
MEDICAL LABORATORY TECHNICIAN ASSOCIATE DEGREE PROGRAM

STUDENT HANDBOOK 2020



Nancy Eckert, MS, MT(ASCP)
Program Director & Academic Advisor, MLT Program
neckert@ccsnh.edu
603-542-7744 ext. 5401

****Subject to change****



**MEDICAL LABORATORY TECHNICIAN ASSOCIATE DEGREE PROGRAM
STUDENT HANDBOOK**

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River Valley Community College changes lives and transforms society by preparing students for lifelong learning, careers and citizenship. Our career, technical and liberal arts programs enable a diverse community of learners to achieve goals including professional advancement and academic transfer. Championing accessibility and academic integrity, we strive to meet our region’s needs through employer partnerships, cultural enrichment and community service.

Revised 5/97, 6/98, 1/99, 6/99, 5/00, 1/02, 7/03, 7/04, 7/05, 4/07, 7/10,9/12, 8/14, 1/15, 8/15, 1/16, 1/17, 12/19, 7/20

MEDICAL LABORATORY TECHNICIAN PROGRAM MISSION & PHILOSOPHY

The Medical Laboratory Technician Program shares in the mission of RVCC to “provide residents with affordable, accessible education and training that aligns with the needs of New Hampshire’s businesses and communities, delivered through an innovative, efficient, and collaborative system of colleges. CCSNH is dedicated to the educational, professional, and personal success of its students; a skilled workforce for our state’s businesses; and a strong New Hampshire economy.” (*RVCC College Catalog*) The Medical Laboratory Technician program prepares individuals to enter directly into the work force and to advance in their chosen career as technicians, concurrently preparing students for continuous educational and career mobility and full participation in community life. The Medical Laboratory Technician Program is committed to providing quality, responsible laboratory professionals with relevant skills and knowledge that meet the needs of the industry.

The Medical Laboratory Technician Program education will be based upon identified and verified roles and responsibilities of entry-level practitioners. This will provide opportunities for integration and application of learned concepts, attitudes, values and skills in real-life learning experiences within clinical laboratories, directly related to professional practice of the local and regional health care facilities.

The Medical Laboratory Technician Program supports the Codes of Ethics established by professional organizations such as the American Society for Clinical Laboratory Scientists with the incorporation of these standards into the clinical laboratory science curriculum.

MLT PROGRAM GOALS

To prepare students for employment by providing entry level technical skills for routine laboratory procedures in the clinical areas of chemistry, hematology, blood bank, microbiology, immunology, urinalysis and phlebotomy and to prepare students to successfully sit for the national certification exam with ASCP-BOC.

MLT PROGRAM GRADUATE OUTCOMES

At the end of the Medical Laboratory Technician Associate Degree Program the graduate will:

- Identify clinical laboratory test results associated with health and common disease processes.
- Analyze clinical laboratory test results, identifying normal, reactive and abnormal states.
- Follow established policies and practices associated with quality control, quality assurance and National Patient Safety Goals.
- Integrate and apply physical science knowledge with clinical laboratory science practices and procedures.
- Integrate and apply biological science knowledge and the scientific method of discovery with clinical laboratory science practices and procedures.
- Demonstrate professional conduct and practice behavior consistent with established professional code of ethics.
- Demonstrate skills acquired through the Liberal Arts requirements of the RVCC curriculum, integrating them into the role of the Medical Laboratory Technician.
- Be eligible to take the ASCP- BOC national certification exam.

Reviewed by Advisory Board 6/0, 4/07, 8/14, 8/15, 1/17
Revised: 3/07, 2/13, 1/7, 12/19

ASCLS CODE OF ETHICS *

Preamble

The Code of Ethics of the American Society for Clinical Laboratory Science (ASCLS) sets forth the principles and standards by which Medical Laboratory Professionals and students admitted to the professional education programs practice their profession.

I. Duty to the Patient

Medical Laboratory Professionals' primary duty is to the patient, placing the welfare of the patient above their own needs and desires and ensuring that each patient receives the highest quality of care according to current standards of practice. High quality laboratory services are safe, effective, efficient, timely, equitable, and patient-centered. Medical Laboratory Professionals work with all patients and all patient samples without regard to disease state, ethnicity, race, religion, or sexual orientation. Medical Laboratory Professionals prevent and avoid conflicts of interest that undermine the best interests of patients.

Medical Laboratory Professionals are accountable for the quality and integrity of the laboratory services they provide. This obligation includes maintaining the highest level of individual competence as patient needs change, yet practicing within the limits of their level of practice. Medical Laboratory Professionals exercise sound judgment in all aspects of laboratory services they provide. Furthermore, Medical Laboratory Professionals safeguard patients from others' incompetent or illegal practice through identification and appropriate reporting of instances where the integrity and high quality of laboratory services have been breached.

Medical Laboratory Professionals maintain strict confidentiality of patient information and test results. They safeguard the dignity and privacy of patients and provide accurate information to patients and other health care professionals. Medical Laboratory Professionals respect patients' rights to make decisions regarding their own medical care.

