

Revised

November 2014

I. STATEMENT OF POLICY

In accordance with the Americans with Disabilities Act (ADA), all pre-entrance medical evaluations will be submitted after permission to enter the program is granted, will document ability to perform essential functions, and will be the same for each student. The medical screening process is a comprehensive system of assessment, evaluation, and referral, designed to identify existing problem areas, document baseline health status, physical and emotional health, provide immune-prophylaxis and education, and establish criteria for ongoing medical surveillance.

II. SCOPE

New students and students re-entering the program greater than six months since withdrawing will be required to complete the medical evaluation process and drug screening. Students reentering the program within six months of withdrawing will be required to review and update medical information with the Student Health RN. A new physical examination will be necessary if there are changes in the medical condition of the student.

III. PROCEDURE

- A. The student will be required to submit a Medical History and Evaluation form prior to entering the program.
- B. Immunization status is reviewed and updated, per guidelines of CDC.
- C. All diagnostics will be based on current standards (CDC,5/17/98). These will include, but are not limited to the following:
 - (1) Various Titers as needed.
 - (2) Drug Screen
 - (3) Nicotine Screen
- D. The Student Health Nurse will notify the Program Director of any students who do not meet the requirements for admission to the program.
- E. Any student who does not successfully pass the pre-enrollment physical examination and who fails to meet the minimum requirements for admission to the program will be notified by the Program Director that the previous offer of admission to the program has been rescinded.
- F. The Physical Health Record will be maintained in the office of the Director, Geisinger Lewistown Hospital School of Nursing. They will be kept confidential and will require written consent to be released or shared with other parties.

- G. The student may be required to obtain a medical clearance from a physician at any time during the program if they appear to be medically compromised.
- (1) This will be documented in the student file.
 - (2) The student may be prohibited from attending clinical if the faculty believes that the student may not be capable of providing safe care.
 - (3) This decision will be approved by the Program Director and Student Health Nurse.
- H. Essential Functions of a Nursing Student are as follows:
1. **Critical Thinking:** critical thinking ability sufficient for clinical judgment. For ex., student must be able identify cause-effect relationships in clinical situations, collect and analyze data to aid in problem solving and develop nursing care plans. The student must be able to read and apply information in the clinical setting.
 2. **Interpersonal Skills:** interpersonal abilities sufficient to establish rapport with individuals, families, groups, etc. from a variety of social, emotional, cultural, and intellectual backgrounds.
 3. **Communication Skills:** communication abilities sufficient for interaction with others in English verbal and English written form. Must be able to read a patient chart and apply information to the clinical setting. Must be able to spell medical terms.
 4. **Mobility:** physical abilities sufficient to move from room to room and maneuver in small spaces. Able to tolerate a clinical experience up to 12 hours in length.
 5. **Motor skills:** gross and fine motor abilities sufficient to provide safe and effective nursing care. For ex. Calibrate and use equipment, position and move patients, administer cardiopulmonary procedures, and perform skill procedures.
 6. **Hearing:** auditory ability sufficient to monitor and assess health needs and identify a change in patient condition. For ex. Hear monitor alarms, emergency signals, auscultation sounds, and cries for help. Hear, understand, and apply English language.
 7. **Visual:** visual ability sufficient for observation and assessment necessary in nursing care. For ex. Observe patient responses, specimen color, distinguish between colors.
 8. **Tactile:** tactile ability sufficient for physical assessment. For ex. Perform palpation functions of physical examination and/or those related to therapeutic intervention, insertions of catheters, taking pulses, and change in temperature. **Olfactory:** discern various odors from patients and environment. For ex. Foul smelling drainages, burning materials, gases, and spoiled food.
 9. **Weight-bearing Strength and Mobility:** ability to lift and manipulate/move 45-50 pounds daily.

10. Cognitive Abilities: ability to be oriented to time, place, and person, organize responsibilities and make decisions. The student shall assess patient complaints, provide prioritized patient care, and implement appropriate plans. The student must be able to provide follow-up evaluative care.
11. Temperament and Emotional Control: must be able to be patient, calm, and react to perform in a high stress situation. For ex. Cardiac arrest, shock, hemorrhage, and high stakes testing.
12. Professional Behaviors: behaviors consistent with forming a safe and effective therapeutic relationship with patients. For ex. Conveying a caring, respectful, sensitive, tactful, compassionate, empathetic, and tolerant attitude toward patients, family, and members of the interdisciplinary team. Handle multiple tasks concurrently. Provide nursing care in an appropriate time frame. Accept responsibility, accountability, and ownership of one's actions.

Examples Are Not All Inclusive: If a nursing student or applicant believes that he/she cannot meet one or more of the standards without accommodations or modifications, the school of nursing must determine, on an individual basis, whether or not the necessary accommodations or modifications can be reasonably made. Requests for accommodations should be directed toward the Program Director or designee.

A change in the student's health during the program of learning so that the essential functions cannot be met, with or without accommodations, may result in withdrawal from the nursing program. The nursing faculty reserves the right at any time to require an additional medical examination at the student's expense in order to assist with the evaluation of the student's ability to perform the essential functions.

- I. Nicotine and drug testing will be completed prior to admission into the program. If the test results demonstrate a positive result, the student will not be admitted into the program. A negative nicotine and drug test result must be maintained throughout the program.
- J. Students must be free from communicable diseases, infection, psychological disorders and other conditions that present a threat to, or negatively impact the well-being of faculty, other students or consumers, or would prevent the successful performance of the responsibilities and tasks required in the nursing education program.
- K. Faculty may refer students to the student health nurse if they appear to be unable to perform clinical functions. The student health nurse may ask for additional medical clearance or drug testing as she deems necessary.