VALENCIACOLLEGE

2022-2023 Program Guide for the Associate in Science Degree in
Nursing, Accelerated Track in Nursing (ATN)

Application Deadlines:

September 15th, 2022 for Spring 2023	January 15th, 2023 for Summer 2023	May 15th, 2023 for Fall 2023

Admission requirements and application deadlines are subject to change. Please check for any admission updates.

This guide has been updated since original posting. Last date of edit: 7/14/2022. Check page 1 & 3 for details.

Students are admitted to the Accelerated Track in Nursing (ATN) by a selective admission process. The Health Sciences Admission Committee selects a limited number of students each term to start the program in the Fall, Spring, and Summer terms.

ADMISSION CHECKLIST

The admission requirements that must be satisfied PRIOR to application submission to the ATN Program are:

_____1. Read about ATN admission, program requirements, and the Valencia Catalog; read this program guide in its entirety to confirm you are capable of meeting the Core Performance Standards listed within this guide.

_____2. Be a U.S. Citizen or a U.S. permanent resident. **NOTE: All individuals who have DACA, Temporary Protection Status, Refugee, Asylee status, etc. must complete the Employment Authorization Document (EAD) prior to submitting application.** (Graduates of the program can sit for the NCLEX-RN but will need appropriate Social Security documentation to be licensed)

_____3. Attend a Health Sciences Information Session (**strongly recommended**). Information Session dates are posted on the Health Sciences website: valenciacollege.edu/health.

_____4. Submit a completed Valencia Application for Admission, click on **Future Students**, **Admissions,** and pay the $35 application fee; satisfy the requirements for Degree-Seeking Status and be in Active Student Status. Admission to Valencia does **not** imply acceptance to a health sciences program.

_____5. Submit **all official transcripts** from all institutions (include High School transcripts or GED score report) must be submitted to Valencia and posted on your record prior to applying. Students using AP/IB/CLEP scores to satisfy one or more prerequisite courses must request official scores from collegeboard.org (AP/CLEP) or ibo.org (IB). AP/IB/CLEP credits earned as 'Z' grades on record equate to 'A' grades for points.

_____6. Must be at least 18 years of age by the program start date.

_____7. Satisfy the Valencia entry testing requirements and satisfactorily complete any Mandatory Courses in Reading, Mathematics, English, and English for Academic Purposes in which you are placed (must be at college-level for Reading, Mathematics, English).

_____8. Complete **all** the following prerequisites for Admission with a minimum grade of C:

BSC 2093C Human Anatomy & Physiology I	4.0 Credit Hours
BSC 2094C Human Anatomy & Physiology II	4.0 Credit Hours
MCB 2010C Microbiology	4.0 Credit Hours
ENC 1101 Freshman Composition I	3.0 Credit Hours
*HUN 2202 Essentials of Nutrition with Diet Therapy	3.0 Credit Hours
PSY 2012 General Psychology	3.0 Credit Hours
Humanities (Core) Any course that meets General Education *(see points page)*	3.0 Credit Hours
MGF 1106 Liberal Arts Math I, or any **Core** General Education math *(see points page)*	3.0 Credit Hours

Admission Requirement starting Fall 2023: **BSC1010C** General Biology I *(Prereq. of BSC2093C/HUN2202/MCB2010C)*	4.0 Credit Hours
Admission Requirement starting Fall 2023: **POS2041** or **AMH2020** U.S. Government or U.S. History *(Civic Literacy)*	3.0 Credit Hours

*You may **not** repeat a course for grade forgiveness for which you previously have earned a grade of **A, B, or C**. The grade for each prerequisite **must** be posted to your Valencia College record **prior to application***

*HUN2202 - Students who have completed a college Nutrition course of two or more credits (e.g. HUN 1201) that did not include Diet Therapy, must request permission from the Health Sciences team HealthScienceApplications@valenciacollege.edu to enroll in the one-credit HUN 2015 Diet Therapy for Health Care Professionals, which may be in progress at the time of program application, but must be completed with a minimum grade of C (or minimum grade needed to maintain 2.5 overall GPA) by

the program start date. HUN2015 and the initial Nutrition course will be combined to substitute HUN2202 **unless** HUN2202 (or transfer course equated to HUN2202) has already been successfully completed with a 'C' or higher. In that case, completing HUN2015 with the initial Nutrition course will not be an option to meet program entry requirements.

