



Non-Academic Criteria (Technical Standards) for Residents

gme-adm-0015

About This Policy

Effective Dates:

04-17-2013

Last Updated:

03-02-2018

Responsible University Administrator:

Senior Associate Dean for GME

Policy Contact:

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Scope

This policy applies to all Indiana University School of Medicine (IUSM) Graduate Medical Education (GME) resident physicians.

Policy Statement

In accordance with the Americans with Disabilities Act (ADA) of 1990 and the Rehabilitation Act of 1974, IU School of Medicine provides reasonable accommodations to qualified individuals with a disability. The Graduate Medical Education Committee (GMEC) has specified the following non-academic criteria ("technical standards") that all residents are expected to meet in order to participate in the medical education program and the practice of medicine. As appropriate, individual training programs may add more specific standards to these criteria.

Observation: The resident must be able to participate actively in all demonstrations and laboratory exercises in the basic medical sciences and to assess and comprehend the condition of all patients assigned to him or her for examination, diagnosis, and treatment. Such observation and information acquisition usually requires the functional use of visual, auditory, and somatic sensation.

Communication: The resident must be able to communicate effectively and sensitively with patients in order to elicit information; describe changes in mood, activity, and posture; assess non-verbal communications; and effectively and efficiently transmit information to patients, fellow house staff, students, faculty, staff, and all members of the health care team. Communication skills include speaking, reading, and writing, as well as the observation skills described above.

The resident must be able to communicate effectively through the computer for emails, electronic medical records, prescribing medications, and all other hospital computer systems so as to provide for optimal patient care.

Motor: The resident must have the physical capacity necessary for completion of the duties of the specific residency program. This may include sufficient motor function to elicit information from patients by palpation, auscultation, percussion, and other diagnostic maneuvers; be able to perform basic laboratory tests; possess all skills necessary to carry out diagnostic procedures; and be able to execute motor movements reasonably required to provide general care and emergency treatment to patients.

Intellectual-Conceptual, Integrative, and Quantitative Abilities: The resident must be able to measure, calculate reason, analyze, and synthesize. Problem solving, the critical skill demanded of physicians, requires all of these intellectual abilities. In addition, the resident must be able to comprehend three-dimensional relationships and to understand the spatial relationships of structures. The resident must have the capacity to perform these problem-solving skills in a timely fashion.

Behavioral and Social Attributes: The resident must possess the emotional health required for full utilization of his or her intellectual abilities, the exercise of good judgment, the prompt completion of all responsibilities attendant to the diagnosis and care of patients, and the development of mature, sensitive, and effective relationships with patients and others. Residents must also be able to tolerate taxing workloads, function effectively under stress, adapt to a changing environment, display flexibility, and learn to function in the face of uncertainties inherent in the clinical problems of many patients. Compassion, integrity, concern for others, commitment, motivation, and the ability to incorporate the six ACGME competencies into practice are personal qualities that each resident should possess.

Reason For Policy

The purpose of this policy is to establish and define non-academic criteria necessary for participation in graduate medical education.

Procedure

The Program Director or resident should contact the Associate Dean or Director of GME for questions regarding eligibility and refer to Accommodations for Residents with Disabilities.

Definitions

ACGME is the Accreditation Council for Graduate Medical Education.

A resident is an IUSM resident or fellow, or a non-IUSM resident or fellow electively rotating through IUSM and provides clinical care as part of a GME program.

Implementation

The Designated Institutional Official (DIO) for GME is responsible for implementation of this policy.

Oversight

Policy authority for this document resides with the GMEC. The DIO and the GMEC are responsible for oversight. This policy will be reviewed every three years or more often if deemed necessary.

History

1. Policy gme-adm-0015 approved by GMEC and published on 08 October 2008.
2. Policy reviewed, updated, and approved by GMEC on 17 April 2013.
3. Policy updated for formatting 02 March 2018.
4. Policy updated for formatting 27 June 2018.