

## Essential Standards for Admission, Progression and Graduation

### Introduction

The Mary Rose Tully Training Initiative (“MRT-TI”) program requires students to participate in clinical and didactic training and experiences directed at the acquisition and practice of essential breastfeeding and lactation knowledge, skills, and functions. Combinations of cognitive (knowledge), psychomotor (skills), affective (behavior), social and physical abilities are required to acquire the knowledge, skills, and functions needed to progress and complete the MRT-TI program and to become a certified Lactation Consultant.

It is imperative that students who are interested in the MRT-TI program review the Essential and Technical Standards for Admission, Progression, and Graduation prior to enrolling in the program. Applicants accepted into the program are expected to comply with the Essential and Technical Standards for Admission, Progression, and Graduation with or without reasonable accommodations.

### Accessibility and Resources Statement

The University of North Carolina at Chapel Hill (the “University”) encourages students who seek accommodations, resources, or services relating to a chronic medical condition or a temporary or permanent disability to contact the Accessibility Resources and Service Office (ARS) (<https://ars.unc.edu/>) at 919.962.8200. Students are urged to contact ARS as early in the semester as possible.

### Cognitive Abilities

Students are expected to have the ability to measure, calculate and synthesize data and make sound decisions based on this data to formulate an appropriate plan of care. Examples of relevant activities include, but are not limited to:

- Calculating weight loss/gain of a newborn
- Calculating milk requirements or determining sufficient milk transfer
- Synthesizing data in print and electronically, as well as extrapolating data from verbal and nonverbal cues, to determine a plan of care
- Recognizing whether further interventions are needed beyond the Lactation Consultant scope of practice

In addition, the ability to demonstrate problem solving skills, set priorities, and be a self-motivated learner is a critical cognitive ability requirement of the MRT-TI program.

### Psychomotor Abilities

Students are expected to demonstrate the ability to function in the didactic and clinical environments with sufficient visual, auditory, and tactile psychomotor skills. Examples of relevant activities include, but not limited to:

- Detecting changes in breathing patterns indicating distress during feedings
- Detecting nonverbal cues of both mother and infant and the ability to perceive pain and movement of mother and infant

- Detecting sounds indicative of effective milk transfer and identifying sounds indicating distress of infant before, during and after feeding
- Detecting abnormalities through palpation or examination in infant anatomy or maternal anatomy in relation to lactation

### **Affective Abilities**

Students are expected to be able to maintain a calm, emotionally stable, and professional demeanor when interacting with individuals in the clinical and didactic realms. Students will encounter a variety of clinical locations and environments during the program. It is expected that students demonstrate the ability to be flexible and function in accordance with program standards, despite the fluctuating locations and environments.

### **Social Abilities**

It is expected that students can communicate and discuss plans of care to other members of the healthcare team, family members and patients using culturally sensitive approaches and professionalism.

### **Physical Abilities**

Students will complete one clinical day per week, consisting of approximately 8 hours, (not to exceed 12 hours daily) of clinical time. Students must demonstrate sufficient physical stamina to move from one location to another for extended periods of time while seeing and treating patients, with or without reasonable accommodations. The didactic component of the course requires consistent attendance during 3-hour class sessions held once a week.

Students must also demonstrate the gross and fine motor skills to safely handle mothers, infants and small children when performing tasks related to lactation. Examples of relevant activities include, but are not limited to:

- Transferring an infant from its bassinet to the mother
- Positioning the infant at the breast
- Assisting a mother to move into a comfortable position for nursing
- Positioning an infant or child for an oral examination

### **Professional Risk**

During the clinical portion of the program, students may come into contact with individuals who have known or unknown communicable diseases. While transmission of communicable diseases is rare, if students use proper preventive measures, students need to be aware that there is always a slight risk of transmission. Pregnant students may wish to consult with their health care providers regarding the implications of this risk for their unborn child.

The MRT-TI program provides the students with training specific to all clinical sites regarding infection control, emergency procedures, environmental safety, and blood borne pathogens. It is the responsibility of the student to remain up-to-date on all required immunizations, safety, and health related trainings during the duration of the program. Additionally, the student is responsible for notifying the Director of Training for the MRT-TI Program of any significant changes to his/her health status that may affect his/her ability to perform to program standards. Students who experience this situation are encouraged to contact the Accessibility Resources and Service Office.

The health of both the MRT-TI students and the patients served throughout the duration of the program is paramount. Students are expected to have health insurance either through the University if qualified or carry personal health insurance. Proof of health insurance will be required prior to the start of the program.

