QUALIFICATIONS FOR CANDIDATES IN THE PROFESSIONAL PHARMACY PROGRAM

The Admissions Committee of the University of Utah College of Pharmacy will consider any qualified applicant who demonstrates the ability to acquire the knowledge necessary for the practice of pharmacy, as well as the ability to perform, or to learn to perform, the skills as described in this document. Applicants will be judged on their scholastic accomplishments, their ability to meet the requirements for admission to the College of Pharmacy Professional Program, and potential to successfully complete the curricula of the Program as well as to graduate as skilled and effective practitioners of pharmacy.

This document, “Qualifications for Candidates in Professional Pharmacy Program,” contains the TECHNICAL STANDARDS of the University of Utah College of Pharmacy Professional Program and the PROCEDURES regarding the processes a candidate must follow to establish the existence of a disability and to request reasonable accommodations from the College of Pharmacy. This document has been reviewed by the Office of General Counsel and the Office of Equal Opportunity/Affirmative Action at the University of Utah to ensure compliance with federal and state legislation. It has been adopted by the Admissions Committee of the College of Pharmacy. All applicants to the Professional Program are required to read the Qualifications and to sign a copy of the attached form to indicate that they understand them. The signed form is kept as a permanent part of the record of all matriculating candidates.

TECHNICAL STANDARDS

The College of Pharmacy adheres to the philosophy underlying Section 504 of the 1973 Vocational Rehabilitation Act, as amended, and the 1990 Americans with Disabilities Act (ADA), as amended, and seeks to provide equal educational opportunities for qualified individuals with disabilities. In order to be a qualified applicant or candidate an individual must meet these technical standards. These standards have been established to ensure that an applicant or candidate has the ability to perform the requirements of the College of Pharmacy academic curricula and to practice pharmacy safely and responsibly.

Pharmacy is an intellectually and physically demanding profession in which practitioners are asked to place the interests of their patients above their own. It requires commitment to a life of service and dedication to continuous learning. The rigorous curricula of the Professional Program are where candidates begin to develop the qualities necessary for the practice of pharmacy. It is during this period of pharmacy education the candidate acquires the foundation of knowledge, attitudes, skills and behaviors that he or she will need throughout his or her professional career. During this period, it is critical for the College of Pharmacy to evaluate whether the candidate is qualified to receive the degree of Doctor of Pharmacy (Pharm.D.). The College of Pharmacy has a responsibility to society to train pharmacists competent to care for their patients with critical judgement and broadly based knowledge. The abilities that pharmacists must possess to practice safely are reflected in the technical standards that follow. Thus, candidates must be able to meet these standards and successfully complete all identified requirements to be admitted to the College of Pharmacy Professional Program, to progress through the curricula and ultimately, to receive the degree of Doctor of Pharmacy from the University of Utah College of Pharmacy.
Candidates for a professional degree in Pharmacy must be capable of performing in five areas: Visual, Oral-Auditory, Motor, Cognitive, and Social. Reasonable accommodations will be made for limitations in these areas, but a candidate must be able to function in an independent manner. The fundamental nature of the study and practice of pharmacy requires observational skills and critical assessment of oral, visual and written data in order to make independent judgements concerning the health and well-being of patients.

**Visual:** Candidates must be able to observe and participate in experiments in the basic sciences (for example, undertaking synthetic reactions or physicochemical chemical characterizations or measurements, participating in physiologic and pharmacologic experiments or demonstrations, undertake macroscopic and/or microscopic studies of micro organisms and/or tissues, undertake physical assessments, etc.). In order to make proper clinical decisions, candidates must be able to acquire information from written or computer-based documents (journal articles, literature databases, technical data sheets, summaries and/or reports, reference books, etc. and perform physical assessments.).

**Oral-Auditory:** Candidates must have the ability to relate information to and receive information from patients comprehensively and effectively in a caring and confidential manner. Candidates must also be able to communicate effectively and efficiently with other members of the health care team.

**Motor:** Candidates must be able to execute motor movements reasonably required to prepare and dispense medications, make physical assessments, make clinical assessments, retrieve and disperse information, etc. These skills require coordination of both gross and fine muscular movements, equilibrium and integrated use of the senses of touch, hearing, and vision.

