University of Colorado School of Medicine
Graduate Medical Education
Technical Standards and Essential Functions for Appointment and Promotion
Template

I. Introduction

The University of Colorado School of Medicine Graduate Medical Education Committee adopted the following technical standards/essential job functions for appointment and promotion in Resident training programs essential to qualify Residents for proficiency in a specific clinical discipline. Medicine is an intellectually, physically, and psychologically demanding profession. All phases of medical education require knowledge, attitudes, skills and behaviors necessary for the practice of medicine and throughout a professional career. Those abilities that Residents must possess to practice safely are reflected in the technical standards that follow. These technical standards/essential functions are to be understood as requirements for training in all University of Colorado School of Medicine residency and clinical fellowship programs, and are not to be construed as competencies for practice in any given specialty. Individual programs may require more stringent standards or more extensive abilities as appropriate to the requirements for training in that specialty.

Residents in Graduate Medical Education programs must be able to meet these minimum standards, with or without reasonable accommodation (see Section III).

II. Standards

A. Observation

Observation requires the functional use of vision, hearing and somatic sensations. Residents must be able to observe demonstrations and participate in procedures as required. Residents must be able to observe a patient accurately and completely, at a distance and closely. They must be able to obtain a medical history directly from a patient, while observing the patient’s medical condition.

B. Communication

Communication includes: speech, language, reading, writing and computer literacy. Residents must be able to communicate effectively and sensitively in oral and written form with patients to elicit information, as well as, perceive non-verbal communications.
C. Motor

Residents must possess sufficient motor function to elicit information from the patient examination by palpation, auscultation, tapping, and other diagnostic maneuvers. Residents must also be able to execute motor movements reasonably required for routine and emergency care and treatment of patients.

D. Intellectual - Conceptual, Integrative and Quantitative Abilities

Residents must be able to measure, calculate, reason, analyze, integrate and synthesize technically detailed and complex information in a timely fashion to effectively solve problems and make decisions, which are critical skills demanded of physicians. In addition, Residents must be able to adapt to evolving methodologies, comprehend three-dimensional relationships and to understand spatial relationships of structures.

E. Behavioral and Social Attributes

Residents must possess the psychological ability required for the full utilization of their intellectual abilities, for the exercise of good judgment, for the prompt completion of all responsibilities inherent to diagnosis and care of patients, and for the development of mature, sensitive, and effective relationships with patients, colleagues and other health care providers. Residents must be able to tolerate physically and mentally taxing workloads and function effectively under stress. They must be able to adapt to a changing environment, display flexibility and learn to function in the face of uncertainties inherent in the clinical problems of patients. Residents must also be able work effectively and collaboratively as a team member. As a component of their education and training, Residents must demonstrate ethical behavior consistent with professional values and standards.

III. Reasonable Accommodation

It is the policy of the University of Colorado School of Medicine and the Graduate Medical Education Committee to provide reasonable accommodations to qualified Residents with a disability when available. Reasonable accommodation may be made in the form of an evaluation, where necessary. Whether or not a requested accommodation is reasonable or available will be determined on an individual basis. Determining what is a reasonable accommodation is an interactive process which the Resident should initiate as early as possible with the University of Colorado Denver ADA Coordinator, (303) 315-2700.