



## Arkansas Consortium for the Ph.D. in Communication Sciences and Disorders (CSDPHD)

### Essential Functions of Doctoral Students for Program Admission and Continuance

In order to acquire a Ph.D. degree in Communication Sciences and Disorders students must have certain essential skills to be successful. Competency requires both academic achievement and development of professional attributes. The following skills have been identified as essential functions for student success: Communication Skills, Professional/Ethics/Social, Observation Skills, Technical Skills, and Intellectual Skills. These skills are mandatory for admission to, retention in, and completion of the CSDPHD. Therefore, all applicants are expected to minimally meet these requirements with reasonable accommodations in order to participate and continue in the CSDPHD doctoral program. Deficiencies in demonstrating these essential functions may be grounds for course failure and possible dismissal from the program. The CSDPHD program is committed to providing appropriate assistance to help students with a documented disability. Reasonable accommodations are available for students registered with Disability Resource Center at UALR and Disability Support Services at UCA. All accommodations must be approved by student support services located on the campus of the student's mentor. Ph.D. students will be assessed for both academic and professional attributes during the program, and the consortium's admissions committee will consider an applicant's ability to meet all of these requirements as part of the admissions process. By accepting admission, signing the *Essential Functions of Doctoral Students for Program Admission and Continuance* form and enrolling in the CSDPHD program the student certifies that he/she has read materials and understands the essential functions needed to be successful in the program.

A doctoral student in the CSDPHD program must possess aptitude, abilities and skills in the five areas described below. The program faculty mentor will monitor maintenance of these standards.

**Communication Skills:** Doctoral students in the CSDPHD program must be able to communicate effectively with students, patients, caregivers, as well as colleagues. Communication skills include written, verbal and nonverbal elements such as listening and observing. Students must be able to use written and verbal communication skills that are appropriate and understandable. Doctoral students must demonstrate advanced writing skills that are logical, understandable and correct for the writing assignments (research papers, reports, pre-dissertation projects, and dissertation) to be successful in the program. In addition, they must be able to communicate basic information (oral and written) in their area of research and related fields to others.

**Professional Skills:** Doctoral students in the CSDPHD program must be able to relate to professors, colleagues, staff, patients and other students with honesty, academic integrity, non-discrimination, and respect. Students should demonstrate the capacity to examine and reason critically about the social and ethical questions that define the roles and responsibilities of a doctoral student. When difficult situations or differences of opinion arise, the doctoral student must be able to conduct himself/herself in a professional manner, regardless of the behavior of others. Doctoral students should be able to relate to professors and colleagues with courtesy, maturity, good judgment and respect for their dignity.

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**Observation Skills:** Doctoral students in the CSDPHD program must possess adequate visual and hearing senses (with accommodations) to accurately observe students and patients to interpret and analyze behaviors. Adequate vision is required to perform reading assignments, observe illustrated materials, observe classroom or laboratory demonstrations, discriminate numbers and patterns associated with laboratory instruments and tests. Adequate hearing is required to interact with students and patients and to use laboratory equipment independently.

**Technical Skills:** Doctoral students in the CSDPHD program must possess the motor abilities to operate instruments and equipment (with accommodations). Students must be able to execute movements reasonably required to move from area to area, maneuver in small spaces, use equipment, materials and technology. Student should be able to access transportation to clinical, research and academic placements and participate in classroom, research and clinical activities.

**Intellectual Skills:** Doctoral students must be able to problem solve, measure, calculate, reason, analyze, synthesize, integrate, remember and apply information for the purposes of developing models, analyzing data, writing papers, and making presentations. Doctoral students must have the cognitive abilities necessary to master relevant content in advanced science courses and in discipline specific doctoral level seminars at a level deemed appropriate by the faculty and professional staff. He/she must be able to develop reasoning and decision making skills appropriate to faculty in the field of communication sciences and disorders. Doctoral students must possess the emotional health required for the full utilization of his or her intellectual abilities, the exercise of good judgment, and the prompt completion of all responsibilities attendant to coursework and research related to communication sciences and disorders.

The Arkansas Consortium for the Ph.D. in Communication Sciences and Disorders (CSDPHD) does not discriminate on the basis of race, color, creed, religion, national origin, gender, sexual orientation, age, marital status, disability, disabled veteran or Vietnam era veteran status. When requested, the University will provide reasonable accommodation to otherwise qualified students with properly certified disabilities.

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Approved by the Consortium Faculty 9/20/13