_____9. The grade for each prerequisite must be posted to your Valencia transcript <u>(prior to application)</u>.

_____10. Have a **minimum overall college GPA of 2.5** including all undergraduate transfer work for admission into the program. <u>Must be in good academic standing</u>.
   NOTE: Transfer students with completed coursework at Valencia College also need to have a minimum Institutional/Valencia GPA of 2.0 at the time of applying (in addition to the minimum overall college GPA of 2.5).

_____11. Prior to submitting your program application, you are encouraged to meet with your assigned advisor. You can locate your assigned advisor by logging into Atlas, Courses tab, Academic Profile. We strongly recommend that you meet early in your course planning to ensure all requirements, including program pre-requisite courses mentioned in this guide are met.

_____12. Successfully complete the designated entrance exam, **ATI Test of Essential Academic Skills (TEAS)**, with <u>scores posted to your Valencia record</u> of a minimum passing <u>Composite</u> score of **65** (exam requirement subject to change). Scores on record may be used for admission criteria if test dates are **less than two years old** at the time of the application deadline **starting with the Summer 2023 application deadline (January 15ᵗʰ).** Paper copies of scores are NOT accepted. The exam fee is the responsibility of the student. More information about ATI TEAS may be found on the [Assessment webpage](#). **If ATI TEAS was taken at another institution, students are <u>required</u> to:**
   1. Request official exam scores from the [ATI site](#).
   2. Then, complete the ATI [Matching Request form](#) *(assists to add scores to Valencia student record)*

_____13. **All applicants** **must provide:**
   Documentation of a current/active Licensed Practical Nurse (LPN) in the State of Florida OR current certification in the State of Florida as a Paramedic OR Registered Respiratory Therapist (RRT) OR Registered Invasive Cardiovascular Technologist (i.e. RCIS, RCES, RCS, RVS). All students must maintain a valid license, certification, or registry while enrolled in the program.

_____14. **All applicants must provide ONE of the following:**
   a. Documentation of completion of an LPN, Paramedic, RRT or CVT program (completion of program must be prior to application deadline and submission of official transcript is required. Official paper transcript is accepted or official letter from school documenting successful completion of program).
   b. If you hold an LPN license, but did not graduate from an LPN Program, contact the School of Nursing to determine eligibility.

_____15. **All applicants** (**except LPNs**) **must provide ONE of the following in order to satisfy all Patient Care Competencies** (please review these competencies on page 4 of this guide):
   a. Documentation verifying employment as a Certified Nursing Assistant, Advanced Clinical Technician, Patient Care Technician, or Clinical Nurse Technician, <u>within the last 5 years</u>
   b. Submission of the Supervisor Assessment of Patient Care Role Form from a <u>current supervisor</u>, or a supervisor <u>within the last 5 years</u> (Paramedic, RRT or CVT roles). To initiate this process, you must provide a letter from your supervisor on company letterhead, including dates of employment, specific job title, and supervisor's email address (submit in the ATN Application). The form will be submitted by your supervisor to the following email address: HealthScienceApplications@valenciacollege.edu.
   c. Documentation verifying military experience delivering direct patient care in an acute care facility <u>within the last 5 years</u>.