II. Duty to Colleagues and the Profession

Medical Laboratory Professionals uphold the dignity and respect of the profession and maintain a reputation of honesty, integrity, competence, and reliability. Medical Laboratory Professionals contribute to the advancement of the profession by improving and disseminating the body of knowledge, adopting scientific advances that benefit the patient, maintaining high standards of practice and education, and seeking fair socioeconomic working conditions for members of the profession.

Medical Laboratory Professionals accept the responsibility to establish the qualifications for entry to the profession, to implement those qualifications through participation in licensing and certification programs, to uphold those qualifications in hiring practices, and to recruit and educate students in accredited programs to achieve those qualifications.

Medical Laboratory Professionals establish cooperative, honest, and respectful working relationships within the clinical laboratory and with all members of the healthcare team with the primary objective of ensuring a high standard of care for the patients they serve.

III. Duty to Society

As practitioners of an autonomous profession, Medical Laboratory Professionals have the responsibility to contribute from their sphere of professional competence to the general well-being of society. Medical Laboratory Professionals serve as patient advocates. They apply their expertise to improve patient healthcare outcomes by eliminating barriers to access to laboratory services and promoting equitable distribution of healthcare resources.

Medical Laboratory Professionals comply with relevant laws and regulations pertaining to the practice of Clinical Laboratory Science and actively seek, to change those laws and regulations that do not meet the high standards of care and practice.

Pledge to the Profession

As a Medical Laboratory Professional, I pledge to uphold my duty to Patients, the Profession and Society by:

- Placing patients' welfare above my own needs and desires.
- Ensuring that each patient receives care that is safe, effective, efficient, timely, equitable and patient-centered.
- Maintaining the dignity and respect for my profession.
- Promoting the advancement of my profession.
- Ensuring collegial relationships within the clinical laboratory and with other patient care providers.
- Improving access to laboratory services.
- Promoting equitable distribution of healthcare resources.
- Complying with laws and regulations and protecting patients from others' incompetent or illegal practice
- Changing conditions where necessary to advance the best interests of patients.

*From American Society for Clinical Laboratory Science, 1861 International Drive Suite 200, McLean, VA 22102, www.ascls.org/about-us/code-of-ethics

ESSENTIAL FUNCTIONS OF A MEDICAL LABORATORY TECHNICIAN

In accordance with the Federal American's with Disabilities Act (ADA), River Valley Community College – Claremont makes every effort to ensure quality education for all students. It is, therefore, our obligation to inform potential students of the Medical Laboratory Technician program of the essential functions demanded by the occupation.

Medical Laboratory Technician students in training and in the clinical workplace need the following physical, cognitive and environmental standards.

PHYSICAL PERFORMANCE STANDARDS (not all inclusive): The MLT will:

- ◆ Speak with clarity
- ◆ Communicate with clarity
- ◆ Hear others in a conversation
- ◆ Hear others over the telephone
- ◆ Possess natural or corrected sight
- ◆ Possess depth perception
- ◆ Possess color vision
- ◆ Possess shoulder, arm, and neck movement
- ◆ Have the ability to move about facility
- ◆ Have the ability to bend
- ◆ Have the ability to reach overhead, in front of body and down
- ◆ Have the ability to grasp overhead, in front of body and down
- ◆ Have the ability to sit
- ◆ Possess fine motor control of hands, fingers and wrist
- ◆ Possess coordination of eye/hand and eye/hand/foot

COGNITIVE/MENTAL STANDARDS (not all inclusive): The MLT will

- ◆ Possess the ability to reason, dealing with abstract and concrete variables
- ◆ Possess the ability to define problems, collect data, establish facts and draw valid conclusions
- ◆ Interpret and carry out oral, written, diagrammatic or schedule from one and two step instructions
- ◆ Perform simple and complex math procedures
- ◆ Comprehend simple and complex reading materials: including newspapers, journals, instructions, manuals
- ◆ Perform simple and complex writing procedures
- ◆ Possess spatial perceptions: visualize objects of two or three dimensions
- ◆ Possess spatial form perceptions: perceive detail in objects or pictures for discrimination and comparison
- ◆ Perceive pertinent detail in verbal or tabular material
- ◆ Synthesize, coordinate, analyze, compile, compute, copy and compare data
- ◆ Comprehend and follow instructions
- ◆ Perform simple and repetitive tasks
- ◆ Maintain a work pace appropriate with given work-load
- ◆ Relate to others beyond giving and receiving instructions

- ◆ Influence people
- ◆ Make generalizations, evaluations or decisions without immediate supervisions
- ◆ Accept and carry out responsibility for direction, control and planning

ENVIRONMENTAL FACTORS (not all inclusive): The MLT will:

