SKILLS	DESCRIPTION	PROGRAM SPECIFIC REQUIREMENTS
Observation / Sensory Skills	The student must possess functional sensory abilities, including visual, auditory, tactile, and, when applicable, olfactory senses, to accurately observe, assess, and respond to patients, clinical environments, and equipment in both academic and clinical settings. **Students must be able to:** • Demonstrate **visual acuity** sufficiently to read labels, charts, monitors, and instruments; observe patient conditions; and perform procedures in a variety of lighting environments (e.g., bright, normal, or dim). Corrected or uncorrected. • Demonstrate **auditory ability** to hear alarms, soft voices and sounds (e.g., taking blood pressure and pulse), verbal instructions, and patient cues; and to respond to healthcare providers in both quiet and noisy settings. Corrected or uncorrected. • Demonstrate **tactile ability** to perform physical assessments using medical instruments, position patients, and ensure equipment safety. Appropriately palpate anatomical structures/landmarks for positioning procedures. (e.g., taking blood pressure and pulse)	The Pharmacy Technology Program requires students to have the visual acuity necessary to read fine print and accurately distinguish the color of medications. The Physical Therapist Assistant Program requires the student to have the ability to assess the environment and patients up to 20 feet away. Not applicable to the Social and Human Services Program. The CSP program requires the ability to read very small text with and without magnification aids.

	• Demonstrate **olfactory ability** to detect significant odors (e.g., infection, chemicals, smoke, bodily fluid odors) relevant to patient care and environmental safety.	
Communication	Communication abilities are sufficient for clear, effective, and respectful interaction with patients, families, instructors, peers, and members of the healthcare team in verbal, written, electronic, and non-verbal forms. **Students must be able to:** • Communicate in English with clarity, accuracy, and sensitivity in a professional and timely manner. • Possess the ability to actively listen, interpret, and respond appropriately to verbal instructions, questions, and feedback. • Recognize and interpret nonverbal cues such as facial expressions, body language, and tone of voice. • Elicit and convey essential information, including patient history, treatment instructions, or status changes. • Understand that communication styles will need to be adjusted to meet the needs of diverse populations with varying levels of reception and understanding. • Document observations, procedures, and patient interactions accurately in written and/or electronic medical records.	

	• Possess the ability to learn, understand, and apply medical terminology and abbreviations when appropriate. • Possess the ability to be empathic, professional, and culturally competent in all interactions.	
Motor/Physical Function	Motor and physical abilities are sufficient to perform essential clinical duties safely and effectively in various healthcare environments. This includes gross and fine motor skills, physical strength, coordination, endurance, and mobility. **Students must be able to:** • Perform gross and fine motor movements to manipulate equipment, instruments, and supplies accurately and safely. (e.g. bilateral upper extremity mobility and fine motor dexterity) • Lift, push, pull, and position patients as needed with or without assistance (typically ranging from 25–50 pounds, occasionally more depending on the program). Push, pull, and carry equipment and instruments up to 50 pounds, occasionally more, depending on the program. • Assist with patient positioning, transfers, or ambulation, including supporting patients who may fall or faint. • Stand, sit, walk, squat, kneel, bend, climb, and reach frequently (including possibly overhead)	The Physical Therapist Assistant Program requires the student to possess the ability to lift, push, or pull individuals up to 150 pounds safely. The CSP Program requires the student to possess the ability to push and/or pull equipment up to 200 lbs. Not applicable to the Social and Human Services Program. Nursing: Push and pull >100 pounds; lift/move heavy objects from 35-50 pounds

	for prolonged periods as required by clinical tasks. • Demonstrate sufficient manual dexterity to perform procedures requiring tactile precision, including the ability to perform simultaneous bilateral dexterity (e.g., Ultrasound operation) • Navigate confined or crowded clinical environments and maintain appropriate balance and coordination. • Demonstrate stamina to manage long shifts or physically demanding workloads, often involving repetitive tasks and extended periods of standing or moving. (may exceed 8-hour shifts)	
Critical Thinking	Critical thinking abilities are sufficient for clinical judgment, decision-making, and safe, effective problem-solving in academic, laboratory, and healthcare settings. **Students must be able to:** • Collect, interpret, comprehend, and integrate information from multiple sources. • Analyze and evaluate data to identify problems, formulate solutions, and make appropriate decisions in a timely and accurate manner. • Ability to quickly assess patients' conditions and other emergent situations, determine appropriate courses of action, request	NMT: Organize and accurately perform in proper sequence, and within a specified time, the steps required for nuclear medicine procedures. Nursing: Ability to reason across time about a client's changing condition

