

APPENDIX I
Technical Standards
Principles, Technical Standards, and Disability Services
for Admission and Retention

Principles

The primary role of the pharmacist is to provide safe and effective healthcare to the patients served. Patient safety must be considered in the selection and education of student pharmacists. The professional program leading to the Doctor of Pharmacy degree and eligibility for pharmacist licensure requires a certain level of cognitive, behavioral and technical skill and ability inherent in a professional education. These principles and standards hold for admission, progression, retention and completion of the program.

As well, the College of Pharmacy has a responsibility to maintain as safe an environment as possible for its students and the practice settings in which they receive education. Student pharmacists must reasonably contribute to a safe environment. Students must qualify for and be able to maintain a pharmacy intern license during their educational program.

All students are expected to successfully fulfill the same core educational requirements. Because students who graduate from the program are eligible to become pharmacists without restrictions on their practice, the curriculum requires students to successfully complete all core components of the program.

Candidates for the Doctor of Pharmacy degree must be able to perform the essential functions in each of the following categories: Observation, Communication, Motor, Intellectual, and Behavioral/Social (collectively, the “The Technical Standards”).

Any faculty or administrative team member may question any enrolled student’s or candidates (for admission) ability to meet any Technical Standard. A request for an investigation of the College of Pharmacy Technical Standards for a specific individual must be made in writing to the Dean’s office, detailing the reasons why such an evaluation is deemed necessary.

Technical Standards

I. Observation Skills

All candidates for the Doctor of Pharmacy degree at the Raabe College of Pharmacy must be able to observe:

- Lectures;
- Recitation/Seminar presentations;
- Experiments;
- Practice-based activities; and
- Patients at varied distances from the candidate.

II. Communication Skills

All candidates for the Doctor of Pharmacy degree at the Raabe College of Pharmacy must be able to:

- Effectively and efficiently communicate in oral and written English;
- Effectively communicate with patients, caregivers and all members of the health care team;
- Communicate with compassion and empathy;
- Communicate efficiently with instructors and peers as well as recognizing and employing non-verbal communication cues;
- Understand the role of professional communication within the field of pharmacy; and
- Rapidly elicit information from patients using sensitive and effective communication including information from non-verbal cues.

III. Motor Skills

All candidates for the Doctor of Pharmacy degree at the Raabe College of Pharmacy must have sufficient sensory and motor skills including exteroceptive sense (touch, pain, and temperature), proprioceptive sense (position, pressure, movement, stereognosis, and vibratory), and motor function as well as functional use of the senses of equilibrium needed for diagnostic skills to:

- Provide adequate patient care and assessment utilizing diagnostic equipment and procedures,
- Provide cardiopulmonary resuscitation (CPR), first aid, and other functions required for an emergency response in a timely manner;
- Provide injections for immunization;
- Utilize compounding techniques and equipment;
- Safely and effectively prepare and handle sterile products and perform aseptic techniques;
- Dispense pharmaceutical compounds and monitor their effects in a patient.

IV. Intellectual, Conceptual, Integrative and Quantitative Abilities

All candidates for the Doctor of Pharmacy degree at the Raabe College of Pharmacy must be able to:

- Solve problems using varied skills, including:
 - Measurement
 - Mathematical calculations
 - Reasoning
 - Analysis
 - Synthesis
 - Evaluation
- Incorporate new and changing information obtained during an exercise or patient encounter and modify plans to take that information into account;
- Identify and communicate the limits of one's knowledge, when appropriate;
- Consistently, quickly and accurately integrate all information received by whatever sense(s) employed;
- Learn, integrate, analyze, and synthesize data; and

- Perform the above abilities in a reasonable amount of time consistent with the task at-hand.

V. Behavioral Attributes

All candidates for the Doctor of Pharmacy degree at the Raabe College of Pharmacy must be able to:

- Read, understand and abide by the Professional Code of Conduct put forth by the Raabe College of Pharmacy;
- Exercise good judgments in all situations, including but not limited to online communications;
- Learn to competently function in stressful situations, be flexible and adapt to change;
- Possess integrity, passion, empathy, concern and interpersonal skills;
- Exhibit ethical decision making and behavior;
- Create mature and effective relationships with patients; and
- Have good moral character, decent values and principled judgment meet the ethical standards set forth by the pharmacy profession.

