Essential Functions for the Healthcare Professional

Performance essentials or essential functions are defined as those physical, mental, and psycho-social characteristics that are necessary to meet the demands of the Health Science Division Programs and eventual therapeutic care of patients and all tasks associated with that function.

Becoming a healthcare professional requires the completion of a technical education program that is both intellectually and physically challenging. The purpose of this statement is to articulate the demands of the Health Science Division Programs in a way that allows students to compare their own capabilities against these demands.

There are times when reasonable accommodations can be made in order to assist a student with a disability. Reasonable accommodation does not mean that students with disabilities will be exempt from certain tasks; it does mean that we will work with students with disabilities to determine whether there are ways that we can assist the student toward completion of the tasks.

A student with a disability who wishes reasonable accommodation must request it through the Disability Services provider on campus.

Motor Skills
Physical strength to lift, carry, pull, and guide weights up to 50 pounds
Ability to move about freely and maneuver in small spaces
Tolerate bending, stooping, twisting, sitting, kneeling, standing, squatting or walking for extended (8-12 hour shift) periods of time
Possess fine motor skills
Maintain balance
Agility to respond in an emergency situation

Communication Skills
Process, comprehend and communicate information (verbal and written) effectively, legibly, in a timely manner, in the English language, and with individuals from various social, emotional, cultural, and intellectual backgrounds.

Cognitive/Critical Thinking Skills
Collect, measure, calculate, analyze, interpret, and apply information
Exercise good judgment in a variety of settings
Ability to set priorities and manage time effectively

Interpersonal and Behavioral Skills
Establish and maintain professional working relationships
Apply conflict management and problem solving strategies
Demonstrate professional, ethical, and legal behavior
Demonstrate appropriate maturity, emotional stability, and empathy to establish effective and harmonious relationships in diverse settings
Demonstrate flexibility and ability to adapt to change
Maintain self-control in potentially stressful environments
Comply with professional standards regardless of circumstance

Sensory Skills
Uses auditory, tactile, olfactory, and visual senses to collect data regarding patient status and provide patient care