SPEECH AND HEARING SCIENCES PhD PROGRAM  
THE UNIVERSITY OF NORTH CAROLINA-CHAPEL HILL

STUDENT’S NAME ________________________________

TECHNICAL STANDARDS:  
PERSONAL ATTRIBUTES AND CAPABILITIES ESSENTIAL FOR ADMISSION, RETENTION, AND GRADUATION OF STUDENTS IN THE SPEECH AND HEARING SCIENCES PhD PROGRAM

Background: The Rehabilitation Act of 1973 (Section 504) and The Americans with Disabilities Act of 1990 prohibit discrimination against applicants for admission to education programs on the basis of disability and require “reasonable accommodation” for “qualified” persons. Qualified persons are those who meet the eligibility requirements of the academic program, i.e. passing scores on admission tests, completion of prerequisite coursework and ability to perform the academic and nonacademic standards of the education program with or without a reasonable accommodation. The Nonacademic Technical Standards include those physical, cognitive and behavioral standards that are required for the satisfactory completion of all aspects of the curriculum and the development of professional attributes required by all students at graduation.

If a person is admitted into the Speech and Hearing Sciences PhD program, he/she will be asked to state if the Nonacademic Technical Standards can be met with or without accommodation. It is the admitted student’s responsibility to notify the Coordinator of PhD Studies if there is any reason why the admitted student cannot meet the Nonacademic Technical Standards for the Speech and Hearing Sciences PhD degree with or without accommodation. If accommodations are required, the student will submit a written request to the Coordinator of PhD Studies, who will review the request with input from the PhD Committee and/or the Office of Accessibility Resources and Services (OARS). OARS has been designated to handle inquiries regarding non-discrimination policies and to provide supports and services to students as needed: Office of Accessibility Resources and Services, CB#7214 SASB – North Suite 2126, 450 Ridge Road, Chapel Hill, NC 27599-7214. Tel - 919-962-8300, NC - RELAY 711, Fax - 919-962-4748, Email - accessibility@unc.edu.

Our philosophy: The Department of Speech and Hearing Sciences and the University of North Carolina at Chapel Hill have a commitment to nondiscrimination, access and reasonable accommodation. Individuals with disabilities are encouraged to apply.

PhD Degree in Speech and Hearing Sciences: The PhD degree prepares students to interpret and participate in research and teaching in normal and atypical processes of communication within academic and research organizations. Earning a PhD degree in Speech and Hearing Sciences requires mastery of a coherent body of knowledge and skills. The abilities and skills students must possess in order to complete the education and training of the PhD Program in Speech and Hearing Sciences focus on five areas: communication skills; motor and perceptual skills and stamina; critical reasoning skills and attributes; observational skills and attributes; and behavioral, interpersonal, and attitudinal skills and attributes. These skills and attributes enable a student to meet graduate and professional requirements necessary for a PhD-level professional career. Many skills may be learned during the course of graduate study. The starred items (*), however, are more inherent skills that should be present when a student begins the program. These skills and attributes are necessary throughout the
entire program and students will be asked to affirm that, to their knowledge, they possess these skills and attributes with or without accommodations.

**Communication Skills:**

A student must possess adequate communication skills to:

- Communicate proficiently in both oral and written English.
- Possess reading and writing skills sufficient to meet curricular and research demands.
- Perceive and demonstrate appropriate non-verbal communication for culture and context.
- Read and comprehend technical and professional materials. Follow verbal and written instructions.
- Independently prepare papers and take examinations on paper and computerized versions.
- Modify communication style to meet the communication needs of various roles in coursework, teaching, research, collaboration, and mentoring.
- Communicate professionally, intelligibly, effectively, and legibly with fellow students, mentors, colleagues, other professionals, and groups within the community or profession as a part of course work, publications, presentations, and professional practice.
- Convey information accurately, respectfully, and with cultural sensitivity.
- Demonstrate active listening, including being open to feedback from academic instructors, research advisors, and other members of the research team.
- Respond to questions posed by fellow students, faculty and staff members, research team members, research participants, and other professionals in a manner that meets the needs of the requester.
- Present lectures and research results verbally, visually, and in writing.
- Use the computer in coursework and research in communication with faculty and other professionals.

Students must be able to communicate effectively and efficiently with an array of other individuals. This must include spoken and written communications, and non-verbal communications such as interpretation of facial expressions, affects, and body language. Mastery of both written and spoken English is required although applications from students with hearing and speech disabilities will be given full consideration. In such cases, use of a trained intermediary or other communication aide may be appropriate if this intermediary functions only as an information conduit and does not serve integrative or interpretive functions.

**Motor and Perceptual Skills and Stamina:**

A student must possess adequate motor or perceptual skills and stamina to:

- Access transportation to classrooms, research labs and research settings.
- Participate in classroom and research activities for the defined workday.
- Sustain necessary physical activity level in required classroom and research activities.
- Demonstrate the functional and sufficient sensory capacity (visual, auditory, and tactile) to use laboratory equipment and perform experiments as needed for varying research projects.
- Demonstrate the physical stamina sufficient to complete the didactic and laboratory requirements, including prolonged periods of sitting or standing.
- Prepare assignments both written and online.
- Respond quickly to provide a safe environment for research participants in emergency situations including fire, choking, etc.
• Efficiently manipulate testing and treatment environments and materials without violation of testing protocol and within what is considered best research practice.
• Manipulate research equipment (e.g., computers, recorders, eye tracking, coding systems) in a safe manner.
• Access technology for coursework and research management (e.g., Sakai sites, reference citation software, statistical programs).
• Make public presentations to large and small audiences.

