

## RESPIRATORY CARE – Associate of Applied Science Degree Program

The goal of the Respiratory Care Program (RCP) is to prepare graduates with demonstrated competence in the cognitive (knowledge), psychomotor (skills), and affective (behavior) learning domains of respiratory care as performed by registered respiratory therapists (RRT's).

The Kalamazoo Valley Community College Respiratory Care Program #200239 is accredited by the Commission on Accreditation for Respiratory Care (CoARC). CoARC accredits respiratory therapy education programs in the United States. To achieve this end, it utilizes an 'outcome based' process. Programmatic outcomes are performance indicators that reflect the extent to which the educational goals of the program are achieved and by which program effectiveness is documented. The Accreditation Programmatic Outcome Data can be found:

<https://coarc.com/students/programmatic-outcomes-data/>

Commission on Accreditation for Respiratory Care (CoARC)

817-283-2835

Fax 817-354-8519

[www.coarc.com](http://www.coarc.com)

Although an open-door policy applies to the program's prerequisite courses, the Respiratory Care program has a separate admissions process. The maximum enrollment in this program is twenty-four (24) students entering each FALL.

[Online applications](#) are accepted April 1 – 15 each year for entrance into the fall program.

### Getting Started

1. If a **new** KVCC student, first submit the online general application for admission to Kalamazoo Valley Community College ([www.kvcc.edu](http://www.kvcc.edu)) listing "Health Sciences General Studies-Respiratory Therapy" as program choice.  
If a **current** KVCC student, change program choice status to "Health Sciences General Studies-Respiratory Therapy" by contacting a counselor or advisor at [269-488-4040](tel:269-488-4040).
2. Provide the Admissions & Records Office with all official college and/or high school transcripts, if applicable.
3. Past and current students must have an overall KVCC grade point average of 2.0 or greater in all subjects.
4. Schedule an appointment with a counselor or advisor at [269-488-4040](tel:269-488-4040) to develop a course plan. **This is a critical step in the admission process!**
5. Applicants must provide proof of current **American Heart Association BLS Provider CPR certification** from an authorized training center for the American Heart Association.
  - WPE 112 – Safety & First Aid can be completed at KVCC to meet this requirement.  
*Please note American Red Cross CPR certification of any kind is **NOT** accepted.*

#### Complete the required prerequisite requirements by:

- Taking and completing KVCC courses successfully.
- Using transfer courses from other colleges when equivalent to the courses listed below.
- Having all prerequisites successfully completed by the end of the WINTER semester of application to the Respiratory Care program. All science and math prerequisite courses must be completed within 7 years of the application deadline (BIO, CHM, HCR and MATH).

## Recommended Full-Time Course Sequence for Required Prerequisite Courses

### Semester 1

**BIO 115** – Human Anatomy & Physiology I – 4 credits  
**CHM 115** – Health Careers Chemistry – 4 credits  
**HCR 116** – Medical Terminology – 1 credit

**Total Credit/Contact Hours for Semester 1:**  
 9 credits / 13 contact hours

### Semester 2

**BIO 215** – Human Anatomy & Phys. II – 4 credits  
**BIO 130** – Micro & Infectious Disease – 4 credits  
**MATH 100** – Health Careers Math – 1 credit

**Total Credit/Contact Hours for Semester 2:**  
 9 credits / 13 contact hours

## Frequently Asked Questions

### Applying to the Program

- Submit all **official** college and/or high school transcripts (if applicable) to the Admissions, Registration & Records Office and **verify transcript arrival. Confirm required prerequisite transfer credit is awarded.**
- Schedule an appointment with a counselor or advisor at 269-488-4040 to develop a course plan. Meet with the Health Careers Admissions Coordinator ([healthcareers@kvcc.edu](mailto:healthcareers@kvcc.edu)) to review your application.
- Complete and submit the online [Health Careers Application](#). Select Respiratory Care as program choice. Verify signature for completion.
- The [online application](#) will be available each year April 1-15 for entrance into the Fall (September) program.
- Students must have successfully completed all prerequisites with grades of 2.0 or higher by the end of the winter semester (typically end of April) to be eligible to apply in April.

