School of Nursing and Health Sciences Policies

Essential Abilities Policy

The Indiana University East School of Nursing and Health Sciences faculty has specified essential abilities (technical standards) critical to the success of students enrolled in any IU nursing program. Qualified applicants and matriculating students are expected to meet all progression criteria, as well as these essential abilities with or without reasonable accommodations.

1. Essential judgment skills to include: ability to identify, assess, and comprehend conditions surrounding patient situations for the purpose of problem solving around patient conditions and coming to appropriate conclusions and/or course of actions.

2. Essential physical/neurological functions to include: ability to use the senses of seeing, hearing, touch, and smell to make correct judgments regarding patient conditions and meet physical expectations to perform required interventions for the purpose of demonstrating competence to safely engage in the practice of nursing. Behaviors that demonstrate essential neurological and physical functions include, but are not limited to observation, listening, understanding relationships, writing, and psychomotor abilities consistent with course and program expectations. The student should have sufficient motor function to elicit information from patients by palpation, auscultation, percussion and other assessment techniques. A student should be able to perform nursing skills requiring the use of gross and fine motor skills (e.g. IV insertion, venous blood draw, urinary catheter insertion). Students should be able to execute motor movements reasonably required to provide nursing care and emergency response to patients. Examples of emergency responses reasonably required of nurses are cardiopulmonary resuscitation, medication administration, and application of pressure to stop bleeding. Students should also be able to assist and/or participate in various lifting activities. The student must be able to respond promptly to urgent situations that may occur during clinical training and must not hinder the ability of other health care team members to provide prompt care and treatment to patients.

3. Essential communication skills to include: ability to communicate effectively using English with fellow students, faculty, patients, and families and all members of the health care team. Skills include verbal, written, and nonverbal abilities consistent with effective communication.

4. Essential emotional coping skills: ability to demonstrate the mental health necessary to safely engage in the practice of nursing as determined by professional standards of practice. The student must be able to adapt to and function effectively in stressful situations in both the classroom, clinical/lab/sim settings including emergency situations.

5. Essential intellectual/conceptual skills to include: ability to measure, calculate, analyze, synthesize, and evaluate in order to engage competently in the safe practice of nursing.
6. Other essential behavioral attributes: ability to engage in activities consistent with safe nursing practice without demonstrated behaviors of addiction to, abuse of, or dependence on alcohol or other drugs that may impair behavior or judgment. The student, in accordance with the Memo of Understanding Document and the Student Handbook, must demonstrate responsibility and accountability for actions as a student in the Indiana University East School of Nursing and Health Sciences and as a developing professional nurse.

Students failing to meet these essential abilities, as determined by faculty, at any point in their academic program may have their progress interrupted until they have demonstrated their ability to meet these essential abilities within negotiated time frames.

Students with Disabilities: If you need any special accommodations due to a disability, please contact Student Support Services, Whitewater 110, 765-973-8310.

Legal Limitations for Licensure

The State Board of Nursing includes the following questions on licensing applications. If you answer "yes" to any of these questions, you may not be eligible to become licensed in the state of Indiana. Please discuss potential problems with Nichole Mann, Coordinator of Advising and Nursing Student Services, prior to submitting the BSN application.

1. Has disciplinary action ever been taken regarding any health license, certificate, registration or permit that you hold or have held?
2. Have you ever been denied a license, certificate, registration or permit to practice as a nurse or any regulated health occupation in any state (including Indiana) or country?
3. Are there charges pending against you regarding a violation of any federal, state or local law relating to the use, manufacturing, distribution or dispensing of controlled substances, alcohol or other drugs?
4. Have you ever been convicted of, pled guilty or nolo contendre to:
   A. A violation of any federal, state or local law relating to the use, manufacturing, distribution or dispensing of controlled substances, alcohol or other drugs?
   B. Any offense, misdemeanor, or felony in any state? (Except for minor violations of traffic laws resulting in fines)?
5. Have you ever been denied staff membership or privileges in any hospital or health care facility or had such membership or privilege revoked, suspended or subjected to any restrictions, probation or other type of discipline or limitations.
6. Have you ever had a malpractice judgment against you or settled any malpractice action?

Confidentiality Policy

To ensure each student judiciously protects information of a confidential nature and to ensure client confidentiality in all student situations, each student will be required to sign an agreement of confidentiality in accordance with the following policy upon entry into nursing program. The original signed agreement will be uploaded to student’s Castle Branch file.

Policy

Updated 12/8/2016
1. In accordance with the "ANA Code for Nurses," each student must judiciously protect information of a confidential nature. Information of a confidential nature is any information that identifies the client in any setting or site of clinical experience, which includes, but is not limited to:
   * family relationships
   * diagnosis and prognosis
   * treatment modalities
   * nursing plan of care
   * demographic information

2. A nurse holds this information in confidence using sound judgment and careful consideration of the consequences, both harmful and beneficial, before sharing it when deemed necessary. This information must only be shared with other health team members involved in the client's care.

   Any unauthorized disclosure of client information violates a client's right to privacy and will result in disciplinary action.

**Sex Offenders Screening Policy**

This policy states that any student enrolled in any nursing program who has been convicted of a sex offense against children shall be dismissed from the program. Further declarations of this policy include:

1. The School of Nursing will review the Indiana Sex Offenders Registry for each nursing student prior to admission and periodically after admission. (Other state Sex Offender Registries will be checked as needed).

2. Any student whose name appears in the Registry will be ineligible for admission to any undergraduate or graduate nursing program at Indiana University East School of Nursing.

3. Any student requesting transfer to another IU nursing program whose name appears in the Registry will be denied transfer.

4. Any student already admitted to an undergraduate nursing program whose name appears on the Registry during the time of enrollment in the nursing major, shall be ineligible for continuation or completion of their current or any other nursing program and will be dismissed from the School of Nursing.

Students affected by this policy shall be notified of their ineligibility and the reason for such ineligibility, unless they can prove that the listing is erroneous. Students having questions or concerns regarding this policy are encouraged to discuss specific issues with Nichole Mann, Coordinator of Advising and Nursing Student Services.

Please contact Nichole Mann at nichjohn@iue.edu if you have any questions about the IU East School of Nursing and Health Sciences Policies.

Updated 12/8/2016