

## **MEMORANDUM**

**TO: All Entering Students and Applicants**  
**FROM: Carol A. Terregino, M.D.**  
**Senior Associate Dean for Education**  
**Associate Dean for Admissions**

**DATE: September 2017**  
**SUBJECT: Essential Functions for Admission and Matriculation**

Please read carefully the below Essential Functions for Admission and Matriculation for Rutgers Robert Wood Johnson Medical School.

You will be asked to confirm whether based upon these Essential Functions for Admission and Matriculation, you can complete the Rutgers Robert Wood Johnson Medical School curriculum, with or without reasonable accommodations?

Please refer to the Office of Disability Services to investigate what reasonable accommodations may be available. (<https://ods.rutgers.edu/>)

If you have any questions concerning these Essential Functions or reasonable accommodations, please contact the Office of Disability Services, Cindy Poore-Pariseau, Ph.D., Director at 973-972-5396

**Rutgers Robert Wood Johnson Medical School**  
**ESSENTIAL FUNCTIONS FOR ADMISSION AND MATRICULATION**

There are certain essential functions for physicians and medical students, which must be met by all applicants and students. Because the M.D. degree signifies that the holder is a physician prepared for entry into the practice of medicine within postgraduate training programs, it follows that graduates must have the knowledge and skills to function in a broad variety of clinical situations and to render a wide spectrum of patient care.

Candidates for the M.D. degree must be able to effectively carry out the activities described in the sections that follow. They must be able consistently, quickly and accurately to integrate all information received, and they must have the intellectual ability to learn, integrate, analyze and synthesize data.

A candidate for the M.D. degree must have abilities and skills of five varieties including: observation; communication; motor; conceptual, integrative and quantitative; and behavioral and social. Technological accommodation is available to assist with a variety of disabilities and may be permitted for disabilities in certain areas. Under all circumstances, a candidate should be able to perform 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 not permitted.

**I. Observation:** Candidates and students must be able to acquire information through demonstrations, experiments and laboratory exercises in the basic sciences. Examples are studies of microbiological cultures, identification of normal and abnormal cells, identification of anatomical structures and interpretation of radiographic images. They must be able to observe a patient accurately at a distance and close at hand and evaluate findings accurately.

**II. Communication:** Candidates and students must be able to effectively communicate with patients and colleagues in order to elicit information, detect changes in mood, activity, and to establish a therapeutic relationship. Candidates and students must be able to communicate in writing. The candidate and student must be able to communicate effectively with patients and family members and elicit and record a clinical history.

**III. Motor:** Candidates and students must be able to execute movements reasonably required to perform a physical examination, provide general care and emergency treatment to patients. Examples of emergency treatment reasonably required of physicians are cardiopulmonary resuscitation, administration of intravenous medication, the application of pressure to stop bleeding, the opening of obstructed airways, the closure of simple wounds and the performance of simple obstetrical maneuvers.

**IV. Intellectual-Conceptual, Integrative and Quantitative Abilities:** These abilities include measurement, calculation, reasoning, analysis and synthesis. Problem solving, the critical skill demanded of physicians, requires all of these intellectual abilities. In addition, candidates and students should be able to comprehend three dimensional relationships and to understand and be able to work within the spatial relationships of structures.

**V. Behavioral and Social Attributes:** Candidates and students must possess the emotional stability 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, non-judgmental, non-prejudiced and effective relationships with patients. Candidates and students must be able to tolerate physically taxing workloads, to work within a team and to learn to function in the face of uncertainties inherent in the clinical problems of many patients. Candidates and students must maintain appropriate personal hygiene and appearance. Honesty, compassion, integrity and concern for others are all personal qualities that are essential in medical students and physicians. Throughout the clinical curriculum, students must be able to consistently perform a complete history and physical examination on any patient, regardless of the patient's race, religion, ethnicity, socioeconomic status, gender, age or sexual preference.

The University will, if requested, provide reasonable accommodations to otherwise qualified enrolled students and applicants with disabilities unless: (a) such accommodations impose an undue hardship to the institution, or (b) direct threats of substantial harm to the health and safety of self and others due to the disability and the direct threat cannot be eliminated by any reasonable accommodations available that would allow the student to perform the essential functions, or (c) such accommodations fundamentally alter the educational program or academic standards.

A student whose behavior or performance raises questions concerning his or her ability to fulfill these 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 Student Health Service or the Student Wellness Program 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, or other actions.

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