**\*Please Note:** In the event that the program is not full when seats are awarded in June, applications will be continued to be taken until the program fills. Students who are in their last prerequisite course(s) during the SUMMER semester are encouraged to check with the Health Careers Admissions Coordinator ([healthcareers@kvcc.edu](mailto:healthcareers@kvcc.edu)) regarding any potential seat openings and/or options for permission to take Respiratory Care courses that FALL.

### Acceptance

- Admission decisions are typically sent to your Kalamazoo Valley email address by June 15.
- The Respiratory Therapy program does not hold a waitlist. Applicants who are not admitted must reapply.

### Kalamazoo Valley's Alternate List

- After the top 24 applicants have been determined, the next 10 highest applicants are designated as alternates in case an admitted student declines their seat. It is not uncommon for this to happen.
- Alternates who are not admitted into the program from the alternate list must reapply and will not receive preferential ranking in the next cycle.

## Ranking of Applicants

The college implemented a holistic admission system for entry into the Health Careers programs beginning with the April 2023 application. The revised admission system was developed to establish a more equitable process so admitted students will have the best chance of success in their Health Careers program.

- Please see Holistic Admission details below.

## Proof of Healthcare License or Non-Credit Training for Points

If you are interested in potentially earning admission points for healthcare experience, please be sure to submit all supporting documentation with your application. (Applicants can only receive points in one of these categories). Examples of supporting documentation include: A copy of your current healthcare license or credential, a copy of your transcript or diploma for degree(s) received, or a letter from your employer specifically detailing skills acquired through on-the-job training, current job tasks, etc. for PCA/CNA (non-credit) training.

- Please note that personal essays or letters of recommendation from employers, family, friends, colleagues cannot be factored into the admission score whatsoever.

## Associate or Bachelor Degree Points

- Students must have a current license/credential in a healthcare occupation that requires an Associate or Bachelor Degree to obtain the license/credential. Examples include: licensed respiratory therapist, dental hygienist, paramedic, registered dietician, etc.

## Admission Scores

- Please note that the competitiveness of each application period varies based on the number and quality of applications received.

## After Acceptance

- An acceptance packet full of important information will be sent to your KVCC email address. Please read this packet thoroughly and pay attention to all deadlines.
- Several items will be due prior to the start of class. Examples include, but are not limited to: Current American Heart Association BLS Provider level CPR certification, immunization information, physical exam, 2-step TB test and Live Scan criminal background check.
  - Please note that the Live Scan criminal background check and drug screen will both be done ON CAMPUS after you have been accepted into the program. Further details will be given at that time. The corresponding forms in the application packet must be filled out and signed at the time of application as acknowledgment that these items will be successfully completed, if accepted.

## Working While Enrolled

- We strongly recommend that students work as few hours as possible for the most successful outcome. This is considered a full-time program and is rigorous and time consuming. You will need to budget a minimum of 40 hours/week for attending classes, labs, clinical, studying and completing assignments.

# Respiratory Therapy Program Outline

This program is not available on a part-time basis.

## Semester 1 – Fall Entry

RCP 100	Basic Respiratory Procedures	Theory/Lab	4 credits/6 contact hours
RCP 106	Pharmacology for Respiratory Care	Theory	3 credits/3 contact hours
RCP 107	Cardiopulmonary Pathophysiology I	Theory	5 credits/5 contact hours
			<b>TOTAL: 12 credits/14 contact hours</b>

## Semester 2 – Winter

RCP 112	Cardiopulmonary Pathophysiology II	Theory	3 credits/3 contact hours
RCP 131	Respiratory Care Procedures II	Theory/Lab	3 credits/5 contact hours
RCP 132	Respiratory Clinical I	Clinic	6 credits/18 contact hours
WPE 000	Wellness and Physical Education Elective		2 credits/2 contact hours
			<b>TOTAL: 14 credits/28 contact hours</b>