	assistance or delegate responsibilities to coworkers, and/or respond as needed. • Recognize compliance risks and apply data governance principles. • Prioritize tasks and adapt to shifting clinical demands, emergencies, or unexpected situations by responding appropriately with composure and professionalism. • Possess the ability to learn to apply theoretical knowledge to practical situations, including modification of procedures based on patient condition or situational variables. • Recognize cause-effect relationships, make logical connections, and anticipate outcomes. • Possess the ability to understand and adhere to federal, state, and organizational regulations regarding the confidentiality, integrity, and security of health information • Recall and apply learned material across various contexts and timeframes. • Possess the ability to learn, recognize, and apply 3-D and spatial relationships. • Accept and respond constructively to feedback, using it to improve performance. • Reading comprehension skills and mathematical ability sufficient to understand written documents in English and solve problems involving measurement, calculation, reasoning, analysis and analyze and synthesize.	

Interpersonal Skills	The student must demonstrate interpersonal abilities sufficient to interact effectively, respectfully, and empathetically with individuals, families, groups, colleagues, and members of the healthcare team. This includes individuals from a wide range of social, emotional, cultural, intellectual, and economic backgrounds, and across all age groups, genders, and belief systems. **Students must be able to:** • Communicate in a professional and culturally sensitive manner. • Demonstrate empathy, compassion, and emotional maturity. • Possess the ability to utilize coping mechanisms for dealing with situations around death and dying. • Possess the ability to define and navigate appropriate interpersonal boundaries between patient and caregiver, including sensitivity to the inherent power differential and the patient's vulnerability. • Work effectively as part of a team in a collaborative, patient-centered environment. • Respond appropriately to feedback and adapt to dynamic interpersonal situations. • Maintain professionalism, integrity, and emotional stability, especially under stress. • Possess the ability to adapt to change and function in an uncertain environment with professionalism and maturity.	

Technological	Technological abilities sufficient to safely and effectively operate digital, electronic, and medical equipment and tools required in academic and clinical settings. **Students must be able to:** • Operate program-specific, healthcare-related technologies, including diagnostic, therapeutic, monitoring, and documentation systems. • Utilize computers, keyboards, touchscreens, and peripheral devices to input, retrieve, and manage patient data and academic information. • Possess the ability to understand, navigate, and use electronic health records (EHRs) and digital imaging systems accurately and securely. • Adapt to evolving technologies, software, and equipment relevant to the healthcare field and the specific program. • Use communication technologies (e.g., email, clinical communication platforms) in a professional and secure manner. • Troubleshoot basic technology issues, recognize equipment malfunctions, and follow appropriate protocols to resolve or report them. • Possess the ability to understand and maintain HIPAA compliance and digital professionalism while working within electronic systems.	HIT- Efficiently use and transition between multiple health information systems, including encoders, tracking systems, and document imaging platforms. Social and Human services fields, if adaptations needed, professionals and students can use assistive technology to access or use computers or communication technologies, too.

Environmental Tolerance	Environmental and emotional resilience is sufficient to function safely, effectively, and professionally in a variety of healthcare settings that may involve physical risk, sensory stressors, and unpredictable conditions. **Students must be able to:** • Tolerant possible exposure to blood, body fluids, communicable diseases, toxic substances, radiation, cleaning agents, allergens, and strong odors while following safety protocols. • Adapt to environments with loud noise, frequent interruptions, low lighting, restricted spaces, or fluctuating temperatures (e.g., operating rooms, emergency departments, labs). • Wear personal protective equipment (PPE) for extended periods of time (e.g., gloves, masks, gowns, face shields, lead aprons). • Respond appropriately and calmly to high-pressure situations, emergencies, or emotionally charged interactions with patients, families, emergency personnel, law enforcement, or team members. • Demonstrate stamina to maintain focus and effectiveness during long shifts, on-call duties, or varied schedules, including nights, weekends, or holidays.	HIT- Manage multiple tasks with precision in a structured or repetitive environment while meeting data quotas, deadlines, and productivity expectations. PHM – Students must stand for prolonged periods of time in full PPE with arms extended in a laminar workbench while maintaining aseptic technique.

	• Maintain professional behavior and emotional composure in environments with workloads that are possibly physically and/or mentally taxing.	
Other		The Respiratory Therapy Program requires the student to be proficient in Mathematical skills. The MRI program states that students with assistive devices (such as hearing aids, eyeglasses) that would otherwise be allowed and used in order to meet technical standards may not be safe/appropriate for the MRI environment. Consequently, without such assistive devices in the MRI suite, the student no longer meets the technical standards. The MRI and RAD programs require students to be screened for MRI safety (implants and devices)

These technical skills are not inclusive; however, they provide the potential student with an understanding of the demands of the programs both physically and emotionally. The functions are considered essential requirements for admission, retention, and graduation by ensuring that the students are provided with safe, competent, and effective treatment interventions.