- ◆ Work indoors in confined spaces
- ◆ Work around moving machinery
- ◆ Tolerate exposure to dust, fumes, smoke, gases, odors, mists
- ◆ Tolerate exposure to toxic and caustic chemicals
- ◆ Tolerate exposure to excessive noise, vibration
- ◆ Tolerate exposure to minimal levels of radiation or electrical energy
- ◆ Tolerate exposure to solvents, grease, oils, explosives
- ◆ Use computer technology
- ◆ Work alone and with others
- ◆ Be exposed to blood and other potentially infectious materials

SAFETY EQUIPMENT REQUIRED (not all inclusive): The MLT will:

- ◆ Wear safety glasses
- ◆ Wear face-masks or shields
- ◆ Wear protective clothing
- ◆ Wear protective gloves

River Valley Community College, in compliance with Section 504 of the 1973 Rehabilitation Act and the Americans with Disabilities Act (ADA), is committed to providing equal access to academic programs, services and its facilities. In order to receive classroom/program accommodations, a student must meet eligibility requirements by providing documentation, completing the application process and meeting with the Disabilities Coordinator. The student is responsible for meeting with the Disability Coordinator prior to the start of each semester to create and/or update the Individual Reasonable Accommodation Plan (IRAP).

Students in programs that require successful completion of a clinical placement should be aware that clinical sites are not necessarily required to recognize accommodations contained within an Individual Reasonable Accommodation Plan (IRAP) issued by River Valley Community College (“RVCC”) designed for use in the classroom setting pursuant to the Americans with Disabilities Act. Please be aware that clinical sites may need to adapt any accommodation request you make in a manner that does not create an undue hardship for them and does not require them to alter the essential functions of the internship expectations. You are encouraged to discuss the accommodation process with both your site supervisor and your instructor. Please discuss any concerns you have early with the Program Director. Please remember that RVCC faculty will not be able to provide information to the site without your written permission.

TRANSFER OF CREDIT POLICY

The policy for transfer of credits for matriculated students is described in the *RVCC Student Handbook*.

Students may be admitted to programs with advanced standing if they have taken appropriate college courses at another regionally accredited institution or System College and earned a “C” or higher in Liberal Arts courses or a B- or higher for MLT program specific courses. It is the student’s responsibility to:

- submit a transfer evaluation form
- furnish official transcripts
- and, if requested, course descriptions.

Courses and grades will be evaluated by a Department Chair/Program Director/Academic Advisor and recommendations made to the Office of Academic Affairs.

Courses that have been accepted for transfer credit may be viewed in SIS. Some course material will not transfer if greater than ten years old. Students are advised to consult with the MLT Program Director prior to registering for courses at another institution to ensure credits will meet graduation requirements. Students are encouraged to fill out a “Pre-Approval for Transfer of Credit” form to ensure that courses taken at other institutions will transfer seamlessly.

Important student responsibility:

At the conclusion of a course taken at another institution, matriculated students must request that an official transcript be sent to their home campus (Attention: Registrar) so that a transfer of credit evaluation can be initiated. Credits are not automatically transferred.

All transfer of credit paperwork should be submitted to the MLT Program Director. If you need assistance with the process, contact the MLT Program Director.

CREDIT BY EXAMINATION (CBE)

Requests for credit by examination will be handled on a case by case basis, following the policy in the RVCC College Catalog. However, the passing exam grade to receive credit for an MLT specific course is 80% to maintain grading consistency within the program.

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GRADING POLICY

Grades for the Medical Laboratory Technician courses are obtained through quizzes, exams, laboratory exercises, class assignments and technical performance. The grading scale used for all MLT courses as of fall 2019 is:

A	93-100	B-	80-82	D+	67-69
A-	90-92	C+	77-79	D	63-66
B+	87-89	C	73-76	D-	60-62
B	83-86	C-	70-72	F	Below 60

Program Grade Expectations

The MLT Program requires that a student demonstrate proficiency in both theoretical and technical aspects of **all MLT** program courses for successful completion of the program. A passing grade of “B-” (80%) must be obtained in both lecture and laboratory components of all MLT program courses in order to progress through the program and to attend the clinical practicum. These courses are HLTH 126R, MLTC 111R, MLTC 112R, MLTC 113R, MLTC 201R, MLTC 202R, and MLTC 204R. MLTC 220R is taken concurrently with the Clinical Practicum course, MLTC 290R.

A cumulative grade of a “B-” (80%) must be obtained in the clinical rotations in order to pass the clinical practicum, MLTC 290R, and complete the program. MLTC 290R course grade will be determined based on the following breakdown for each clinical rotation:

Blood Bank	22.5%
Clinical Chemistry (& serology)*	22.5%
Hematology (& serology) *	22.5%
Microbiology	22.5%
Urinalysis	10%

*serology will be included with the department handling this discipline at each facility and will vary by facility.

The grades for each rotation will be determined by the following breakdown:

Theory: rotation quizzes	20%
Study packets/ Student journal /log book entries	10%
Technical competency checklists/evaluations	40%
Student affective domain evaluations	30%

A grade of “C” or better must be earned in all courses without an HLTH or MLTC prefix and an overall GPA of 2.0 must be met for successful completion of the MLT Program.

