



Technical Standards for Admission, Retention, Promotion and Graduation

The M.D. is a broad, undifferentiated degree attesting to general knowledge of medicine and the basic skills required for the practice of medicine. MCW has a responsibility for the safety and wellbeing of patients with whom students will come into contact, both before and after graduation. This societal obligation undergirds the establishment of minimum physical, cognitive, ethical and emotional requirements providing reasonable assurance that candidates/medical students for admission, retention, promotion and graduation have the capacity to complete the entire course of study and participate fully in all aspects of medical training. MCW expects that its graduates are fully competent, compassionate, and ethical physicians capable of completing graduate medical education, passing licensing exams and obtaining medical licenses. Furthermore, a candidate/medical student's technical abilities must extend to the general competencies of all medical practices and not be limited to a single medical discipline even if a student intends to restrict their future practice to a narrow part of clinical medicine. Consequently, all students are required to meet all technical standards and to engage in the full medical school curriculum regardless of their future career plans.

The Liaison Committee on Medical Education (LCME) is the accrediting body for the MCW medical school, and requires delineation of technical standards. MCW technical standards are comprised of the following abilities and characteristics:

Physical Requirements

After reasonable training and experience, the candidate/medical student must be capable of performing anatomic dissections of the human cadaver, operations on living animals, and study of microorganisms and tissues in normal and pathologic states including undertaking manipulations necessary for such studies. Observation of gross and microscopic structures necessitates the functional use of the senses of vision and touch and is enhanced by the functional sense of smell.

After reasonable training and experience, the candidate/medical student must be capable of performing a complete physical examination, including observation, auscultation, percussion and palpation. The candidate/medical student must be capable of using instruments, such as, but not limited to, a stethoscope, an ophthalmoscope, an otoscope and a sphygmomanometer. The candidate/medical student must be capable of performing clinical procedures such as, but not limited to, the following: pelvic examination, digital rectal examination, drawing blood from veins and arteries, starting central lines (inserting a needle and/or catheter into a large vein in the chest or neck), making incisions, suturing, spinal puncture (inserting a needle into a patient's spinal canal), paracentesis (inserting a needle and/or catheter into a patient's abdomen), thoracentesis (inserting a needle and/or catheter into a patient's chest cavity), intubation (inserting a breathing tube), assisting in surgery (holding retractors and providing instruments to surgeons), performing cervical dilatation assessments, participating in a vaginal delivery, and performing basic cardiopulmonary life support including chest compressions and ventilation of the lungs. The candidate/medical student must be capable of performing and interpreting basic laboratory tests, using a calculator and a computer, reading an electrocardiogram, and interpreting common imaging tests. The candidate/medical student must be able to act quickly in emergencies. The candidate/medical student must be able to legally operate a motor vehicle or have access to other transportation methods so they can commute with punctuality between clinical sites. These activities require use of special senses, physical mobility, balance, gross and fine motor coordination.

Communication

A candidate/medical student must be capable of expressive and receptive (audial, verbal and written) communication using the English language. A candidate/medical student must also possess the ability to appreciate nonverbal and gestural communication. Together, these communication skills must also enable the candidate/medical student to obtain a medical history in a timely fashion from a wide variety of patients, in a variety of settings and to communicate effectively and sensitively with patients, their families, members of the health care team, and other professionals. Finally, the candidate/medical student must also be able to comprehend written material well enough to accurately interpret common medical records, laboratory and other diagnostic reports and pharmacological prescriptions.

Intellectual-Conceptual, Integrative and Qualitative Abilities

A candidate/medical student must have sufficient cognitive capacities to assimilate the technically detailed and complex information presented in formal lectures, small group discussions/activities, and individual study and in clinical settings. A candidate/medical student must be able to measure, calculate, reason, analyze and synthesize information across modalities, appreciate three-dimensional spatial relationships among structures and logical sequential relationships among events, and form and test hypotheses in order to enable effective and timely problem-solving in diagnosis and treatment of patients.

Behavioral and Social Attributes

A candidate/medical student must possess the emotional health, maturity and self-discipline required for successful participation in and completion of the M.D. degree program. Certain characteristics are especially important in the clinical years. These include punctuality, adequate preparation, diligence, integrity, honesty, conscientiousness in work, knowledge of patients, and capacity for teamwork. The candidate/medical student must accept responsibility for learning and personal conduct, exercise good judgment and promptly complete all responsibilities necessary for sensitive and effective relationships with patients and others. Finally, the candidate/medical student must be able to tolerate physically, emotionally and intellectually taxing workloads, to function effectively under stress, to adapt to changing environments and to display flexibility.

Meeting these aforementioned technical standards, with or without reasonable accommodations, is a pre-requisite for matriculation, retention, promotion, and graduation. Candidates/medical students are required to make attestation that they meet these requirements on an annual basis. Medical students are required to promptly notify the Associate Dean for Student Affairs in the event that their ability to meet the standards has temporarily or permanently changed.

Candidates/medical students who feel an accommodation is necessary must submit their request to the appropriate individual identified below. MCW may require that a candidate/medical student provide medical documentation from their own physician or other treating health professional and/or undergo an evaluation, with a clinician chosen by MCW, at MCW's expense, for the purpose of determining whether the candidate/medical student meets the technical standards.

If a candidate/medical student, in spite of reasonable accommodations, fails to meet the technical standards, rescinding admission or mandatory withdrawal from the program may be required.

Reasonable Accommodations

MCW prides itself on training diverse physicians, including physicians with disabilities. As such, MCW will not exclude or otherwise discriminate against qualified individuals who apply for admission to the M.D. degree program or who are enrolled as medical students based on their status as a person with a disability or member of any other protected class.

In accordance with applicable laws, MCW provides upon request and in accordance with applicable policies, reasonable accommodations to assure that there is equal access to and the opportunity to benefit from all its educational programs.

Reasonable accommodations provide students with disabilities equal access to course instruction, materials, and evaluation and minimizes the impact of the student's disability on their academic performance. Accommodations must be "reasonable" leaving the essential requirements of the course unaltered.

Some examples of accommodations *may* include:

More frequent breaks for students with:

- Crohn's Disease/Irritable Bowel Syndrome, who may need to use the restroom frequently.
- Diabetes, who may need to check blood sugar levels/administer medication.
- Panic Disorder, who may need to step out in order to calm down before returning to class if he/she has a panic attack.

Extended time for testing for students with:

- ADHD, who may struggle to remain focused and have difficulty filtering distractions.
- Learning disability, who may need extra time to read questions or formulate a response.
- Neurological disorders, who may have difficulty writing.

The above lists are not exhaustive, nor are such accommodations guaranteed by virtue of their being listed above. All requests for accommodation are evaluated on a case-by-case basis.

The designated disabilities coordinator for applicants with disabilities is the Director of Recruitment and Admissions. The designated disabilities coordinator for enrolled medical students with disabilities is the Associate Dean for Student Affairs. Candidates and students with disabilities are strongly encouraged to contact these persons as soon as practicable so decisions about and planning for accommodations may occur in a timely manner.

Approved by Senior Associate Dean for Academic Affairs: August 14, 2017

MCW Legal Counsel consulted for legal aspects of Technical Standards: October 13, 2017

Reviewed by MCW Medical School Admissions Committee: August 25, 2017

Reviewed by MCW Academic Standing Committee: October 12, 2017