_____16. **All applicants (except Paramedics) must provide:**
   Documentation of satisfactory completion of an intravenous therapy course that meets Florida Board of Nursing Rules as outlined in Chapter 64B9-12.005: Administration of Intravenous Therapy.   (Must be 30+ hours from the State of Florida)

_____17. Review the [Program Updates](#) page for any admission updates **before** submitting the ATN application.

_____18. After completing numbers 1 – 17 and prior to the program application deadline, submit a completed ATN Program application, and pay the $15 non-refundable Health Sciences program application fee. The application can be found at valenciacollege.edu/health.

Accelerated Track in Nursing (ATN) Admission Points Guide

The Health Sciences Admission Committee uses the following point system to guide them in the selection of the 40 qualified students to be admitted to the **Accelerated Track in Nursing** Program each term. Student selection is based on the total number of points earned below. In case of a tie, overall GPA then **ATI TEAS** Composite score will be considered.
Estimated costs are found in the catalog. Visit Program Updates for updated information.

PROGRAM COURSE REQUIREMENTS THAT AWARD ADMISSION POINTS

Highlighted courses below are the new degree requirements to graduate with the A.S.N. Applicants can be considered for **Spring 2023** and **Summer 2023** admission cycles without the highlighted courses, however, highlighted courses will be **required for admission consideration** and graduation **for all future admission cycles, starting with Fall 2023**. Humanities will remain required, however, only **Core** courses will meet the admission criteria starting with **Fall 2023** admission.

All the below listed prerequisite courses must be completed by the application deadline.
You may not repeat a course for grade forgiveness for which you previously have earned a grade of A, B or C.

*BSC 2093C	Human Anatomy & Physiology I	4.0 Credit Hours	A=10 pts, B=8 pts, C=4 pts
*BSC 2094C	Human Anatomy & Physiology II	4.0 Credit Hours	A=10 pts, B=8 pts, C=4 pts
*MCB 2010C	Microbiology	4.0 Credit Hours	A=10 pts, B=8 pts, C=4 pts
ENC 1101	Freshman Composition I	3.0 Credit Hours	A=3 pts, B=2 pts, C=1 pt
*HUN 2202	*Essentials of Nutrition with Diet Therapy	3.0 Credit Hours	A=3 pts, B=2 pts, C=1 pt
PSY 2012	General Psychology	3.0 Credit Hours	A=3 pts, B=2 pts, C=1 pt
DEP2004 -OR- Mathematics	Developmental Psychology -OR- MGF1106 or any course that meets the **Core** General Education Math requirement. DEP2004 will be considered for points. Math is required to **graduate**. Institutional Math courses will be considered for points. **Core** is required to **graduate**. *Math is not required to apply for ATN for Spring 2023 & Summer 2023, but is required starting Fall 2023 admission!*	3.0 Credit Hours	A=3 pts, B=2 pts, C=1 pt
Humanities	Any course that meets the **Core** General Education Humanities requirement Institutional courses will be considered for points. **Core** is required to **graduate**	3.0 Credit Hours	A=3 pts, B=2 pts, C=1 pt

NOTE: Transfer courses may need to be reviewed by an Advisor for potential course substitution or equivalency. **Courses taken at other institutions may not be equivalent to Valencia Nursing Program course requirement, as listed in this guide. Course substitution or equivalency must be on your Valencia record before submitting the program application.** Course substitutions are only permitted when students have not previously earned a grade of A, B or C for the required course. *Transfer courses with 'S' or 'P' grades need to be reviewed for eligibility by the Health Sciences Team.*

OVERALL GPA Admission Points Awarded:

Overall GPA	Points
2.50 – 2.85	1
2.86 – 3.00	2
3.01 – 3.20	3
3.21 – 3.40	4
3.41 – 3.50	5
3.51 – 3.60	6
3.61 – 3.70	7
3.71 – 3.80	8
3.81 – 3.90	9
3.91 - 4.00	10