Program Affiliation Grading process for technical and affective evaluations

Each technical and affective competency is rated on a scale of 1 through 4. Final technical and affective domains are calculated as follows:

(# of items rated 4 X 4) + (# of items rated 3 X 3) + (# of items rated 2 X 2) + (# of items rated 1 X 1). This number is divided by the total number of items. The percent grade is then read off the following scale.

4.0	100	3.4	88	2.8	76	2.2	64
3.9	98	3.3	86	2.7	74	2.1	62
3.8	96	3.2	84	2.6	72	2.0	60
3.7	94	3.1	82	2.5	70		
3.6	92	3.0	80	2.4	68		
3.5	90	2.9	78	2.3	66		

Late and Absence Policy

Students are expected to be present for all scheduled lectures, laboratories, quizzes and exams. Students will start the semester with 100 points for Professionalism in each course. Each time you are late to class, you will receive a 1-point reduction. Each absence will result in a 3-point reduction. 3 late arrivals = 1 absence. These adjustments will be made regardless of the circumstances.

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MEDICAL LABORATORY TECHNICIAN AFFILIATION POLICIES

I. Regulation:

Students will be subject to the academic policies of the College. Students will also observe and obey hospital policy and rules. Most hospitals/clinical agencies require that students provide proof of immunizations before beginning their affiliations. Students are required to submit these during the admissions process and should maintain a copy to present to their affiliating agencies upon request.

Students will not perform service work for the affiliation agency unless approved by the MLT-AD Program Director and the Agency Chief Technologist/Laboratory Manager, and is paid by the Agency.

II. Placement:

Students are placed at affiliation agencies based on academic, interpersonal and personal needs and are subject to availability of facilities. Clinical sites are selected based on adequate qualified personnel, willingness to engage in student mentorship, geographic location, contract status, and other variables. Every attempt is made to place students in locations that are within a 1 ½ hour driving radius. Once sites have indicated a willingness to accommodate a student for a particular affiliation, students are placed. Whenever possible, student choices are considered in arranging placement. **It cannot be guaranteed that a student will get their choices for an affiliation experience.**

Students must be able to provide their own transportation, to and from sites, have current immunizations, and hold personal health insurance to meet requirements of the Program. Students are responsible for paying for any testing (drug, Background Checks, immunizations) or certifications such as CPR or BLS, that a placement requires. Refusing to participate in these background checks or drug testing will result in inability to progress in the program. A positive background check or drug test may also result in the inability to progress in the program. The criminal background check may also be required for future employment and/or licensure and/or certification.

In the event that clinical affiliation slots do not meet the number of student needs or an affiliation rotation is terminated before completion, students will be placed on a waiting list. These students will be given first priority as sites become available. Students have the option of volunteering to be placed on the waiting list, or if there are no volunteers, available slots will be filled based on academic rank.

“Students in programs that require successful completion of a clinical placement should be aware that clinical sites are not necessarily required to recognize accommodations contained within an Individual Reasonable Accommodation Plan (IRAP) issued by River Valley Community College (“RVCC”) designed for use in the

classroom setting pursuant to the Americans with Disabilities Act. Please be aware that clinical sites may need to adapt any accommodation request you make in a manner that does not create an undue hardship for them and does not require them to alter the essential functions of the internship expectations. You are encouraged to discuss the accommodation process with both your site supervisor and your instructor.” Please discuss any concerns you have early with the Program Director. The Please remember that RVCC faculty will not be able to provide information to the site without your written permission.

On occasion, sites available represent traveling hardship to some students or students choose to not complete their affiliation experience in the scheduled sequence. Students may request to post-pone their affiliation rotation until the next scheduled affiliation period. If an adequate number of sites are available, that student will be given priority for placement. If an adequate number of slots are not available, that student must relinquish their right to a slot in favor of students progressing in the pre-scheduled sequence.

Each clinical site has specific requirements to compete prior to beginning clinical training. When a student is assigned to a clinical agency, they will be notified of tasks to complete in order to be eligible to attend clinical rotations. The PD will offer guidance to facilitate timely completion of these tasks for each student.

III. Conflict of Interest

To effectively engage in a supervisory relationship and to be able to openly receive and give feedback it is important that your relationship with your supervisor not be impacted by a conflict of interest. Past and present relationships with the site or the supervisor may influence the supervisory relationship. We discourage students from a clinical education site where they have friends or relatives or where they are currently or have been previously employed in a different capacity.

Some examples of situations that may present a conflict of interest include sites where:

- A family member is a client or employee in a department that has close professional contact with your supervisor and/or a position of power over your supervisor
- You presently work or have worked within the past two years
- You have a friendship, romantic, or other relationship with the person who may be your supervisor or with someone in the department
- You have had a supervisory role over people who may supervise you

When a conflict of interest potentially exists it is expected that the student notifies the PD of the potential conflict of interest. The PD will explore with both the student and the site their perception of the previous relationship and any power imbalances that may hinder the honest exchange of feedback and evaluation of the student's performance. The MLT

PD will make the final determination regarding the appropriateness of placing the student at the clinical site.

