

ESSENTIAL FUNCTIONS

Medical Laboratory Science Program

These essential functions describe the abilities and professional attributes needed to participate safely and effectively in the MLS curriculum and clinical education. Admission decisions are not based on these standards. Students must be able to meet the essential functions, with or without reasonable accommodation.

VISUAL

Visual ability sufficient to differentiate colors, identify microscopic structures, and read written materials.

- Observe characteristics of biological specimens, including color, clarity, and other physical characteristics.
- Observe reagents, chemical products, and reactions produced during routine laboratory analyses.
- Read and comprehend numbers, graphs, letters, symbols, and information displayed electronically or in print.
- Operate a clinical microscope and distinguish cellular and other microscopic structures necessary for accurate laboratory analysis.

MOTOR SKILLS

Gross and fine motor skills necessary to use laboratory instruments and equipment consistent with medical laboratory practice.

- Ability to operate laboratory instruments and equipment and perform routine procedures, including basic instrument maintenance and troubleshooting, consistent with medical laboratory practice.
- Use laboratory tools and equipment, including pipettes, analyzers, keyboards, computers, inoculating loops, and other devices, and perform required specimen collection procedures such as venipuncture.

COMMUNICATION SKILLS

Communication skills sufficient to exchange information effectively in academic, laboratory, and clinical settings.

- Communicate effectively with patients, fellow students, faculty, laboratory personnel, nurses, physicians, and other healthcare professionals.
- Communicate effectively in verbal and written forms.
- Read, comprehend, and follow written and verbal instructions.

CRITICAL SKILLS

Intellectual and cognitive abilities sufficient for problem-solving, critical thinking, and clinical decision-making.

- Recognize unacceptable, inconsistent, or potentially erroneous laboratory results; identify possible sources of error; and take appropriate corrective action.
- Apply knowledge and laboratory data to evaluate information, solve problems, and make appropriate decisions within the scope of medical laboratory science practice.

BEHAVIORAL

Behavioral attributes sufficient for working in a healthcare environment and providing patient care.

- Adapt to technological changes in healthcare and make appropriate decisions during emergencies and high-stress situations.
- Work efficiently to meet turnaround time expectations for assigned duties and tasks.
- Respond ethically and honestly in all decisions, including:
 - Being honest about errors made in the laboratory or clinical setting.
 - Receiving constructive criticism and engaging in self-evaluation for performance improvement.
 - Recognizing potentially harmful situations and taking appropriate action to minimize risk to oneself and others through established safety procedures and protocols.
- Demonstrate appropriate judgment, emotional stability, professionalism, and interpersonal skills necessary for safe and effective participation in classroom, laboratory, and clinical environments, with or without reasonable accommodation. Students must refrain from behaviors that pose a risk to the safety, well-being, or learning environment of themselves or others.

QUESTIONS ABOUT ESSENTIAL FUNCTIONS

In compliance with the National Accrediting Agency for Clinical Laboratory Sciences (NAACLS), the Medical Laboratory Science Program makes these essential functions available to prospective and current students. Students who are unsure whether they are able to meet these essential functions, with or without reasonable accommodation, are encouraged to contact the MLS Program Director for additional information and to discuss individual circumstances.