

Program Technical Standards

Saint Paul College provides equal access for all students to classes, programs, activities and facilities without regard to race, sex, color, creed, religion, age, national origin, disability, marital status, status with regard to public assistance, sexual orientation, membership or activity in a local commissions defined by law, or inclusion in any other group or class against which discrimination is prohibited.

Saint Paul College is committed to a policy of nondiscrimination in employment and education opportunity. No person shall be discriminated against in the terms and conditions of employment, personnel practices, or access to and participation in, programs, services, and activities with regard to race, sex, color, creed, religion, age, national origin, disability, marital status, status with regard to public assistance, sexual orientation, gender identity, gender expression, or membership or activity in a local commission as defined by law.

The MLT Program curriculum, leading to eligibility for certification and licensure as a Medical Laboratory practitioner, requires students to engage in a specific set of physical, technical, cognitive, emotional and social skills which enable them to perform the professional skills and functions necessary for providing safe, quality patient care in the clinical setting. These cognitive, affective, psychomotor and social functions, called Technical Standards or Essential Functions, are also essential to the admittance, continuance and successful completion of requirements for the MLT-AAS degree program. The National Accrediting Agency for Clinical Laboratory Sciences (NAACLS) requires that Technical Standards be made available to prospective students and to the public. Admitted students must document their awareness of and ability to comply with the Essential Functions with or without reasonable accommodations. Students may request reasonable accommodations through the Saint Paul College Office of Access and Disability Services.

The student must be able to meet the following Technical Standards to be admitted to and progress in the MLT Program. In addition, the student must adhere to the academic and nonacademic conduct defined in the Saint Paul College Code of Conduct. Code of conduct violations occurring during pre-clinical coursework will result in student inability to proceed to Clinical Practice and therefore, removal from the MLT Program.

MOVEMENT/MOBILITY/MOTOR SKILLS - students must

- move freely, quickly and safely in laboratory and patient care areas
- travel to clinical laboratory affiliates for clinical practice
- perform prolonged standing or sitting and frequent bending and reaching
- lift and move objects weighing 20 pounds
- safely manipulate lab equipment requiring dexterity, grasping, and hand/arm control (e.g. pipetting, venipunctures, inoculating media, transfer of drops into small diameter tubes)
- use a computer keyboard to operate laboratory instruments; to calculate , record, evaluate and transmit laboratory information; and to prepare reports, presentations, procedures

VISUAL/OBSERVATION SKILLS - students must

- use near vision and depth perception to read procedures, printouts, computer screens, markings on equipment
- use detail perception skills to distinguish macroscopic and microscopic features (structure and color hue, shading, and intensity)
- characterize the color, consistency, and clarity of biological specimens or reagents
- recognize alarms
- have a sense of touch and temperature discrimination sufficient to perform laboratory testing

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COMMUNICATION SKILLS - students must

- interact and communicate effectively with instructors, peers, laboratory staff, and other health care professionals in standard English using verbal, non-verbal and written formats
- communicate clearly, effectively, sensitively, and confidentially with patients, family, and members of health care team regarding specimen collection or test orders/results
- follow verbal and written instructions

INTELLECTUAL SKILLS - students must

- possess intellectual skills: comprehension, reasoning, measurement, mathematical calculation, analysis, comparison, recollection, self-expression and self-analysis
- apply knowledge to new situations to solve problems
- exercise judgment in decision making and in error recognition and corrective action
- maintain concentration and attention to verbal and written directions and laboratory tasks
- prioritize tasks

SAFETY SKILLS - students must

- work safely with and adhere to prescribed guidelines for laboratory hazards (biological, chemical, electrical, radiologic, thermal)
- recognize potentially hazardous materials, equipment and situations, and proceed safely to minimize risk of injury to patients, self and others
- recognize and respond to emergency situations according to prescribed protocol

STABILITY SKILLS - students must

- possess sound psychological health and stability to work independently, manage time efficiently, adapt to change, and interact with others in a collegial manner in a distracting environment under stressful circumstances
- maintain mature, sensitive and effective relationships with patients, students, faculty, staff and other professionals under all circumstances
- possess the emotional stability to adapt to an environment that may change rapidly without warning and in unpredictable ways

AFFECTIVE (VALUING) SKILLS - students must

- conform to standards of dress, appearance, language, behavior, and program policies to project an image of professionalism
- respect individual differences
- be willing to examine personal behavior when it interferes with productive individual progress or team relationships
- accept constructive feedback
- be honest, responsible, compassionate and ethical in all situations
- recognize that personal values, attitudes, beliefs, emotions, and experiences affect others' perceptions and relationships with them

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PROFESSIONAL/EMPLOYMENT SKILLS - students must

- learn and abide by professional standards of practice
- maintain alertness and concentration during a normal work period
- work independently and with others under time constraints
- prioritize and work concurrently on at least two different tasks
- be able to engage in patient care delivery in all settings and be able to deliver care to all populations including but not limited to children, adolescents, adults, individuals with disabilities, medically compromised patients and vulnerable adults

REFERENCES

1. Details Report for: 29-2011 Medical and Clinical Laboratory Technologists. O*Net Online (US Department of Labor, Employment and Training Administration), 2010.
www.onetonline.org/link/details/29-2011.00
2. National Accrediting Agency for Clinical Laboratory Sciences (NAACLS)
www.naacls.org
3. University of MN MLS Program
www.alliedhealth.umn.edu/medical-laboratorysciences-mls/prospective-students/non-academic-requirements