IV. Attendance:

Daily Attendance: Students are expected to be present in the clinical affiliate laboratory Monday through Friday. The hours actually spent in the laboratory are arranged with the Clinical Site Coordinator, but should total a full workweek, (~37-40 hours). Students must notify the Clinical Site Coordinator or appropriate clinical designee when absence is necessary. **This must be done before the beginning of the scheduled shift.**

Tardiness: Students are expected to be present in the laboratory at the appropriate time as designated by the clinical site. The student should notify the laboratory if they anticipate being unavoidably late. Students should remain in the laboratory until the prearranged time for dismissal. Habitual tardiness is **not acceptable**.

Absences: Excused absences may be obtained from the instructor at the clinical facility with sufficient notice. In the event of an illness, an excused absence may be granted on return to the clinical site. **STUDENTS MUST NOTIFY SITE IN ADVANCE OF THE START OF THE SCHEDULED SHIFT** if they are to be absent. Absence of more than three consecutive days requires a note from the student's parents, guardian or doctor. A total of three days of excused absences may be granted during the spring affiliation experience. **Anything in excess of one day per rotation of excused absences must be made up at the discretion and convenience of the clinical facility.**

Unexcused Absences: **All unexcused absences must be made up.** Any unexcused absences in excess of three days will affect the final grade for all rotations, and may be grounds for dismissal. Unexcused absences include those in which adequate notification is not made to the clinical agency or those that are not deemed unavoidable by the Agency or Program Director.

Holidays: Holidays will be observed in conjunction with the affiliation site policies. Students will be excused from the clinical affiliation for prearranged College functions as determined by the Program Director.

Inclement Weather: Because of the differences in student placement, it is not possible to have a centralized person making decisions regarding weather that may pose undue safety hazards to the student. Therefore, it is the responsibility of the student to objectively evaluate weather conditions and notify the clinical site as early as possible if they deem conditions are too hazardous for safe travel at the time they are to begin their shift. Students should make every attempt to arrive as early as possible at their clinical site that day, or plan on making up days missed due to weather at the discretion and

convenience of the clinical facility. **Abuse of this policy will affect the final grade for all rotations and may result in dismissal.**

Any changes in the prearranged schedule must be cleared by the Program Director in advance.

V. Appearance:

Students will adhere to College and agency policy in terms of appropriate dress. Women will wear appropriate street clothes with acceptable, clean lab coats and soft-soled shoes. Men will wear appropriate street clothes with acceptable, clean lab coats and soft-soled shoes. No blue jeans are permitted at any time.

The student will wear their RVCC Student Identification Badge and/or the hospital employee badge.

For safety reasons, long hair must be adequately secured. Long and excessive jewelry is not acceptable.

It is expected that the student, as a health care professional, will practice good hygiene and be as neat as possible during working hours.

VI. Cell Phone Usage & Social Networking During Clinical Education Experience

Cell phone usage is often prohibited during working hours and all students are expected to follow their clinic's policy regarding cell phone use during work hours. Students are expected to follow clinic policy regarding use of computers at work and should not use working hours to update Facebook, Twitter, or respond to personal e-mails. Additionally, students should refrain from "friending" their supervisors or patients during their clinic rotation and should consider that many potential employers will often check social networking sites to determine if they are interested in having you as an employee. If students and supervisors mutually decide to connect on social networking sites after the clinical rotation has been completed, this is at their own discretion.

VII. Grading:

A grade will be given in each of the clinical rotations. The grade is based on academic performance, technical laboratory skills along with attitude and behavioral attributes. The student must meet acceptable criteria of **all** evaluations to successfully complete the clinical practicum.

Exams and/or quizzes will be administered during each rotation. Study packages are provided for each rotation and will be reviewed by the student and clinical instructor

before completion of each rotation. Students will be required to keep a journal of their experiences and time log of hours while at the clinical sites. Failure to complete study packages or journals may result in a lower grade for that rotation.

When objectives are met, grades are calculated in the following manner:

Clinical evaluations	70% (technical & affective domains)
Quizzes/exams/Study package/Journals	30%

It is the goal of RVCC and Affiliating Agencies to meet the objectives of the MLT Program Philosophy and Entry Level Competencies. In order to do this, it is occasionally necessary to adjust affiliation experiences at individual sites due to inherent differences at each agency. However, it is ensured that each student receives the experience and education necessary to meet predetermined goals. Since multiple agencies are utilized for affiliation experiences each student's experience will be unique. Variations between agencies and agency policies should be expected and are not comparable. Ultimately it is the program director who assigns final grades to students, normalizing these variations.

