

**Standards of Capacity  
For all SMHS Medical Students**

Section: 4  
Policy number: 4.14  
Responsible Office: Student Affairs and Admissions  
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**POLICY STATEMENT**

UND SMHS medical students must exhibit essential aptitudes, skills and abilities that enable them to demonstrate competency as they perform in the vast array of requisite ways required in medical education.

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**REASON for POLICY**

The University of North Dakota School of Medicine and Health Sciences (SMHS) has a responsibility to society to graduate the best possible future physicians. All graduates of the UND SMHS must have knowledge, skills, and attitudes to function in a wide variety of clinical situations and to render a wide spectrum of patient care. The UND SMHS essential standards (academic and capacity) are designed to ensure the graduation of capable, well-rounded future clinicians.

Academic standards refer to acceptable demonstrations of competency in various disciplines as judged by faculty members, examinations and other measurements of performance. Acceptable student levels of competency are required in eight domains. These eight domains are similar to those used by graduate medical education programs to evaluate residents thus preparing students for the next phase of their education. Standards of capacity are the essential aptitudes, skills and abilities that enable medical students to perform in the vast array of requisite ways necessary to demonstrate competency in each of the eight domains.

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**SCOPE of POLICY**

This policy applies to:

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|--|---|
| <input checked="" type="checkbox"/> Deans, Directors, and Department Heads | <input checked="" type="checkbox"/> Faculty |
| <input checked="" type="checkbox"/> Managers and supervisors               | <input checked="" type="checkbox"/> Staff   |
| <input checked="" type="checkbox"/> Students                               |   |

Others: This policy applies to all faculty members who have responsibilities for student assessment. Faculty members have an active duty to bring forward any potential conflicts of interest.

**WEB SITE REFERENCES**

This policy: <http://www.med.und.edu/policies/ files/docs/conflict-of-interest-assessment.pdf>  
Policy Office: <http://www.med.und.edu/policies/index.cfm>

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## DEFINITIONS

Academic Standards	Are the acceptable demonstrations of competency in various disciplines as judged by faculty members, examinations, and other measures of performance.
Standards of Capacity	The essential aptitudes, skills and abilities that enable medical students to perform in the vast array of requisite ways required in medical education.
Reasonable Accommodations	A modification or adjustment to the academic program or university environment that enables a qualified individual with a disability to perform the essential functions of the course or training and allows access to the University's programs, services, and activities.
Qualified Individual	An individual who can, with or without reasonable accommodation(s), perform the essential functions of the academic class or program.

## RELATED INFORMATION

Technical Standards for all UNDSMHS students	<a href="http://www.med.und.edu/policies/files/docs/technical-standards.pdf">http://www.med.und.edu/policies/files/docs/technical-standards.pdf</a>
Student Educational Disability Accommodations	<a href="https://und.policystat.com/policy/11267910/latest#autoid-dy9ar">https://und.policystat.com/policy/11267910/latest#autoid-dy9ar</a>

## CONTACTS

General questions about this policy can be answered by your department's administrative office. Specific questions should be directed to the following:

Subject	Contact	Telephone/FAX	Email contact
Policy clarification	Dean's Office	777.2514/777.3527	<a href="mailto:judy.solberg@und.edu">judy.solberg@und.edu</a>
Policy format	Dean's Office	777.2514/777.3527	<a href="mailto:judy.solberg@und.edu">judy.solberg@und.edu</a>

## PROCEDURES

The domains that define SMHS undergraduate medical education competencies include:

- i. Practice-Based Learning and Improvement
- ii. Medical Knowledge
- iii. Patient Care

- iv. Interpersonal and Communication Skills
  - v. Professionalism
  - vi. Systems-based Practice
  - vii. Interprofessional Collaboration
  - viii. Personal and Professional Development
- I. Standards of capacity are the essential aptitudes, skills and abilities that allow medical students to perform in the vast array of requisite ways summarized in the eight domains above. They are described in detail below.
  - II. Without the ability to demonstrate the standard capacities, students cannot fulfill the requirements of the curriculum at the University of North Dakota School of Medicine & Health Sciences. Meeting the UND SMHS Standards of Capacity is, therefore, required for 1) matriculation (inasmuch as aptitudes and abilities can reasonably be determined before matriculation), 2) subsequent promotion from phase to phase, and 3) graduation.
  - III. Qualified individuals with disabilities, as defined by Section 504 of the Rehabilitation Act and the Americans with Disabilities Act, may study and practice medicine with the use of reasonable accommodations. To be qualified for the study of medicine at the UND SMHS, individuals with disabilities must be able to meet both the UND SMHS's academic standards and standards of capacity, with or without reasonable accommodation. Accommodation provides students with disabilities with an equal opportunity to participate in all aspects of each course or program. Reasonable accommodation does not guarantee that students will be successful in meeting the requirements of the course or clerkship.
  - IV. Qualified students with disabilities are provided with reasonable accommodations at the UND SMHS, pursuant to UND's [Student Educational Disability Accommodations Policy](#). Requested accommodations cannot fundamentally alter the nature of the program or activity; alter or remove essential requirements; lower academic standards; present an undue financial or administrative burden on the school; or pose a threat to the safety of others or the public. An accommodation that provides cognitive support or substitutes for essential clinical skills, or supplements clinical and ethical judgment is not reasonable and will not be provided.

