


Name of Policy: <u>Minimal technical standards for admission, matriculation, and graduation of PharmD students</u>		 <p>Initial effective date: June 22, 2011</p>	
Policy Number: 3364-83-01			
Approving Officer: Dean, College of Pharmacy and Pharmaceutical Sciences			
Responsible Agent: Associate Dean of Student Affairs, College of Pharmacy and Pharmaceutical Sciences			
Scope: Candidates for and students of the Pharm D program of the College of Pharmacy and Pharmaceutical Sciences			
<input checked="" type="checkbox"/>	New policy proposal	<input type="checkbox"/>	Minor/technical revision of existing policy
<input type="checkbox"/>	Major revision of existing policy	<input type="checkbox"/>	Reaffirmation of existing policy

(A) Policy statement

The University of Toledo College of Pharmacy and Pharmaceutical Sciences is committed to equal access for all qualified applicants and students. Minimal Technical Standards for Admission, Matriculation, and Graduation state the expectations of all UT Pharm D students. The Standards provide information to allow a candidate to make an informed decision for application and are a guide to accommodation of students with disabilities. Academic adjustments can be made for disabilities in some instances, but a student must be able to perform in a reasonably independent manner. The use of a trained intermediary in a way that a candidate’s judgment must be mediated by another’s power of selection and observation is *not* acceptable. In the exceptional case, where either reasonable accommodation cannot be provided or adequate assurance of function obtained, admission may be denied or rescinded. The processes for applying for accommodations are located at the end of this policy.

(B) Purpose of policy

The University of Toledo College of Pharmacy and Pharmaceutical Sciences admits and matriculates qualified PharmD students. In accordance with UT policy [3364-50-03 Nondiscrimination on the basis of disability - Americans with Disabilities Act compliance](#), UT prohibits discrimination against anyone on the basis of a documented disability. UT expects all applicants and students to meet certain minimal technical standards as set forth. In adopting these standards, the UT College of Pharmacy and Pharmaceutical Sciences believes it must keep in mind the ultimate safety of the patients who may be involved in the course of the student’s education as well as those patients to whom its graduates will eventually provide care. The Standards reflect what the College of Pharmacy and Pharmaceutical Sciences believes are

reasonable expectations of PharmD students (and pharmacists) in learning and performing common pharmacy care activities.

A candidate for the PharmD program must enter the program possessing the essential skills and abilities needed for successful matriculation and performance in a variety of pharmacy practice settings. The following skills are essential to fulfill this requirement.

- (1) **Observation and Hearing:** Students must have the ability to observe demonstrations and experiments in the basic sciences. Students must be able to observe to a patient accurately at a distance and close at hand. Students must possess the auditory ability sufficient to monitor and assess health needs.
- (2) **Communication:** Students must be able to communicate effectively and sensitively with patients in the English language. Students must be able to communicate effectively and efficiently in oral and written forms with all members of the health care team, staff, faculty members, and patients. Communication includes speech, reading, writing, and computer literacy.
- (3) **Sensory/Motor:** Students need enhanced sensory skills including accuracy within specific tolerances and functional use for laboratory, classroom and clinical experiences. Students must possess sufficient motor function to perform experiments in the basic sciences and execute movements to provide pharmacy care to patients. This includes the fine and gross motor skills necessary to participate in laboratory exercises, to engage in physical assessment of patients and to provide patient care. In the laboratory setting, examples of these motor skills include the ability to operate lab equipment including microscopes, the use of sterile technique when handling microorganisms and operation of laboratory safety equipment. In the clinical setting, examples of required motor skills include palpation, auscultation, and the ability to prepare all routine types of medications including sterile and non-sterile compounding.
- (4) **Behavioral and Social Attributes:** Students must possess the emotional health required for full utilization of intellectual abilities. They must be able to tolerate physically, mentally, and emotionally taxing workloads, adapt to changing environments, and function effectively under stress. Students must possess compassion, honesty, integrity, maturity, interpersonal skills, concern for others, the ethical standards of the profession, and motivation to excel in the practice of pharmacy. Illicit drug use and alcohol impairment are not tolerated, and all students must submit to periodic criminal history checks and drug screens.
- (5) **Intellectual, Conceptual, Integrative and Quantitative Abilities:** Students must be able to measure, calculate, reason, analyze, and interpret data. They must be able to synthesize and apply complex information. Students must possess the ability to integrate and process information promptly and accurately and to engage in problem solving.

(C) Summary statement

The University of Toledo College of Pharmacy and Pharmaceutical Sciences is open to the possibilities of human potential and achievement by providing reasonable academic adjustments

for students with documented disabilities, as defined by Section 504 of the Rehabilitation Act of 1973 and by the Americans with Disabilities Act of 1990. The director of The Academic Enrichment Center or designee is responsible for determining eligibility for reasonable academic adjustments, coordinating the administration of accommodations, and maintaining the integrity of The University of Toledo College of Pharmacy and Pharmaceutical Sciences' Technical Standards. Accepted students with disabilities will be evaluated according to the same standards and criteria that are used for the applicant pool as a whole. Admitted students who have a disability and need accommodation should initiate discussions with the designee in the Academic Enrichment Center, who will initiate the review process. The Academic Enrichment Center determines whether a student's disability is protected by the aforementioned laws and determines if reasonable academic adjustments can be implemented without fundamentally altering the nature of the PharmD program or resulting in undue financial or administrative burdens on The University of Toledo. Students can appeal the academic adjustments decision in writing in accordance with UT policy [3364-50-03](#).

<p>Approved by:</p> <p><u>/s/ J. L. Early II, Ph.D.</u> Dean, College of Pharmacy and Pharmaceutical Sciences</p> <p><u>June 24, 2011</u> Date</p> <p><i>Review/Revision Completed by:</i></p> <p><i>Technical Standards Committee members</i></p>	<p>Policies Superseded by This Policy:</p> <ul style="list-style-type: none"> • <i>None</i> <p>Initial effective date: June 22, 2011</p> <p>Review/Revision Date: n/a</p> <p>Next review date: June 22, 2014</p>
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