

GSBS TECHNICAL STANDARDS

To qualify for enrollment into, retention in and graduation from academic programs within the TTUHSC Graduate School of Biomedical Sciences, 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 are required for admission, matriculation, continuation and graduation from all GSBS programs.

OBSERVATION

- Gathering of accurate information
- Integration / synthesis of information from multiple observations and /or modalities
- Use of observations to inform on conclusions / actions

COMMUNICATION

- Efficient, effective, accurate and timely communication using a range of communication media as appropriate to the purpose and audience, for example in-person meetings, telephone, letters/memos, email, web-conferencing
- Use of communication and sensory skills to convey and elicit information
- Use of communication and sensory skills to facilitate decision making
- Accurate perception of nonverbal information and cues in inter-personal encounters.

MOTOR / PHYSICAL SKILLS

- Sufficient motor function / physical strength and skills to execute physical functions and actions pertinent to conducting research in the lab
- Sufficient motor function in order to execute movements required to provide complete and accurate diagnostic test results.
- Habitually practice lab safety including selecting and wearing appropriate Personal Protective Equipment (PPE)
- Perform moderately taxing continuous physical work, often requiring prolonged sitting or standing over several hours
- Reach laboratory bench tops and shelves
- Fine and gross motor skills may be required along with functional use of the senses of touch and vision

INTELLECTUAL-CONCEPTUAL, INTEGRATIVE, AND QUANTITATIVE ABILITIES

- Ability to undertake effective research to build on professional expertise and inform decision making
- Ability to synthesize complex information
- Ability to exercise sound judgement with the benefit of this information and knowledge / skills
- Evaluate effective news of professional interventions.
- Accurately follow course syllabi, assignment directions and any action plans developed by deans, faculty, or administrators

BEHAVIORAL, SOCIAL AND PERSONAL ATTRIBUTES

- Emotional health and maturity
- Establish rapport with stakeholders, clients and colleagues
- Prompt attention to and completion of all responsibilities attendant to research
- Ability to nurture mature, sensitive, and effective relationships
- Development of conflict resolution skills / ability to negotiate conflicting attitudes and opinions
- Compassion, integrity, interpersonal skills, interest and motivation
- Work cooperatively and with honesty and integrity with peers, faculty and colleagues
- Integrate constructive criticism received in GSBS; on-campus learning settings and off-campus learning settings.
- Correctly judge the limits of one's own competence and seek help from an appropriate source
- 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 / 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 medical and emotional problems that interfere with scholastic and/or professional performance
- Demonstrate appropriate personal hygiene habits
- Dress appropriately and in a manner befitting the profession
- Possess maturity , self-discipline and sound judgment

FLEXIBILITY / ADAPTABILITY

- Ability to adapt to changing situations in the short / immediate, medium and long term
- Flexibility and the ability to function confidently and competently in the face of uncertainties

- Show flexibility and be open to new ideas, and be willing and able to modify beliefs and practices as they relate to the professional area

PROFESSIONAL REQUIREMENTS

- Project an image of professionalism
- Arrive (and be on time) for professional commitments, including classes and committee/lab 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 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 stands will be expected to seek input and appropriate intervention from appropriate professionals.