## Standards of Capacity

The listed capacities are essential in meeting the core competencies as defined by the University of North Dakota School of Medicine and Health Sciences.

Students at the UND SMHS must have capacities/abilities in five broad areas:

- Perception/observation
- Communication
- Motor/Tactile
- Cognition

- Professionalism

Details describing each of these areas are as follows. These are presented as examples and are not intended to be all inclusive.

1. Perception/observation-Students must be able to perceive, by the use of senses and mental abilities, the presentation of information through:
  - a. Small group discussions and presentations
  - b. Large-group lectures
  - c. One-on-one interactions
  - d. Demonstrations
  - e. Laboratory experiences
  - f. Patient encounters (at a distance and close at hand)
  - g. Diagnostic findings
  - h. Procedures
  - i. Written material
  - j. Audiovisual material
2. Communication-Students must be able to communicate skillfully both orally and in writing (in English) with faculty members, other members of the healthcare team, patients, families, and other students, in order to:
  - a. Elicit information
  - b. Convey information
  - c. Clarify information
  - d. Create rapport
  - e. Develop therapeutic relationships
  - f. Work collaboratively
3. Motor/Tactile Function-Students must have sufficient motor function and tactile abilities to:
  - a. Attend and participate in classes, groups, and activities which are part of the curriculum
  - b. Produce written and oral communication
  - c. Examine patients (including observation, auscultation, palpation, percussion, and other diagnostic maneuvers)
  - d. Perform basic laboratory procedures and tests
  - e. Perform diagnostic procedures
  - f. Provide patient care appropriate to the circumstances
  - g. Function in a wide variety of patient care venues
  - h. Perform in a reasonably independent and competent way in potentially high speed/high demand environments
  - i. Wear a surgical mask.
  - j. Wear a N95 respirator or powered air-purifying respirator (PAPR).
4. Cognition-Students must be able to demonstrate higher-level cognitive abilities, which include:
  - a. Rational thought
  - b. Measurement
  - c. Calculation
  - d. Visual-spatial comprehension
  - e. Conceptualization
  - f. Analysis

- g. Synthesis
  - h. Organization
  - i. Representation (oral, written, diagrammatic, three dimensional)
  - j. Memory
  - k. Application
  - l. Clinical reasoning
  - m. Ethical reasoning
  - n. Sound judgment
5. Professionalism-Students must consistently demonstrate the core attributes of professionalism. UNDSMHS has defined the following behaviors as indicators of professionalism:
- a. Commitment to Excellence
  - b. Honesty and Integrity
  - c. Respect for Others
  - d. Empathy and Compassion
  - e. Professional Responsibility
  - f. Social Responsibility
  - g. Altruism

## RESPONSIBILITIES

Student	Contact Disability Services for Students (DSS) to request accommodations. Provide documentation to the Associate Dean for Student Affairs and Admissions. Renew accommodations with DSS each trimester.
Faculty and administration	Refer students to DSS when necessary. Provide approved accommodations and/or academic adjustments to students who have documented disabilities in a timely manner. Maintain confidentiality of records concerning students with disabilities. Evaluate students based on their abilities rather than their disabilities.
Education Resources	Implement reasonable accommodations for students as determined by DSS.

*NOTE: Not a part of the official document*

If any medical school applicant or medical student has a question about whether he or she can meet these standards due to functional limitations from a disability, he or she should contact Disability Support Services for a confidential discussion regarding reasonable accommodation:

Disability Support Service  
Room 190 McCannel Hall,  
Stop 9040 Grand Forks, ND  
58202-9040 Phone: (701) 777-  
3425 Voice/TDD  
Fax: (701) 777-4170  
[dss@und.nodak.edu](mailto:dss@und.nodak.edu)