*HUN2202 - Students who have completed a college Nutrition course of two or more credits (e.g. HUN 1201) that did not include Diet Therapy, must request permission from the Health Sciences team (HealthScienceApplications@valenciacollege.edu) to enroll in the one-credit HUN 2015 Diet Therapy for Health Care Professionals, which may be in progress at the time of program application, but must be completed with a minimum grade of C (or minimum grade needed to maintain 2.5 overall GPA) by the program start date. HUN2015 and the initial Nutrition course will be combined to substitute HUN2202 unless HUN2202 (or transfer course equated to HUN2202) has already been successfully completed with a 'C' or higher. In that case, completing HUN2015 with the initial Nutrition course will not be an option to meet program entry requirements. Note: If HUN2015 is in progress, points will not be earned for HUN2202.

ADDITIONAL ADMISSION POINTS AWARDED (OPTIONAL)

HSC 1004 OR SLS1122	Professions of Caring – OR – New Student Experience completed with an A, B or C	1 pt
HSC 1531	Medical Terminology completed with an A, B or C	1 pt
CHM1025C	Intro. to General Chem. completed with an A, B, or C (or college-level Chemistry course with a lab)	1 pt
STA2023	Statistical Methods completed with an A, B, or C (or college level Statistics course)	1 pt
PHI2600	Ethics & Critical Thinking completed with an A, B, or C (does **not** satisfy the 'Core' graduation requirement)	2 pts
Bachelor's degree	Completion of any Bachelor's degree or higher	1 pt
Civic Literacy (Click for FCLE information)	**Successful fulfillment of Civic Literacy per graduation requirements.** *Florida Rule 6A-10.04213, prior to the award of an associate or baccalaureate degree, students initially entering a Florida College System institution in the 2022-23 school year* and thereafter must demonstrate competency in civic literacy prior to graduation. Required for A.S. Graduation!*	1 pt
BSC 1010C (4.0 credits)	General Biology I (*Prerequisite for BSC2093C/HUN2202/MCB2010C*) *BSC1010C will be required to apply starting Fall 2023 admission!*	A=10 pts, B=8 pts, C=4

Total Points = _____   Total Possible Points: 76

Valencia College Accelerated Track in Nursing Program
Patient Care Competencies

Students applying to the Valencia College Accelerated Track in Nursing Program are expected to be competent in providing basic care and performing basic clinical skills for patients. All applicants (except for LPNs), must provide documentation to satisfy the below competencies.

Note: If the skills below cannot be fulfilled by the Patient Care form, students have other options. (See item #15 of this Program Guide).

Patient Care Role	Description
Role of the Nursing Assistant / Patient Care Technician	*Performs patient charting and patient report *Helps patient maintain personal health *Maintains patient rights utilizing personal & professional values, ethics, and legal considerations *Functions appropriately as a member of the health care team *Utilizes appropriate communication skills
Promotion of Health and Safety	*Utilizes Standard Precautions for infection prevention *Promotes accident prevention & patient safety *Assist with mobility and ambulation *Measures and records vital signs (pulse, respirations, BP, temp, pain) *Measures and records height & weight
Personal Care Skills & Health Maintenance	**Routine Care:** *Assist patient with feeding, hydration & nutrition *Provides assistance bathing, perineal care, catheter care, nail care, skin care, mouth care *Assist with grooming & dressing *Helps patient with toileting (diapering, bedpan, bedside commode) *Measures and records intake and output *Bed making (occupied & unoccupied) * Transferring to bed, wheelchair, bedside commode, turning and positioning, range of motion (transfer with mechanical lift) * Appropriately reports abnormal signs and symptoms **Emergency Care:** *Recognizes and reports emergent situations such as unresponsive patients, chest pain, seizure activity etc. *Provides basic life support, responds and reports according to standards of care.

