

## POLICY ON TECHNICAL STANDARDS

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### POLICY

Essential abilities and characteristics required for completion of the MD degree consist of certain minimum physical and cognitive abilities and sufficient mental and emotional stability to assure that accepted students must meet certain standards of capability with or without reasonable accommodations for matriculation, continued enrollment, and graduation with the MD degree. McGovern Medical School (MMS) intends for its graduates to become competent and compassionate physicians who are capable of entering residency training (graduate medical education) and meeting all requirements for medical licensure and who will serve the identified needs of the State of Texas.

The following abilities and characteristics are defined as technical standards, which, in conjunction with academic standards established by the faculty, are requirements for admission, promotion, and graduation. Delineation of technical standards is required for the accreditation of U.S. medical schools by the Liaison Committee on Medical Education. Although these standards serve to delineate the necessary physical and mental abilities of all candidates, they are not intended to deter any candidate for whom reasonable accommodation will allow the fulfillment of the complete curriculum.

### Technical Standards and Essential Functions

- **Observation:** Candidates must have the skills to be able to accurately obtain information from demonstrations and patient examinations in order to gather patient data (e.g., observe a patient's gait, appearance, posture, etc.). The skills necessitate the use of a sense of vision, hearing, and somatic sensation or a functional equivalent.
- **Communication:** Candidates must be able to communicate effectively with faculty, colleagues, staff, 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 information, and establish therapeutic rapport with patients. Candidates must be able to read and record information accurately and clearly in a healthcare setting.
- **Motor Function:** Candidates must possess the capacity to perform physical examinations and diagnostic maneuvers. They must be able to respond to clinical situations in a timely and efficient manner while providing general and emergency care that are reasonable required of physicians. These activities require some physical mobility, coordination of both gross and fine motor neuromuscular functions, and balance and equilibrium. They must be able to adhere to universal precaution measures and meet safety standards applicable to inpatient and outpatient settings and other clinical activities.
- **Intellectual-Conceptual, Integrative and Quantitative Abilities:** Candidates must be able to assimilate detailed and complex information presented in both didactic and clinical coursework, and engage in problem solving. They must be able to learn through a variety of modalities including, but not limited to, classroom instruction, small group and collaborative activities, problem-based learning groups, individual study, preparation and presentation of reports, simulations, and use of computer technology. Candidates are expected to measure, calculate reason, analyze,

synthesize, and transmit information across modalities. In addition, candidates must be able to comprehend three-dimensional relationships and to understand the spatial relationships of structures.

- **Behavioral and Social Attributes:** Candidates must demonstrate the maturity and emotional stability required for full use of their intellectual abilities. This includes, but is not limited to, accepting the responsibility of learning, exercising good judgment, and promptly completing all responsibilities associated with the diagnosis and care of patients. Candidates are expected to exhibit integrity, honesty, professionalism, compassion, and display a spirit of cooperation and teamwork. They must understand and abide by the legal and ethical aspects of the practice of medicine and function within both the law and ethical standards of the medical profession. Candidates must be able to work effectively, respectfully and professionally as a part of the healthcare team, and to interact with patients, their families, health care professionals, colleagues, faculty, and staff in a courteous, professional, and respectful manner. Candidates are expected to contribute to collaborative, constructive learning environments; accept constructive feedback from others; and take personal responsibility for making appropriate positive changes. 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 at classes and in regard to their clinical responsibilities.
- **Ethical Standards:** Candidates must meet the legal standards to be licensed to practice medicine. As such, candidates for admission must acknowledge and provide written explanation of any felony offense or disciplinary action taken against them prior to matriculation to McGovern Medical School. In addition, should the student be convicted of any felony offense while in medical school, they agree to immediately notify the Vice Dean of Admissions and Student Affairs or designee as to the nature of the conviction. Failure to disclose prior or new offenses can lead to disciplinary action by MMS that may include dismissal.

### Equal Access to McGovern Medical School's Educational Program

McGovern Medical School is committed to providing all students with opportunities to take full advantage of its educational and academic programs. MMS and UTHealth Houston recognize that students with documented disabilities may require reasonable accommodations in order to achieve this objective and/or meet the technical standards and essential functions. Any accommodation must allow the student to complete the medical degree program within six years of matriculation. An accommodation request may not be considered reasonable if it poses a direct threat to the health or safety of self and/or others, if making it requires a substantial modification in an essential element of the curriculum, if it lowers academic standards, or if it poses an undue administrative or financial burden.

If a student, with or without reasonable accommodation, cannot satisfy the technical standards/essential functions or if it is determined that the disability would interfere with patient or peer safety or otherwise impede their ability to complete the program and advance to graduation, residency training or licensure, then the student may be separated, discontinued or dismissed from the program.

**Process:** Candidates with questions regarding disability accommodations are encouraged to contact the [McGovern Medical School Section 504 Coordinator](#) immediately to begin to address what types of accommodation may be considered. Admission to MMS is conditional on the candidate's having the ability to satisfy the technical standards, with or without reasonable accommodation, and results from a process that examines and values all of the skills, attitudes and attributes of each candidate on a case-by- case basis.

### Additional Resources:

- [HOOP Policy 101 – Disability Accommodation](#)
- [HOOP Policy 112 – Religious Accommodation](#)