Students enrolled in the MRT-TI will be covered by liability insurance through the program. The fees for this are covered within the Clinical Practicum Fees. Please reference the Health and Safety section of the Student Handbook for more details pertaining to health insurance.

### **Immunizations and BLS**

Proof of immunizations will be required prior to the start of the program. Required health documentation includes:

1. Negative **TB skin test** within the last year
  - a. Initial: for students who have no documentation of a TST within the last year, a 2-step TST screening procedure will be necessary to establish baseline results. Please see the MRT-TI Student Handbook section on Health and Safety.
2. Physician diagnosed and documented **measles (rubeola), mumps, and rubella**, or documented lab results demonstrating immunity to measles, mumps, and rubella, or documentation of 2 MMRs or a combination of (2) measles, (2) mumps, and (2) rubella vaccines.
3. Physician diagnosed and documented **varicella (chickenpox)**, or documented lab results demonstrating immunity to varicella, or documentation of 2 varicella vaccines.
4. **Hepatitis B immunity** – Immunity confirmed by documentation, or documented lab results demonstrating positive immunity, or signed declination.
5. Adult-dose **tetanus, diphtheria, pertussis** (whooping cough) vaccine, Tdap
6. Students are required to submit documentation of the **seasonal influenza** vaccine by a set date during the fall semester.
7. Students are required to submit documentation of COVID-19 vaccinations.

Students may petition for an exemption from a required immunization under certain circumstances. Appeals regarding immunization requirements must be based on a student's health condition, medical disorder, or religious beliefs. Documentation supporting the exemption should be submitted to the Director of Training and include: (1) a written justification from the student's personal medical provider explaining why the vaccination is contraindicated; OR (2) a notarized copy of the "Request for Exemption from Immunization Requirements: Religious Reasons" form. Please reference the following websites:

<https://campushealth.unc.edu/services/immunizations/health-science-students-immunizations>

<https://campushealth.unc.edu/services/medical-records/exemptions-nc-required-immunizations>

Students will also need to show proof of current Basic Life Support certification prior to the start of the program. The only course accepted is the American Heart Association BLS for the Provider. It is the student's responsibility to maintain current certification for the duration of the MRT-TI program. Students who are unable to provide proof of current and acceptable certification will not be allowed to begin the program. Course locations both within the United States and abroad can be found using the following website:

[http://www.heart.org/HEARTORG/CPRAAndECC/CPR\\_UCM\\_001118\\_SubHomePage.jsp](http://www.heart.org/HEARTORG/CPRAAndECC/CPR_UCM_001118_SubHomePage.jsp)

### **Criminal Background Checks and Drug Screen**

Students must submit to a criminal background check and drug screen as part of the admissions process. The fee for the criminal background check and drug screen is included as part of the MRT-TI program fees. The MRT-TI program administration may rescind an offer of admission if an applicant's criminal background check reveals that the applicant has committed a serious offense or that the applicant fails the drug screen. Serious offenses include, but are not limited to, felonies, drug offenses, forgery, assault, and abuse and neglect. All determinations of eligibility or disqualification will be made in light of each individual case (i.e., no single type of offense will be used as an automatic rescission of acceptance or reason for dismissal from the program), and will depend on a variety of factors including but not limited to the nature of, and circumstances surrounding the crime; the time elapsed since the conviction; the rehabilitation record; the actions and activities of the individual since the crime; and truthfulness and completeness of the candidate in disclosing the conviction; and the relevance of the conviction to program participation.

If at any point during enrollment a student is charged with or convicted of any criminal act that may or not have been on a previous criminal background check, that student should contact the MRT-TI Director of Training immediately to self-disclose. Failure to self-disclose could lead to an honor court violation and/or program dismissal. Students will not be required to disclose expunged arrests, charges, or convictions.

The MRT-TI follows the University's Human Resources policies and procedures regarding criminal background checks, the policies can be viewed in their entirety using the following link: <https://hr.unc.edu/managers/hiring/background/>. For the purposes of this program's background checks, MRT-TI students are counted as "Unpaid Interns" who have access to "sensitive populations" and/or "sensitive facilities".