GUIDELINES for ALL HEALTH SCIENCE LIMITED ACCESS PROGRAMS
(EXCEPT THE BACHELOR DEGREE PROGRAMS AND ADVANCED TECHNICAL CERTIFICATES)

Valencia's Health Science programs are offered through the School of Allied Health and the School of Nursing, which provide information about specific admission criteria for the programs. The Health Sciences Program Guides, of which this is one, are developed for a specific academic year (August to July) and, as a rule, changes to admission and program requirements becoming effective at the start of an academic year. **Valencia College, however, reserves the right to make changes in admission and program requirements as circumstances require.** If a mid-year change becomes necessary, it will be indicated in the information for the specific program on the Program Updates page. *If a student was previously accepted into a Health Sciences Program at Valencia College and subsequently deemed ineligible for return to the program, the selection committee has the right to contact the applicant's previous program. This information will be included in the consideration for program admission.*

Students interested in a health sciences career are encouraged to explore the many challenging and rewarding opportunities available in health professions. The health sciences programs may have clinical experiences that expose the student to blood borne pathogens via contact with bodily fluids including, but not limited to blood and saliva. Students accepted into these programs will be expected to adhere to Centers for Disease Control (CDC) guidelines for the use of Standard Precautions. The CDC defines standard precautions as "a set of precautions designed to prevent the transmission of HIV, Hepatitis B virus (HBV), [and] other blood borne pathogens when providing first aid or health care." Under standard precautions, blood and certain body fluids are considered potentially infectious for HIV, HBV, and other blood borne pathogens. Students will be expected to adhere to hand hygiene protocols and consistent use of personal protective equipment including masks, gloves and eyewear. In some of the health sciences programs, students may need to conduct peer-to-peer examinations in lab settings.

Valencia offers eight health sciences programs that lead to an A.S. degree. They are the Cardiovascular Technology, Dental Hygiene, Diagnostic Medical Sonography, Emergency Medical Services Technology (including EMT and Paramedic technical certificates), Health Information Technology (including Medical Information Coder/Biller TC), Nursing (R.N.), Radiography, and Respiratory Care. Admission to these programs is limited because of clinical facilities and staff. Once you complete your A.S. degree in Nursing, you can continue at Valencia to earn the Bachelor of Science in Nursing (BSN) or a bachelor-level Advanced Technical Certificate (ATC) in Echocardiography. With additional education at the bachelor's level and professional experience, you will enhance your skills and have more career options available.

Students whose official records indicate they are seeking admission to a limited access Associate in Science (A.S.) health sciences program will have the health sciences program designated as their secondary major and the Associate in Arts (A.A.) Degree designated as their primary major in order to maximize their educational opportunities. If the student has already earned a Bachelor's or A.A. degree, the student will not have A.A. designated as a major.

APPLICATION INFORMATION

Program Application information for each admission cycle can be found on the specific program's webpage. Program applications received after the deadline date will not be considered for the identified term. Students who are not accepted will need to reapply for a future term. Students must complete a Valencia application for admission and the application for the specific health sciences program. Admission to Valencia does not imply acceptance to the health sciences program.

Students may apply to more than one limited access Health Science program; however, enrollment is limited to only one Health Sciences program in a term. A new program application is required if reapplying for admission. Having previously earned a college degree does not grant an advantage in admission to a Health Sciences program that does not require a degree for admission nor does it exempt students from taking the ATI Test of Essential Academic Skills (TEAS) if the ATI TEAS is required for admission to the program.

Communication Policy: Application review may take **4-6 weeks after the deadline closes**. Students are expected to check Atlas email regularly for any communication about an application. Application updates are **only** communicated through the Valencia College Atlas email. Students who are offered an accepted program seat are required to attend the mandatory program orientation to keep the seat and start the program. The admission decision email will include a **strict deadline** to accept an offered program seat. If a response is **not** received by the deadline of the acceptance invite, then the next student will be invited for the opportunity of acceptance.

