Policy Number: 203.0

Technical Standards for Medical School Admission, Retention, Promotion, and Graduation

Area: MD Program Admissions

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Approved By: Faculty Board, College of Medicine; Admissions Board, College of Medicine; Disability Resource Center; Legal Counsel; Medical Education Committee

1. PURPOSE
    A. A Doctor of Medicine degree certifies that a graduate has attained a broad base of knowledge in medicine and the basic skills required for entry into residency training and medical licensure. Faculty deliver a program and curriculum in which students are required to demonstrate competency in the areas of medical knowledge, patient care, communication and interpersonal skills, professionalism, practice-based learning and improvement, and system-based practice.
    B. The purpose of this policy is to set forth the technical standards, which, in conjunction with the published academic standards, are required for admission to, retention and promotion within, and graduation from The University of Oklahoma College of Medicine MD Program.
2. POLICY STATEMENT – TECHNICAL STANDARDS
    A. A candidate for admission, retention, promotion, or graduation must be able to demonstrate, with or without reasonable accommodation, the following academic and non-academic abilities and characteristics defined as “technical standards” in six core areas:
        1. Observation: Candidates must be able to observe demonstrations and participate in scientific experiments, including but not limited to cadaver dissections; gross examination of normal and pathologic tissue specimens; and microscopic study of microorganisms and tissues in normal and pathologic states. Candidates must be able to accurately observe patients and assess their findings. They must be able to obtain a medical history and perform a complete physical examination in conventional clinical settings and integrate findings based on these observations to develop an appropriate diagnostic and treatment plan.
        2. Communication: Candidates must be able to communicate effectively and efficiently with patients, their families, and members of the health care team. They must be able to obtain a medical history in a timely fashion, interpret non-verbal aspects of communication, establish therapeutic relationships with patients, and

maintain effective professional relationships with other members of the health care team. Candidates must be able to record information accurately and clearly, and communicate effectively in English with other health care professionals in a variety of clinical settings.

3. Physical Abilities and Motor Skills: Candidates must possess the physical abilities and motor skills to perform physical examinations and diagnostic maneuvers. They must adhere to universal precaution measures and meet safety standards applicable to inpatient and outpatient settings and other clinical activities.
4. Intellectual and Conceptual: Candidates must have sufficient cognitive abilities to assimilate and apply the detailed and complex information presented in and encountered throughout the medical school curriculum. They must be able to learn through a variety of modalities including, but not limited to, classroom instruction; small group, team, and collaborative activities; individual study; preparation and presentation of reports; and use of computer technology. Candidates must be able to memorize, measure, calculate, reason, analyze, integrate, synthesize, and transmit information across modalities. They must recognize and draw conclusions about three-dimensional spatial relationships and logical sequential relationships among events. They must be able to formulate and test hypotheses that enable effective and timely problem solving in diagnosis and treatment of patients in a variety of clinical modalities.
5. Social, Emotional and Behavioral: Candidates must demonstrate the maturity and emotional stability required for full use of their intellectual abilities. They must possess the emotional stability and health to exercise good judgment, complete all responsibilities, and tolerate the physical, mental and emotional stress often experienced during training and patient care. Candidates must be able to work effectively, respectfully, and professionally as part of the healthcare team, and to interact with patients, their families, and health care personnel in a courteous, professional, and respectful manner. They must be able to tolerate physically taxing workloads and long work hours, to function effectively under stress, and to display flexibility and adaptability to changing environments. They must be capable of regular, reliable, and punctual attendance for required class sessions and in regard to their clinical responsibilities. Candidates must accept responsibility for their learning; accept constructive feedback from others; and take personal responsibility for making appropriate positive changes when necessary.
6. Ethical, Professional and Legal: Candidates must behave in an ethical, professional, and moral manner consistent with professional values and standards. Candidates must meet the legal standards to be licensed to practice medicine in the State of Oklahoma. As such, candidates for admission must strictly comply with American Medical College Application Service (AMCAS)® instructions on reporting criminal offenses or disciplinary action taken against them prior to matriculation. They must also provide accurate information for the required criminal background check (COM Policy 320) prior to matriculation. In addition, candidates charged with any criminal

offenses while in medical school have an affirmative obligation to immediately notify the associate dean responsible for student affairs. Failure to disclose prior or new offenses can lead to disciplinary action that may include dismissal.

3. ACCOMMODATION
    A. The technical standards are not intended to deter from participation any candidate for admission, promotion, or graduation for whom reasonable accommodation will allow fulfillment of the program requirements. The College of Medicine is in compliance with Section 504 of the Rehabilitation Act, as amended, and the Americans with Disabilities Act of 1990, as amended. The Student Accommodation Service (SAS) maintains a current copy of the technical standards defined in Section II at all times.
    B. It is the candidate's responsibility to request a reasonable accommodation from the SAS. Any requested accommodation that requires the College of Medicine to substantively alter i) the curriculum or, ii) the requirements related to its Educational Program Objectives will not be considered reasonable. The College of Medicine will rely on the SAS's determination as to the reasonableness of any accommodation based on the published technical requirements. A candidate may appeal the SAS 's determination with the University Office of Institutional Equity in accordance with prevailing University grievance procedures.
4. NOTIFICATION
    A. Candidates for Admission: Any conditionally accepted applicant who cannot meet the technical standards as defined in Section II, with or without reasonable accommodation, will not be permitted to matriculate and will be notified in accordance with current policies on Admission to the College of Medicine.
    B. Candidates for Retention, Promotion or Graduation: Any candidate who cannot meet the technical standards as defined in Section II, with or without reasonable accommodation, will not be permitted to continue in the program and will be notified in accordance with current policies on Promotion within the College of Medicine.