



Forsyth Technical Community College
2100 Silas Creek Parkway
Winston-Salem, NC 27103-5197

Practical Nursing
*****Admissions Information*****

Fall 2019 Deadline: February 21, 2019

Practical Nursing is a one-year diploma and selective enrollment program beginning each fall. Resources such as clinical facilities and faculty, as well as approval standards, limit the number of applicants accepted to the program which admits 90 students each year. Twenty-four of the 90 spaces are designated for the Stokes County evening/weekend program. **One seat is reserved for a 2019 high school graduate.** Currently enrolled high school applicants will only compete with other high school applicants. All applicants must meet minimum requirements to be considered for admission. **Please note however, that meeting minimum requirements does not guarantee admission.**

PHASE I. APPLICATION PROCESS

The following steps must be completed by February 21, 2019 for the fall 2019 program:

1. Complete the Residency Determination Service (RDS) and a Forsyth Tech application. If currently enrolled in classes at Forsyth Tech, complete the update form in the Admissions Office.
2. **Complete the online information session tutorial and return the electronic signature form.** This form can be returned to the Admissions Office via email, fax, mail, or hand delivery. If you prefer, you may choose to attend an in-person information session instead of completing the online tutorial.
3. Complete placement testing if required by the Admissions Office.
4. Have an official high school transcript or GED scores mailed to the Admissions Office.
5. Have the most recent official transcripts from all colleges or schools attended since high school sent to the Admissions Office. All transcripts are required regardless of their applicability to the program of study. Official transcripts must have the school seal or original signature and be in a sealed unopened envelope or submitted electronically from the school. Electronic transcripts should be sent to Admissions@forsythtech.edu. Official college transcripts should be received **and** evaluated before a MAR is conducted. Evaluation of transcripts typically takes 5-7 business days to complete once transcripts have been received. Please do **NOT** bring in transcripts the day you come to complete your MAR review.
6. Submit **official** copies of any Advanced Placement (AP) scores, if applicable. **Official** copies are required to assign points for ranking. **Please note that this can take up to four to six weeks to be received due to the College Board request process.**

NOTE: The information provided in this packet is subject to change annually.

PHASE II: MINIMUM ADMISSIONS REQUIREMENTS

1. **Placement Testing-** All applicants must demonstrate English, Reading and Math Competencies to be eligible for program consideration. There are 4 different ways that these competencies can be met:

a. Multiple Measures- high school GPA:

1. If applicant has graduated from a **NC** high school legally authorized to operate in the state **AND**
2. Has graduated from high school within the past 5 years* **AND**
3. Has eligible 4th level high school math course** **AND**
4. Has a 2.6 or higher high school unweighted GPA*** **THEN**
5. The placement testing minimum admissions requirement has been met.

*If applicant is currently enrolled in high school, 1st semester senior grades/GPA must be submitted before the high school GPA can be used to waive placement testing by Multiple Measures. **The list of eligible 4th level math courses is available in the Admissions Office. ***High school transcript must clearly indicate that the GPA is unweighted.

b. SAT/ACT scores (valid for five years): Specific scores will waive specific tests

For tests taken prior to March, 2016:

SAT Critical Reading- 500+ **OR** SAT Writing- 500+ or ACT Reading- 22+ **OR**
ACT English- 18+ will exempt applicants in Reading Comp. and Sentence Skills.

SAT Math- 500+ **OR** ACT Math- 22+ will exempt applicants in Math skills.

For tests taken in March, 2016 or later (note change in SAT scores):

SAT Evidence Based Reading and Writing- 480+ or ACT Reading- 22+ **OR**
ACT English- 18+ will exempt applicants in Reading Comp. and Sentence Skills.

SAT Math- 530+ **OR** ACT Math- 22+ will exempt applicants in Math skills.

c. Completion of College level English and/or Math

A grade of “C” or higher in a college level English composition or math course, that meets program MAR requirements, can waive placement testing once the transcript(s) has been received and reviewed.

d. Placement Test Scores (all scores are valid for 5 years):

Applicants taking the **NC-DAP for math** must demonstrate mastery through **DMA 050 (new for 2019)**.

