

Name:
Date:

Email:
Telephone Number:

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

All PCOM admitted applicants and current/enrolled students (**candidates**) must meet the Technical Standards set forth below. Therefore, all candidates are required to **attest at the time they accept an offer to matriculate** that they meet the Technical Standards, with or without reasonable accommodations and they **must attest on an annual basis** that they continue to meet the standards. These standards are not intended to deter any candidate who might be able to complete the requirements of the curriculum with reasonable accommodations. **Please closely review the required Technical Standards before completing this form.**

This form is used by a candidate to give notice to the College that the candidate **either satisfies, or is not capable of satisfying** the Technical Standards based on an ADA-recognized disability **with or without accommodation**.

For each Technical Standard: Candidate must check either "I will require accommodations" to meet the standard or "I will not require accommodations" to meet the standard.

For candidates requiring and requesting accommodations associated with a Technical Standard: Upon submission of the completed Technical Standard Form, you should email Disability Services (disabilityservices@pcom.edu) for instructions on submitting your accommodations request. You will be required to show documentation associated with each accommodation you are requesting, for every Technical Standard for which you will require accommodations to meet that standard.

Official matriculation and continued enrollment into or in a degree program **cannot be confirmed** unless the Technical Standards Form is completed and returned.

Please Note:

If other factors, such as cultural traditions or religious requirements, would preclude you from meeting the Technical Standards, you may **not** request other accommodations on this form, as these factors do not relate to an ADA-recognized disability. However, if such factors apply, you are advised to contact the Equity and Title IX Coordinator (titleixcoordinator@pcom.edu) to discuss the issues and request accommodation. While such requests will be reviewed and considered, there is no assurance that an accommodation will be offered.

NEXT STEPS:

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- 1) Please review/complete each page of this packet, in its entirety. Keep a copy of each page for your records.
- 2) Return the signed forms via email to the TechStandards@pcom.edu.

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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 in some areas but a candidate must be able to perform in a reasonably independent manner.

To Meet This Requirement:

Please check the appropriate box below

Technical Standards for Matriculation

**I will require
Accommodation**

**I will not require
Accommodation**

<p>Observation and Sensory Skills:</p> <ul style="list-style-type: none"> • 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. 	<input type="checkbox"/>	<input type="checkbox"/>
<p>Communication Skills:</p> <ul style="list-style-type: none"> • 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. 	<input type="checkbox"/>	<input type="checkbox"/>
<p>Conceptual, Integrative, and Quantitative Skills:</p> <ul style="list-style-type: none"> • These skills include measurement, calculation, reasoning, analysis and synthesis. • Problemsolving, the critical skill demanded of organizational leader, requires all of these intellectual abilities. 	<input type="checkbox"/>	<input type="checkbox"/>
<p>Interpersonal Abilities:</p> <ul style="list-style-type: none"> • 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. 	<input type="checkbox"/>	<input type="checkbox"/>

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Please complete the information requested below and return all pages to the Office of Admissions at PCOM. Please keep a copy of all pages for your records.

Professional Expectations

Students are expected to adhere to a standard of behavior and conduct consistent with the high standards of the healing and scientific profession. All students are expected to:

1. Respect the right of their fellow students to pursue their studies in a professional environment conducive to study.
2. Maintain professional interpersonal relationships by demonstrating civility and respect for each other.
3. Uphold the highest standard of academic honesty and integrity.
4. Show respect for the diversity, which exists among students, faculty and patients in regard to disability, social background, age, gender, religious beliefs, race, sexual orientation, and particular disease process.
5. Fulfill their responsibilities to their peers and patients in group work, including outside training assignments.
6. Adhere to all of the policies of the College, including those prohibiting discrimination or harassment.

Students also understand that they are required to meet all of the standards and expectations for classroom testing and assessment. The College realizes that emergencies may occur after matriculation, and will address these concerns as the need arises.

I accept these expectations _____ I do not accept these expectations_____

Please check the appropriate box:

I meet all of the College's Technical Standards for Admission and Matriculation and do not require accommodations.

OR

I do not meet the College's Technical Standards for Admission and Matriculation without accommodation. By checking this box, I understand that my acceptance will not be withdrawn but that I should follow the procedure for requesting accommodations.

I understand that I will need to contact Disability Services (disabilityservices@pcom.edu) in order to request accommodations. Upon completion of the forms required, the College will assess the accommodations requested to determine if they are reasonable and are able to be met.

This document is for REVIEW ONLY. ONLY accepted candidates will be sent an official copy in the acceptance packet. Failure to sign and return an official copy of this form could delay matriculation or prevent promotion or graduation.