

## **University of Missouri-Kansas City School of Pharmacy**

### ***Minimal Technical Standards for Admission, Matriculation, and Graduation***

The Doctor of Pharmacy (Pharm.D.) is recognized as the terminal pharmacy practice degree to prepare candidates who are eligible for pharmacist licensure. The education of the pharmacist requires assimilation of knowledge, acquisition of skills and the development of judgment through didactic and patient care experiences in preparation for independent and appropriate decision-making required in practice. The practice of pharmacy emphasizes collaboration among other healthcare practitioners, patients, and caregivers.

The UMKC School of Pharmacy seeks to select candidates who have the ability to become highly competent pharmacists. As an accredited program, the School adheres to the standards promulgated by the Accreditation Council for Pharmacy Education (ACPE). Within these standards, the School has the freedom and ultimate responsibility for the selection of candidates; the design, implementation and evaluation of the curriculum; the evaluation of candidate progress; and the determination of who shall be awarded the Pharm.D. degree. Admission and retention decisions are based not only on satisfactory academic achievement but also on the essential communication, cognitive abilities and behavioral attributes required in pharmacy practice. It is expected that candidates will participate in all credit and non-credit course activities and adhere to individual practice site policies and procedures as well as School policies regarding these activities.

The School has responsibility to the public and must keep in mind the ultimate safety of the patients who may be involved in the course of the candidate's education as well as those patients to whom its graduates will eventually provide care. Thus, it is important that persons admitted, retained, and graduated possess the intellect; integrity; morality; respect for the rights, privileges and property of others; compassion; humanitarian concern; and the physical and emotional capacity necessary to practice pharmacy. Deficiencies in knowledge base, judgment, integrity, character, or professional attitude or demeanor, which may jeopardize patient care, may be grounds for course and/or experiential rotation failure and possible dismissal.

Technical standards for admission to pharmacy education require that the accumulation of knowledge be accompanied by the simultaneous acquisition of skills and professional attitudes and behavior. Pharm.D. graduates must have the knowledge and skills to function in a broad variety of clinical practice situations and to render a wide spectrum of patient care. Technological compensation can be made for some disabilities in certain areas, but a candidate should be able to perform in a reasonably independent manner. Questions related to the technical standards may be discussed with the Associate Dean for Student Services.

A candidate for the Pharm.D. degree must be able to demonstrate intellectual, conceptual, perceptual, integrative and quantitative abilities; skills in observation, communication and motor function; and mature behavioral and social attributes.

#### **Intellectual, Conceptual, Perceptual, Integrative, and Quantitative**

The candidate must demonstrate the ability to assimilate large amounts of detailed information, integrate that information, and be capable of utilizing it for problem solving. The candidate must have the ability to master information presented through course work in the form of lectures, demonstrations, independent study, written materials, projected images and pharmacy practice experiences. The candidate must have the ability to use personal computers for course requirements, including the completion of written assignments and examinations, and deliver oral presentations. The

candidate must be able to search, evaluate, and apply scientific literature. Candidates must be able to apply prior learning to new situations.

The candidate must have the cognitive abilities necessary to master content and thrive in a rigorous foundational and clinical science-based curriculum. The candidate must be able to process information and demonstrate the ability to read, reason, comprehend, recall, measure, calculate, integrate, analyze, memorize, organize, synthesize and evaluate complex material and accurately report information. In order to appreciate experiences in the laboratory, classroom, and practice settings, the candidate must perceive and understand visual spatial relationship structures and three dimensional relationships. The candidate must be able to develop and employ critical thinking, problem solving and evidence-based decision-making skills appropriate to pharmacy practice. Candidates must be curious and pursue life-long learning.

### **Observation**

Candidates must be able to observe lectures, demonstrations, and experiments throughout the curriculum. Candidates must be able to observe patients, other professionals, and professional equipment and supplies accurately both at a distance and in close proximity. Observation necessitates the functional use of the senses of vision, hearing, and somatic sensation. It is enhanced by the functional use of the sense of smell. Candidates must have adequate visual capabilities for proper evaluation and treatment integration. Candidates must not lack any of the senses to the point that they cannot recognize normal versus abnormal and cannot acquire or perceive sufficient factual material to accurately assess a patient's health status.

### **Communication**

Candidates must be able to communicate in many forms including speech, language, reading, writing, and computer literacy. Candidates must be able to communicate in English, in both oral and written forms, in the classroom, laboratory, and healthcare settings. Candidates must be able to communicate effectively with faculty and staff, peers, patients, caregivers, and other members of the health care team. Communication skills require the ability to acquire and process information including the recognition of non-verbal cues. The candidate must be capable of listening and responding in an empathetic and culturally competent manner, demonstrating openness, concern and sensitivity to potential differences. Information must be conveyed in a concise yet thorough and time conscious manner to all concerned parties. Written assessments and patient records must be accurate and complete. Appropriate communication may also rely on the candidate's ability to request assistance and consultation in a timely manner.