Applicants taking the **NC-DAP Reading Comprehension and Sentence Skills** must demonstrate mastery through DRE 098. **OR have the following scores on other acceptable placement tests:**

<u>CPT</u>	<u>COMPASS</u>	<u>ASSET</u>
Sentence Skills 86	Writing 70	Writing Skills 41
Reading Comp. 80	Reading 81	Reading Skills 41
Arithmetic 55	Pre-Algebra 47	Numerical Skills 41
Algebra 55	Algebra 46	Elem. Algebra 41

Applicants not meeting the required mastery or the minimum scores should enroll in the appropriate DRE/DMA course(s). All DRE/DMA courses must be completed by the deadline date. If DRE/DMA or DMS shell courses from other NC community colleges are being used to meet this requirement, submission of the placement test scores will also be required.

Forsyth Tech will be part of a new developmental education initiative beginning in spring 2019. Applicants applying to the 2019 fall Associate Degree Nursing program will be held to the requirements listed above. These requirements will change for the 2020 program.

2. Biology Competency

Applicants must have completed a high school biology course. If the course was not completed at the high school level, an applicant must complete the course at the college level with a grade of “C” or better. Once this course competency is met, it does not outdate.

3. No “D/F” Policy (This policy is in place to maintain the integrity of our nursing program and all nursing applicants are held to this standard. There are NO exceptions).

Applicants must earn a grade of “C” or better in all program related courses attempted to be eligible for the program. This policy applies to courses taken at Forsyth Tech as well as equivalent courses completed at outside colleges or universities. **Please note: If you have a “D” or “F” in a related course and you have not completed the replacement course by the deadline then you will NOT be eligible to compete for the 2019 program.** If a grade of “D” or “F” is earned after acceptance to the program, the course must be repeated and a “C” or higher earned before the student will be allowed to enroll in the program. Failure to remove the grade of “D” or “F” will result in the loss of admission to the Practical Nursing program

PHASE III. Minimum Admissions Requirement (MAR) Review

After **completion** of Phases I and II, applicants are eligible to meet with an Admissions Counselor to complete the Minimum Admissions Requirements (MAR) Review. Applicants for the program will not be considered for admission nor be eligible to take the TEAS at Forsyth Tech until this step is completed. Therefore, applicants are encouraged to complete the MAR as early as possible to allow time to complete the TEAS by the deadline.

Due to new state regulations regarding residency, applicants are strongly encouraged to complete both RDS and the online application prior to coming in to complete the MAR. It may not be possible to complete both steps at the time of MAR. This is of particular note to applicants applying close to the deadline.

When can I complete my MAR Review?

Fall 2019 Applicants

<p>If you are applying for Fall 2019 and have completed all of your related courses (see page 4) or will be taking related classes during the summer semester only, you can complete your MAR:</p>	<p>If you are applying for Fall 2019 and are taking any curriculum classes during the fall semester, you can complete your MAR:</p>
<p>[September 4-February 21]*</p>	<p>[January 14-February 21]*</p>

The Admissions Office hours for the MAR Review are 8:00am – 6:00pm Monday through Thursday. The review is done on a walk-in basis and no appointment is necessary. **Please note that only one counselor is available after 5:00p.m.** The Admissions Office is located in the Robert Strickland Center, room 2361.

Please do **NOT** bring college transcripts the day you come to complete your MAR review as the Admissions Office is not responsible for transcript evaluations. Official transcripts should be submitted 5-7 business days prior to coming in to do a MAR review.

***MAR Reviews will not be conducted August 14-24, September 3, October 8-12, November 12, November 19-23, December 17-January 11 and January 21.**

IMPORTANT: Completion of the MAR Review is **mandatory** before you will be eligible to take the TEAS or be considered for selection into the program. Failure to complete the MAR Review in a timely manner could impact your ability to complete the TEAS at Forsyth Tech by the deadline!

Reminder: MAR reviews are not conducted on Fridays.