Mandatory Orientation: The mandatory program Orientation for accepted students may be held four to six weeks prior to the program start date. Once accepted to a program, students will receive an email via ATLAS regarding the Orientation date, requirements, and deadlines. The Orientation materials will give the student information regarding the processes for completing background checks, fingerprinting, drug screening, and other requirements completed through the designated vendor.

BACKGROUND CHECK, FINGERPRINTING, DRUG TESTING, IMMUNIZATIONS AND CPR CERTIFICATION

The Health Sciences programs include student clinical rotations in external affiliate health care facilities with which Valencia has agreements for student clinical assignments. The affiliates' policies require that students serving in a clinical rotation be cleared of offenses that would disqualify them from participating in student clinical assignments. Thus, all students **conditionally* accepted** to a Health Sciences program are required to submit to a criminal background check, fingerprinting and drug testing as well as provide documentation of specific immunizations and American Heart Association (AHA) and Basic Life Support (BLS), Health Care Provider (HCP) CPR certification **following acceptance to a program**. The timeframe for meeting these requirements will be provided in the Orientation information that will be sent to the student upon acceptance through ATLAS email. **All clinical Compliance must be met to begin the program.**

Students may need to renew their background and drug testing requirements annually. See the Compliance Department for more details at HSCompliance@valenciacollege.edu. ***If you have a positive background check, fingerprints, or drug screening, you *may* be denied enrollment in a Health Sciences program due to the inability to participate in a student clinical assignment.** If you have concerns regarding known background issues, it is recommended that you email questions to hscompliance@valenciacollege.edu.

TRANSPORTATION TO CLINICAL SITES

If accepted to a program, students will be responsible for furnishing transportation to the community and/or hospital facilities used by Valencia for clinical practice.

NURSING CORE PERFORMANCE STANDARDS FOR ADMISSION AND PROGRESSION

Nursing is a practice discipline with cognitive, sensory, affective, and psychomotor performance requirements. Based on these requirements, the following list of "Core Performance Standards" has been developed. Each standard has an example of an activity or activities, that a student will be required to perform while enrolled in the Nursing Program. These standards are a part of each Nursing course and of the professional role expectation of a Nurse.

For the Nursing Program, a "qualified individual with a disability is one who, with or without reasonable accommodations or modifications, meets the essential eligibility requirements for participation in the program." The School of Nursing at Valencia makes no preadmission inquiries concerning an applicant's disability status. Information related to an applicant's disabilities is not a part of the information reviewed by the Admission Committee.

These Performance Standards should be used to assist students in identifying the academic and clinical expectations for all students. Students who may need reasonable accommodations to fulfill required program outcomes or clinical expectations are encouraged to contact the Office for Students with Disabilities to engage in an interactive process regarding their request. It is the student's responsibility to notify and register with the Office for Students with Disabilities to identify and receive reasonable accommodations. Reasonable accommodations are effective only after engaging in this process and are not retroactive. Determination is made on an individual basis as to whether any accommodations or modifications can be reasonably made. **Valencia is an Equal Opportunity Institution.**

