Mayo Clinic School of Health Sciences
Physician Assistant Program

Technical Performance Standards

The following technical performance standards must be met by all students matriculating in the PA Program. As individuals may have varying abilities to meet these standards, candidates are encouraged to discuss their abilities with the PA Program Admissions Team. Jointly we will consider technological and other facilitating mechanisms needed in order to be educated and function effectively as a PA. Mayo Clinic is committed to enabling its students by any reasonable means or accommodations to complete this course of study. Candidates for the PA Program must be able to perform in a reasonably independent manner without the use of trained intermediaries.

Theme	Essential Functions	Example of Required Activities (not all-inclusive)
Visual	Visual ability sufficient for patient identification and assessment of equipment choices used in basic science learning and in patient care, specifically possessing normal vision or corrected equivalent	◦ Reading small, fine print in all environments, including low-light conditions for accurate patient identification ◦ Differentiate colors and their hues in relation to distinguishing skin changes or vascular supply, equipment choices (color-coded packaging), point of care testing such as test-strip results compared to value chart
Hearing	Hearing abilities adequate to provide safe and efficient patient care and to effectively communicate with faculty and health care personnel	◦ An auditory capacity ensuring patient identification (ability to hear patients state name/ date of birth within noisy environments) is correctly performed according to institutional policy ◦ Interact with faculty, patients and family members in person and via the telephone ◦ Hear various equipment sounds such as alarms, emergency signals and instrumentation in noisy environments such as, but not limited to, medical emergencies ◦ Capable of auditory discernment (including equipment sounds and/or voices which may or may not be visualized) due to environmental conditions and/or constraints
Tactile	Tactile ability (sense of touch) to assess patients by physical examination for textures, proper site selection and correct equipment choices	◦ Assess palpable distinctions common to the physical exam, such as crepitus, heaves, fremitus, tenderness, and consistency of tissues, organs and masses ◦ Obtaining vascular access by locating veins and arteries by palpation ◦ Recognize patient's changing condition in regards to skin integrity and temperature
Motor Skills/Mobility	Possess both gross and fine motor skills necessary in providing safe and effective patient care	◦ Full Range of Motion (ROM) allowing for gross movements within confined spaces such as bending stooping, squatting, lifting and pushing ◦ Fine motor skills, steady hand function and hand-eye coordination allowing the correct and safe use equipment of, e.g., ultrasound, surgical tools, suturing tying, equipment assembly, and having the dexterity to access small vessels. ◦ Demonstrate the ability to fully utilize computer equipment such as a keyboard, mouse and bar-code scanner necessary to process orders and document any discrepancies
Communication	Possess written, verbal and comprehension skills for effective interaction with faculty, health care members and patients in providing patient care	◦ Possess the skills necessary to effectively verbalize the English language (such as pronunciation, articulation and volume, etc.) in communicating with faculty, patients and family members, necessary for effective and understandable exchange of information

		◦ Have the fluency to comprehend the English language necessary to understand caregivers' written and/or electronic orders, and any signage related to patient care ◦ Correct use of the English language in the written format, including spelling and grammar, allowing for proper documentation of learning and patient care delivery
Interpersonal Behavior and/or Social Skills	Possess a level of emotional well-being to effectively communicate and interact in a non-judgmental manner with patients, their family, peers, faculty and other health care providers	◦ Communication exchanges with peers, faculty and other health care members in a mutually respectful manner ◦ Establish good rapport (greeting, explaining procedures, etc.) with patients while recognizing the variances in emotional status ◦ Show genuine empathy, understanding, interest and professionalism while interacting with patients ◦ Have the ability to accept constructive criticism with humility and modify behavior accordingly
Environment	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	◦ Tolerate smells associated with disease states and infections. ◦ Tolerate sights such as open incisions, invasive procedures, code situations and injuries/deformities ◦ Ability to acclimate to various noises which may range from distractions to annoyances ◦ Emotional strength to understand acute patient and/or family disturbances, death and dying ◦ The ability to function effectively in emergent and stressful situations with precise and appropriate action
Problem Solving/ Organizational Skills	Command the ability to think critically, possess problem-solving and organizational skills necessary in providing high quality patient care	◦ Understand the relationship between patient health status and treatment requirements ◦ Possess the skills necessary to prioritize health care responses in emergent situations ◦ Ability to troubleshoot/adapt with sound judgment when necessary ◦ Recognize limitations of knowledge and skills, and seek appropriate assistance ◦ Understand additional resources available, where to locate them and how to use them
Ethics	Adhere to Mayo Clinic's mission, vision and value statements regarding patient care	◦ 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 ◦ Understand the Patient Bill of Rights and perform care in a manner that exhibits respect, dignity and empathy for the patient and family members
Computer / Technological Skills	Possess the skill sets and capability to utilize electronic technology in the health care setting	◦ Understand basic computer functions, such as Windows applications; drop-down menus, pop-up boxes, data entry, printing and the ability to function in multiple screens simultaneously ◦ Have the ability to learn and understand the software technology utilized in the health care setting (e.g., electronic health records) ◦ Possess basic computer troubleshooting skills and/or recognize resources available for assistance

**All candidates admitted to Mayo Clinic PA Studies Program are required
to sign a statement that certifies that they have read, fully understand and
meet each of the technical standards.**