PHASE IV. Test of Essential Academic Skills (TEAS)

Once the MAR Review has been completed, applicants will receive information to schedule the TEAS. This test assesses how well a student is academically prepared for learning nursing-related content. Forsyth Tech will accept TEAS scores) if taken at another school. It is the applicant's responsibility to submit a copy of the scores to the Admissions Office by the deadline date. TEAS scores are valid for 2 years. Detailed information regarding the TEAS is included at the end of this packet. **See FAQ

An applicant must test and meet the required 42% or higher on the Adjusted Individual Total Score to be eligible for consideration. A minimum score of 42% does not guarantee acceptance into the PN program.

IMPORTANT: You must complete the TEAS by the deadline date in order to be considered for selection.

PHASE V. Ranking/Selection Process

When all minimum requirements and TEAS scores are met, qualified applicants are ranked using a point system. The components of the ranking system include the following items:

1. Related Courses

Points are awarded for specific course grades completed by the deadline. Grade points are valued as follows: A= 4 points, B= 3 points and C= 2 points. These points are then multiplied by the credit hours for each course. For example, English 111(3 credit hours) with a grade of "B" (3 points), gives a student 9 total points for that course. AP credit is based upon the individual scores as follows: 5=A=4 points, 4=B=3 points and 3=C=2 points. No AP credit is awarded for a score of 2 or lower.

Related academic courses and approved substitutions are listed below. **Only courses completed by the deadline will be used for ranking. Courses must be completed with a "C" or higher. Please note: if a course is repeated, the most recent grade earned will be used in the ranking. The no "D/F" policy will apply-see page 3.**

<u>Courses</u>	<u>Credit Hours</u>
BIO 163 (BIO 168 & 169, BIO 165 & 166)	5
PSY 150	3
ENG 111	3

THERE ARE NO AGE LIMITATIONS FOR BIO 163, BIO 168/169 OR BIO 165/166.

To qualify for ranking points and transfer credit, courses must satisfy the required semester hours and descriptions. Please note that BIO 165 & 166 must be completed at the same college or university to transfer. Applicants completing BIO 168 & 169 are not restricted to taking both anatomy/physiology courses at the same college or university. Since BIO 163 is the preferred curriculum course, students taking the two part sequence (BIO 168/169 or 165/166) should be aware that the two grades are averaged and multiplied by five credit hours to calculate an equivalent BIO point total.

Please note that if a course is substituted for points, it does not guarantee that it will count towards graduation. Accepted students must confirm the course substitution with their program department chair during their first semester in the program.

2. TEAS Adjusted Individual Total Score

An applicant must test and meet the required minimum 42% or higher **Adjusted Individual Total Score**. This score will be used as part of the ranking process.

3. Total Points for Ranking and Selection

Adding the grade points for related courses completed and the **TEAS Adjusted Individual Total Score** produces the total ranking score used in the selection process. Applicants with the highest ranked scores will be accepted. In the event of a tie, an applicant with the higher Adjusted Individual **Science Score** on the TEAS will be ranked higher. An alternate list will be maintained in ranking order. Alternates will only be accepted if a space becomes available. Applicants not admitted to the program must reapply, complete a new health information session and complete a new MAR review if they wish to be considered for the following year’s class.

Accepted student data from the previous 3 years

Please note that the data below is for informational purposes only! Points and criteria vary each year. It is in a student’s best interest to accumulate as many points as possible to be as competitive as possible.