## Semester 3 – Summer

RCP 201	Respiratory Critical Care I	Theory/Lab	3 credits/5 contact hours
ENG 110	College Writing I		3 credits/3 contact hours
			<b>TOTAL: 6 credits/8 contact hours</b>

## Semester 4 – Fall

RCP 213	Respiratory Critical Care II	Theory/Lab	3 credits/5 contact hours
RCP 214	Respiratory Clinical II	Clinic	6 credits/18 contact hours
RCP 215	Neo Peds Respiratory Care	Theory/Lab	3 credits/5 contact hours
COM 113	Interpersonal Communications		3 credits/3 contact hours
<u>OR</u> ENG 000	English Elective (ENG 111 or ENG 112)		
			<b>TOTAL: 15 credits/31 contact hours</b>

## Semester 5 – Winter

RCP 226	Respiratory Critical Care III	Theory/Lab	1 credit/2 contact hours
RCP 227	Respiratory Clinical III	Clinic	6 credits/18 contact hours
RCP 230	Contemporary Respiratory Topics	Theory	2 credits/2 contact hours
PSI 000	Political Science Elective*		3 credits/3 contact hours
<u>OR</u> SOC 000	Social Science Elective*		
			<b>TOTAL: 12 credits/25 contact hours</b>
			<b>GRAND TOTAL: 77 credits/131 contact hours</b>

(Grand total includes prerequisite courses)

\*\*ECO (110,201,202,240), GEO (102), HRY (100-104,207,210,212,220), PSI (100-102,201,202,250), PSY (150,160,170,180,190,250,260), SOC (102,103,105,106,170,200-202,205,207,261,273)

Please note: Program requirements are subject to change

## Respiratory Therapy Program

APPROXIMATE COST: FALL 2023/WINTER 2024

	In-District	Out-of-District	Out-of-State	International
Tuition Rates (per contact hour)	\$124.00	\$214.00	\$285.00	\$323.00
Student fees/semester	\$163.00	\$163.00	\$163.00	\$163.00
<b>Prerequisites</b>				
Tuition (25 contact hours)	\$3,100.00	\$5,350.00	\$7,125.00	\$8,075.00
Student fees (2 semesters)	\$326.00	\$326.00	\$326.00	\$326.00
Books (approximate)	\$450.00	\$450.00	\$450.00	\$450.00
	<b>\$3,876.00</b>	<b>\$6,126.00</b>	<b>\$7,901.00</b>	<b>\$8,851.00</b>
<b>Semester 1 - FALL</b>				
Tuition (14 contact hours)	\$1,736.00	\$2,996.00	\$3,990.00	\$4,522.00
Student fee	\$163.00	\$163.00	\$163.00	\$163.00
Books (approximate)	\$520.00	\$520.00	\$520.00	\$520.00
Uniform/supplies* (approximate)	\$75.00	\$75.00	\$75.00	\$75.00
Clinical Compliance (approximate)	\$500.00	\$500.00	\$500.00	\$500.00
	<b>\$2,994.00</b>	<b>\$4,254.00</b>	<b>\$5,248.00</b>	<b>\$5,780.00</b>
<b>Semester 2 - WINTER</b>				
Tuition (28 contact hours)	\$3,472.00	\$5,992.00	\$7,980.00	\$9,044.00
Student fee	\$163.00	\$163.00	\$163.00	\$163.00
Books (approximate)	\$140.00	\$140.00	\$140.00	\$140.00
Travel/parking estimates**	\$300.00	\$300.00	\$300.00	\$300.00
	<b>\$4,075.00</b>	<b>\$6,595.00</b>	<b>\$8,583.00</b>	<b>\$9,647.00</b>
<b>Semester 3 - SUMMER</b>				
Tuition (8 contact hours)	\$992.00	\$1,712.00	\$2,280.00	\$2,584.00
Student fee	\$163.00	\$163.00	\$163.00	\$163.00
Books (approximate)	\$130.00	\$130.00	\$130.00	\$130.00
	<b>\$1,285.00</b>	<b>\$2,005.00</b>	<b>\$2,573.00</b>	<b>\$2,877.00</b>

