

Post-Licensure Core Performance Standards for Admission and Progression

Nursing education requires the acquisition of academic knowledge, clinical and specialized communication skills as well as professional attitudes and behaviors. All post-licensure degrees certify that the student has acquired the broad base of knowledge and skills required for entry into professional nursing practice. This foundational education includes both academic and professional nursing courses that provide a base for clinical competence and informed judgements about health and patient care in a variety of settings. Since the treatment of patients is an essential part of the educational program, the University of Alabama at Birmingham School of Nursing (UABSON) must act to protect the health and safety of patients.

Candidates for any post-licensure degree must have skills and abilities in ten core performance standards with or without reasonable accommodations. These nine standards include, but are not limited to, the following skills and abilities (bulleted examples included, not all-inclusive):

1. **Critical Thinking**: Critical thinking ability sufficient for appraisal of theoretical content, clinical judgement,
 - Analyze theories for application to advanced nursing practice.
 - Identifies cause/effect relationships in clinical situations, develops clinical notes, and employ diagnostic reasoning.
 - Synthesize reading assignments, able to write course assignments.
2. **Interpersonal**: Interpersonal abilities sufficient to interact with individuals, families, faculty, and groups from a variety of social, cultural, emotional, and intellectual backgrounds.
 - Interpersonal skills sufficient to establish collaborative relationships for class discussions and projects with students, faculty, and others.
 - Establish rapport with patients to interact with individuals, faculty, colleagues, families, and groups from a variety of social, emotional, cultural, and intellectual backgrounds.
 - Interact with classmates and course instructors on course related subjects, able to work with other students on a group project.
3. **Communication**: Communication abilities sufficient for interaction with others.
 - Communication abilities sufficient for professional interaction with peers and faculty; the ability to complete written assignments effectively.
 - Explain treatment and diagnostic procedures in verbal and written form, initiate health-teaching, document and interpret patient/client responses to acute and chronic illnesses.
 - Communicate with faculty and other students via Email and electronic threaded discussions.
4. **Mobility**: Physical abilities sufficient to move from room to room and maneuver in small spaces.
 - Abilities sufficient to utilize computers to attend class and gain access to library/internet resources with or without the use of support persons or devices.
 - Move around in patients' environment, examination rooms, workspaces, and treatment areas; administer needed procedures.
5. **Motor Skills**: Gross and fine motor abilities (with or without assistive devices) sufficient to complete class assignments.
 - Motor skills sufficient to utilize computer software to retrieve information and to prepare written assignments with or without the use of support services or devices.
 - Utilize instruments specific to the clinical specialty; perform physical and developmental assessment maneuvers.
 - Complete written assignments and examinations by typing on the computer.

6. **Auditory:** Auditory ability sufficient (with or without assistive devices) to participate in required course activities.
 - Skills sufficient to understand audio portions of class content with or without the use of support persons or devices.
 - Understand verbal exchanges among health care personnel and patients, monitor alarms, auscultatory sounds, cries for help, evaluate percussion tones.
 - Complete online audiovisual presentations.
7. **Tactile:** Tactile ability sufficient to complete assignments.
 - Tactile ability sufficient to sufficient for accurate use of a computer with or without the use of support persons or devices.
 - Perform palpation, functions of physical examination and/or those related to therapeutic intervention, e.g. pulse, body parts, temperature of skin or fluids.
8. **Emotional Stability:** Emotional stability sufficient to tolerate rapid and changing conditions and environmental stress
 - Establishes therapeutic interpersonal boundaries
 - Provides clients with emotional support and respect differences in patients, families and other students
 - Complete all responsibilities in the assessment and implementation of nursing care for patients in a timely, safe and effective manner
 - Adapts to stressful situations and changing environments while maintaining professional conduct and standards
 - Have adequate environmental awareness and emotional stability to remain calm and function effectively in multiple, complex settings that may be stressful, noisy and may be potential harmful
 - Take responsibility for their own actions
 - Poses no threat to self or others
 - Performs potentially stressful tasks concurrently
9. **Observation:** Observation ability sufficient to participate in course activities.
 - Observation abilities sufficient to read course assignments with or without the use of support persons or devices.
 - Monitor alarms, auscultatory sounds, cries for help, evaluate percussion tones.
 - Complete reading assignments and understand audiovisual presentations.

Application for Accommodation Prior to or After Matriculation:

The UAB School of Nursing will provide reasonable accommodations to qualified individuals with approved accommodation(s). In order to request accommodations, students must contact the [UAB Office of Disability Support Services](#) and follow the registration process. UABSON faculty collaborate with Disability Support Services within the scope of the core performance standards to establish reasonable accommodations. Throughout a student's career, the UABSON will work with the student and DSS to ensure accommodations are reasonably facilitated and maintains safety for the student and patient according to DSS guidelines.

INITIALS: _____

DATE: _____