Year	Number of qualified applicants	Point range of accepted students Main Campus	Point range of accepted students Stokes Evening & Weekend Program
2018	189	91 – 120.7	86.5 – 116.3
2017	150	88 - 119.7	88.7 – 113.3
2016	170	91.3 – 122.3	81.7 - 118

2019 HIGH SCHOOL SENIORS RANKING/SELECTION PROCESS

When all minimum requirements and TEAS scores are met, all current high school seniors will be ranked and compete with other seniors using the following:

1. Overall weighted GPA (A transcript must be submitted after completion of the first semester to reflect the most current GPA.)
2. TEAS Adjusted Individual Total Score
3. Weighted grades in specific high school courses:
 - Algebra II
 - Anatomy /Physiology
 - Biology
 - Health Science/Occupations/Medical Careers

Grade points are valued as follows:

Honors/AP Courses A=5 points, B=4, C=3

Standard Courses A=4 points, B=3, C=2

Adding the **cumulative weighted GPA, total weighted course points and TEAS Adjusted Individual Total Score** will equal the **total ranking score**. The senior with the highest ranked score will be accepted. In the event of a tie, the applicant with the higher **Adjusted Individual Science Score** on TEAS will be ranked higher. Currently enrolled high school applicants will only compete with other high school applicants.

Policy Regarding Deferred Action Childhood Arrival (DACA) and Undocumented Students

Current NCCCS policy allows DACA and undocumented applicants to enroll at Forsyth Tech at the out of state tuition cost. However, acceptance to the college does not guarantee acceptance to a specific program.

DACA students are eligible to apply to an Allied Health/Nursing program.

Undocumented students are not eligible for consideration to Allied Health or Nursing programs. According to North Carolina and Federal law, undocumented students are not eligible for North Carolina professional licensure.

This policy is subject to change without notice based upon federal and state regulations.

Additional Requirements for Students Accepted into the PN Program

It is **strongly recommended** that you begin working on the following certifications/documents prior to acceptance to the nursing program. **If you have questions regarding these additional requirements, please direct them to the Nursing department. The deadline for completion of these additional requirements is June 3, 2019.**

CNA I

Completion of a North Carolina approved Nurse Aide I Training Program is required for students who have been accepted into the PN program. The NC Department of Health Service Regulation requires that you complete a state approved training program. Challenging of the NC state CNA I exam is no longer allowed. You can find a list of approved programs by going to the following link:

www.ncdhhs.gov/dhsr/hcpr/pdf/trainingprograms.pdf. This course must include full theory and full clinical times as set forth by the Nurse Aide I training programs. Current NA I listing on the NC Nurse Aide Registry is also required. Proof of NA I training and certification is required by **June 3, 2019**.

CPR

Completion of American Heart Association Health Care Provider/BLS is required for students who have been accepted into the PN program. Proof of this certification must be submitted to the Nursing Department by **June 3, 2019**.

Ranking points are not awarded for completion of CNA I and CPR certifications.

For more information about CNA I and CPR classes, please contact our West Campus at 336-734-7023.

If you are unable to complete these requirements by the deadline, you will lose your seat in the program. Students accepted into the nursing program will be given instructions on where and how to submit documentation, from the Nursing department.

STUDENT MEDICAL FORM

Completion of the student medical form is required for those **accepted** into the PN program and **the deadline must be met**. The required medical form is located on the following link:

<https://www.forsythtech.edu/files/credit-programs/Student%20Medical%20Form%20for%20New%20and%20Transfer%20Students.pdf>.

PLEASE NOTE: The medical form should not be submitted to the Admissions Office. You will be instructed on how to submit it to the Nursing Department upon approval into the program

TEAS: A Guide to Student Success

Student success before, during and after the nursing programs at Forsyth Technical Community College is your goal as well as for the faculty and staff at our college. Success refers to academic achievement, personal and professional goal attainment and well-being. Preparation and advisement are key components on the road to success for all students.

To better ensure your success, the nursing faculty has adopted a program that has been demonstrated to assist you in meeting your goals. Part of the success program requirements is an assessment of essential academic skills. The assessment is known as TEAS (Test of Essential Academic Skills), a product of the Assessment Technology Institute (ATI). The TEAS test measures basic skills in the domains of Reading, Mathematics, Science, and English Language Usage.

Frequently Asked Questions

1. When am I eligible to take the TEAS?

Only after you complete the MAR Review.