	<u>In-District</u>	<u>Out-of-District</u>	<u>Out-of-State</u>	<u>International</u>
<b>Semester 4 - FALL</b>				
Tuition (31 contact hours)	\$3,844.00	\$6,634.00	\$8,835.00	\$10,013.00
Student fee	\$163.00	\$163.00	\$163.00	\$163.00
Books (approximate)	\$130.00	\$130.00	\$130.00	\$130.00
Clinical Compliance (approximate)	\$85.00	\$85.00	\$85.00	\$85.00
Travel/parking estimates**	\$300.00	\$300.00	\$300.00	\$300.00
	<b>\$4,522.00</b>	<b>\$7,312.00</b>	<b>\$9,513.00</b>	<b>\$10,691.00</b>
<b>Semester 5 - WINTER</b>				
Tuition (25 contact hours)	\$2,604.00	\$4,494.00	\$5,985.00	\$6,783.00
Student fee	\$163.00	\$163.00	\$163.00	\$163.00
Books (approximate)	\$300.00	\$300.00	\$300.00	\$300.00
Travel/parking estimates**	\$300.00	\$300.00	\$300.00	\$300.00
Post program Board Exams	\$400.00	\$400.00	\$400.00	\$400.00
	<b>\$3,767.00</b>	<b>\$5,657.00</b>	<b>\$7,148.00</b>	<b>\$7,946.00</b>
<b>Program Totals</b>				
Prerequisites	\$3,876.00	\$6,126.00	\$7,901.00	\$8,851.00
Semester 1	\$2,994.00	\$4,254.00	\$5,248.00	\$5,780.00
Semester 2	\$4,075.00	\$6,595.00	\$8,583.00	\$9,647.00
Semester 3	\$1,285.00	\$2,005.00	\$2,573.00	\$2,877.00
Semester 4	\$4,522.00	\$7,312.00	\$9,513.00	\$10,691.00
Semester 5	\$3,767.00	\$5,657.00	\$7,148.00	\$7,946.00
<b>GRAND TOTAL:</b>	<b>\$20,519.00</b>	<b>\$31,949.00</b>	<b>\$40,966.00</b>	<b>\$45,792.00</b>

\*Uniform/Supplies: Scrubs and stethoscope

\*\*Travel/parking estimates based on distance from KVCC to clinical sites in Battle Creek, Kalamazoo, St. Joseph and Grand Rapids

## Respiratory Therapy Applicant Checklist

### Steps for Eligibility

- 1. New Student: General application to Kalamazoo Valley ([www.kvcc.edu/apply](http://www.kvcc.edu/apply)) with program selection of *Health Sciences General Studies – Respiratory Therapy*.
- 2. Current Valley Student: Program code changed to *Health Sciences General Studies – Respiratory Therapy*, if needed.
- 3. Transferring credit toward a degree at Kalamazoo Valley: Forward official, unopened college transcripts for evaluation to:  

**Degree Auditor**  
**Kalamazoo Valley Community College**  
**PO Box 4070, Kalamazoo, MI 49003-4070**

Verify their arrival at the Admissions, Registration & Records Office (Phone: 269.488.4281).
- 4. Verify that all transfer courses meet the prerequisites.
- 5. Schedule an appointment with an academic counselor or advisor (Phone: 269.488.4040).

