

**Mayo Clinic School of Health Sciences
Histology Technician Program**

The Histology Technician Program is committed to diversity and educating students who will make the population of health care professionals a true representative of our diverse community.

The following technical standards are not intended to deter any candidate for whom reasonable accommodation will allow the fulfillment of the complete curriculum. Program applicants and admitted students with disabilities are confidentially reviewed to determine whether there are any reasonable accommodations that would permit the individual to satisfy the program standards. The following technical standards are required of all students enrolled in the Histology Technician Program:

Theme	Essential Functions	Example of Required Activities (Not all inclusive)
Observation	Candidates must be able to observe demonstration and participate in hands-on learning in the classroom, laboratory, and clinical settings. Candidates must be able to acquire information from written documents and computer systems.	<ul style="list-style-type: none"> • Read small, fine print to include specimen labels with numbers in all environments, including low-light conditions for accurate patient identification. • Acquire information from various equipment such as instructions/tasks, error messages, alarms, and emergency signals. • Differentiate basic colors, their hues, and color intensity in relation to distinguishing specimens and staining color results under the microscope. • Depth perception to appreciate three dimensional structures in a two-dimensional plane. • Assess tissue specimens, blocks, and slides for quality and accuracy.
Communication	Candidates must be able to communicate effectively, sensitively, and efficiently with their peers, health care professionals, and faculty. Candidates must be able to interpret non-verbal information. Candidates are also required to record information accurately and clearly; and communicate efficiently in English with other health care professionals, their peers, and faculty.	<ul style="list-style-type: none"> • Communicate in English to retrieve information from literature, computerized systems, and lectures to communicate concepts on written exams, assignment, and clinical documentation. • Communicate effectively and efficiently both orally and in written form with students, staff, faculty, and all members of the healthcare team during all learning experiences. • Fluently read and comprehend the English language necessary to understand written and/or electronic instructions and understand any signage related to safety and laboratory work. • Interact with others in person, via the telephone, and in a virtual environment.

Theme	Essential Functions	Example of Required Activities (Not all inclusive)
<p align="center">Motor Skill & Mobility</p>	<p>Candidates must have sufficient motor functions that they are able to execute movements required to perform histology related tasks, operate histology equipment, and manipulate fine objects in the laboratory setting within a specified amount of time.</p>	<ul style="list-style-type: none"> • Full range of motion allowing for gross movements within confined spaces such as bending, stooping, squatting, lifting, pulling, and pushing. • Fine motor skills, steady hand function, and hand-eye coordination which involve cutting, extending, grasping, holding, pinching, pulling, and twisting. • Dexterity to manipulate small objects such as tissue fragments and laboratory tools. • Repetitive hand and wrist motions. • Stand and sit for up to 6 hours per day. • Operate and maintain typical equipment found in the histology environment (i.e., microtome, embedding center, grossing tools, staining equipment, etc.). • Perform tasks in a timely manner while under stress and in a variety of settings.
<p align="center">Interpersonal Behavior & Social Skills</p>	<p>Candidates must exhibit the emotional stability required for full utilization of their intellectual abilities, which includes, but is not limited to, the exercise of good judgment, and the prompt completion of responsibilities associated with the care of patients. Candidates are expected to exhibit integrity, honesty, professionalism, compassion, and display a spirit of cooperation and teamwork.</p>	<ul style="list-style-type: none"> • Tolerate physically, mentally, and emotionally demanding workloads, function effectively under stress, adapt to changing environments, display flexibility and learn to function in the face of uncertainties inherent in the clinical problems within the laboratory. • Express compassion, integrity, concern for others, interpersonal skills, interest, and motivation when working with peers, staff, and faculty. • Accept feedback and respond by appropriate modification of behavior. • Show genuine empathy, understanding, interest, and professionalism while interacting with others.
<p align="center">Cognitive & Intellectual</p>	<p>Candidates must be able to assimilate detailed and complex information presented in didactic, laboratory, and clinical coursework. Candidates are expected to possess the ability to measure, calculate, reason, analyze, interpret, synthesize, and transmit information. Candidate must also command the ability to think critically, possess problem-solving and organizational skills necessary in the classroom, laboratory, and clinical setting.</p>	<ul style="list-style-type: none"> • Learn through a variety of methods including, but not limited to, virtual classroom instruction, laboratory and clinical sessions, small group, problem-based learning groups, team and collaborative activities, individual study, preparation and presentation of assignments, and through the use of technology. • Organize time independently and manage multi-faceted demands and schedules. • Comprehend three-dimensional relationship and to understand spatial relationships of anatomic and cellular structures. • Follow detailed instructions with accuracy.

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Environment	Candidate must have the sensory and physical well-being that will allow an individual to tolerate occasional distressing and/or disturbing conditions that may be present in a clinical setting.	<ul style="list-style-type: none"> • Tolerate smells associated with tissue and chemicals. • Tolerate sights such as whole-body organs, tissue samples, blood, and mucous. • Acclimate to various noises which may range from distractions to annoyances. • Emotional strength to perform during clinical rotations and competency assessment while faculty observe. • Function effectively (by completing the given task) in emergent and stressful situations. • Adhere to strict safety requirements for handling chemicals, hazardous materials, infectious agents, and sharp objects.
Computer & Technological Skills	Candidate must be able to utilize electronic technology in didactic, laboratory, and clinical environment.	<ul style="list-style-type: none"> • Demonstrate basic computer functions such as data entry, printing, scanning, emailing, and to function in multiple screens simultaneously. • Learn and understand the software technology utilized in the health setting. • Demonstrate the ability to fully utilize computer equipment such as touchscreen monitor, keyboard, mouse, and bar-code scanner necessary to process orders and document any discrepancies. • Demonstrate the ability to use Microsoft Outlook, Word, Excel, and PowerPoint. • Demonstrate basic telephone operations.
Problem Solving/ Organizational Skills	Candidates must think critically and demonstrate problem-solving and organizational skills necessary in providing high-quality patient care.	<ul style="list-style-type: none"> • Demonstrate the skills necessary to prioritize workload and manage multiple tasks at a time especially in emergent situations. • Effectively troubleshoot/adapt when necessary. • Understand additional resources available, where to locate them, and how to use them.
Ethics	Candidates must adhere to Mayo Clinic's mission, vision, and value statements regarding patient care.	<ul style="list-style-type: none"> • Recognize the importance of performing duties in accordance with policies and standard operating procedures. • Accept the expectation of maintaining patient confidentiality, both from a legal standpoint and a humanitarian perspective. • Maintain academic honesty.