

Policy on Technical Standards Required for Matriculation, Progression and Graduation

University of Virginia School of Medicine

Introduction: The practice of medicine requires a broad combination of cognitive, emotional, physical, interpersonal and other skills and personal characteristics in order to provide highly effective patient care within the system of health care. Consequently, the School of Medicine has certain minimum standards required of all students who matriculate. These standards must be met continuously throughout medical school in order to progress and graduate. These technical standards are predicated on the school's learning objectives that are considered essential for completion of the M.D. degree. They have been approved by the Curriculum Committee, the Dean and the Office of General Counsel and are reviewed for currency and confirmed on an annual basis.

Students are required to attest at the time they accept an offer to the School of Medicine that they meet the Technical Standards of the school, and they attest on an annual basis that they continue to meet the standards. These standards are not intended to deter any student who might be able to complete the requirements of the curriculum with reasonable accommodation. Requests from students or prospective students for reasonable accommodation in meeting the technical standards will be considered by the Technical Standards Committee.

Resources for Students: Admitted students with physical or learning disabilities have access to the University's Learning Needs and Evaluation Center for an evaluation of what accommodations might be necessary for a student to succeed. The University also provides Physical Medicine and Rehabilitation services to students at their own expense.

Technical Standards: The standards listed below are based on the skills necessary to meet the requirements of the curriculum.

1. Cognitive Skills

- Recall and explain facts and concepts
- Apply facts and concepts in novel clinical and research contexts
- Integrate and analyze clinical and research data and draw appropriate conclusions (measurement, calculation, reasoning, synthesis) The student must be able to execute these skills and act quickly in situations such as cardio-pulmonary resuscitation.
- Justify one's analysis and conclusions
- Acquire and develop clinical reasoning and judgment
- Create new knowledge
- Complete multiple choice, clinical skills and other assessments in a timely manner
- Communicate effectively and quickly in both oral and written formats
- Solicit and record accurately and clearly information from patients, families and others
- Proficiency in both oral and written English Language
- Self-awareness and self-assessment of one's abilities and deficiencies or limitations
- Ability to solicit help when needed

2. Emotional, Attitudinal and Behavioral Skills

- Display empathy
- Display integrity
- Display honesty
- Display concern for others and ability to put the welfare of others before the student
- Display interest and motivation

- Demonstrate timely response and completion of assignments and duties
- Adherence to universal precautions and meeting safety standards in the laboratory and clinical settings
- Self-awareness and self-analysis of one's emotional state and reactions
- Modulation of affect under adverse and stressful conditions and fatigue
- Modulation of behavior under adverse and stressful conditions and fatigue
- Emotional resilience
- Self-reflection
- Ability to adapt to changing environments and roles
- Ability to accept feedback, suggestions and criticism in a constructive manner
- Ability to identify personal reactions, recognize multiple points of view and to integrate these appropriately into clinical decision making.
- Communicate and care for, in a non-judgmental way, persons who differ from them and their beliefs in a variety of ways, including but not limited to gender, age, race, ethnicity, socio-economic status, culture, creed, military status, sexual orientation and identity, and religious or spiritual beliefs.
- Freedom from impairment by alcohol or other drugs

3. Physical Skills

- Execute motor movements necessary cadaver dissection and for general and emergency patient care, including conducting a full physical examination (including manual vital signs), assisting in surgery, obstetrics and emergencies such as cardio-pulmonary resuscitation as well as suturing/stapling of wounds (and removal), inserting an intravenous catheter, inserting a urinary catheter, splinting and other basic general medical and surgical care
- Stand for extended periods of time
- Assist in lifting and positioning patients for procedures
- Dress in protective gowns, gloves and other garments
- Scrub one's hands for sterile procedures
- Physical stamina to work for 30 hours without sleeping
- Skills necessary to use a computer, including the electronic medical record
- Use a microscope
- Obtain an electrocardiogram and place a patient on a cardiac monitor
- Physical skills and senses necessary to use a stethoscope, ophthalmoscope, otoscope, FAST ultrasound and other basic medical equipment
- Adequate sensory function (vision, hearing, touch, equilibrium) and motor function in order to palpate, percuss, auscultate and other diagnostic maneuvers and to observe and differentiate normal from abnormal findings on physical and mental status examinations).
- Drawing venous and arterial blood
- Effectively ventilate a patient using a bag-mask apparatus

4. Interpersonal Skills

- Establish effective working relationships with patients, families, fellow students, faculty, nurses and other professionals in a variety of work environments (classroom, laboratories and clinical settings)
- Function effectively and productively as a member of an interprofessional healthcare team