Policy for Affiliation Quiz Failures

Students who fail more than 50% of a rotation's affiliation quizzes or tests, or whose quiz average is below passing may be allowed to make up the failing quizzes at the discretion of the clinical instructor(s). The clinical instructor may consult with the Program Director to develop an action plan should the student continue to demonstrate poor performance on quizzes. Failing quizzes in more than one lab discipline may result in removal from the affiliation and receive an F for the clinical practicum. The student must follow the process for readmission in section XI, and, if successfully readmitted, will be required to repeat the practicum during the next scheduled affiliation time period. It should be noted that an affiliation slot is not guaranteed for repeating students.

Policy for Affiliation Technical or Affective Domain Failures

Students who do not meet minimum competencies of technical and affective components will be required to:

1. Extend the rotation for a time to be determined by conference with Program Director, instructor and student, up to, but not exceeding three weeks based on the following conditions:
 - a. Clinical site instructor and program director must both agree that the student has the potential capabilities to meet minimum competencies within the period established.
 - b. Originating clinical site must be able to accommodate student based on staffing requirements and availability.
 - c. Student must request extension.
 - d. If student meets minimum competencies within the established time, a

grade will be determined by combining and averaging ratings assigned after the base rotation and after the extension.

- e. If student does not meet minimum competencies within the extension, student will receive a grade of F for the clinical practicum. The student must follow the process for readmission in section XI, and, if successfully readmitted, will be required to repeat the practicum during the next scheduled affiliation time period. It should be noted that an affiliation slot is not guaranteed for repeating students.

2. When it becomes obvious that a student is not maintaining standards necessary for the training and, in the opinion of the college and the clinical affiliate, cannot improve his/her status to satisfactory performance, the student can be dismissed from the program. This requires the mutual agreement of the college and the clinical affiliate. The dismissal decision may be appealed as outlined by the section 730.06 of the student handbook, Student Code of Conduct and Judicial Appeals Process. The student will be removed from the clinical practicum and receive an F for the practicum. The student must follow the process for readmission to the MLT program as detailed in section XI that follows. If successfully readmitted, the student will be required to repeat the practicum during the next scheduled affiliation time period after demonstrating technical and academic competency through skills assessment by the Program Director. It should be noted that an affiliation slot is not guaranteed for repeating students.

VIII. Failure and Dismissal:

Students may be dismissed for reasons of unethical behavior, immaturity, emotional instability or other considerations that may jeopardize patient safety and well-being. Such as:

1. Violation of confidentiality;
2. Falsification of data or reports;
3. Excess absences;
4. Negligence in the performance of laboratory tests;
5. Academic failure and at the discretion of Academic Standing Committee;
6. Errors in performance that are excessive and unacceptable.

No student will be dismissed on hearsay, but only after careful documentation and review of the circumstances and after appropriate hearings where the student is represented as described in the *RVCC Student Handbook*.

XI. Readmission to the Program

A student who withdraws or is withdrawn from the program for any reason is required to complete an exit interview with the MLT Program Director to outline specific steps regarding the reentry process.

Readmission is based on space availability.

The student must meet the current admission criteria including current negative TB test, immunizations, health insurance, and a clear criminal background check as well as any other admissions requirements currently in effect.

The student must submit a letter requesting readmission/reentry to the MLT Program Director at least 30 days prior to the start of the academic year but not exceeding 180 days. If the student does not request readmission at least 30 days prior to the start of the academic year, readmission, if granted, may be postponed until the following academic year. If the student does not submit request for readmission by the 180-day deadline, the student is no longer eligible for readmission. The letter should outline what factors have changed, which will enable the student successful completion of the program on the second attempt. **This letter serves as a reentry request, and does NOT guarantee readmission to the program.**

Once a reentry request has been received by the deadline stated in the exit interview paperwork, the student will meet with the MLT Program Director and Allied Health Department Chair. This meeting will be to discuss a plan of action, address any concerns, and expectations. The plan of action may require follow up appointments with the counselor, or remediation with MLT faculty, or any other activities or advising that would assist the student. The meeting must be scheduled prior to scheduling the reentry exam, if applicable.

Any student offered reentry to the program must arrange with the MLT Program Director to take a written reentry exam, by a specific date, to verify knowledge of all MLT topics covered prior to the semester of withdraw. The written exam will be evaluated on a pass/fail basis (80 % success) and can only be attempted once, if applicable. Students will also be required to demonstrate technical skills competency.

If the student does **not** score a minimum of 80%, the student may be required to enroll in those MLT courses in which competency is not demonstrated. The student will not be required to repeat Introduction to Lab Procedures (HLTH 126R).

If the student scores an 80% or better on the re-entry exam, the student can re-enter at the semester of withdraw as long as space is available.

If granted readmission to the program and the student has passed the re-entry exam, a student must re-enter the program at the next semester in which the appropriate courses are offered. Any exceptions will be made in writing by the MLT Program Director.

A student may be denied readmission to the MLT Program according to readmission priority, for failure to meet with MLT Program Director.

A student may be denied readmission to the MLT Program according to the readmission priority for failure to demonstrate safe, professional, and satisfactory clinical behaviors.

