing programs.
2. The student must complete the form and upload it to the to the Department of Nursing by the specified return date via the compliance system.

### **Annual verification by student of meeting required safety and technical standards**

1. Prior to the beginning of subsequent academic years, each current student must submit the *Annual Health, Safety and Technical Standards Self Evaluation* form (found in the forms section of this document) for validation of health status and ability to meet the safety and technical standards.
2. Failure to provide appropriate documentation as requested may result in the student's not being allowed to participate in clinical courses and/or dismissal from the program based on the inability to meet the safety and technical standards.

### **Reasonable Accommodations Due to a Disability**

1. At any time within the program, students needing reasonable accommodations in order to meet any of the technical and performance standards must:
  - a. Make requests to the Office of Disability Resources (ODR).
  - b. ODR will engage in an interactive process to determine eligibility and may consult with the Department of Nursing to determine reasonable accommodations.
  - c. If reasonable accommodations are approved ODR will notify students regarding eligibility and will create an Accommodation Plan to identify the approved reasonable accommodations.

### **Temporary impairment verification by student of meeting required safety and technical standards**

1. If a student is injured, is ill, or the student's health status changes, this must be reported to the Chair of the Department of Nursing within 24 hours and/or prior to clinical experience.
2. The Director of Compliance/Student Support will request that the student provide verification from a health care provider of the student's continued ability to perform clinical activities. In addition, the student must also be cleared by the assigned clinical facility and the Department of Nursing in accordance with the facility's patient safety and quality standards.
3. A copy of the "Safety and Technical Standards" form and a cover memo for the health care provider to verify that the student can meet the safety and technical standards will be provided to the health care provider by the student.
  - a. The student will return the health care provider-completed and signed memo to the Director of Compliance/Student Support.
  - b. If the student needs accommodations due to a temporary impairment requests should be made to ODR.
4. The Department of Nursing will submit all associated documentation to the clinical facility for review and determination of the students' ability to participate in clinical.

**Until a decision is made, the student will not be allowed to participate in clinical courses.**

### **Failure to provide documentation**

Failure to provide appropriate documentation as requested may result in the student's not being allowed to participate in clinical courses and/ or dismissal from the program based on the inability to meet safety and technical standards.

### **Disputing the decision**

The student may make a written appeal of a decision made by the Department of Nursing pursuant to this policy. Such an appeal shall be made to the Chair of the Department of Nursing within fifteen (15) working days from the student's receipt of notice of the decision. If the situation cannot be resolved at the Department level, the student may appeal to the Dean of the Beaver College of Health Sciences within 15 working days of the Department's denial of the first appeal. The appeal to the Dean must be submitted in writing and include documentation related to the situation. The Department will also have an opportunity to provide written documentation about the situation. The documentation will include specific details regarding why the Department has denied the appeal, and a record of the communication with the student. The decision of the Dean is binding (final).

### **Misrepresentations**

Any identified misrepresentation, falsification, or material omission of information by the student may result in dismissal from the Nursing program.

**Amendments or Termination of this Policy:** Appalachian State University Department of Nursing reserves the right to modify, amend, or terminate this policy at any time.

Adopted 5/7/2010

Revised 8/4/201, 5/11/2017, 4/16/18, 1/28/19

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Form revised 10/2014, 2/2016, 5/11/17, 1/28/19; 05/2020

**Appalachian State University**  
**Beaver College of Health Sciences**  
**Department of Nursing**

**Safety and Technical Standards requirements for admission to, progression in, and completion of the BSN, RN-BSN or MSN programs in Nursing:**

**General abilities**

To provide quality nursing care, the student is expected to possess functional use of the senses of vision, touch, hearing, taste and smell. All data received by the senses must be integrated, analyzed and synthesized in a consistent and accurate manner. The student must be able to observe patients accurately at a distance and close at hand. In addition, the student is expected to possess the ability to perceive pain, pressure, temperature, position, equilibrium and movement.

**Observational Ability**

The student is expected to be able to observe the patient/client holistically to accurately assess any health/illness alterations. Inherent in this observation process is the functional use of the senses and sufficient motor capability to carry out the necessary assessment activities.

**Communication**

The student is expected to be able to effectively communicate and receive communication, both verbally and non-verbally. This requires the ability to see, speak, hear, read, write, and effectively utilize the English language. A student must be able to elicit information, describe changes in mood, activity and posture, and receive nonverbal communications. A student must be able to communicate effectively and sensitively with patients. Communication includes not only speech, but reading and writing. The student must be able to communicate effectively and efficiently in oral and written form with all members of the health care team.

**Motor Ability**

The student is expected to be able to perform gross and fine motor movements required to provide holistic nursing care. Examples of care that the student must be able to perform include turning, transferring, transporting, and exercising the patients/clients. The student is expected to have the psychomotor skills necessary to perform or assist with procedures, treatments, administration of medications, and emergency interventions. Examples of emergency interventions reasonably required of nurses are cardiopulmonary resuscitation, the administration of parenteral medication, the application of pressure to stop bleeding, and the suctioning of obstructed airways. A candidate must also be able to protect the patients in emergency situations such as a fire event. Such actions require coordination of both gross and fine muscular movements, equilibrium and functional use of the senses of touch, hearing, and vision. The student is expected to be able to maintain consciousness and equilibrium, and have the physical strength and stamina to perform satisfactorily in clinical nursing experiences.

