



# DPH TECHNICAL STANDARDS

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To qualify for enrollment into, retention in and graduation from academic programs within the TTUHSC Graduate School of Biomedical Sciences' Department of Public Health, an individual must satisfy certain technical standards. The following abilities and characteristics define the technical standards, in conjunction with academic standards established by the faculty of academic programs and are required for admission, matriculation, continuation and graduation from all GSBS programs.

## OBSERVATION

Observation requires the functional use of vision and somatic sensations. Therefore, candidates, with reasonable accommodation, must be able to:

- Observe/perceive demonstrations or otherwise gather accurate information
- Integrate or synthesize information from multiple sources
- Use observations or other means to inform actions and make valid judgements

## COMMUNICATION

A candidate with reasonable accommodation should be able to communicate with colleagues and faculty through speech, hearing or observation in order to elicit information. Specifically, the candidate must be able to:

- Have an ability to communicate with faculty, colleagues and the those with whom they might work
- Be able to perceive alarms and other emergency signals
- Read and understand written documents (e.g., policies, protocols, regulations) and be able to synthesize and share this information to various audience
- Effectively use a range of communication avenues as appropriate to the purpose and audience. These may include in-person meetings or web-conferencing with persons such as students, public health workers or community members
- Use communication and sensory skills to convey and elicit information verbally and in writing (reports/letters/memos, and emails)
- Use communication and sensory skills to facilitate decision-making

## MOTOR / PHYSICAL SKILLS

Motor or physical skills entails having sufficient skills to execute physical functions and actions pertinent to movement. These include:

- Sufficient motor function and skills to operate a computer or any electronic device to access course materials and program documents; this may be through use of special programs to allow voice or eye control of the computer
- The ability to move to and from classrooms and meeting places

- Perform minimally taxing continuous physical work that often requires prolonged sitting for several hours to partake in lectures either in person or online

## **INTELLECTUAL-CONCEPTUAL, INTEGRATIVE, AND QUANTITATIVE ABILITIES**

Candidates should possess conceptual, integrative and quantitative abilities. They must be able to:

- Have the intellectual capability to improve their knowledge based upon standard textbooks, conferences, lectures, current scholarly literature and journals.
- Process computational and mathematical information pertaining to population health
- Undertake effective evaluation of the literature to build on professional expertise and inform decision making
- Ability to acquire, retain and apply new and learned information, accurately follow course syllabi, assignment directions and any action plans developed by deans, faculty, or administrators

## **BEHAVIORAL, SOCIAL AND PERSONAL ATTRIBUTES**

Candidates must possess the emotional health and maturity required for full utilization of all intellectual abilities. Specifically, they must be able to:

- Establish rapport with stakeholders, clients and colleagues
- Give prompt attention to and completion of all responsibilities required of public health students
- Develop rational, sensitive, and effective relationships
- Develop conflict resolution skills as well as the ability to negotiate conflicting attitudes and opinions
- Show compassion, integrity, interpersonal skills, interest and motivation
- Work cooperatively and with honesty and integrity with peers, faculty and colleagues
- Seek and effectively use help for medical and emotional problems that interfere with scholastic and/or professional performance
- Show respect for all HSC personnel, as well as peers, clients, stakeholders and community members
- Be free of the influence of illegal drugs and alcoholic beverages in classes and when engaged in any professional work or encounters
- Deal with life stressors through the use of appropriate coping mechanisms, handle stress effectively by using appropriate self-care and by developing supportive relationships with colleagues, peers and others
- Seek and effectively use help for any problems that interfere with scholastic and/or professional performance
- Demonstrate appropriate personal hygiene habits
- Dress appropriately and in a manner befitting the professional climate and within accepted norms
- Possess maturity, self-discipline and sound judgment

## **FLEXIBILITY / ADAPTABILITY**

Candidates must have flexibility, be open to new ideas, and be willing and able to modify beliefs and practices pertaining to public health. Therefore they must be able to:

- Perform multiple responsibilities concurrently
- Adapt to changing situations in the short, immediate, and long term
- Function confidently and competently in the face of uncertainties

## **PROFESSIONAL REQUIREMENTS**

All candidates are required to demonstrate a highly level of professionalism. They must:

- Project an image of professionalism
- Arrive (and be on time) for professional commitments, including classes and committee meetings
- Meet deadlines for course assignments and program requirements; a pattern of repeated absences, lateness, and failure to meet deadlines in courses is not acceptable
- Demonstrate good attendance, integrity, honesty, conscientiousness in classes and when engaged in any professional work/ encounter.
- Seek assistance and follow supervision in a timely manner, and accept and respond appropriately to constructive review of their work from supervisors
- Reflect on professional practice and accept constructive feedback in a professional manner, demonstrate the ability to act appropriately upon reasonable criticism
- Demonstrate attitudes of integrity, responsibility and tolerance
- Demonstrate honesty and integrity by being truthful about background, experiences and qualifications; doing their own work; giving credit for the ideas of others; and providing proper citation of source materials
- Interact courteously, fairly and professionally with others in accordance with the TTUHSC Values-Based culture
- Demonstrate the ability to understand the perspectives of others in the context of teaching, counseling, administration, etc. and the ability to separate personal and professional issues.
- Protect the confidentiality of client and stakeholder information appropriate to the profession unless disclosure serves professional purposes or is required by law

## **ACCOMMODATIONS AND TECHNICAL STANDARDS**

GSBS will not discriminate against qualified individuals with disabilities who apply for admission to any of its graduate programs. Otherwise, qualified individuals shall not be excluded from admission or participation in a professional / graduate program solely by reason of their disability or medical condition. An academic program, through Disability Services, should provide reasonable accommodations to qualified individuals with disabilities. A reasonable accommodation is one that does not require substantial program modification or lower academic standards. Reasonable accommodations can be provided in relation to academic requirements and to technical standards. Academic departments offering graduate programs should be clear that technical standards are of equal importance with academic requirements and that it is necessary to fully explore the use of reasonable accommodations with candidates.

Should an admitted student have or develop a condition that places the student in the position of not being able to meet a technical standard and no reasonable accommodation can be identified and this is such that it would jeopardize his or her ability to complete the program, the student may be dismissed from the program.

Candidates for selection to a GSBS graduate program should verify that they understand and can meet the technical standards established by the GSBS or that they believe that, with certain reasonable accommodations, they can meet the standards.

It is the responsibility of a student with a disability (or a student who develops a disability) and who needs an accommodation to notify the TTUHSC Student Affairs office, and to provide adequate documentation of the general nature and extent of the disability and the functional limitations to be accommodated. A student who has or develops any chronic disease or condition that may affect his or her ability to meet the technical standards will be expected to seek input and appropriate intervention from appropriate professionals.