

## Essential Skills of Students (Core Performance Standards)

### Policy

Candidates, students and graduates of the program must be able to fulfill the job description and duties of a Certified Registered Nurse Anesthetist. Candidates, students and graduates of the program must have abilities and skills in five categories: observation, communication, motor, intellectual, and behavioral/social. Reasonable accommodation for persons with documented disabilities will be considered on an individual basis, but an applicant, student, and graduate must be able to perform in an independent manner. The following skills are required, with or without accommodation.

**Observation:** Candidates, students and graduates must have sufficient sensory capacity to observe in the lecture hall, the laboratory, the inpatient/outpatient perioperative settings, all other anesthetizing areas, and the patient's bedside. Sensory skills adequate to perform a physical examination are required. Functional vision, hearing and tactile sensation must be adequate to observe a patient's condition and to elicit information from computerized monitors, and through procedures regularly required in a physical examination, such as inspection, auscultation and palpation.

**Communication:** Candidates, students and graduates must be able to communicate effectively in both academic and health care settings. Candidates, students, and graduates must show evidence of effective written and verbal communication skills, and the ability to work in interprofessional teams.

**Motor:** The ability to participate in basic diagnostic and therapeutic maneuvers and procedures (e.g. palpation, auscultation, drawing blood, starting intravenous lines, intubation etc.) is required both in lab and clinical settings. Candidates, students, and graduates must have sufficient motor function to execute movements reasonably required to provide care to patients, including the ability to help move or lift them. Candidates, students, and graduates must be able to negotiate patient care environments and must be able to move between settings, such as clinic, classroom building, and hospital. Physical stamina sufficient to complete the rigorous course of didactic and clinical study is required. Long periods of sitting, standing, or moving are required in classroom, laboratory, and clinical experiences.

**Intellectual:** Candidates, students, and graduates must be able to measure, calculate, reason, analyze and synthesize, both in quiet environments and in areas where distractions, noise, and other stressors are present. Problem solving, one of the critical skills demanded of CRNAs, requires all of these intellectual abilities. In addition, candidates, students, and graduates should

be able to comprehend graphic displays of physiologic data, distinguish artifact on monitor displays, and understand three-dimensional and spatial relationships of structures. Candidates, students, and graduates must be able to read and understand medical and nursing literature. In order to complete the degree, candidates, students, and graduates must be able to demonstrate mastery of these skills and the ability to use them together in a timely and often rapid, critical fashion in problem-solving and patient care.

**Behavioral and social attributes:** Candidates, students, and graduates must possess the emotional and mental health required for full utilization of their intellectual abilities. The ability to exercise good judgment and the prompt completion of all academic and patient care responsibilities is mandatory. The development of mature, sensitive and effective relationships with faculty, patients and other members of the health care team is essential. The ability to effectively function in the face of uncertainties inherent in clinical practice, flexibility, compassion, integrity, motivation, honesty, and concern for others are all required. The ability to accept responsibility for their mistakes and accept constructive criticism is mandatory for all candidates, students and graduates.

### **Application Process**

Each candidate interviewed for the Program is asked to confirm with a signature, indicating they possess the required skills and abilities that comprise the Core Performance Standards, with or without accommodation, but they can perform independently. During the application process, candidates must disclose all physical, emotional, mental, and behavioral conditions which may interfere with the ability to progress through or complete the Nurse Anesthesia Program. Candidates not possessing all of these abilities and skills, with or without accommodation, and unable to perform independently, are not eligible to enter the Program.

### **Current and Graduating Students**

Current and graduating students must possess all of these abilities and skills, with or without accommodation, and be able to perform independently to progress and graduate from the Nurse Anesthesia Program.

Written: 11-09; Reviewed and Revised (R&R) 8-12; Reviewed June 2014; R&R July 2016; R&R Jan 2017; Reviewed July 2017; R&R July 2018; Reviewed July 2019; Reviewed August 2020