Disability Services

It is the policy of Ohio Northern University to comply with the Americans with Disabilities Act of 1990, Section 504 of the Rehabilitation Act of 1973, and other applicable federal and state regulations that prohibit discrimination on the basis of disability.

Person with a disability – Any person who has an impairment that substantially limits one or more major life activities, has a record of such impairment, or is regarded as having such impairment.

If you feel you are unable to meet the Technical Standards because of a disability, you are encouraged ***prior to application*** to discuss your concerns with the Director of Counseling Center at Ohio Northern University in order to determine whether or not reasonable accommodations can be made. Reasonable accommodations will be provided. However, students must possess the skills and abilities, with or without reasonable accommodations that will allow successful fulfillment of the requirements necessary to complete the program.

Students pursuing the academic program who lack the ability to appropriately comply with these standards and who do not seek accommodations may place themselves in academic jeopardy. The Ohio Northern University Raabe College of Pharmacy is committed to enabling its students by any reasonable accommodations to complete the course of study leading to the Doctor of Pharmacy degree.

Process for Applicants Seeking an Accommodation

Shortly after a letter of acceptance is tendered to an applicant, a communication will be distributed including the Technical Standards adopted by the faculty and required for completion of the College of Pharmacy's curriculum. At that time, the candidate must respond in writing that she/he has read the Technical Standards for Completion of the Curriculum and that she/he can perform and meet the technical standards.

If the applicant believes that she/he cannot meet the Technical Standards because of a disability:

1. The applicant must submit an accommodation request in writing. The applicant may be required to submit written verification of disability from a licensed physician or qualified licensed professional with expertise in the area of the disability and specific recommendations for accommodation. The required information is detailed in Form 102 available at: http://www.onu.edu/student_life/health_and_counseling/disability_services
2. Such verification must be mailed from the appropriate professional directly to Dr. Michael Schafer, Director of Counseling Center.
3. If the candidate is judged to be able to meet the Technical Standards the Director of Counseling Center will notify the Dean's office in writing regarding the specific accommodation(s) to be provided to the applicant. The applicant will receive a copy of that letter.
4. If the applicant desires any change in accommodation, either deletion or addition of accommodation, that request must be presented in writing to the Director of Counseling Center.
5. If the accommodations requested cannot be met in a reasonable manner, then the letter of acceptance to the College of Pharmacy will be withdrawn on the basis that the applicant cannot meet the Technical Standards for Completion of the Pharmacy Curriculum with or without reasonable accommodation. The applicant will be notified by the Assistant Dean of the College of Pharmacy of such a decision.
6. If the applicant disagrees with the decision, she/he may appeal in writing to the Dean of the College of Pharmacy. An ad hoc Appeals Committee will be appointed by the Dean to review the candidate's written petition. If the committee judges that there is a basis for appeal, it may hear the Director of Counseling Center and the candidate and such other persons whom the candidate designates. It will make a recommendation to the Dean.

Bases for appeal include:

- a. due process was not followed;
- b. a policy or procedural error was committed which adversely affected evaluation of the candidate;
- c. the information considered by the committee was not sufficient to justify the decision of the committee.

Upon receipt of the recommendation of the Appeals Committee, the Dean will make a final decision and will notify the candidate of his/her decision in writing with a copy sent to the Assistant Dean. This step exhausts the candidate's appeal.

Process for Enrolled Students Seeking an Accommodation

If an enrolled student becomes unable to meet any of the prescribed Technical Standards because of a disability during the course of their professional education at the College of Pharmacy, the student should contact the Director of Pharmacy Student Affairs at the College of Pharmacy. If it is determined that the student can meet the Technical Standards with reasonable accommodations, the Director of Pharmacy Students Affairs at the College of Pharmacy may require the student to submit written verification of disability and recommendations for accommodation on a regular basis.