### RCP Application Requirements

- 1. ALL prerequisite courses successfully completed, or will be by the end of the Winter semester for the April 1 – 15 application period.
- 2. Apply using the [online application](#) between April 1 – 15. Answer the four Short Answer Questions about Experiences and Attributes.
- 3. Upload supporting documentation with the application for points in the Healthcare Experience category.
- 4. Proof of current American Heart Association BLS Provider CPR certification. A copy of the card, the eCard code or link must be included with the application

### Other Requirements

- 1. An acceptable Live Scan fingerprinting (criminal background check) will be required at a later date and will be required each year in the program. Further information regarding the on-campus Live Scan will be given to you upon acceptance into the program.
- 2. A negative drug screen will be required each year. Further information regarding the on-campus drug screen will be given to you upon acceptance into the program.
- 3. Immunization information, current (within 1 year) physical exam, 2-step TB (or QuantiFERON Gold TB blood test or T-Spot Blood test) and any other clinical compliance items required will be due after acceptance. Please pay close attention to due dates as outlined in your acceptance letter.

Respiratory Care Prerequisite GPA Calculator Worksheet\*:

PREREQUISITE COURSES	A	B	C
	Credit Hours or GPA Hours	Numeric Grade Example 4.0	Quality Points (A x B = C)
BIO 115 Human Anatomy & Physiology I	4		
BIO 215 Human Anatomy & Physiology II	4		
BIO 130 Micro & Infectious Diseases	4		
CHEM 115 Health Careers Chemistry	4		
HCR 116 Medical Terminology	1		
MATH 100 Health Careers Math	1		
<b>TOTALS</b>	<b>18</b>		

Prerequisite GPA Calculation:

**A:** Add total Credit or GPA Hours

**B:** Add total Numeric Grade (i.e. 4.0)

**C:** Multiply A X B = **Quality Points**

Total from **Column C** ÷ Total from **Column A** = **Prerequisite GPA**

\*Please note this worksheet is for student use only and is not required to be submitted with application



## What is a Holistic Admission?

Holistic review, when used in combination with a variety of other mission-based practices, constitutes a “holistic admission” process.

### Four Core Principles

1. Selection criteria are broad-based, are **clearly linked to school mission and goals**, and promote diversity as an essential element to achieving institutional excellence.
2. A balance of applicant **experiences, attributes, and academic metrics** (E-A-M) is used equitably across the entire candidate pool (with supporting evidence).
3. Those who participate in the admissions process, give **individualized** consideration to how each applicant may contribute to the school’s learning environment and to the profession.
4. Holistic admissions take a broad range of factors into consideration. In addition to grades, it may include personal attributes, communication skills, experiential factors or other considerations.

### Our Values

#### Caring and Respect

- Foster a safe, dynamic learning environment
- Demonstrate positive regard for self and others
- Give and receive praise graciously
- Honor civility, service, collegiality, and social justice

#### Integrity

- Do the right things for the right reasons
- Ensure interactions are driven by our vision, mission and values
- Be responsible, accountable and ethical

#### Excellence and Quality

- Embrace change as an opportunity
- Pursue excellence and innovation
- Values learning and develop an environment of intellectual inquiry
- Share new ideas and expand the boundaries of knowledge

#### Humor and Well-Being

- Nurture creativity, humor, and enjoyment of work and learning
- Promote a healthy environment for mind, body and spirit

#### Teamwork and Stewardship

- Work together to achieve our vision, mission and goals
- Commit to finding solutions

## Mission Statement:

Kalamazoo Valley Community College creates innovative and equitable opportunities that empower all to learn, grow and thrive.

## Holistic Admission Outcomes

- Generate a student body that is diverse, highly qualified and passionate about a chosen health career.
- Maintain high board exam rates
- Maintain high employer satisfaction ratings for the KVCC Health Careers graduates.
- Respond to mission, vision and goals of Kalamazoo Valley and key stakeholders

## Holistic Admission Overview (100 pts max)

- **Metrics (M) Prerequisite GPA – 50%**  
Up to 50 pts with sliding scale
- **Experiences (E)/Attributes (A) – 40%**  
Up to 10 pts per response with 4 responses
- **Healthcare Experience – 5%**  
5 pts max
- **Additional Criteria – 5%**  
5 pts max

