

	<b>DOCUMENT TYPE:</b>  <b>POLICY</b>	<b>EFFECTIVE DATE:</b> 02/28/2023
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**ORGANIZATION(S):**

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|---|---|
| <input type="checkbox"/> North Carolina Baptist Hospital (NCBH) | <input type="checkbox"/> Wake Forest Health Network (WFHN)                    |
| <input type="checkbox"/> Lexington Medical Center (LMC)         | <input type="checkbox"/> Wake Forest University Health Sciences (WFUHS)       |
| <input type="checkbox"/> Davie Medical Center (DMC)             | <input checked="" type="checkbox"/> Wake Forest University School of Medicine |
| <input type="checkbox"/> Wilkes Medical Center (WMC)            | <input type="checkbox"/> NCBH Outpatient Endoscopy                            |
| <input type="checkbox"/> High Point Medical Center (HPMC)       | <input type="checkbox"/> Wake Forest Baptist Imaging, LLC (WFBI)              |

**PURPOSE**

These technical standards for PA Program admission, continuation and graduation specify the attributes and behaviors essential for successfully completing PA training within a generalist education model at Wake Forest University School of Medicine and enabling each graduate to enter clinical practice. Within this document, the terms “applicant” and “candidate” mean an applicant for admission to the PA Program and an enrolled PA student who is a candidate for promotion and graduation.

The Wake Forest University School of Medicine PA Program will consider for admission any applicant who meets its academic and nonacademic criteria and who can perform the skills listed in this document, with or without reasonable accommodation consistent with the Americans with Disabilities Act and the Rehabilitation Act. Our institution does not discriminate based on race, color, national origin, religion, sex, age, sexual orientation, gender identity, gender expression, or physical or mental disability and is committed to the full and equitable inclusion of qualified learners.

**SCOPE**

This policy applies to all PA Program applicants and enrolled PA program students who are candidates for promotion and graduation.

**DEFINITIONS**

- A. **Policy:** A statement of principle that is developed for the purpose of guiding decisions and activities related to governance, administration, or management of care, treatment, services or other activities. A policy may help to ensure compliance with applicable laws and regulations, promote one or more missions, contain guidelines for governance, and set parameters within which faculty, staff, students, visitors, and others are expected to operate.
- B. **WFBH:** Wake Forest Baptist Health (WFBH) is a health system that includes Wake Forest Baptist Medical Center and all affiliated organizations including Wake Forest University Health Sciences (WFUHS), North Carolina Baptist Hospital (NCBH), Lexington Medical Center (LMC), Davie Medical Center (DMC), Wilkes Medical Center (WMC), High Point Medical Center (HPMC), Wake Forest Baptist Imaging, LLC (WFBI), NCBH Outpatient Endoscopy, Wake Forest Health Network (WFHN), and Premier Surgery Center.

- C. **Applicant/Candidate:** For purposes of this document and unless otherwise defined, an applicant for admission to the PA program as well as an enrolled PA student who is a candidate for promotion and graduation.
- D. **Technical Standards:** Nonacademic requirements for participation in an educational program or activity. They include physical, cognitive, and behavioral abilities required for satisfactory completion of all aspects of the curriculum and for entry into the profession.

