



Office of Enrollment Services

UMDNJ - School of Health Related Professions Essential Functions for Participation in Courses

The University of Medicine and Dentistry of New Jersey - School of Health Related Professions (UMDNJ-SHRP) is committed to the education of all qualified individuals, including persons with disabilities¹, who with or without reasonable accommodation, are capable of performing the essential functions of the educational program pursued.

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, 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.

The following standards are described to assist each candidate in evaluating his/her prospect for academic success. It is important to read each standard carefully. By signing your name on your application form for admissions, you are indicating you have read and understood these standards.

General Standards for Allied Health Education: Student must perform the following functions on others including other students, patients or health care workers regardless of race, religion, ethnicity, socioeconomic status, gender, age or sexual preference.

A. Observation:

Students must be able to acquire a defined level of required information as presented through educational experiences in the basic sciences as well as the clinical sciences, such as: information conveyed through physiologic and pharmacological demonstration in animals, microbiological cultures and microscopic images of microorganisms and tissues in normal and pathologic states. Students must be able to observe a patient/client accurately and safely and to acquire information from health care providers, and other sources such as: written documents and images from paper, films, slides or videos. Students must have the ability to interpret data (e.g., x-rays and other graphic images, digital or analog representations of physiologic phenomena such as EKG's) with or without the use of assistive devices.

Such observations and information acquisitions necessitate the adequate functional use of visual, tactile and other sensory modalities. Such observations and educational experiences may require travel to facilities off UMDNJ campuses.

B. Communication:

The student must be able to gather, utilize and disseminate information in English effectively, efficiently and professionally using a variety of communication modalities. The student must master basic computer and Internet skills and be able to communicate via e-mail.

¹As defined by state or federal law.

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C. Intellectual/Conceptual Abilities:

The student must be able to measure, calculate, reason, analyze, process, integrate, synthesize, apply and retain facts, concepts and data related to the art and science of health care including pertinent legal and ethical issues. The student must have the ability to perform problem-solving tasks in a timely manner.

D. Motor:

The student must possess the motor functions needed to perform the necessary movements reasonably required to conduct allied health work in his/her particular program or profession. (These may include, but are not limited to: diagnostic and therapeutic maneuvers and procedures, such as the use of clinical instruments, laboratory tests and handling and transferring patients). The student must also be able to perform prescribed preventive techniques (properly wash hands, wear protective devices, etc.) and standard precautions to minimize exposing him/herself and others to pathogens (e.g., bacteria and viruses).

E. Behavioral and Social Skills

The student must demonstrate emotional stability with appropriate interpersonal relationships and communication skills. He/she must be able to exercise good judgement and sustain an attention level necessary to complete all responsibilities promptly; be attendant to the diagnosis and care of patients, and develop mature, sensitive, professional and effective relationships with patients/clients (in well and diseased states from every gender, socioeconomic status and cultural group) and health care workers. The student must be able to tolerate taxing workloads and to function effectively under stress. He/she must be able to adapt to changing environments, to display flexibility, and to learn to function in the face of uncertainties inherent in the clinical setting. Compassion, integrity, concern for others, appropriate hygiene, appearance, interpersonal skills, interest and motivation are all personal qualities that are required throughout the admissions and educational processes.

A student whose behavior or performances raises questions concerning 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 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.

Enrollment and continued enrollment of accepted students to UMDNJ-School of Health Related Professions is conditional, based on fulfillment of immunization and health requirements (see UMDNJ policy 00-01-45:52:00 – Student Immunizations and Health Requirements) and the HIV, HBV and HCV policy (UMDNJ Policy 00-01-40-40:10 –Management of Occupational/Educational Exposures to HIV, HBV and HCV).

The Disability Compliance Coordinator, Chantonette Lyles, may be reached at (973) 972-8594.