Critical Reasoning Skills and Attributes:
A student must possess adequate critical reasoning skills to:
• Examine and deliberate effectively about social and ethical questions that arise and reason critically about these questions.
• Critically evaluate their own and others’ research.
• Analyze and synthesize information from a wide variety of sources,
• Understand and perform measurements, calculations, synthesis, analysis, reasoning and problem solving.

It is expected that students be able to learn effectively through a variety of modalities including, but not limited to: classroom instruction, small group discussion, individual study of materials, preparation and presentation of written and oral reports, and use of computer based technologies.

Observational Skills and Attributes:
A student must possess adequate sensory skills of vision, hearing, touch, and smell to:
• Accurately visualize and discriminate text, numbers, patterns, graphic illustrations, and other imaging texts.*
• Demonstrate sufficient attention and accuracy in observation skills (visual, auditory, and tactile) in the classroom, research, and/or online settings.
• Observe, learn from and analyze class demonstrations and experiences in disciplines relevant to speech and hearing sciences that include but are not limited to statistics and research methodology.

Students must possess sufficient visual, auditory, tactile and motor abilities to allow him/her to gather data from written reference material, from oral presentations, by observing demonstrations and experiments, by studying various types of illustrations, by observing a research participant and documenting and coding his/her environment and behaviors, by observing clinical and research procedures performed by others, by reading and recording assessment outcomes and by performing research protocols. Use of a trained intermediary or other communications aide may be appropriate if this intermediary functions only as an information conduit and does not serve integrative or interpretive functions.

Behavioral, Interpersonal, and Attitudinal Skills and Attributes:
A student must possess adequate behavioral, interpersonal, attitudinal, and social attributes to:
• Utilize intellectual abilities, to exercise good judgment, to act ethically and to complete projects in a timely manner.*
• Maintain general good physical and mental health and self-care in order not to jeopardize the health and safety of self and others in the academic and clinical setting.*
• Be free of the influence of illegal drugs and alcoholic beverages in classes and when engaged in any professional work or encounters.*
• Dress appropriately and professionally.*
• Conduct oneself in an ethical and legal manner, upholding professional Codes of Ethics and university and federal privacy policies.
• Work cooperatively with research participants, clients/patients, peers, faculty, staff, and other professionals with honesty, integrity, and respect and in a non-discriminatory manner.
• Examine personal attitudes, perceptions, and stereotypes which may negatively impact interactions with research participants, clients, faculty, peers, and other professional relationships.
• Take responsibility for their behavior, which includes being open to modify behavior in response to constructive criticism and feedback.
• Judge the limits of one’s own competence and seek help from an appropriate source.
• Advocate for one’s own needs and seek the resources needed to advance in their academic or professional career.
• Seek and effectively use help for medical and emotional challenges that interfere with scholastic and/or professional performance.
• Adapt to changing and demanding environments (which includes maintaining both professional demeanor and emotional health).
• Manage the use of time effectively to complete professional and technical tasks within realistic time constraints.

The ability to participate collaboratively and flexibly as a professional team member is essential. Students must display the above attributes in spite of stressful work, changing environments, and scholarly uncertainties.

**Addressing Violations of Technical Standards**

Each student will receive feedback about his/her adherence to the Technical Standards at the student’s annual Program of Study Committee meeting. Mentors or other faculty may bring concerns about a student’s adherence to the attention of the PhD Committee. A student who, in the opinion of the Program of Study Committee, fails to adhere to the Standards will be notified by the PhD Coordinator and mentor, and depending upon the nature and severity of the issue, may be placed on probation. The student may be given a professional improvement plan and will be re-evaluated in a clearly specified timeframe. If the student still does not adhere to the Standards, the DSHS faculty will meet to consider dismissing the student from the program. The student may request a meeting with the faculty to present pertinent information.

If the DSHS faculty decides that a student should be dismissed from the program based on deficiencies in meeting the Standards, the student will be notified in writing. If the student wishes to appeal the dismissal decision, he or she may appeal to the Chair of the Department of Allied Health Sciences. The student must initiate the appeal process within 20 calendar days of the date of receipt of the dismissal letter. The appeal must consist of a written, signed statement by the student, stating the specific grounds and all the supporting facts upon which he or she bases the appeal. The appeal must cite evidence that the dismissal was not in accordance with policies included in the PhD Handbook.
The Chair of the Department of Allied Health Sciences will refer the appeal to the AHS Appeals Committee. The Appeals Committee will review the written appeal and may seek additional information as needed. The student may request a meeting with the Appeals Committee. The AHS Appeals Committee will make a recommendation to the AHS Chair. The AHS Chair will make the final decision and inform the student in writing. The decision of the AHS Chair will be final, and no further appeal is available.

Statement of Affirmation:
I have read the Technical Standards: Personal Attributes and Capabilities Essential for Admission, Retention, and Graduation of Students in the Speech and Hearing Sciences PhD Program. I attest that I am able to meet these standards in the domains described (communication skills; motor and perceptual skills and stamina; critical reasoning skills and attributes; observational skills and attributes; and behavioral, interpersonal, and attitudinal skills and attributes). I understand that it is my responsibility to notify the program if there is a change in my status relative to the Technical Standards.

______________________________________  ________________________________
Signature                                   Date

______________________________________
Name Printed

Resources used to create the Technical Standards:
1. Department of Allied Health Sciences policies/procedures, UNC at Chapel Hill.
2. M.S. Technical Standards, Division of Speech and Hearing Sciences, UNC at Chapel Hill.
3. Human Movement Science Curriculum Professional Behavior Policy, UNC at Chapel Hill.
4. Technical Standards, Department of Dietetics and Nutrition PhD Program, University of Kansas
5. PhD Program Technical Standards, Biomedical Sciences, Eastern Virginia Medical School.