Please note that a request for readmission may be **DENIED** by previous academic or clinical behavior identified as unprofessional or unsafe by the faculty and/or MLT Program Director.

XII. Insurance:

Students are **required** to have liability insurance while at the affiliation site, and will be billed by the College in the semester you are in your clinical rotation. The current rate is \$25.

Students are **required** to have comprehensive health insurance. To be accepted, health insurance must meet the following criteria:

- United States based insurance plan;
- Provides the 10 essential health benefits specified in the Affordable Care Act (<https://www.healthcare.gov/glossary/essential-health-benefits/>);
- Includes access to hospital and physician providers in the area where the student is attending a New Hampshire community college;
- Will remain in effect for the entire semester (except for termination due to the attainment of a maximum age, or other situation resulting in a loss of plan eligibility).

The following plans DO NOT meet the criteria:

- An accident-only policy
- A short-term limited duration health plan that does not meet the requirements of the Affordable Care Act (ACA)
- A ministry sharing plan, even if it is recognized by the ACA
- Any other health benefits program (e.g., a community care program) that is not recognized by the State of NH as being health insurance (or is not a health benefits plan governed by the Employee Retirement Income Security Act of 1974) and does not meet all of the requirements specified above.

Origination: 5/97

reviewed 98, 5/00, 5/03, 5/07, 8/15, 12/19, 1/20, 7/20

revised 2/99, 5/01, 3/02, 4/02, 7/03, 7/05, 7/10, 8/14, 8/15, 12/19, 1/20, 7/20

INFECTIOUS DISEASE MANAGEMENT POLICY

1. All new students entering the MLT program will be educated regarding proper procedures to follow when handling potentially infectious materials and general OSHA safety procedures.
2. All incoming students will sign a statement of acknowledgement indicating they understand the risks and policies regarding infectious disease management.
3. All body fluids and kits using human products will be treated as potentially infectious materials.
4. Pipetting by mouth is not allowed in the laboratory.
5. All blood samples, body fluids and kits are to be disposed of in special containers to be autoclaved.
6. All needles and syringes are to be disposed of in a puncture resistant container to be sterilized.
7. Frequent handwashing will be enforced, and is mandatory following each laboratory section or when leaving the laboratory for any reason.
8. Bench tops and sinks will be cleaned with 10% sodium hypochlorite (bleach) before and after each laboratory exercise.
9. Accidental spills will be cleaned promptly using appropriate safety procedures, and the area then disinfected with 10% sodium hypochlorite.
10. Gloves (non- latex) are mandatory for all laboratories in which biologically hazardous materials are being handled.
11. Faculty will monitor all procedures and manipulations that could create aerosols and droplets and require students to wear safety goggles or work behind safety shields if necessary.
12. Program faculty will supervise all blood drawing practice sessions.
13. Any student who should not undergo phlebotomy, either for personal or medical reasons, will be excused from this procedure.
14. There will be absolutely no eating, drinking or smoking in the student laboratory.
15. No electronic or cellular devices are allowed to be used in the student lab
16. All students will be educated about the Hepatitis B vaccine, and required to begin the series, or sign a waiver stating their decision not to do so.
17. All students will have documentation of proof of immunization for major communicable diseases as required by the College prior to being assigned to affiliations.

INFECTIOUS DISEASE DISCLAIMER

Students must adhere to prescribed safety measures and follow standard precautions whether working with patients or with blood and body fluids either in the school laboratory or in the actual clinical setting. Faculty cannot assume the responsibility for assigning students to work with blood or body fluids that are free from communicable diseases such as AIDS or hepatitis. It is the responsibility of the student to work safely and take the proper safety precautions so as not to contract such diseases. RVCC, its faculty, and clinical agencies will NOT be held liable for accidents, injuries, or infections incurred by students during their course of study.

LAB PARTICIPATION DISCLAIMER

Students in the MLT program may be subject to collecting blood or urine specimens for use in the student lab. This laboratory testing is strictly for academic laboratory purposes. MLT program faculty and instructors are under no obligation to reveal test results, normal or abnormal, nor are they to provide any medical advice. Student lab results are not intended to diagnose or treat any users. A user who feels they have observed abnormal results is strongly encouraged to seek the advice of an appropriate licensed health care provider.

PROFESSIONAL CERTIFICATION INFORMATION

Once a student has successfully completed the RVCC MLT-AD Program, he/she will be eligible to sit for several national certification examinations sponsored by clinical laboratory professional organizations. Information for these examinations can be obtained from the MLT Program Director. It is the practice of this program that all graduates are encouraged to become certified by at least one agency, and as in the past, as part of the senior seminar course (MLTC220R) application guidance will be provided for:

Board of Certification
33 West Monroe Street, Suite 1600
Chicago, IL 60603
(312) 541-4999
www.ascp.org

Graduation from the RVCC MLT-AD program is not contingent on sitting for, or passing, any external examination.