As defined by the policy:

- "Interns" are individuals who meet one of the following circumstances:
  - Are currently enrolled at UNC-Chapel Hill or other accredited colleges, universities, community colleges or high schools and who are engaged in experiential learning in the workplace in return for academic or course credit.
  - Are obtaining work experience that is required for professional licensure or certification under the supervision of a licensed or certified professional (e.g., Social Workers, Engineers, Nurses, and Accountants) for a period not to exceed 18 months in duration.
  - Are engaging in experiential learning in a profession under the supervision of an appropriate University supervisor or manager for a period not to exceed 18 months in duration.
- "Sensitive populations" are individuals under 18 years of age, patients receiving care in any clinical setting, or other individuals deemed to require enhanced supervision or protection based on University practice or State or Federal law.
- "Sensitive facilities" are University facilities that require special clearance or background checks for access or that permit unsupervised access to records that are confidential or otherwise have special protections under State or Federal law.

Request and Approval Procedures for the background checks are stated within the policy as:

- Any proposed engagement of an unpaid volunteer, intern, or visiting scholar must have the advance approval of the sponsoring Department and the Office of Human Resources (OHR) using the "[Unpaid Volunteer, Intern and Visiting Scholar Request Form](#)." Completed forms are submitted to the appointing departments assigned Employment and Staffing Consultant in OHR.
- The Request form noted above must be accompanied by a fully completed University [Authorization for Background Check \(Volunteers\)](#), which will be submitted to UNC Public Safety on behalf of the appointing department by OHR. The normal criminal convictions checking fees are the responsibility of the appointing department. In those instances when a volunteer, intern or visiting scholar has no Social Security Number due to citizenship status, UNC Public Safety will make a good faith effort, based on name alone, to confirm that no residential history or criminal convictions have been recorded for this individual. **Note:** The background check requirement is automatically waived for any individual younger than 18 years of age. Background checks are also not required for UNC-Chapel Hill student volunteer with the provisos listed in "Exclusions" above. See [Pre-Employment Background Check FAQs](#) for more information.
- Depending on the location, potential environmental exposures and the type of activities performed by the volunteer, intern, or visiting scholar, OHR may also require review by the Office of University Counsel and/or the Department of Environment, Health and Safety (EHS). For further guidance on laboratory safety issues related to these types of appointments, refer to the [EHS](#) web site or contact EHS directly for assistance.
- If the proposed volunteer, intern, or visiting scholar arrangement satisfies all the requirements of this policy and the background check results are acceptable, then OHR will grant approval for the proposed arrangement to the requesting department in writing or by electronic mail.
- Any approved volunteer, intern, or visiting scholar must fully complete and sign a Release of Liability Form **prior** to starting his/her assignment. For volunteers and unpaid interns, the "[Release for Unpaid Interns and Volunteers](#)" form should be used; for unpaid visiting scholars, the "[Release for Visiting Scholars](#)" form should be used. The requesting department should fill out the top section of the release, making sure that the

description of the activity performed matches that provided on the Unpaid Volunteer, Intern and Visiting Scholar Request Form. The signed release must be maintained on file in the appointing department for no less than three years following completion of the volunteer, intern, or visiting scholar arrangement and subject to audit by OHR on request.

Upon receipt of the Background Check Request Form, the Background Check unit of the University's Office of Human Resources will send the candidate instructions for submitting basic information and consent for the criminal background check to be conducted by the University's background check service provider.

The program will adhere to the University's policies on illegal drugs and alcohol. Please reference the following website: <https://police.unc.edu/about/security-fire-safety-report/sfsr-2018/university-policies-on-drugs-and-alcohol/>

### **Computer Requirements**

While there is access to computers on UNC-Chapel Hill's campus, students in the MRT-TI program are expected to have easy access to a personal computer. The receiving and sending of email will be required for communications with course faculty, classmates, and clinical sites. MRT-TI documents, required reading, and presentations will be loaded to Sakai Learning Management Systems online, and students will be required to access this information frequently via a reliable Internet source. Course assignments require research presentations and clinical presentations, which are to be submitted to the Program Director electronically. For assistance with purchasing a computer, please contact the Carolina Computing Initiative (<http://cci.unc.edu/>).

### **Transportation**

Students are expected to have reliable transportation, as the sites for the clinical experiences are at different locations throughout North Carolina. It is the responsibility of the student to provide transportation to and from the clinical site and to incur all travel-related expenses. In addition, students will be expected to attend a weekly didactic session on campus. Costs may be incurred for parking. Students can utilize bus routes and commuter lots. Reasonable accommodations may be made based on geographical preferences for clinical sites; however, some travel should be expected to experience a diverse range of clinical settings.