### **Motor, Sensory, Strength, and Mobility**

Candidates must have sufficient posture, balance, flexibility, mobility, strength, and endurance for participating in the laboratory, classroom, and practice experiences. Candidates must be capable of perceiving the signs of disease or drug related problems through observation, interview, and direct examination. Candidates must have sufficient motor functions to elicit information from patients through basic physical assessment activities including palpation, auscultation, percussion, and other examination maneuvers. Candidates must be able to perform basic laboratory tests, procedures, and drug administration techniques, e.g. finger sticks, subcutaneous injections, and intramuscular injections. For the safety and protection of patients, the candidate must be able to execute motor movements to provide general care and emergency treatments to patients, e.g., first aid treatments and cardiopulmonary resuscitation. Such movements require coordination of both gross and fine muscular activity, equilibrium, and functional use of the senses of touch and vision.

The candidate must have the manual dexterity and motor function to execute all aspects of processing multiple types of drug orders and compounding of medications including the safe and aseptic handling of sterile preparations. The protection of patients and candidates also necessitates the ability to use sterile technique, universal precautions, and to maintain appropriate personal hygiene.

### **Behavioral and Social**

Candidates must possess the emotional health required for full utilization of their intellectual abilities, exercise good judgment, and promptly complete all responsibilities including, but not limited to, those related to the care of patients and the development of mature, sensitive, and effective relationships with patients and other health care providers. The candidate must have the ability to understand and demonstrate the basis and content of pharmacy ethics including attributes such as beneficence, compassion, empathy, altruism, integrity, honesty, justice, responsibility and tolerance. Compassion, maturity, honesty, ethics, empathy, concern for others, interpersonal skills, interest, and motivation are all personal qualities that will be assessed during the admission process and educational experiences.

The candidate must be able to tolerate physically demanding workloads, critical evaluation and to function effectively under stress. The candidate must also be able to tolerate and adapt to changing, unfamiliar (and perhaps, uncomfortable) environments, display flexibility, respect individual differences, and learn to function in the face of uncertainties inherent in clinical practice. Candidates must be willing to accept appropriate suggestions and constructive criticism and, if necessary, respond by modification. The candidate must be able to identify and set priorities associated with patient care and other professional responsibilities. The candidate must exhibit the maturity and commitment expected of a pharmacist to all patient populations and other vulnerable persons to whom they entrust their health and well-being.

### **Patient Health and Safety Standards**

Health care providers in contact with patients, especially those with compromised immune systems, are at risk for contracting and transmitting infectious diseases. All candidates must maintain established School immunization requirements for their own protection and the protection of their patients and the populations that they serve against preventable communicable illness. All immunizations are required unless medically contraindicated (personal physician documentation must be provided.) Additional testing, evaluation and documentation may be required in individual cases. Educational activities, electives, pharmacy practice experiences, as well as affiliated hospitals or programs might require additional immunizations and/or tests. It is the candidate's responsibility to familiarize themselves with all immunization requirements and to meet all deadlines with the understanding that required immunizations and/or tests are a condition of continued enrollment.

### **Summary**

These technical standards of pharmacy education and practice identify the requirements for admission, retention and graduation of candidates. Graduates are expected to have the qualifications needed for pharmacist licensure application. It is the responsibility of the candidate to work with the UMKC Office of Services for Students with Disabilities and request those reasonable accommodations needed to execute the essential requirements described.

The School of Pharmacy, as part of the University of Missouri- Kansas City, is committed to the principle of equal opportunity. UMKC is an equal access, equal opportunity, affirmative action institution that is fully committed to achieving a diverse student, faculty and staff campus. The University will review documented requests for reasonable accommodation to otherwise qualified candidates with properly certified disabilities. To be qualified, the candidate with

a certified disability must meet the School's Minimal Technical Standards for Admission, Matriculation, and Graduation and for application and participation in the program.

Candidates will be expected to demonstrate proficiency and continue to meet the required technical standards over the course of the program. These standards will be periodically reviewed. Modifications will reflect the changing pharmacy education curriculum as well as the educational and contemporary pharmacy practice environments. Applicants will affirm – "I have read and understand the above Technical Standards, and I hereby certify that I believe that I am able to meet these standards if I become a UMKC Pharm.D. candidate."

**Approved 3/23/11**

**Reviewed and affirmed by Student Disability Service 2/5/19**