## POLICY GUIDELINES

### A. Technical standards for PA Program admission, continuation and graduation

1. Students in the PA Program must possess the intellectual, physical and emotional capabilities necessary to undertake the required curriculum in a reasonably independent manner and must be able to achieve the levels of competence required by the faculty. A candidate for the Master of Medical Science (MMS) degree must have abilities and skills in the six functional areas described below.
  - i. Observation: In addition to being able to observe and obtain information from a patient in an encounter, the candidate must be able to observe and obtain information from demonstrations and experiments in the basic sciences.
  - ii. Communication: Candidates must be able to communicate effectively and efficiently with classmates, faculty, patients, families and members of the health care team. They must be able to obtain a medical history in a timely fashion, interpret non-verbal aspects of communication, and establish therapeutic relationships with patients. Candidates must be able to record information accurately and clearly and to communicate effectively in English.
  - iii. Motor: Students must possess the capacity to perform a physical examination and diagnostic examination and to provide or direct general care and emergency treatment to patients. Performing these examinations requires coordination of both gross and fine muscular movement.
  - iv. Intellectual, conceptual, integrative and quantitative abilities: These abilities include measurement, calculation, reasoning, analysis and synthesis. Problem-solving, the critical skill demanded of PAs, requires that a candidate be able to learn, retrieve, analyze, sequence, organize, synthesize and integrate information efficiently and to reason effectively. In addition, the candidate should be able to measure and calculate accurately and to understand the spatial relationships of structures.
  - v. Behavioral and social attributes: Candidates must possess the maturity and emotional health required for full use of their intellectual abilities. They must accept responsibility for learning, exercise good judgment and promptly complete all responsibilities attendant to the diagnosis and care of patients. Candidates must be able to interact effectively, respectfully and professionally with patients, families and health care personnel. They must be able to tolerate taxing workloads and long work hours, function effectively under stress, display flexibility and adapt to changing environments. They must demonstrate regular,

punctual attendance for academic and clinical activities. Candidates must be able to contribute to collaborative, constructive learning environments; accept constructive feedback from others; and take responsibility for making appropriate positive changes.

- vi. Ethical and legal standards: Candidates must understand the legal and ethical aspects of the practice of medicine and function within both the law and ethical standards of the medical profession. They must meet the legal standards to be licensed to practice medicine. As such, applicants for admission must acknowledge and provide written explanation of any felony offense or disciplinary action taken against them prior to matriculation. Students convicted of any felony offense while in PA school should immediately inform the Program Director of the conviction. Failure to disclose prior or new offenses can lead to disciplinary action that may include withdrawal of an offer of admission or dismissal from the PA Program.

## **B. Process for assessing compliance with the technical standards**

1. By applying to the Wake Forest University School of Medicine PA Program and by accepting an offer to matriculate, applicants are attesting that they have read and can meet these technical standards, with or without reasonable accommodations. After admission, students must continue to meet these standards until program completion and during PA school may be asked formally to re-attest that they do so. These standards are not intended to deter any student who might be able to complete the requirements of the curriculum with reasonable accommodations.

## **C. Accommodation for students with disabilities**

1. After review of the technical standards, a candidate or student may determine that reasonable accommodations may be required to successfully complete the program. In this case the student is required to self-disclose by contacting the [Wake Forest University Center for Learning, Access, and Student Success \(CLASS\)](#) to confidentially discuss the accommodation needs. The student is responsible for contacting CLASS via the contact information posted on the Wake Forest University website and should do so as soon as possible after determining that accommodation may be needed. Accommodations are not granted retroactively and may take time to develop and implement; timeliness is essential to maximize the student's chances to perform well in the curriculum.
2. The determination of whether an accommodation is reasonable is made thoughtfully by CLASS informed by the Department of PA Studies. Reasonable accommodations may include and are not limited to technological adaptations or trained intermediaries, such as interpreters or readers. To be considered a reasonable accommodation, an intermediary may facilitate but may not perform essential skills on behalf of the student. Nor is it permitted to use an intermediary whose powers of selection and observation mediate the student's judgment. In all cases, a student with accommodations must continue to perform in a reasonably independent manner.
3. For additional information about the process for assessing an applicant's compliance with technical standards, please contact the Director of Student Services in the Department of PA Studies.

## Technical Standards - PA Program - WFSM

4. For additional information about applying for accommodations, please see the School of Medicine policy [Student Disability Accommodations Requests Policy and Procedures](#).

### REFERENCES

[Student Disability Accommodations Requests Policy and Procedures](#)

ARC-PA Standard A3.13

### ATTACHMENTS

N/A

### REVISION DATES

11/2020; 2/2022; 1/2023