CRITERIA	STANDARD	EXAMPLES OF REQUIRED ACTIVITIES (NOT ALL INCLUSIVE
Critical Thinking	Critical Thinking ability sufficient for safe clinical judgment.	* Identify cause-effect relationships in clinical situations. * Evaluate assessment data to ascertain appropriate measures that are of diagnostic value. * Practice positive problem solving and coping skills when faced with adversity. * Assess patient's condition and needs from a distance of at least 20 feet. * Based on assessment data; initiate proper emergency care protocols, including notification of Rapid Response team, initiating CPR.
Interpersonal	Interpersonal abilities sufficient to interact with individuals, families and groups from a variety of social, emotional, cultural, and intellectual backgrounds.	* Establish rapport with patients, families, and colleagues. * Display compassion, empathy and concern for others. * Work collaboratively with other healthcare providers in stressful situations. * Cope with anger/fear/hostility of others in a calm way. * Handle multiple priorities in stressful situations. * Concentrate and focus attention
Communication	Communication abilities sufficient for interaction with others in verbal and written form.	* Communicate verbally in English to the patient in order to: converse, explain treatment procedures, initiate health teaching, relieve anxiety, gain their cooperation, document and interpret nursing care actions and patient responses. * Speak with other members of the health care team utilizing effective verbal communication skills. * Read and cognitively comprehend written materials, the patient's medical record and/or physician's orders. * Write using a legible and concise documentation style which is readable and in the English language including documentation in electronic medical record. * Skill in the use of personal computers and general office software.
Mobility	Physical abilities sufficient to move from room to room and maneuver in small spaces.	* Move around in patient's rooms, work spaces and treatment areas, * Assist all patients, according to individual needs and abilities, in moving, twisting, turning, kneeling, bending and maintaining balance in administering nursing care and procedures. * Able to lift and or support at least 25 lbs. in order to reposition, transfer, and ambulate patients safely. * Able to push/pull a minimum of 100 lbs. such as pushing stretchers, beds, wheelchairs and other transportation device without injury to self, patient, or others.
Motor Skills	Gross and fine motor abilities sufficient to provide safe and effective care.	* Accurately able to draw up medications without contaminating the syringe/needle. * Calibrate and use equipment. * Position patient as necessary for nursing care or procedures.
Hearing	Auditory abilities sufficient to monitor and assess patient needs, and to provide a safe environment.	* Hear a patient talk in a normal tone from a distance of 20 feet. * Hears monitor alarms, emergency signals, cries for help and overhead pages. * Hears sounds that indicate changes in patient's physiological condition (i.e. breath sounds, blood pressure, apical pulse).

Visual	Visual ability sufficient for observation and assessment necessary in the operation of equipment and care of patients.	* Observe the patient in order to assess the patient's condition and responses to nursing care and procedures. * Has ability for frequent use of far vision (clarity of vision at 20 feet or more), near vision (clarity of vision at 20 inches or less), color vision, depth perception, and seeing fine details.					
Tactile	Tactile ability sufficient for patient assessment and operation of equipment.	* Frequently perform simple grasping, firm grasping, fine manipulation, to perform nursing skills such as insertion of foley catheter, insertions of IV's * Perform palpation, tactile assessment, functions of physical examination and/or those related to therapeutic intervention (i.e. changes in skin temperature, edema, etc.).					

Sample Form of the Health and Physical Core Performance Requirements

Assess Ability to Meet Program Requirements	YES	NO	If NO, Note Limitations	Assess Ability to Meet Program Requirements	YES	NO	If NO, Note Limitations
General Requirements (has the ability to…)				**Require Lifting** (ability to lift…)			
Sit				25 to 34 lbs.			
Stand				35 to 50 lbs.			
Walk				Up to and over 100 for some Clinical Areas			
Bend							
Kneel							
Crouch				**Pushing/Pulling** (ability to push and pull…)			
Twist				Up to and over 100 for some Clinical Areas			
Maintain Balance							
Reach							
Climb Stairs							
Sensory Requirements (has ability for…)							
Far Vision							
Near Vision				**Hand Manipulation** (ability with…)			
Color Vision				Simple Grasping			
Depth Perception				Firm Grasping			
Seeing Fine Details				Fine Manipulation			
Hearing Norm Speech				Use of Keyboards			
Hearing Overhead Pages							
Infectious Diseases				**Mental & Emotional** Requirements (ability to…)			
Chemical Agents				Cope with high level of stress			
Dust, Fumes, Gases				Make decisions under high pressure			
Extremes in Temperature or Humidity				Cope with anger/fear/hostility of others in a calm way			
Hazardous or Moving Equipment				Concentrate			
Loud Noises				Handle a high degree of flexibility			
				Handle multiple priorities in stressful situations			
				Demonstrate high degree of patience			
				Work in areas that are close and crowded			
				Verbally Communicate under stress			