



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

Students who are accepted for admission by the 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 the University of Medicine and Dentistry of New Jersey, 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 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.

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 cannot be eliminated by any reasonable accommodations available, 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.

### **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 male and female patients.

The observation and information acquisition noted above will require candidates to have functional visual, auditory and somatic sensations, enhanced by the functional use of other sensory modalities.

## **2. Communication**

A candidate should be able to speak, to hear, 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.

## **3. Motor**

Candidates are required to possess motor skills sufficient 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, application of pressure to control bleeding, simple obstetrical maneuvers, etc. Such actions require coordination of gross and fine muscular movements, equilibrium, and functional use of the senses of touch and vision.

## **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 standard textbooks, 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.

## **6. Immunizations**

Enrollment and continued enrollment of accepted students at 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 UMDNJ and/or NJMS) in order to determine their ability to perform all essential functions.

## **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.

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

I have read and understand the Essential Functions for Admission, Matriculation and Program Completion at the New Jersey Medical School.

By signing this document I acknowledge that I have been given a copy of 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 promptly in writing and understand that the New Jersey Medical School will evaluate the reasonableness of the accommodation before acting on the request.

**PLEASE CHECK ONE OF THE FOLLOWING:**

\_\_\_ I do not require any accommodations

\_\_\_ I require accommodations

To review the university disabilities policy, please visit:

[http://www.umdnj.edu/oppmweb/university\\_policies/Academic\\_affairs/PDF/00-01-20-91\\_00.pdf](http://www.umdnj.edu/oppmweb/university_policies/Academic_affairs/PDF/00-01-20-91_00.pdf)

Name \_\_\_\_\_  
(Please print)

Signature \_\_\_\_\_

Date \_\_\_\_\_

SSN \_\_\_\_\_