



DEPARTMENT OF COMMUNICATION SCIENCES AND DISORDERS

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Essential Functions and Technical Standards for Admission and Continued Enrollment in The Communication Disorders Major

The Communication Disorders Major at Central Michigan University is primarily designed to prepare undergraduate students for entry into a speech-language pathology or audiology graduate program. The essential functions and technical standards for admission to and continued enrollment in the CDO major reflect the essential qualities and abilities that are considered necessary to a student's academic and clinical performance. Ability to meet these Technical Standards is required for admission and must also be maintained throughout a student's progress in the CDO major. In the event that, a student is unable to fulfill these essential functions and technical standards, with or without reasonable accommodation, then the student may be dismissed from the CDO major. Students should carefully review the essential functions and technical standards below to determine whether or not they can meet these standards with or without accommodation.

ESSENTIAL FUNCTIONS

To be admitted to, and successful in the CDO major, a student must consistently:

1. Utilize appropriate and effective spoken, written, and nonverbal communication with clients and colleagues from a variety of cultural backgrounds. Students must learn complex information, perform clinical problem solving, and synthesize and apply information from the discipline of **Human Communication Sciences and Disorders** and related disciplines to formulate diagnostic and treatment judgments.
2. Demonstrate sufficient motor, sensory, memory, and coordination skills to perform routine client service delivery in speech-language pathology and/or audiology.
3. Maintain composure and continue to function well during periods of high stress.
4. Demonstrate affective skills and appropriate demeanor and rapport with clients, caregivers, and professional colleagues.
5. Adjust to changing situations and uncertainty in an academic or clinical environment.
6. Reliably and critically self evaluate his/her professional-technical and personal skills that contribute to positive client outcomes.
7. Accept constructive criticism and respond by appropriate modification of behavior.

TECHNICAL STANDARDS

To be successful in the CDO major, an individual must possess specific skills and abilities in the following four areas:

1. Observation Skills
2. Psychomotor Skills
3. Cognitive Skills
4. Affective/Behavioral Skills

1. Observation Skills

- Observe, interpret, and document clients' activity and behavior accurately during assessment and treatment procedures.
- Read, comprehend, and interpret information accurately from diagnostic tests, equipment, and client records. Provide complete documentation in a timely manner.
- Accurately monitor through both visual and auditory modalities, equipment displays and controls used for assessment and treatment of clients.

2. Psychomotor Skills

- Attend and participate in lecture and laboratory classes.
- Accomplish required tasks in clinical and academic settings.
- Using fine motor coordination, accurately and efficiently use equipment and materials during assessment and treatment of clients.

3. Cognitive Skills

- Comprehend, integrate, and synthesize a large body of information/knowledge in a short period of time.
- Analyze complex client problems.
- Reflect on clinical and academic performance and self assess performance accurately.
- Utilize appropriate and effective spoken, written and non-verbal communication. Students must be able to understand and speak the English language at a level consistent with competent professional practice.

4. Affective/Behavioral Skills

- Demonstrate appreciation and respect for individual, social, and cultural differences in fellow students, colleagues, staff, clients, and significant others.
- Demonstrate appropriate behaviors to protect the safety and well being of clients and classmates.
- Demonstrate empathy and demonstrate commitment to the role of the Speech-Language Pathologist or Audiologist.
- Appropriately handle situations that may be emotionally, physically, or intellectually stressful.
- Adjust to changing situations and uncertainty in academic and clinical situations.
- Demonstrate honesty, integrity, and professionalism.
- Maintain confidentiality of client/patient information.

Candidates who have been accepted for admission into the CDO major will be required to verify they understand and meet these technical standards. Admission decisions are made on the assumption that each candidate can meet the technical standards without consideration of disability.

The Student Disability Services office will evaluate a student who states she/he can meet the program's technical standards with accommodation and confirm that the stated condition qualifies as a disability under applicable laws.

If an applicant states she/he can meet the technical standards with accommodation, then the University will determine whether it agrees that the student can meet the technical standards with reasonable accommodation; this includes a review of whether the accommodations requested are reasonable, taking into account whether the accommodation would jeopardize client safety, or the educational process of the student or the institution, including all coursework and clinical experiences deemed essential to completion of the major.

Student Disability Services and the Department of Communication Disorders will jointly decide what accommodations are suitable, possible in terms of reasonable accommodation, and will render the person capable of performing all essential functions established by the program.

Please sign one of the following:

I certify that I have read and understand the technical standards listed above and I believe to the best of my knowledge that I meet each of these standards without accommodation. I understand that if I am unable to meet these standards, I may be dismissed from the program.

Signature of Applicant

Date

Print Name

Alternative statement for students requesting accommodations

I certify that I have read and understand the technical standards listed above and I believe to the best of my knowledge that I can meet each of these standards with certain accommodations. I will contact the Student Disability Office to determine what accommodations may be available. I understand that if I am unable to meet these standards with or without accommodations, I may be dismissed from the program.

Signature of Applicant

Date

Print Name