

POLICY NAME: Accommodations for Students with Disabilities

Responsible Party: Student Disability Services and Office of Medical Education

Applies To CMED: Faculty Students Residents Staff Administration

Approval Date: 9/21/2016 Curriculum Committee

Policy Procedure

POLICY:

The College of Medicine is committed to facilitating the integration of students with disabilities into the university community. Each student with a disability is entitled to reasonable accommodation that will assist him/her to meet the academic standards as defined in these regulations and to facilitate the student's progress. Reasonable accommodation may require those responsible for student assessment to exercise creativity and flexibility in responding to the needs of students while maintaining academic and technical standards.

All College of Medicine students, including those with a disability, must be able to meet the technical standards of the medical field and perform the necessary skills required for a practicing physician. All College of Medicine MD degree candidates must demonstrate appropriate cognitive skills, perform physical tasks, and demonstrate appropriate clinical judgment: all of which are requirements for the occupational role of physician.

All College of Medicine students who have been admitted to the program must continue to meet the essential functions and technical standards of the medical curriculum. The College of Medicine recognizes, however, that some individuals may have disabilities or be temporarily limited in terms of their ability. In order to reasonably accommodate such individuals, some modifications to the assessment process will be considered. However, no accommodation which alters the essential functions or the technical standards of the curriculum will be approved, and accommodations will not compromise patient safety and well-being.

DEFINITIONS:

A wide variety of conditions and impairments are defined as a disability. Central Michigan University and the College of Medicine recognize and use the definition of disability as defined by the Americans with Disabilities Act Amendment Act found at: <http://www.ada.gov/q&aeng02.htm>

Additional information and documentation guidelines can be found at the CMU Office of Student Disability Services: https://www.cmich.edu/ess/studentaffairs/SDS/SDSProspectiveStudents/Pages/Documentation_Guidelines.aspx

The following procedure is consistent for all students and CMU. Additional consideration for reasonable accommodations in professional programs will be discussed, if necessary, with the appropriate program personnel.

PROCEDURES:

1. Central to the success of a student with a disability in completing the MD program is his/her responsibility to demonstrate self-reliance and to identify needs requiring accommodation in a timely fashion. It is in the student's best interest to identify their need for accommodation early. The College of Medicine encourages incoming students to take such action immediately following their offer of admission by contacting the College of Medicine Office of Student Affairs. Early declaration enables the College of Medicine to take decisive actions so that the student's academic programs will be seamless.
3. Students with a disability are encouraged to meet with a member of the College of Medicine's Office of Student Affairs who can advise on how to notify Student Disability Services (SDS) when they are enrolled in course work. An official notification of reasonable accommodations will be developed in conjunction with the appropriate College of Medicine personnel, including faculty, Assistant Dean Student Affairs, Associate Dean Compliance Assessment, and Evaluation, Associate Dean Clinical Education, Course and Clerkship Directors.
4. The Course and Clerkship Directors, the Associate Dean/ Compliance, Assessment, and Evaluation, and the Associate Dean/Clinical Education will be notified in writing, by the Office of Student Affairs, of any student with approved

accommodations.

5. The College of Medicine Assistant Dean for Student Affairs and CMU Director of Student Disability Services may meet with the student to discuss the accommodation and sign an accommodation plan. The accommodation plan will be kept on file with the Office of Student Affairs and the Student Disability Services.
6. The Office of Student Affairs and Student Disability Services will provide accommodated students with counseling regarding whether the accommodation will be recognized and granted by the United States Medical Licensure Examination (USMLE). Students who wish to file a grievance regarding their accommodation should contact the College of Medicine Office of Student Affairs and the Student Disability Services to be advised on the appropriate procedures.

The College of Medicine reserves the right to make exceptions, modify or eliminate this policy and or its content. This document supersedes all previous policies, procedures or guidelines relative to this subject.

| Revision history | |
|------------------|--|
| 2/17/2016 | Approved by Curriculum Committee |
| 9/21/2016 | Revised and approved by Curriculum Committee |