### Prerequisite GPA (50 pts max)

<u>Prerequisite GPA</u>	<u>Ranking Points</u>
4	50
3.99 – 3.70	45
3.69 – 3.50	40
3.49 – 3.30	35
3.29 – 3.00	30
2.99 – 2.75	25
2.74 – 2.50	20
2.49 – 2.25	15
2.24 – 2.00	10

## Experience and Attributes (40 pts max)

### Life Experiences

**College Values: Excellence and Quality** (up to 10 pts)

Short Answer Question (100 words max):

Explain why you want to pursue a career in respiratory care. Please describe what life experiences have inspired or influenced your interest.

### Values and Beliefs

**College Values: Humor/Wellbeing, Caring and Respect** (up to 10 pts)

Short Answer Question (100 words max):

Describe which personal qualities you possess that make you suitable for a career in respiratory care. Please provide examples?

### Integrity

**College Value: Integrity** (up to 10 pts)

Short Answer Question (100 words max):

Please provide an example of a barrier or mistake you have experienced. How did you deal with it and what did you learn from it?

### Perspectives/ Leadership

**College Values: Teamwork and Stewardship** (up to 10 pts):

Short Answer Question (100 words max):

Please describe a personal experience working with or within a diverse team. Explain what went well and what didn't. What did you learn from the experience?

## Healthcare Experience (5 pts max)

Health Occupation License/certificate/non-credit training:

- 5 pts Bachelors (i.e. B.S Registered Dietician)
- 4 pts Associates (Paramedic)
- 3 pts License (LPN, EMT, CMA, RDA)
- 2 pts non-credit training (CNA, PCA, CDA, MFR, Phlebotomy)
- 1 pt. non-formal experience (i.e. caregiver of family)
- 1 pt. job shadow, health career specific

## Additional Criteria (1 pt. each - 5 pts max)

- Lives within KVCC District
- 12 or more credits from Kalamazoo Valley
- Kalamazoo Promise Recipient
- KVAAP
- Active service person or Veteran
- First-generation College Student
- Early Middle College Student

CATEGORY (EAM Model /KVCC Values)	Unsatisfactory (0 pts)	Limited (3 pts)	Satisfactory (5 pts)	Exceeds Satisfactory (7 pts)	Exemplary (10 pts)
Life Experiences  Excellence and Quality	No response to the question. Describes no life experiences related to opportunities, excellence, innovation, learning, and/or expansion of knowledge.	Vague and limited response related to excellence and quality. Lack of supporting evidence for pursuing opportunities, excellence, innovation, learning, and/or expansion of knowledge.	Meets the standards of the holistic review committee for excellence and quality. Describes interest in pursuing opportunities, excellence, innovation, learning, and/or expansion of knowledge.	Exceeds the standards of the holistic review committee for excellence and quality. Describes interest in pursuing opportunities, excellence, innovation, learning, and/or expansion of knowledge with insightful commentary and persuasive supporting evidence.	Reflects and emulates the programs values related to excellence and quality. Kalamazoo Valley Community College exemplar with the commitment for the pursuit of opportunities, excellence, innovation, learning, and/or expansion of knowledge. Excels in all aspects of excellence and quality.
Values/Beliefs  Caring and Respect	No response to the question. Describes no values or beliefs related to civility, service, and/or social justice.	Vague and limited response related to values/beliefs. Lack of supporting civility, service, and/or social justice.	Vague and limited response related to values/beliefs. Lack of supporting civility, service, and/or social justice.	Exceeds the standards of the holistic review committee for values/beliefs. Describes interest in civility, service, and/or social justice with insightful commentary and persuasive supporting evidence.	Reflects and emulates the programs values related to civility, service, and/or social justice. Commitment to civility, service, and/or social justice is an exemplar of the Health Careers student applicant. Excels in all aspects of values/beliefs.
Integrity  Integrity	No response to the question. No supporting evidence for values of responsibility, accountability, and ethics.	Vague and limited response related to integrity. Lack of supporting evidence for values of responsibility, accountability, and ethics.	Meets the standards of the holistic review committee for integrity. Describes interest in values of responsibility, accountability, and ethics with adequate supporting evidence.	Exceeds the standards of the holistic review committee for integrity. Describes interest in values of responsibility, accountability, and ethics with insightful commentary and persuasive supporting evidence.	Reflects and emulates the programs values related to integrity. Commitment to integrity is an exemplar of the Health Careers student applicant. Excels in all aspects of responsibility, accountability, and ethics.
Perspectives/ Leadership  Teamwork and Stewardship	No response to the question. Describes no interest in teamwork and being part of a diverse team.	Vague and limited response related to perspectives/leadership. Lack of supporting evidence describing interest in teamwork and being part of a diverse team.	Meets the standards of the holistic review committee for perspectives/ leadership. Describes interest in teamwork and being part of a diverse team with adequate supporting evidence.	Exceeds the standards of the holistic review committee for perspectives/leadership. Describes interest with teamwork and being part of a diverse team with insightful commentary and supporting evidence.	Reflects and emulates the programs values related to perspectives/ leadership. Importance of teamwork and stewardship is an exemplar of the Health Careers student applicant. Excels in all aspects of perspectives/ leadership.