**Cognitive:** In order to effectively assist in solving clinical problems, candidates must be able to measure, calculate, reason, analyze, integrate and synthesize written, oral, visual and auditory data within a reasonable time period to reach a rational assessment and form an informed opinion or conclusion. In addition, they must be able to comprehend three-dimensional relationships and to understand the spacial relationships of structures.

**Social:** Candidates must possess the emotional health required for the full utilization of their intellectual abilities, for the exercise of good judgement, for the prompt completion of all responsibilities attendant to the care of patients, and for the development of effective relationships with patients. Candidates must be able to function effectively under stress. They must be able to adapt to changing environments.

**Pre-Pharmacy Requirements and Curricula of the Professional Program:** In addition to the abilities specified above, candidates must be able to successfully complete, with or without reasonable accommodations, all required components of the pre-pharmacy requirements and curricula of the Professional Program.

**Mastery of Basic and Pharmaceutical Sciences and Clinical Competencies:** In order to evaluate the competence and quality of candidates, the College of Pharmacy employs regular examinations as an essential component of the pharmacy curriculum. These examinations may be written, oral, computer-based or laboratory exercises. Successful completion of these examinations is required of all candidates as a condition for continued progress through the curriculum. Reasonable accommodations will be made in the administration of these evaluations when appropriate documentation of the need for such accommodations has been provided.

**Clinical Assessments:** Demonstration of clinical competence is also of fundamental importance to the career and curriculum progression of the candidates. Therefore, faculty evaluation of a candidate’s clinical performance is an integral and essential part of the curriculum. Although reasonable accommodations will be made, participation in clinical experiences and the evaluation of that participation is required.
**Attendance:** In some Professional Pharmacy courses, the requisite body of knowledge is best presented in an interpersonal setting. In these courses, class attendance is deemed an important component of the educational experience. In this situation, reasonable accommodations will be provided, but attendance requirements must be satisfied for successful completion of these courses.

**PROCEDURES**

The following represents the policy of the University of Utah College of Pharmacy with regard to the identification of candidates with disabilities and the provision of reasonable accommodations. Although a candidate’s self-identification as a person with a disability is voluntary, the College of Pharmacy can only accommodate disclosed disabilities.

1. For purposes of this policy, the definition of disability will be that used in the Americans with Disabilities Act (ADA), with the exclusions as referenced in the Act. That definition is as follows, “an individual is disabled if her or she, 1) has a physical or mental impairment that substantially limits one or more of the individual’s major life activities; or 2) has a record of such an impairment; or 3) is regarded as having such an impairment.”

2. In order to establish the existence of a disability and to request reasonable accommodations, a candidate must provide written notice to the Associate Dean for Academic Affairs, detailing the existence and nature of the disability and the requested accommodations.

3. The candidate must then, at his/her own expense, provide written documentation of the disability in the form of an evaluation by a qualified examiner. The report of the examiner must state the qualifications of the examiner and describe the physical or mental impairment and associated limitations. It must also contain the objective information on which the diagnosis is founded, such as psycho educational testing, neuropsychiatric testing or neuropsychological testing in the case of a learning or mental disability or physical examination results or laboratory testing in the case of a physical disability. If possible, the documentation should also identify reasonable accommodations that will assist the candidate. The documentation should be submitted to the appropriate official at the Center for Disabled Students Services as specified by the Associate Dean for Academic Affairs.

4. The Associate Dean for Academic Affairs of the College of Pharmacy, in consultation with the appropriate University officials, will assess whether the candidate has a documented disability and whether he or she can meet the essential curricular requirements of the Professional Pharmacy Program if given reasonable accommodations.

5. The Associate Dean for Academic Affairs of the College of Pharmacy, in consultation with the appropriate University officials may, at the College expense, seek a second opinion. The candidate must make him or herself available for such an evaluation. If this second evaluation differs from the first, College officials, in consultation with University officials, will use their collective, reasonable judgement as to whether the candidate has a disability and/or whether reasonable accommodations should be made. If the candidate refuses to undergo the second evaluation, he or she may lose his/her protections under the ADA.