**Intellectual – Conceptual Ability**

The student is expected to have the ability to develop problem solving skills, and demonstrate the ability to establish care plans and set priorities. This includes the ability to calculate, analyze, and synthesize objective, as well subjective, data and make decisions that reflect consistent and thoughtful deliberation of the appropriate data. The student is expected to be able to listen, speak, read, write, reason, and perform mathematical functions at a level which allows the student to process and understand the materials presented (in both a written and a verbal format) throughout his or her course of study.

**Behavioral/Social Attributes**

The student is expected to have the emotional stability to fully utilize his/her intellectual abilities, exercise sound judgment, complete assessment and intervention activities, and develop sensitive interpersonal relationships with patients/clients, families, and others responsible for health care. The student is expected to have the flexibility to function effectively under stress; that is, the individual is expected to be able to learn to adapt to changing environments, to display flexibility and to learn to function in the face of uncertainties inherent in the clinical problems of many patients. Concern for others, integrity, accountability, interest and motivation are necessary personal qualities.

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**Appalachian State University**  
**Beaver College of Health Sciences**  
**Department of Nursing**  
**Safety and Technical Standards Document (BSN, RN-BSN and MSN programs)**

Name: \_\_\_\_\_  
Last First MI

Mailing Address: \_\_\_\_\_  
Street City State Zip Code

1. If you had sufficient educational preparation would you be able to perform, with or without reasonable accommodations, the customary techniques for physical assessment such as auscultation (listening with a stethoscope), percussion (tapping of the chest or abdomen to elicit a sound indicating the relative density of the body part), palpation (feeling various body parts such as the breast or abdomen with the ability to discern the size, shape and consistency of masses), and visual observation sufficient to note such changes as skin and eye color, and body positioning as well as to use such instruments as an otoscope (magnifying instrument for examining the ear) and ophthalmoscope (magnifying instrument eye examinations)?  
 Yes (with or without accommodations)  No
2. If you had sufficient educational preparation would you be able to perform, with or without reasonable accommodations, basic nursing procedures such as giving injections of medications, inserting intravenous lines, transferring, lifting, and turning patients and assisting patients in their activities?  
 Yes (with or without accommodations)  No
3. If you had sufficient educational preparation would you be able to perform quickly and effectively, with or without reasonable accommodations, such emergency procedures as cardiopulmonary resuscitation and suctioning of obstructed airways?  
 Yes (with or without accommodations)  No
4. Are you able to communicate orally and in writing and receive communication so as to conduct patient interviews, to provide patient education, and to make your assessments and plans known to others on the health care team?  
 Yes (with or without accommodations)  No
5. Are you able to withstand the physical and psychological rigors of nursing education and practice? Both may entail long classroom and clinical hours, strenuous physical activity, exposure to latex and other allergens and taking care of patients with serious illnesses, contagious diseases, terminal diseases, and severe emotional disorders. Consistent class attendance is mandatory due to the clinical nature of the nursing program.  
 Yes (with or without accommodations)  No

6. Can you meet the immunization requirements for nursing students as listed below? For information on costs at APP STATE Student Health Services go to:  
<http://healthservices.appstate.edu/pagesmith/98>

**MMR vaccine requirement:** 2 MMR vaccines given after the 1st birthday and at least 30 days apart are required

**Tuberculosis screening requirement:** Initial TB screening – 2 separate PPD tests (7-21 days apart) (a.k.a., “two step”) or Provider Review if history of positive PPD. Then annual TB screening is required. .

**DPT/Td requirement:** A series of 3 doses of DPT, DTaP, or Td -- one within past 10 years; one dose Tdap (Adacel or Boosterix) (date must be after vaccine release day of May 2005). Td will be repeated if Tdap is  $\geq 10$  years.

**Hepatitis B vaccine requirement:** A series of 3 vaccines and a positive blood titer is required, or a Hepatitis Declination Form.

**Varicella/Chicken Pox Immunity requirement:** If a student has a history of chicken pox disease, a positive blood titer is required. If a student has no history of chicken pox disease, a 2 dose series of vaccine is acceptable.

**Annual Influenza Vaccine:** Required by clinical facilities.

Yes  No If no, why?

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7. Are you able, with or without reasonable accommodations, to listen, speak, read, write, reason and perform mathematical functions at a level which allows you to process and understand materials which are presented to you (in either a verbal or a written format)?

Yes (with or without accommodations)  No

8. Having read the Safety and Technical Standards for Appalachian State University Department of Nursing, do you require reasonable accommodations, consistent with the Americans with Disabilities Act, to meet any of these requirements?

Yes  No

I certify that the information submitted in this application is complete and correct to the best of my knowledge. I understand that submission of false or incorrect information may cause my application to be rejected or may result in my dismissal from Appalachian State University, if admitted. I understand that any request for accommodation will be evaluated to determine the reasonableness of the requested accommodation and the adequacy of the supporting documentation.

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Applicant's Signature

Date

If you have any questions regarding the above questions, please feel free to contact the Director of Compliance/Student Support for the Department of Nursing.

## Health Care Provider Verification

I have reviewed the information provided by the student in this document. I have discussed this information with the student. To the best of my knowledge, this student is able to meet the Safety and Technical Standards required for the Nursing Program at Appalachian State University.

MD/NP/DO/PA Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Approved 5/7/2010

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