If a student chooses alternate routes for certification, the following organizations also sponsor such examinations:

American Medical Technologists
10700 West Higgins Road, Suite 150
Rosemont, IL 60018
(847) 823-5169
www.americanmedtech.org

MLT-AD PROGRAM STATEMENT OF ACKNOWLEDGEMENT

I, _____,
(please print your full name)

have read and understand the information provided in the *RVCC Medical Laboratory Technician Student Handbook*, including:

MLT Mission, Philosophy and Graduate Outcomes;

Essential Functions of a MLT;

MLT Grading Policy;

MLT Affiliation Policy;

MLT Infectious Disease Management Policy and Disclaimer; and

I acknowledge that I understand the risks involved in the field of laboratory science, and I understand the safety policies in place and agree to follow the safety related instructions of my program faculty and supervisors. If I have any questions I agree to consult with my advisor or the MLT program director.

Student Signature

Date

Please return this form to the MLT Program Director/Faculty by the end of the first week of classes of your first semester.

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STATEMENT OF RELEASE

The Family Educational Rights and Privacy Act of 1974 (FERPA) is a federal law that protects the privacy of student education records, both financial and academic. For the student's protection, FERPA limits release of student record information without the student's explicit written consent. If you wish to authorize a specific individual or school/unit at RVCC to release information to specific individual(s), the following form may be used.

Instructions: Student should complete the form below and return it to the MLT advisor & Program Director, neckert@ccnh.edu x5401.

The Academic Advisor maintains all signed student consent forms.

Student Disclosure and Release of Information

I understand that any and all personally identifiable information is protected under FERPA. I further understand that I may waive that protection and give access to my records for individuals of my choice. I agree to waive my rights under FERPA and allow the individual(s) named below access to my name, date of birth and social security number available at RVCC.

Clinical Location (Entity)

I acknowledge that this release is valid until I have completed my current degree program or until I revoke this release in writing by notifying the RVCC department listed on this form. By signing this release, I authorize RVCC to release my name, date of birth and social security number to the party listed above.

Student Signature

RVCC ID Number

Student Name - Please Print

Date

Please return this form to the MLT Program Director/Faculty by the end of the first week of classes

Reviewed 2/98, 2/99, 5/00, 5/01, 3/02, 4/02, 7/03, 7/05, 7/10, 8/14, 8/15, 1/17, 8/19, 1/20, 7/20

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CONSENT TO PARTICIPATE IN PHLEBOTOMY PROCEDURES

As a student of the Medical Laboratory Technician and/or Phlebotomy programs I understand that collecting and working with blood is an integral part of my program of study. I also understand that the collection of blood through **venipuncture** and **capillary procedures** is a necessary skill for me to master.

In order to provide the greatest opportunity for students to obtain mastery of these techniques I **volunteer** to be a donor of small volumes (not to exceed 15 ml), under controlled and supervised circumstances in the student laboratory. I understand that this is strictly **voluntary and I will not be coerced or forced to be a donor for these procedures.**

I understand that **some risk is involved** in that both venipuncture and capillary puncture procedures are invasive in nature. Potential risks include: **infection, soreness, bruising and bleeding.**

I acknowledge that I am **not currently taking any medications or have any known conditions that may leave me immunocompromised or prone to excessive bleeding** causing excessive risks to myself as a result of volunteering to have a venipuncture or a capillary puncture.

I agree to follow all policies associated with the procedures, including applying pressure and keeping the site bandaged for a minimum of two hours following the puncture.

I release the River Valley Community College at Claremont and the State of New Hampshire from any liability that might arise from my choice to allow students of the Medical Laboratory Technician and/or Phlebotomy programs to practice performing venipuncture and capillary puncture techniques on my arms and/or fingers respectively.

Student signature

Date

Please return this form to the MLT Program Director/Faculty by the end of the first week of classes

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CONSENT TO DISCUSS ACADEMIC PERFORMANCE WITH ANOTHER

If you are a student, nineteen years of age or over, your academic history and performance is confidential and protected by law. This means that no information can be revealed, including your schedule, grades, progress, etc. to another individual.

In some cases, a student may wish to allow another access to their academic progress. If you wish to allow your instructors or program director to discuss your academic progress with a parent or guardian or other individual, we must have your written permission. This form authorizes us to communicate with the person identified regarding your academic progress at RVCC-Claremont.

I, _____ (print name) authorize RIVER VALLEY COMMUNITY COLLEGE to share with _____ (parent, guardian name or other) information regarding my academic progress in the _____ (name of program or course). If there are special circumstances or situations in which this is to only apply, please identify them here:

_____ (Student signature and date)

Please return this form to the MLT Program Director/Faculty by the end of the first week of classes

Reviewed 8/06, 7/10, 8/15, 1/17, 8/19, 1/20

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The author has freely borrowed, adapted, modified, and used words, phrases, ideas, and concepts found in MLT Program Handbooks of the following educational institutions, listed in alphabetical order:

Allegany College of Maryland
Austin Community College
Central Texas College
Marion Technical College
Montgomery County Community College
Quincy College
University of Maine Presque Isle