



QUILLEN COLLEGE of MEDICINE

EAST TENNESSEE STATE UNIVERSITY

Policy Name/Number: Technical Standards Policy / ADMIN-0325-27

Policy Owner: Dr. Tory Street, Student Affairs	
Committees, Departments, or Individuals Responsible for Implementation: Student Affairs	
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Date of Next Review: 3/13/2028 (All policies are reviewed by the Policy Advisory Committee every 3 years unless circumstances for an earlier review is identified.)	

(A) Policy Statement:

The Quillen College of Medicine (QCOM) employs the following technical standards to inform incoming and enrolled candidates of the abilities and characteristics that are necessary to successfully complete the requirements of the medical education curriculum and provide effective and safe care in accordance with LCME Standard 10.5.

(B) Purpose of Policy:

In order to matriculate, the candidate must meet technical standards, with or without reasonable accommodations, and maintain related satisfactory demonstration of these standards for progression through the program. The technical standards were developed in accordance with legal standards, including *Section 504 of the Rehabilitation Act (Section 504)* and *Title III of the Americans with Disabilities Act (ADA)*. Section 504 and ADA ensure that applicants and enrolled medical candidates with disabilities are not discriminated against based on disability and are provided an equal, effective, and meaningful opportunity to enjoy the benefits, privileges, and advantages of a medical education. Equal opportunity/non-discrimination includes: providing reasonable accommodations which enable an individual with a disability to meet the technical standards, unless to do so would result in a fundamental alteration in the nature of QCOM's education program; an undue burden, or a direct threat to the health or safety of others, which cannot be mitigated through the provision of reasonable accommodations.

(C) Scope of Policy (applies to):

The Technical Standards Policy applies to applicants and students and candidates. **For purposes of this document, the term "candidate" will be used to mean individuals for admission to QCOM and QCOM medical students who are candidates for retention, promotion, and graduation.*

(D) Policy Activities:

Cognitive Abilities (including 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. Candidates are expected to possess the ability to measure, calculate, reason, analyze, synthesize, and transmit information. In addition, candidates must be able to comprehend three-dimensional relationships and understand the spatial relationships of structures and adapt to different learning environments and modalities. Candidates must be able to effectively participate in learning modalities such as, individual, small group, lecture formats both in the classroom and clinical setting, and other venues in which the curriculum or required activities are delivered. Candidates must be able to effectively learn, participate, collaborate and contribute as a part of a team.

Observational skills

Candidates must be able to use observational skills to acquire, assimilate, and apply information that may lead to conclusions or perceptions about the physical, cognitive, social, cultural, and intellectual environment through the following methods: demonstrations and experiments in the basic sciences, written and audiovisual materials, and patient encounters and one-on-one interactions. These skills require the use of vision, hearing, and touch or the functional equivalent.

Physical abilities and motor functioning

Candidates should have the physical stamina to tolerate the medical education program workload and have sufficient fine and gross motor function. Candidates should possess the capacity to perform a physical examination and diagnostic maneuvers, while executing the motor movements required to provide general and emergency care to patients. Such actions require coordination of gross and fine muscular movements, balance, and equilibrium. Candidates must have the physical and emotional endurance to tolerate physically demanding workloads and function in a competent and professional manner in high stress, fast paced situations, adapt to changing environments, display flexibility, and manage the uncertainty intrinsic in the care of patients and the health care system.

Behavioral Attributes, Social Skills and Professional Expectations

Candidates must exhibit sufficient maturity and emotional stability required for full utilization of their intellectual abilities, which includes, but is not limited to:

- I. The exercise of good judgment and prompt completion of responsibilities associated with the diagnosis and care of patients.
- II. The ability to adapt to changing environments and display flexibility.
- III. Demonstrating compassion, integrity, concern for others, interpersonal skills, professional, interest and motivation during the educational process as candidates are expected to display a spirit of cooperation and teamwork.
- IV. Maintaining ethical and moral behaviors corresponding with the physician's role in all interactions with patients, faculty, staff, candidates, and the public.
- V. An understanding of the legal and ethical aspects of the practice of medicine and function within the law and ethical standards of the medical profession.
- VI. The ability to interact with patients and their families, health care professionals, colleagues, faculty, and staff in a courteous, professional, and respectful manner.
- VII. Candidates should accept responsibility for learning and exercising good judgment and are expected to contribute to collaborative, constructive learning environments.
- VIII. Candidates are expected to accept constructive feedback from others and take personal responsibility for making appropriate positive changes.

The technical standards delineated above must be met, with or without accommodation. We encourage candidates with disabilities to disclose and seek accommodation, however, disclosure of any disability is voluntary. Quillen College of Medicine collaborates with candidates to develop innovative ways to ensure accessibility and create a culture of excellence in accessibility. Applicants and medical candidates who wish to request accommodations after review of the technical standards and/or during the admissions process should contact the East Tennessee State University Office of Disability Services at (423) 439-8346.

Given the clinical nature of our programs, time may be needed to create and implement accommodations. Accommodations are never retroactive; therefore, timely requests are essential and advised. Reasonable accommodations include, but are not limited to, modifying academic requirements and providing auxiliary aids and services. Academic requirements essential to the instruction being pursued by the medical candidate or to any directly related licensing requirement will not be regarded as discriminatory. If QCOM determines that a requested academic accommodation would result in a fundamental alteration, undue burden, or direct threat to the health or safety of others, it will consider whether effective alternatives to the requirement exist which would allow medical candidates to

participate in its academic program without waiving or lowering essential requirements (fundamentally altering the nature of QCOM's medical education program), or resulting in undue burden or direct threat to the health or safety of others. For accommodations particular to clinical environments, the Vice Dean for Academic Affairs or their designee will appoint an appropriate group of representatives knowledgeable of the clinical area to be convened to determine the appropriate clinical accommodation, to include a representative from the particular clinical department involved, the Director of Academic and Support Counseling, a representative from the Office of Disability Services, and a QCOM faculty at large.

The Admissions Committee of East Tennessee State University Quillen College of Medicine will consider any applicant demonstrating the ability to perform or learn to perform the skills listed above. Candidates will be judged not only on their scholastic accomplishments, but also on their physical and emotional capacities to meet the full requirements of the school's curriculum, as well as the foregoing technical standards. Following admission, candidates are expected to maintain the ability to fulfill these technical standards throughout their time in the curriculum and through graduation and must confirm this ability by completing the Technical Standards statement found in MyRecordTracker annually.