

**Technical Standards for the PharmD Program
Ernest Mario School of Pharmacy (EMSOP)**

Approved by University General Counsel, August 2019

Approved by the EMSOP Faculty, August 29, 2019

The Ernest Mario School of Pharmacy (EMSOP) is dedicated to excellence in healthcare and biomedical education, with innovative and visionary scholarship and research in the pharmaceutical sciences. We are committed to exemplary clinical practice opportunities, along with outreach and community service work that address the needs of the citizens of New Jersey and our society at large. The School's preeminent PharmD program provides a strong foundation in basic and clinical sciences coupled with an emphasis on patient-centered care. The curriculum includes diverse learning opportunities and experiences in clinical practice, pharmaceutical industry, public health, managed care, advocacy, and research. EMSOP is committed to standards and policies that ensure that all persons shall have equal access to its programs, facilities and employment without regard to race, color, creed, religion, national origin, gender, age, marital status, disability, public assistance status, veteran status or sexual orientation.

As a program accredited by the American Council on Pharmaceutical Education, PharmD candidates must develop broad knowledge, skills, behaviors, and a commitment to ongoing self-directed learning that will enable them to serve as competent, ethical pharmacy practitioners and render a wide spectrum of patient care. In addition to the clearly defined academic standards specified in the PharmD Curriculum and in the Student Handbook under Scholastic Standing Requirements, the School has identified a set of technical standards that specify the non-academic attributes, abilities, and skills candidates must demonstrate for admission, retention, progression and graduation in the PharmD program.

Admission to the EMSOP is conditional on the candidate's* ability to achieve and meet these technical standards in conjunction with the academic standards, with or without reasonable accommodation, and depends on a process that examines and values all pertinent skills, attitudes, and attributes of each candidate on a case-by-case basis. EMSOP adheres to the highest ethical and professional standards of the Pharmacy profession. In doing so, the School of Pharmacy reserves the right to deny admission to candidates or to discharge candidates who,

* The term "candidate" refers to current pharmacy students who are enrolled and seek to progress and graduate.

upon completion of the interactive process, cannot meet these technical and/or academic standards or who would be deemed to pose a threat to patients and others in the educational and clinical environment. A trained Intermediary may be used in specific circumstances, such as to assist with manual dexterity, but may never be used as a substitute for a candidate's judgment or intellectual acumen. The use of an intermediary would be considered only when it does not alter an essential element or function of these technical standards and/or academic standards.

Technical Standards

A candidate for the PharmD degree must possess abilities and skills, which include those that are observational, communicational, dexterity/motor, intellectual-conceptual (integrative and quantitative), behavioral and social. In consideration of the aforementioned, EMSOP adheres to the following technical standards which are required of all candidates for admission, progression, and graduation, with or without reasonable accommodation: The attainment of knowledge mandates that the candidate participates in course activities, laboratories and experiential rotations as defined by the pharmacy school's policies.

1. Observation Skills

Observation requires the use of visual, auditory, and somatic senses (or the functional equivalent) in a variety of areas related to contemporary pharmacy practice. Students must have the ability to observe and evaluate in classroom settings, small group teaching exercises, one-on-one evaluation, patient care settings and pharmacy practice sites.

Candidates must be able to observe a patient accurately, particularly as related to drug therapy and disease state monitoring.

2. Communication Skills

Candidates must be able to communicate with clarity, sensitivity, and accuracy to patients, care-givers, and members of health care teams, faculty, staff and peers. Candidates must exhibit interpersonal skills to enable effective caregiving of patients, including the ability to communicate effectively with all members of a multidisciplinary health care team, patients, and those supporting patients, in person and in writing (or a functional equivalent).

Candidates must be able to clearly and accurately record information and accurately interpret verbal, written and nonverbal communication. Computer literacy is also a component of effective communication. Candidates must be able to communicate appropriately, effectively, and efficiently with people from a variety of educational and cultural backgrounds and at their levels of understanding. Candidates must also be open to receive feedback from other health care professionals as well as their peers. Candidates

must be able to record information accurately and clearly and communicate effectively and efficiently (in English) with other health care professionals in a variety of patient settings.

3. Dexterity/Motor Skills

Candidates must possess motor skills necessary to provide pharmaceutical care to patients including the preparation and dispensing of medications (including preparation of extemporaneous compounded or sterile intravenous products), administration of immunizations, and performance of patient assessments with or without reasonable accommodations. PharmD candidates must have sufficient motor function such that they are able to execute movements reasonably required to provide care and treatment to patients within the scope of practice.

4. Intellectual, Conceptual, Integrative, and Quantitative Abilities

Candidates are required to measure, calculate, reason, analyze, integrate, synthesize and comprehend. In addition, candidates must be able to recall and apply information from course materials, lectures, current literature and journals, as well as real world pharmacy practice sites. Necessary abilities include critical thinking and reasoning, problem solving, measurement, mathematical calculation, and ability to monitor drug therapy.