## Additional Considerations

### Full-time Commitment

The Respiratory Therapy program is a full-time program.

### Licensure

Completing the respiratory care program does not guarantee licensure. You must meet the eligibility requirements for licensure as established by the Michigan Bureau of Professional Licensing for Respiratory Care.

<https://www.michigan.gov/lara/>, or call (517) 373-8068.

## Demands of a Respiratory Therapist

The typical demands placed on the health career student in training as well as on the entry-level health career provider include:

**STRENGTH** – Frequently and repetitively perform physical activities requiring ability to push/pull objects of more than 50 pounds and to transfer objects of more than 100 pounds.

**MANUAL DEXTERITY** – Constantly perform simple gross motor skills such as standing, walking, handshaking, writing, and typing; and complex fine motor manipulative skills such as insertion of IV lines, calibration of equipment, drawing blood, endotracheal intubation, etc.

**COORDINATION** – Constantly perform gross body coordination such as walking, filing, retrieving equipment; tasks which require eye-hand coordination such as keyboard skills, and tasks which require arm-hand steadiness such as taking B/Ps, calibrating tools and equipment, holding retractors, probing periodontal spaces, etc.

**MOBILITY** – Constantly perform mobility skills such as walking, standing, prolonged standing or sitting in an uncomfortable position; move quickly in an emergency and maneuver in small spaces; requires frequent twisting and rotating.

**VISUAL DISCRIMINATION** – Constantly see objects far away, discriminate colors, and see objects closely as in reading faces, dials, monitors, fine small print, etc.

**HEARING** – Constantly hear normal sounds with background noise and distinguish sounds. Some examples include conversations, monitor alarms, emergency signals, breath sounds, cries for help, heart sounds, etc.

**CONCENTRATION** – Consistently concentrate on essential details even with interruptions, such as client requests, IVAC's, alarms, telephone ringing, beepers, conversations, etc.

**ATTENTION SPAN** – Frequently attend to task/functions for periods exceeding 60 minutes in length with interruptions such as those mentioned above.

**CONCEPTUALIZATION** – Consistently understand, remember, and relate to specific and generalized ideas concepts, and theories generated and discussed simultaneously.

**MEMORY** – Remember task/assignments given to self and others over both short and long periods of time as well as significant amount of patient data with interruptions and distractions.

**CRITICAL THINKING** – Critical thinking skills sufficient for clinical judgment: making generalizations, evaluations, or decisions.

**COMMUNICATION** – Interact with others in non-verbal, verbal and written form and explain procedures, initiate health teaching, and document care. Must be able to read, write, and understand written English. **STRESS** – Perform all above skills and make clinical judgments correctly when confronted with emergency, critical, unusual, or dangerous situations.