



Technical Standards for Admission, Retention, Promotion, and Graduation

The Medical College of Wisconsin is committed to diversity and to attracting and educating students who will make the population of healthcare professionals representative of the national population. We actively collaborate with students to develop innovative ways to ensure accessibility and create a respectful accountable culture through our confidential and specialized disability support. We are committed to excellence in accessibility, and we encourage students with disabilities to disclose and seek accommodation. MCW provides the following technical standards to inform incoming and enrolled students of the performance abilities and characteristics that are necessary to successfully complete the requirements of the medical school curriculum and provide effective and safe health care.

To matriculate the student must meet technical standards with or without reasonable accommodations and maintain related satisfactory demonstration of these standards for progression through the program. We wish to ensure that access to our facilities, programs, and services are available to students with disabilities. MCW provides reasonable accommodations to students on a nondiscriminatory basis consistent with legal requirements as outlined in the Americans with Disabilities Act (ADA) of 1990, the Americans with Disabilities Act Amendments ACT (ADAAA) of 2008, and the Rehabilitation Act of 1973.

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:

Intellectual-Conceptual 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. They must have the emotional capacity for recognition and prompt response in the setting of an emergency. Candidates/students must have the ability to process information in a rapid paced environment which may include distractions such as loud noises, simultaneous information from multiple sources and biohazards.

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.

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.

Motor Capabilities

After reasonable training and experience, the candidate/medical student must be capable of performing anatomic dissections of the human cadaver, 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), 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.

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, race, color, national origin, religion, age, sex, gender identity/expression, sexual orientation, marital status, pregnancy, predisposing genetic characteristic, or military status.

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

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 an attestation that they meet these requirements before matriculation and prior to MCWfusion Phase Two. Medical students are required to promptly notify the Office for Student Accessibility Accommodations Manager in the event that their ability to meet the standards has temporarily or permanently changed.

Candidates/medical students who feel 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, despite reasonable accommodations, fails to meet the technical standards, rescinding admission or mandatory withdrawal from the program may be required.

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. Accommodation 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.
 - Anxiety Disorder, who may need to step out to calm down before returning to class if they have 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 neither exhaustive nor are such accommodations guaranteed by virtue of 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 Office for Student Accessibility Accommodations Manager. Candidates and students with disabilities are strongly encouraged to contact these people as soon as practicable so decisions about and planning for accommodation may occur in a timely manner.

MCW maintains a strong institutional commitment to equal educational opportunities for qualified students with disabilities who apply for admission to the School of Medicine or who are already enrolled.

The technical standards are not intended to deter any candidate for whom reasonable accommodation will allow the fulfillment of the complete curriculum. Admitted candidates with disabilities are confidentially reviewed by

the Office for Student Accessibility Accommodations Manager to determine whether there are any reasonable accommodations or alternative mechanisms that would permit the candidate to satisfy the standards.

If you are an applicant with a disability who may require accommodations in our program, we encourage you to contact the Office for Student Accessibility Accommodations Manager, Jason Anderson, at jaanderson@mcw.edu for a confidential consultation.

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