

**TITLE: Radiography
Essential Abilities**

POLICY NO: R-4

EFFECTIVE DATE: 8-27-25

**REVISION DATE: 12-15-
17, 5-11-22, 8-15-24, 8-27-25**

Purpose:

The purpose of this policy is to define the Essential Abilities or Technical Standards that are critical for student success in the Radiography and Medical Imaging Programs. All students enrolled in the program must be able to meet these minimum requirements to participate fully in all aspects of clinical education.

Policy:

Essential Abilities

Applicants to the program must possess the following general qualities:

Communication- speech, reading, writing

Be able to:

- The ability to communicate information and ideas in speaking so that others will understand. The ability to speak clearly so that it is understandable to the listener
- Establish rapport with patients, families and classmates
- Have proficient use of the English language in speech, reading and writing
- Communicate abilities for effective interaction in verbal, non-verbal, and written form
- Obtain and disseminate information relevant to patient care and work duties
- Respect all individuals

Visual and Perceptual Skills

Be able to:

- Near vision – The ability to see details at close range
- Far vision – The ability to see details at a distance
- Reading computer screens, documents with small printing, and hand-written notations

Hearing and Auditory Abilities

Be able to:

- Have auditory abilities necessary to monitor and assess patient health needs
- Recognize sounds of alarms and emergency signals
- Correctly interpret procedure orders, patient needs or complaints, faculty instructions

Motor Skills- physical ability, coordination, dexterity

Be able to:

- Performing physical activities that require moving one's whole body, such as in climbing, lifting, balancing, walking, stooping where the activities often also require considerable use of the arms and legs, such as in the physical handling of materials
- Static Strength – The ability to exert maximum muscle force to lift, push, pull, or carry objects
- Dynamic Strength – The ability to exert muscle force repeatedly or continuously over time. This involves muscular endurance and resistance to muscle fatigue
- Full manual dexterity which includes the function of both arms, both wrists, both hands and fingers, and both legs.
- Reaching above shoulder level to push and pull
- Bend at knees or waist
- Lift and assist in lifting patients 50 pounds routinely
- Standing and walking the majority of the time
- Possess the strength to assist a patient in transferring in a cart, wheelchair or bed
- Physically perform CPR (upper body strength for effective chest compressions)

Emotional Stability and Personal Temperament

Be able to:

- Being aware of others' reactions and understanding why they react as they do.
- Explain procedures and observe patients to ensure safety and comfort during scan.
- Provide assistance in dressing or changing seriously ill, injured, or disabled patients.
- Job requires being sensitive to others' needs and feelings and being understanding and helpful on the job.
- Job requires preferring to work with others rather than alone, and being personally connected with others on the job.
- Job requires being pleasant with others on the job and displaying a good-natured, cooperative attitude.
- Have high levels of mental and emotional stability to provide a safe environment
- Provide all compliant and non-compliant patients with emotional support and maintain a consistent professional attitude and appearance
- Deal with stress of the program didactic and clinical demands while performing multiple tasks concurrently
- Focus in an environment with multiple interruptions, noises, distractions, and unexpected patient needs

Intellectual and Critical Thinking Skills

Be able to:

- The ability to tell when something is wrong or is likely to go wrong. Recognizing there is a problem.
- Using logic and reasoning to identify the strengths and weaknesses of alternative solutions, conclusions or approaches to problems.
- Visualization – The ability to imagine how something will look after it is moved around or rearranged.
- Organizing and prioritizing work
 - Use critical thinking skills necessary for sufficient clinical judgment
 - Identify cause/effect relationships
 - Problem solve, prioritize, evaluating outcomes
 - Comprehend focus and process information
 - Use long and short term memory skills

Procedure

1. The essential abilities criteria is available online:
<https://healthscience.iusb.edu/radiography/student-resources.html>
2. Applicants accepting admission in the Radiography and Medical Imaging programs will be required to sign a letter of agreement that specifies the essential abilities criteria. This agreement states they have read and understand that they will be expected to meet the essential abilities. Students questioning their ability to meet these essential abilities criteria will be encouraged to address their inquiries to Director of the Radiography Program.
3. Faculty has the responsibility to determine whether a student has demonstrated these essential abilities. Faculty has the right to request consultation from recognized experts as deemed appropriate.
4. Students failing to meet these essential abilities, as determined by faculty, at any point in their academic program may have their progress interrupted until they have demonstrated their ability to meet these essential abilities within negotiated time frames. Prescribed standards of performance will be determined by the program director or the Applied Health Science Council (AHSC).
5. Students will be dismissed from their program of study if the AHSC determines that they are unable to meet these essential abilities even if reasonable accommodations are made.
6. Students failing to demonstrate these essential abilities criteria, as determined by the faculty, may appeal this adverse determination in accordance with Indiana University's and AHSC appeal procedures.