

University of Oklahoma Health Sciences Center
Department of Communication Sciences and Disorders
Essential Functions Policy

A speech-language pathologist must be capable of performing a number of essential functions that may differ from academic standards. They include physical, behavioral\social, and intellectual abilities that are needed for satisfactory completion of the program in Communication Sciences and Disorders and for entry into the profession of speech-language pathology.

Students who require reasonable accommodations must disclose their disability and work with the Vice Provost for Academic Affairs. They must be capable of performing the essential functions with reasonable accommodations. Students who are unable to perform any of the essential functions may be subject to one or more of the following:

- Remediation plans to correct deficiencies. The plan may require completion of extra practice, additional assignments, or other requirements to be determined by the faculty.
- The student may not be allowed to complete the clinical education portion of the curriculum.
- The student may not be eligible for clinical certification.
- The student may be advised to discontinue the CSD program.

Essential Functions:

Physical Abilities

1. Participate in professional responsibilities\activities for up to four-hour blocks of time with one or two breaks.
2. Move independently to, from and within the work setting.
3. Provide for one's own personal hygiene.
4. Manipulate screening\diagnostic materials, including the completion of screening\evaluation protocols.
5. Effectively implement treatment plans including data collection and manipulation of materials and instruments.
6. Provide a safe environment for others by responding quickly to emergency situations including fire, choking, etc.
7. Follow universal precautions.
8. Visually monitor client responses and materials.
9. Recognize disordered production of speech, language and swallowing.

Communication Abilities

1. Speak Standard American English intelligibly, including the ability to model English phonemes.
2. Prepare discipline-specific written papers and clinical reports in English.
3. Make accurate judgments about speech and\or acoustic signals.
4. Communicate effectively with people in person, by phone, and in written form by considering the communication needs, non-verbal cues, and cultural values of the listener.

Behavioral and Social Attributes

1. Maintain emotional and mental health required for prompt completion of responsibilities and development of appropriate relationships with clients and colleagues.
2. Maintain composure and emotional stability in demanding situations.
3. Adapt to changing environments and situations.
4. Understand and respect supervisory authority.
5. Maintain appropriate professional behavior, including punctuality and regular attendance.
6. Demonstrate compassion, integrity, interest and motivation in delivering professional responsibilities to other individuals.
7. Participate in collaboration with other professionals.

Intellectual Abilities

1. Demonstrate the mental capacity to learn and assimilate professional information, including the ability to read and comprehend professional literature and reports.
2. Solve clinical problems through critical analysis.
3. Seek relevant case information, synthesize and apply concepts and information from various sources and disciplines.
4. Analyze, synthesize and interpret ideas and concepts in academic and diagnostic\ treatment settings.
5. Maintain attention and concentration for sufficient time to complete clinical activities. Schedule and prioritize activities and provide documentation in a timely manner.
6. Comply with administrative, legal and regulatory policies.