2. What are the basic steps to scheduling the test?

- **You will receive notification from the TEAS coordinator** indicating that you are eligible to take the TEAS.
- Upon receipt of notification, you will follow instructions as to how to schedule a test date. The test is given on main campus. You will receive a date, time, and location for the TEAS test.
- Go to the cashier's window during operating hours located on the main campus in the Allman Center (2nd floor) and pay the test fee of \$58.00. It is highly recommended that payment is made prior to the day you come to test.
- On the TEAS test day, you **must** show the receipt of the TEAS test payment to the test proctor, along with a photo ID (driver's license or a student ID). **PLEASE NOTE THAT THE TEST PROCTOR CANNOT ACCEPT ANY PAYMENT!**

3. Positioning Yourself for Success on TEAS: ACA 085

In order to help assist you in being successful on the TEAS test, the college offers ACA 085- Improving Study Skills, a 1 credit hour course. ACA 085 is offered as a web-based (on-line) course so that you can complete the course anywhere you have internet access and at your convenience. ACA 085 provides an opportunity to review basic skills on the 4 domains of the TEAS test, allowing you to practice for the TEAS test at your own pace. If you are interested in enrolling in ACA 085, you will need to see your advisor during registration. Completion of ACA 085 does not mean that you are ready to take the TEAS test. Completion of additional criteria must be met. The **TEAS Coordinator** will notify you when you are ready to schedule TEAS testing (**See Question #1**).

Additional resources available to help prepare for TEAS:

- TEAS study books are located on reserve for review in the following locations: Main campus library (Ardmore Bldg), Stokes County Office (Danbury), Grady Swisher Center (Kernersville) and Mazie Woodruff Center (Carver Road-Winston Salem).
- **TEAS study books are also available for purchase in the college bookstore**
- Go to www.atitesting.com. Click on TEAS test for more information. TEAS study manual and online practice assessment with scoring is available for purchase at www.atitesting.com.

4. How and when do I find out my score?

At the completion of your computerized test, you will be given instructions on how to access your score from the ATI website. You will be provided a copy of your score at that time.

5. Is the test computer based?

Yes. A paper and pencil test is available only for students with documented disabilities requiring this accommodation.

6. What if I have a documented learning disability with accommodations?

When you call the TEAS coordinator to make the appointment for the TEAS, indicate that you have documented accommodations through Forsyth Technical Community College's Disability Services. Any accommodations must be confirmed by Disability Services and the TEAS coordinator notified prior to your test date. Questions regarding accommodations can be directed to Disability Services located in the Robert L. Strickland Center Room 2414. The TEAS coordinator will provide test accommodations according to those guidelines confirmed by Disability Services.

7. Can I take the test more than once?

You will be allowed 3 attempts. After the second attempt, you must wait 8 weeks to schedule your final attempt. During this time, you are encouraged to enroll in ACA 085 or remediate on your own. If you are unsuccessful after the third attempt, you must wait one year from the date of your last attempt to be eligible to resume the TEAS testing process. The process will start over with the same policy as stated previously.

8. How long is my score valid?

Two years.

9. If I want to improve my score, can I repeat sections of the TEAS?

No, you must take the entire TEAS test each time.

10. What is the required score for admission into the Practical Nursing program?

To be considered for the PN program, students must meet the required minimum 42% Adjusted Individual Total Score. The score will be recorded as part of the admission rank score.

11. What do I do if my score was below the 42% Adjusted Individual Total or I want to increase my score in order to be more competitive for admission:

- Review your TEAS results and identify areas in which you need to improve your score.
- Enroll in ACA 085, a one-credit course designed to assist students to remediate specifically on areas of TEAS using a web-based tutorial program, PLATO. This program will allow you to review your basic skills and test in each area for competency. (See #3).
- Review the TEAS study manual located in the libraries as indicated.
- Optional: Access the website, www.atitesting.com and purchase the online TEAS practice test and check your score prior to retesting.
- The cost of the study manual and practice test on the ATI web site is \$115.00. The study manual alone is \$50.00 and the practice test alone is \$46.00.

12. Will Forsyth Tech accept TEAS scores taken at another school?

Yes. A copy of the **Individual Performance Profile** sheet must be submitted to the Admissions Office by the application deadline.

