

**PHILADELPHIA COLLEGE OF OSTEOPATHIC MEDICINE
MASTER OF SCIENCE IN ORGANIZATIONAL DEVELOPMENT AND LEADERSHIP
TECHNICAL STANDARDS FOR ADMISSION AND MATRICULATION**

Technical Standards

The holder of an Organizational Development and Leadership master's degree must have the knowledge and skills to function in a broad variety of situations and demonstrate a wide spectrum of leadership competencies. In order to carry out the activities described below, candidates for the M.S. degree must be able to consistently, quickly and accurately integrate all information received, and they must have the ability to learn, integrate, analyze, and synthesize data.

A candidate for the M.S. degree must have the abilities and skills of four varieties, including: observation; communication; conceptual, integrative and quantitative; behavioral and social. Technological compensation can be made for handicaps in some of these areas, but a candidate must be able to perform in a reasonably independent manner.

- I. **Observation and Sensory Skills:** Candidates and students must have sufficient vision to be able to observe demonstrations, experiments, and laboratory exercises in a broad range of settings. They must be able to observe others accurately at a distance and close at hand for proper interaction, understanding and influence.
- II. **Communication Skills:** Candidates and students should be able to speak, hear and observe others in order to elicit information, describe changes in mood, activity and posture, and perceive non-verbal communications. They must be able to communicate effectively and sensitively with peers, instructors and other individuals. Communication includes not only speech but also reading and writing. They must also be able to communicate effectively and efficiently in oral and written form with others.
- III. **Conceptual, Integrative, and Quantitative Skills:** These skills include measurement, calculation, reasoning, analysis and synthesis. Problem solving, the critical skill demanded of organizational leader, requires all of these intellectual abilities.
- IV. **Interpersonal Abilities:**
The student is expected to have the emotional stability required to exercise sound judgment and complete assessment and intervention activities. The student is expected to establish rapport and maintain sensitive, interpersonal relationships with individuals, families and groups from a variety of social, emotional, cultural and intellectual backgrounds. The student is expected to have the flexibility to function effectively under stress. Concern for others, integrity, accountability, interest and motivation are necessary personal qualities.

Reasonable Accommodation and Documentation

PCOM is committed to making its programs accessible to all qualified students. Reasonable accommodation will be made when necessary. In determining what constitutes a reasonable accommodation, the College will consider costs of the requested accommodation and the impact on the educational program. PCOM will evaluate each situation on an individual basis.

Once accepted for admission, students must take the responsibility for providing appropriate documentation of the disability and requesting accommodations. The documentation must clearly

identify the disability and also provide specific information on the manifestations of the disability and any accommodations needed to remedy those manifestations.

A student who requires an accommodation must make that need known to the College Administration before the accommodations are needed. Progress monitoring will be coordinated through regular meetings through Student Affairs.

PCOM reserves the right to ask for specific types of documentation in order to ascertain the nature and scope of any disability and associated accommodation.

Revised September 2006