

## Essential Functions for Admission, Matriculation and Program Completion at the New Jersey Medical School

Students who are accepted for admission by Rutgers New Jersey Medical School (NJMS) and who matriculate as candidates for the M.D. degree must be able to demonstrate skills and abilities that will enable them to complete the Medical School curriculum. Upon completion of the required curriculum, NJMS, as part of Rutgers Biomedical & Health Sciences recommends to the Board of Trustees that it grant the degree of M.D., which indicates that the holder of such a degree is prepared for entry into the practice of medicine within postgraduate training programs. Therefore, all applicants and matriculated students must be able to fulfill certain essential functions, with or without accommodations, required to complete the curriculum. Inherent in the granting of this degree is the fact that students have observational, communicational, motor, intellectual, conceptual, behavioral and social skills that enable them to practice their profession.

A candidate for the M.D. degree must have abilities and skills of five varieties including: observation; communication; motor; intellectual–conceptual abilities; behavioral and social attributes; and stamina. Candidates can request reasonable accommodations, if needed, to meet these essential functions by following the University policies and procedures and contacting the Office for Disability Services as outlined at the end of this document. Under all circumstances, a candidate should be able to perform these outlined essential functions in a reasonably independent manner. The use of a trained intermediary means that a candidate's judgment must be mediated by someone else's power of selection and observation. Therefore, the use of an intermediary in the clinical setting is ordinarily not permitted.

### **1. Observation**

Candidates must be able to acquire a defined level of information in both the clinical and basic sciences. Such information is presented via demonstrations, experiences, lectures and small-group teaching exercises. Gaining such information will require the candidate to be able to observe material at a distance and close-at-hand (such as slides and overhead projections), and organisms and structures through a microscope. In first and second year clinical preceptorship and in the clinical sciences, candidates will be required to observe a patient accurately at a distance and close-at-hand and to interpret radiographs and other graphic images and digital or analog representations of physiological phenomenon (such as EKGs). Hands-on experience will also be required in learning how to perform a complete physical examination on patients. The observation and information acquisition noted above will require candidates to have functional use of visual, auditory and somatic sensations or the functional equivalent.

### **2. Communication**

A candidate should be able to communicate effectively and efficiently, and to observe patients in order to elicit information, describe changes in mood, activity, and posture, and perceive nonverbal communications. A candidate must be able to respectfully communicate effectively, efficiently and sensitively with patients, their families, faculty, peers and all other members of the health care team. Communication includes not only speech but reading and writing or the functional equivalent.

### **3. Motor**

Candidates must be able to directly perform palpation, percussion, auscultation, and other basic diagnostic procedures. Candidates must be able to execute motor movements reasonably required to provide basic medical care, such as airway management, placement of catheters, cardiopulmonary resuscitation, and application of pressure to control bleeding, simple obstetrical maneuvers. Such actions

require coordination of gross and fine muscular movements, equilibrium, and functional use of the senses of touch and vision or the functional equivalent.

#### **4. Intellectual-Conceptual Abilities**

Candidates must possess measurement, calculation, reasoning, analysis and problem-solving ability. They must have the intellectual capability to increase their fund of information and knowledge base through various media as well as from course materials, scheduled conferences, lectures, rounds, current literature and journals; and to make appropriate evaluations of clinical circumstances. Analytical problem-solving skills are critical in medicine and candidates must be able to perform in a timely manner, tasks utilizing such skills.

#### **5. Behavioral and Social Attributes**

Candidates must possess the emotional and physical health required for full utilization of their intellectual abilities, the exercise of good judgment, the prompt completion of all responsibilities attendant to the diagnosis and care of patients, and the development of mature, sensitive, and effective relationships with patients. Candidates must be able to function effectively under stress. Compassion, integrity, concern for others, appropriate hygiene and appearance, interpersonal skills, interest, and motivation are all personal qualities that are assessed during the admissions and education processes. Students will be judged during the course of study on their acquisition of the knowledge necessary for the practice of medicine, their ability to perform the essential skills noted above, and their intellectual, physical and behavioral capacities to meet the requirements of the School's curriculum.

#### **7. Stamina**

Candidates must possess the stamina, energy and endurance to complete the full curriculum of required courses, electives and other activities under the established School policies. Candidates must be able to tolerate physically taxing workloads, adapt to changing environments, display flexibility, and to learn to function in the face of uncertainties inherent in the clinical findings of many patients.

NJMS complies with all applicable laws concerning applicants and students with disabilities. NJMS will endeavor, if requested, to provide reasonable accommodations to otherwise qualified applicants and matriculated students with disabilities unless: (a) such accommodations impose undue hardship to the institution, or (b) direct threats of substantial harm to the health and safety of others due to the disability and cannot be eliminated by any reasonable accommodations, or (c) such accommodations fundamentally alter the educational program or academic standards. Technological accommodations may be available to assist individuals with a variety of disabilities and may be permitted, but ordinarily the use of human intermediaries who may substitute their power of selection and observation in place of the student's will not be permitted.

A student whose behavior or performance raises questions or concerns pertaining to his or her ability to fulfill the essential functions may be required to obtain evaluation and/or testing by a health care provider designated by the School, and to provide the results to the Campus Student Health Service, the Dean of the New Jersey Medical School and/or the Associate Dean for Student Affairs of the New Jersey Medical School for the purpose of determining whether the student is fit to pursue the educational program. If the student is deemed fit to pursue the program, the School reserves the right to require actions recommended by the health care provider, including further testing, counseling, monitoring, leave of absence, etc.

#### **Note about Immunizations:**

Enrollment and continued enrollment of accepted students at Rutgers New Jersey Medical School is conditional, based on the results of certain laboratory tests and fulfillment of current immunization and

health requirements (as determined by Rutgers and/or NJMS) in order to determine their ability to perform all essential functions. I have read and understand the Essential Functions and Immunization requirements for Admission, Matriculation and Program Completion at Rutgers New Jersey Medical School.

**By submitting this document**, I hereby certify that I am able to meet, with or without accommodations, the essential functions, which are required for admission, matriculation, and completion of the NJMS program. If I require any accommodation in order to perform these functions. I agree to request accommodation, if needed, by promptly following the established policies and procedures set forth by the University.

**If you are in need of reasonable accommodations** in order to meet the **Essential Functions for Admission, Matriculation and Program Completion policy, please** contact the RBHS Office of Disability Services at 973-972-5396 or email [ODSRBHS@rutgers.edu](mailto:ODSRBHS@rutgers.edu). Additional information about the RBHS Office of Disability Services may be found at <http://ods.rbhs.rutgers.edu/>

If you have any general questions about this form or its contents, please send inquiry by email to: [NJMSAccepted@njms.rutgers.edu](mailto:NJMSAccepted@njms.rutgers.edu)