**Forsyth Technical Community College
Paul M. Wiles School of Nursing**

**Technical Standards
(Functional Abilities Essential for Nursing Practice)**

The purpose of the School of Nursing is to educate students to meet the program outcomes and to ensure that no graduate will pose a danger to the patient. Nursing students will receive both classroom and clinical instruction in multiple nursing specialty areas (Medical/Surgical, Maternal/Child, Pediatric, Mental Health, etc.) and will be required to demonstrate competency in each area.

In order to provide safe and effective patient care in the Paul M. Wiles School of Nursing, the student must be able to demonstrate, with or without reasonable accommodation, physical, cognitive, and behavioral abilities required for satisfactory completion of all aspects of the program curriculum and clinical agency requirements.

Students admitted to the Paul M. Wiles School of Nursing gain experience in many settings that can be physically demanding, e.g., hospitals, long term care facilities, public health and community agencies, school settings and clinics. During each clinical experience, the nursing student is assigned clinical care which may include medication administration and direct patient care. Students will be expected to adhere to the Health Insurance Portability and Accountability Act (HIPAA) of 1996 which safeguards patient confidentiality.

Transportation to and from health care facilities is the responsibility of the student.

Please carefully read the Paul M. Wiles School of Nursing Technical Standards:

Observation

Functional Ability	Standard	Examples of Required Activities
Visual	Normal or corrected visual ability sufficient for accurate observation and performance of nursing care	<input type="checkbox"/> See objects up to 20 feet away <input type="checkbox"/> Read and interpret the electronic medical record and/or associated paper medical records. <input type="checkbox"/> Visual acuity to read calibrations on 1 ml syringe <input type="checkbox"/> Assess skin color (cyanosis, pallor)
Hearing	Auditory ability sufficient for physical monitoring and assessment of patient health care needs	<input type="checkbox"/> Hear normal speaking level sounds <input type="checkbox"/> Hear auscultatory sounds <input type="checkbox"/> Hear auditory alarms (monitors, fire alarms, call bells) <input type="checkbox"/> Hear cries for help
Smell	Olfactory ability sufficient to detect significant environmental and patient odors	<input type="checkbox"/> Detect odors from patient (foul smelling drainage, alcohol breath) <input type="checkbox"/> Detect smoke
Tactile	Tactile ability sufficient for physical monitoring and assessment of health care needs	<input type="checkbox"/> Feel vibrations (pulses) <input type="checkbox"/> Detect temperature changes <input type="checkbox"/> Palpate veins for cannulation

Communication

Functional Ability	Standard	Examples of Required Activities
Communication	Oral communication skills sufficient to communicate in English with accuracy, clarity and efficiency with patients, their families and other members of the health care team, including non-verbal communication, such as interpretation of facial expressions, affect and body language	<ul style="list-style-type: none"> <input type="checkbox"/> Give verbal directions to or follows verbal directions from other members of the healthcare team and participate in health care team discussions of patient care <input type="checkbox"/> Elicit and record information about health history, current health state and responses to treatment from patients or family members <input type="checkbox"/> Convey information to patients and others as necessary to teach, direct and counsel individuals in an accurate, effective and timely manner <input type="checkbox"/> Recognize and report critical patient information to other caregivers

Motor Function

Functional Ability	Standard	Examples of Required Activities
Gross Motor Skills	Gross motor skills sufficient to provide the full range of safe and effective patient care activities	<ul style="list-style-type: none"> <input type="checkbox"/> Move within confined spaces such as treatment room or operating suite <input type="checkbox"/> Assist with turning and lifting patients <input type="checkbox"/> Administer CPR and maintain current certification.
Fine Motor Skills	Fine motor skills sufficient to perform manual psychomotor skills	<ul style="list-style-type: none"> <input type="checkbox"/> Pick up and grasp small objects with fingers such as insulin syringe, pills <input type="checkbox"/> Perform tracheotomy suctioning, insert urinary catheter.

