

Beaufort County Community College

Medical Laboratory Technology Technical Standards

Essential Functions

Essential functions are the non-academic standards that a student must be able to master, with or without reasonable accommodation, to participate successfully in the MLT program, graduate, and obtain entry-level employment. Each student must attest they can meet the following abilities and skills listed below before entry into the program.

Observation: The student must:

- Actively participate in all classroom and laboratory sessions including: demonstrations, lecture, student laboratory, and clinical practicums.
- Characterize color, odor, clarity, and viscosity of biological, reagents, or the products of chemical reactions.
- Possess functional use of the senses of smell, vision, and somatic sensation.
- Competently utilize a microscope to discern fine differences in structure and color.
- Recognize alarms, both visual and auditory.

Communication: The student must:

- Communicate effectively and sensitively, both orally and in writing, with all members of the healthcare team and/or patients.
- Read and comprehend written material such as textbooks, test materials, procedure manuals, instrument manuals, and safety/personnel policies.
- Transmit information clearly, accurately, and efficiently.
- Utilize a computer and/or electronic devices for instructional and laboratory related activities.

Physical and Motor skills: The student must:

- Be able to move freely about the laboratory.
- Possess gross and fine manual dexterity to perform a variety of laboratory techniques to include (but not limited to): Manipulation of a variety of types of pipettes, microscopes, specimen inoculation techniques, phlebotomy equipment, instrumentation, glass slides, and computer keyboard.
- Perform moderately taxing continuous physical work, including prolonged sitting and/or standing.
- Be able to reach laboratory benchtops and shelves.
- Be able to access patients in beds or seated in specimen collection chairs.

Behavioral and Social Skills: The student must:

- Possess the emotional health skills required for full utilization of intellectual abilities to include: exercising sound judgment, recognizing

emergency situations, working in a changing and stressful environment, and functioning independently in the face of uncertainties.

- Demonstrate the ability to follow directions/procedures with accuracy and precision.
- Demonstrate the ability to maintain intellectual and emotional stability and maturity.
- Possess the ability to manage time, organize workload, and meet deadlines
- Practice discretion and confidentiality.
- Adhere to safety guidelines to ensure safety of themselves and others.
- Function independently as well as part of a team.
- Be prepared to give and receive constructive feedback.

Intellectual, Conceptual, Integrative, and Quality Skills: The student must:

- Be able to measure, calculate, analyze, interpret, synthesize and evaluate data.
- Be able to prioritize based on the needs of the patient and/or situation.
- Use sufficient judgment to recognize and correct performance problems and problem solve unexpected outcomes/observations.
- Be able to determine when to seek supervisory help in a clinical setting.

Ethical Standards: The student must:

- Demonstrate professional demeanor and behavior.
- Demonstrate honesty and integrity.
- Be willing to admit to mistakes and take responsibility for one's own actions.
- Perform in an ethical manner in dealing with peers, faculty, staff, and patients.

This document is intended to serve as a guide regarding the physical, emotional, intellectual and psychosocial expectations placed on a student. This document cannot include every conceivable action, task, ability, or behavior that may be expected of a student. Meeting these technical standards does not guarantee a student's eligibility for any licensure, certification exam, or successful completion of a degree program.

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Nursing Technical Standards

Physical Requirements: Must be physically able to operate a variety of types of equipment including computer, calculator, nursing, other medical equipment, etc. Must be physically able to exert up to twenty-five pounds of force occasionally and/or frequently lift, carry, push, pull, or otherwise move objects. Must be able to lift and/or carry weights up to fifty pounds. Physical demands are in excess of sedentary work, including walking, running, standing, stooping, reaching, crouching, etc. for extended periods of time. Requires the ability to perceive attributes of objects such as size, shape, temperature, or texture by means of receptors in skin, particularly those of the fingertips. Must possess refined auditory and visual discrimination.

Data Conception: Requires the ability to compare and/or judge the readily observable functional, structural, or compositional characteristics (whether similar to or divergent from obvious standards) of data, people, or objects.

Computer literacy: Must be able to utilize computer hardware and software to progress through the nursing curriculum. Specifically, the student must be familiar with either Windows/ Mac or other common operating systems. As well, the student should be familiar with Internet Explorer, Mozilla Firefox or Google Chrome as web browsers. During nursing school, you will have to navigate through Blackboard, campus email, and other web-based programs. See the Technology Requirement form for more information.

Interpersonal Communication: Requires the ability of speaking and/or signaling people to convey or exchange information, including the ability to receive information and instructions from instructors, patients, physicians, and other health care providers and provide feedback to same.

Language Ability: Requires the ability to read and comprehend a variety of documents, reports, and books such as medical charts, various medical texts, etc. Requires the ability to prepare various documents and reports such as patient reports, etc., using proper format, punctuation, spelling and grammar. Requires the ability to communicate with instructors, patients, physicians, other health care practitioners, etc. with poise, voice control, and confidence.

Intelligence: Requires the ability to use critical thinking skills and problem-solving skills in order to complete tasks accurately and within assigned time frames. Requires the ability to apply principles of logical or scientific thinking to a wide range of intellectual and practical problems, to deal with nonverbal symbolism in its most difficult phases, and to comprehend the most abstract classes of concepts.

Verbal Aptitude: Requires the ability to record and deliver information and to follow verbal and written instructions. Must be able to communicate with others via effective verbal

communication. Must be able to integrate multiple abstract concepts and express them in a comprehensive and concise manner. Must possess knowledge of medical terminology and symbolism.

Numerical Aptitude: Requires the ability to utilize mathematical formulas; add, subtract, multiply, and divide numbers; determine percentages and decimals; determine time and weight; apply algebraic, geometric, and trigonometric principles; and utilize descriptive statistics. Requires the ability to utilize metric systems on a regular basis.

Form/Spatial Aptitude: Requires the ability to inspect items for proper length, width, shape, and depth.

Motor Coordination: Requires fine psychomotor coordination of hands and eyes in utilizing automated equipment, etc.

Manual Dexterity: Requires the ability to grasp, handle, hold, cut, push, pull, and feel. Requires the ability to manipulate a variety of control knobs, switches, etc.

Color Discrimination: Requires the ability to differentiate colors, shades, and tones of color.

Interpersonal Temperament: Requires the ability to deal with people beyond receiving instructions. Must be adaptable to performing under high stress when confronted with an emergency and when exposed to client blood, deep cuts, severe burn, open wounds, amputated body parts, death, etc.

Physical Communication: Requires the ability to talk and hear. Must be able to understand various types of nonverbal communication.

Personal Traits: Requires the ability to build constructive and cooperative working relationships with others and maintain them over time and to develop specific goals and priorities to organize and accomplish work. Must demonstrate professionalism, show the ability to work alone or within a team, demonstrate integrity and sincerity, and show an attitude of caring and sensitivity. Must demonstrate neatness and good hygiene. Requires a positive attitude when receiving constructive criticism.

Travel: Requires the ability to travel to and from the college campus, clinical facilities, and other assigned locations off campus.

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