

**APPENDIX J**  
**Technical Standards**  
**Principles, Technical Standards, and Disability Services**  
**for Admission and Retention**  
Revised August 2019

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”). Our goal is to develop competency, report deficiencies, and provide resources.

Each incoming pharmacy student will be required to sign a statement stating they have read and understand the Technical Standards. During their P3 year, students will be required to reaffirm that they have read and understand the Technical Standards before going through the Professional Commitment Ceremony.

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.

The Director of Pharmacy Student Affairs will convene the Student Progression Committee which will then evaluate the case to determine if the matter is a deficiency that needs remediation or if the matter is a violation of the Code of Ethical and Professional Conduct. Evaluation of the case may include discussions with the complainant and/or student. If a violation of the Code of Ethical and Professional Conduct is identified, the case will follow the Code’s procedures. If a Technical Standards deficiency is identified, the student may be asked to submit documentation

of seeking assistance (i.e., letter from a licensed professional). A remediation plan for the specific deficiency will be created by the student and the Student Progression Committee. The remediation plan shall include a request for evaluation by an appropriate licensed professional.

Failure to meet technical standards may result in a variety of corrective actions, as outlined in the remediation plan, but may ultimately result in dismissal from the College of Pharmacy. In the case of a dismissal, the student may appeal to the Dean of the College of Pharmacy within five (5) class days of notification of dismissal.

Incidents needing remediation will be related to fulfilling technical standards and should not be confused with remediating coursework or an entire course.

### 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.