

COLLEGE OF NURSING TECHNICAL STANDARDS

Purpose and Commitment to Inclusion

The Seton Hall University College of Nursing is committed to fostering an inclusive learning environment and to complying with the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1973, and applicable New Jersey state laws. The College recognizes that qualified students with disabilities may meet program requirements through the use of reasonable accommodations, auxiliary aids, assistive technologies, or other supports.

The following technical standards describe the essential functions of the clinical nursing programs. These standards are outcome-based and apply to student performance in all learning environments (classroom, skills laboratory, and clinical settings). Students must be able to meet these standards with or without reasonable accommodations.

The College of Nursing ensures that technical standards are applied in a manner consistent with accreditation requirements, patient safety principles, and federal and state nondiscrimination laws. The College evaluates each student's ability to meet essential program outcomes on an individualized, case-by-case basis, with due consideration of reasonable accommodations that do not fundamentally alter program requirements or compromise patient safety.

General Functions

Students must be able to perform the essential functions of nursing education in a manner that ensures patient safety and professional practice. This includes the ability to:

- Obtain, integrate, and interpret information necessary to provide safe and effective nursing care.
- Respond appropriately to routine and urgent clinical situations in a timely manner.
- Communicate and receive information effectively through a variety of methods.
- Function professionally in dynamic, complex, and evolving educational and clinical environments.

These functions may be accomplished through reasonable accommodations or alternative methods consistent with patient safety and clinical requirements.

Communication

Students must be able to communicate effectively and accurately with patients, families, faculty, staff, peers, and members of the healthcare team. This includes the ability to:

- Elicit, receive, interpret, document, and convey information in oral, written, electronic, or other accessible formats.
- Understand and use healthcare terminology appropriately.
- Follow instructions and directions relevant to clinical and academic settings.
- Provide patient education and counseling in a manner that supports understanding and safety.

Effective communication may be achieved through the use of assistive technology, auxiliary aids, interpreters, or other reasonable accommodations.

Cognitive Ability

Students must be able to demonstrate cognitive and intellectual abilities necessary for nursing practice, including the ability to:

- Analyze, synthesize, and apply information.
- Engage in critical thinking, clinical reasoning, and problem-solving.
- Make sound clinical judgments and decisions in a timely manner.
- Locate, evaluate, and apply evidence-based information.
- Communicate clinical reasoning and outcomes effectively.

Observation

Students must be able to obtain and interpret information required for patient assessment and care. This includes information derived from:

- Patient interactions.
- Diagnostic and assessment tools.
- Clinical equipment and monitoring systems.

Observation and information gathering may occur through a variety of sensory, technological, or adaptive means, provided patient safety and program outcomes are met.

Motor Function

Students must be able to perform essential motor tasks required for safe nursing practice. These tasks may include:

- Performing or assisting with physical examinations and clinical procedures.
- Administering medications and treatments.
- Using and operating clinical equipment.
- Assisting with patient mobility and positioning.

These functions may be accomplished with or without reasonable accommodations, adaptive equipment, or assistance, provided that patient safety, professional standards, and clinical requirements are maintained.

Behavioral and Social Attributes

Students must demonstrate professional behaviors consistent with nursing practice, including the ability to:

- Interact respectfully, ethically, and effectively with individuals from diverse backgrounds.
- Demonstrate accountability, integrity, and professional judgment.
- Accept supervision, feedback, and constructive critique, and incorporate feedback into practice.
- Work collaboratively as part of a healthcare team.
- Recognize personal limits and seek assistance when appropriate.
- Adapt to changing clinical situations while maintaining patient safety.

Adopted – 2/19/2026