6. Once the need for and availability of reasonable accommodations has been established, the Associate Dean for Academic Affairs of the College of Pharmacy, in consultation as necessary with the appropriate University officials, the candidate’s qualified examiner and/or the candidate, will decide on appropriate accommodations, and these accommodations will be specified in a written document, signed by both a representative of the College and the candidate. All documents relating to the candidate’s disability will be placed in a confidential file separate from his or her admissions or academic records. The identification and confidential information regarding candidates with disabilities will be made available to College faculty and staff on a need to know basis. The
Associate Dean for Academic Affairs will then direct the appropriate course masters to provide the necessary accommodations for candidates.

7. If the College of Pharmacy offers a candidate in the Professional Program reasonable accommodations and he or she refuses the accommodations and subsequently experiences academic difficulty, the candidate will be treated as any other candidate who experiences academic difficulty.

8. A candidate in the Professional Program may seek to establish a disability and request reasonable accommodations at any time before or after matriculation. The procedures for seeking accommodations are outlined in sections 2 through 6 above.

9. In general, a candidate should claim and establish the existence of a disability prior to the onset of academic problems. If a candidate comes forward after a failing performance and maintains that the reason for the failure was a previously undiagnosed or undisclosed disability, the College officials, in consultation with the appropriate University officials, may consider this information as appropriate in making their decisions as to what remediation, if any, must be made. However, the College officials will not consider this information unless the candidate provides documentation of the disability as specified in section 3 above. The College officials, in consultation with the appropriate University officials, may also authorize a second evaluation of the alleged disability to be paid for by the College of Pharmacy and the candidate must make him/herself available for such an evaluation. If this evaluation differs from the initial examination, the College officials, in consultation with the appropriate University officials, will use their reasonable judgement as to the proper course of action. If the candidate refuses to undergo the second evaluation, he/she may lose his/her protections under the ADA.

10. If a candidate is dismissed from the College of Pharmacy and appeals, asserting that the reason he or she failed was a previously undiagnosed or undisclosed disability, the College of Pharmacy, following consultation with University officials, may consider the effect of the limitations associated with the undisclosed disability in making a decision as to the candidate’s appeal. The factors on which a decision will be made include whether the candidate is qualified to meet the technical standards and any other relevant information. The candidate must provide documentation of the claimed disability and agree to submit to further evaluation if deemed necessary, as provided in sections 3 through 5 above.

11. All claims and proceedings under this provision will be kept confidential to the extent provided by law and University policies. Dissemination of the knowledge of the existence of a disability will be restricted to University administrators, faculty or staff with a legitimate need to know this information. Except as provided by law, no mention of the candidate’s disability will appear in any College of Pharmacy correspondence with external agencies unless the candidate specifically requests such disclosure in writing.

The University of Utah is fully committed to policies of nondiscrimination and equal opportunity, and vigorously pursues affirmative action in all Program, activities and employment with regard to race, color national origin, sex, age, and status as a disabled individual. Religion, sexual orientation, and status as a disabled veteran or veteran of the Vietnam era also are protected under nondiscrimination and equal opportunity policies.

If an applicant has questions regarding the Vocational Rehabilitation Act, Americans with Disabilities Act or believes she or he has been discriminated against, that individual should contact the University Office of Equal Opportunity/Affirmative Action at 135 Park or 581-8365 (voice or TDD). The University Center for Disabled Students Services, 162 Olpin Union or 581-5020 (voice or TDD), provides resources and support services for students with documented physical or learning disabilities.
ACKNOWLEDGMENT OF READING AND MEETING THE QUALIFICATIONS FOR CANDIDATES IN PROFESSIONAL PHARMACY PROGRAM

Signing this Acknowledgment of the Qualifications for Candidates in Professional Pharmacy Program states that you have read and meet these qualifications to the best of your knowledge. Enclose this signed Acknowledgment with your admissions application. Your Admissions Application will not be considered complete until this signed acknowledgment is received. This signed form is kept as a permanent part of the record of all matriculating candidates.

I have read and understood the above technical standards and policies as outlined in the Qualifications for Candidates in Professional Pharmacy Program. To the best of my knowledge, I am able to meet these technical standards, with or without reasonable accommodations, if I become a candidate in the University of Utah College of Pharmacy Professional Program.

________________________________________________________________________ ___________________________________________________________________
Student ID Number Name (Printed)

________________________________________________________________________
Date Signature