Physical Ability

Functional Ability	Standard	Examples of Required Activities
Physical Endurance	Physical stamina sufficient to remain continuously on task for up to a 12-hour clinical shift while standing, sitting, moving, lifting, and bending to perform patient care activities	<ul style="list-style-type: none"> <input type="checkbox"/> Walk/stand for extended periods of time; turn, position, and transfer patients. <input type="checkbox"/> Manually resuscitate patients in emergency situations
Physical Strength	Physical strength sufficient to perform full range of required patient care activities	<ul style="list-style-type: none"> <input type="checkbox"/> Push and pull >100 pounds <input type="checkbox"/> Lift/move heavy objects from 35 – 50 pounds
Mobility	Physical ability sufficient to move from room to room and maneuver in small spaces; full range of motion to twist/bend, stoop/squat, reach above shoulders and below waist and move quickly; manual and finger dexterity; and hand-eye coordination to perform nursing activities	<ul style="list-style-type: none"> <input type="checkbox"/> Move around in work area and treatment areas. Position oneself in the environment to render care without obstructing the position of other team members or equipment

Behavioral and Social

Functional Ability	Standard	Examples of Required Activities
Emotional/ Behavioral	Emotional stability and appropriate behavior sufficient to assume responsibility/accountability for actions	<ul style="list-style-type: none"> <input type="checkbox"/> Establish rapport with patients, instructors and colleagues. <input type="checkbox"/> Respect and care for persons whose appearance, condition,

Functional Ability	Standard	Examples of Required Activities
Professional Attitudes and Interpersonal Skills	<p>Present professional appearance and demeanor; demonstrate ability to communicate with patients, supervisors, co-workers to achieve a positive and safe work environment. Follow instructions and safety protocols</p> <p>Honesty and integrity beyond reproach</p>	<p>beliefs and values may be in conflict with their own</p> <ul style="list-style-type: none"> <input type="checkbox"/> Deliver nursing care regardless of patient's race, ethnicity, age, gender, religion, sexual orientation or diagnosis <input type="checkbox"/> Conduct themselves in a composed, respectful manner in all situations and with all persons <input type="checkbox"/> Work with teams and workgroups <input type="checkbox"/> Establish and maintain therapeutic boundaries <input type="checkbox"/> Demonstrate emotional skills to remain calm and maintain professional decorum in an emergency/stressful situation <input type="checkbox"/> Demonstrate prompt and safe completion of all patient care responsibilities <input type="checkbox"/> Adapt rapidly to changing environment/stress <input type="checkbox"/> Exhibit ethical behaviors and exercise good judgment
Flexibility	Adapt to Nursing Department course scheduling policy	<ul style="list-style-type: none"> <input type="checkbox"/> Available to work the hours of an assigned schedule which could include any shift and day of the week

Intellectual, Conceptual, and Quantitative Abilities

Functional Ability	Standard	Examples of Required Activities
Cognitive/ Quantitative Abilities	Reading comprehension skills and mathematical ability sufficient to understand written documents in English and solve problems involving measurement, calculation, reasoning, analysis and synthesis	<ul style="list-style-type: none"> <input type="checkbox"/> Calculate appropriate medication dosage given specific patient parameters <input type="checkbox"/> Analyze and synthesize data and develop an appropriate plan of care <input type="checkbox"/> Collect data, prioritize needs and anticipate reactions <input type="checkbox"/> Transfer knowledge from one situation to another <input type="checkbox"/> Accurately process information on medication containers, providers' orders, equipment calibrations, policy and procedure manuals, and medical records
Conceptual/Spatial Abilities	Conceptual/spatial ability sufficient to comprehend three-dimensional and spatial relationships	<ul style="list-style-type: none"> <input type="checkbox"/> Comprehend spatial relationships in order to properly administer injections, start intravenous lines, assess wounds of varying depths
Clinical Reasoning	Ability to reason across time about a patient's changing condition	<ul style="list-style-type: none"> <input type="checkbox"/> Evaluate patient or instrument responses, synthesize data, draw sound conclusions