

MINIMUM REQUIREMENTS FOR ADMISSION AND RETENTION IN THE ASSOCIATE DEGREE NURSING PROGRAM

Enrollment in the nursing program is limited because of available laboratory/clinical facilities in the community, as well as limited faculty and financial resources.

Northern Oklahoma College fully subscribes to all principles and requirements of the Rehabilitation Act of 1973, as amended, and all applicable federal and state anti-discrimination laws, for a qualified individual with a disability. Therefore, applicants are encouraged to self-identify their accommodation needs as part of the admissions' process. It is important to note that in order to successfully progress through the nursing curriculum and function as a safe, practicing nurse during the education process and upon graduation, an individual must be able to perform nursing practice activities with reasonable judgment, skill, and safety, provided, however, the provisions of this section shall not be utilized in a manner that conflicts with applicable federal and state anti-discrimination laws.

The Northern Oklahoma College Nursing Program will make reasonable academic adjustments to facilitate academic success of qualified individuals with temporary or permanent disabilities. The nursing program has established standards/guidelines in an effort to provide a framework to balance several competing interests that are specific to nursing:

- The rights of applicants and students
- The safety of students, their peers; clients/families and health care team members
- The significant clinical component of the program
- The clinical agency contracts allowing the nursing program to place nursing students in various healthcare facilities for clinical

These challenges may prevent some nursing students with disabilities from completing the nursing program. Therefore, in order to be considered for admission or to be retained in the program after admission, all applicants will possess:

- Sufficient acuity (seeing ability), such as is needed in the accurate preparation and administration of medications, and for the observation necessary for client assessment and nursing care, such as observing color and appearance of skin and wounds.
- Sufficient auditory (hearing) perception to receive verbal communication from clients and members of the health care team and to assess health needs of people through the use of monitoring devices such as stethoscopes, IV infusion pumps, cardiac monitors, fire alarms, telephones, etc.
- Sufficient gross and fine motor coordination to respond promptly and to implement the skills required in meeting client health care needs safely and holistically. These include, but are not limited to, manipulation of equipment, small space maneuvering, management of multiple tubes and drains, performance of CPR, and palpation of body structures and organs.

- The ability to sit, walk, and stand for extended periods is also needed. Lifting of occasionally 50 pounds, frequent lifting of 25 pounds, and constant lifting of 10 pounds is required.
- Sufficient communication and language skills (speech, comprehension, reading, writing) to interact with clients, family members and the health care team to communicate effectively in English, as may be necessary for clients' interest and safety. Must be able to obtain information, describe client situations and perceive nonverbal communication. The student must be able to interact with people from a variety of social, emotional, cultural, and intellectual backgrounds.
- Sufficient intellectual functions and emotional stability to plan and implement safe care for clients and to promote effective communication with clients/families/ health care team. The student needs to have the flexibility to function effectively under stress and deal with others who may be experiencing stress. The student must be able to adapt to changing environments and function within the face of uncertainties and ambiguities. Nursing students must be able to measure, calculate, reason, remember, apply, and comprehend various types of data.
- Sufficient olfactory (smelling) abilities to detect presence of odor or smoke.

The individual will need to notify the Nursing Division in writing if such a disability exists or occurs during progression in the nursing program. Professional documentation may be requested regarding the individual's ability to perform nursing tasks.

An individual denied admission or continuation in the program due to the inability to perform certain activities has the right to appeal the decision. A complete copy of the Grievance Procedure may be obtained from the Northern Oklahoma College Student Handbook.