5. Behavioral and Social Attributes

Candidates must act ethically with integrity, and demonstrate compassion and concern for others. Candidates are expected to exhibit professionalism, personal accountability, motivation and interpersonal skills, including accepting and applying feedback and respecting boundaries, and caring for all individuals in a respectful and effective manner regardless of gender identity, age, race, sexual orientation, religion, disability, or any other protected status. Candidates must have appropriate hygiene and a professional appearance. Candidates must possess the emotional health required to fully utilize their intellectual abilities, exercise good judgment, work as effective members of a healthcare team, and function successfully under emotionally, intellectually, and physically demanding workloads. This requires responsibility for one's personal actions and emotional stability in stressful situations, with long hours and personal fatigue, dissatisfied patients, and tired colleagues. Candidates must be able to develop skills necessary to recognize when they may need the support or assistance of other health care professionals and seek help when needed. Candidates are expected to maintain the highest ethical standards in their behavior. Candidates are expected to meet the ethical standards set forth by the pharmacy profession. Candidates must be able to develop professional relationships with patients, patients' families and/or caregivers, and other healthcare providers to provide effective pharmaceutical care while maintaining patient confidentiality. Candidates must pass

multiple criminal background checks and random drug screens during the program. Candidates must also have the required health certification documentation. Moreover, during the course of their matriculation, the candidates will be required to have additional immunizations and testing as required by the Ernest Mario School of Pharmacy. In addition, candidates must adhere to and comply with the Rutgers University Code of Student Conduct: <http://studentconduct.rutgers.edu/university-code-of-student-conduct>.

6. Practice and Experiential Education

An integral part of the pharmacy education process is the completion of introductory, intermediate and advanced pharmacy practice experiences. Within the constraints established by law, in these experiences student-pharmacists are placed in pharmacy practice settings and expected to function at the professional level of a licensed pharmacist with the highest ethical standards.

Candidates are expected to maintain a high standard of professional behavior including: attire, personal demeanor, and effective communication skills. Additionally, candidates are expected to adhere to HIPAA regulations, which include but are not limited to maintaining patient confidentiality, and the protection of access to patient records. Candidates are expected to take responsibility for their own learning and demonstrate a willingness to engage patients, pharmacy personnel, health care providers, and others in the provision of patient-focused services and care.

A candidate, whose behavior or performance raises questions concerning his/her ability to fulfill the technical standards and essential functions, may be required to obtain an evaluation and/or testing by a health care provider designated by the School. The results will be provided to the Senior Associate Dean for Academic Affairs, and shared with the appropriate leadership of the School to determine whether the student is fit to pursue the educational and/or clinical program. If the candidate is deemed fit to pursue the program, the School reserves the right to require actions recommended by the health care provider, including but not limited to further testing, counseling, monitoring, and leaves of absence.

Candidates who cannot meet the technical standards with or without accommodations may be subject to review to determine the appropriate action, which can include dismissal from the program. Candidates must be proactive in addressing deficiencies in meeting the standards and follow appropriate University policies set forth in doing so.

EMSOP complies with all applicable laws concerning applicants and candidates with disabilities. For any eligible student, Rutgers University provides reasonable accommodations in order to

ensure that all candidates have an equal opportunity to participate in all programs, services, and practical training activities. These technical standards are not intended to deter any candidate for whom reasonable accommodation would allow the fulfillment of the complete curriculum. EMSOP will provide reasonable accommodations, according to University policies and procedures, to otherwise qualified applicants and matriculated candidates with disabilities unless: (a) such accommodations impose undue hardship to the institution, (b) direct threats of substantial harm to the health and safety of others due to the disability cannot be eliminated by any reasonable accommodations available, or (c) such accommodations fundamentally alter the educational program or academic standards.

By submitting this document, the candidate certifies that they are able to meet, with or without accommodations, the technical standards enclosed in this document, which are required for admission, matriculation, and completion of the EMSOP program. If the candidate requires any accommodation in order to perform these functions. The candidate agrees to request accommodation, if needed, by promptly following the established policies and procedures set forth by the University.

If you have any general questions about this form or its contents, please contact the EMSOP Office of Academic Services: (848-445-6342) or academicservices@pharmacy.rutgers.edu. Candidates with questions regarding what types of accommodations may be considered to achieve these standards are encouraged to contact the Office of Disability Services-New Brunswick at 848-445-6800 or email (dsoffice@echo.rutgers.edu) immediately to begin discussions and register for services at <https://ods.rutgers.edu/students/applying-for-services>. Lastly, any student requiring accommodations should also inform and contact the Office of Student Services at the Ernest Mario School of Pharmacy: nancy.cintron@rutgers.edu.

ERNEST MARIO SCHOOL OF PHARMACY (EMSOP) AT
RUTGERS, THE STATE UNIVERSITY OF NEW JERSEY
TECHNICAL STANDARDS FOR ADMISSION, MATRICULATION, PROGRESSION AND COMPLETION
OF THE DOCTOR OF PHARMACY (PHARM D) PROGRAM

By signing below, I _____ hereby certify that I have read and understand the Technical Standards for Admission, Matriculation, Progression and Program Completion at the Ernest Mario School of Pharmacy at Rutgers University.

Additionally, I acknowledge that I have access to the information on the technical and essential standards required for admission, matriculation, progression and completion of the EMSOP program. If I require any accommodations in order to perform these functions, I agree to request accommodations promptly and in writing. I understand that the the University's Office of Disability Services in collaboration with the Ernest Mario School of Pharmacy, will evaluate the reasonableness of the accommodation before acting on the request.

If my circumstances should change related to these technical standards, I will promptly notify the Office of Student Services at EMSOP and/or the Office of Disability Services if reasonable accommodations are required.

PRINT NAME:

SIGNATURE:

_____ DATE: _____

RU ID: _____

PLEASE RETURN THIS SIGNED FORM TO:
THE OFFICE OF ACADEMIC SERVICES
160 FRELINGHUYSEN ROAD – ROOM 277 A
PISCATAWAY, NEW JERSEY 08854