

Husson University School of Pharmacy Technical Standards for Admission, Progression and Graduation

The Husson University School of Pharmacy (HUSOP) requires all students entering, progressing through, and graduating from the program to be able to meet the Technical Standards described below. These technical standards are guided by the values, skills and expectations deemed essential to the function of a pharmacist in the patient care setting. It is the policy of Husson University and of HUSOP to provide reasonable accommodation to students with documented disabilities (see Disabilities and Health, below).

Each student is expected to meet the technical standards throughout the pharmacy program, and to be able to perform in an independent manner at all times, with or without reasonable accommodation. HUSOP reserves the right to:

- Deny admission to any applicant who cannot meet the Technical Standards as determined during the application process and on-site interview
- Dismiss any student who falls out of compliance with the Technical Standards at any time after admission into the program

Technical Standards

Examples provided for each category are not all inclusive, and may not address all situations.

1. Observation

A student must be able to combine the functional use of visual, auditory and somatic senses to observe demonstrations, experiments and skills presented in the classroom, laboratory and practice settings. Examples include the ability to:

- Observe a patient accurately at a distance and close at hand
- Read and interpret information on a computer monitor or other electronic display
- Read printed or handwritten words and numbers on a prescription, a physician's order and other printed or extemporaneously prepared documents

2. Communication

A student must be able to speak, hear and observe patients and other healthcare professionals in order to elicit both verbal and non-verbal information. They must be able to communicate effectively and sensitively with and about patients. Communication includes speech, reading, writing and computer literacy. The student must be able to perceive and respond appropriately to all types of communication from faculty, staff, patients, caregivers, members of the healthcare team and the public in order to complete the didactic and clinical portions of the curriculum. Examples include the ability to:

- Communicate effectively in English (reading, writing, speaking and comprehending)
- Give and receive information through telephone conversations and electronic media
- Communicate complex findings in a manner understandable by patients and others
- Read and record observations and care plans legibly and accurately

3. Sensory/Motor

A student must possess sufficient coordination ability and functional use of senses of touch and vision to execute movements to provide care in the practice of pharmacy. Examples include the ability to:

- Stand, walk, reach and lift items
- Carry out all functions involved in filling and dispensing prescriptions
- Prepare intravenous products and administer subcutaneous and intramuscular vaccinations
- Perform a physical assessment of a patient by palpation, auscultation, measurement of blood pressure, and other diagnostic maneuvers in the clinical setting
- Perform first aid and cardiopulmonary resuscitation in the clinical setting
- Transport him or herself to off-site meetings and experiential locations in a timely manner
- Exhibit the stamina needed to work for extended periods

4. Intellectual, Conceptual, Integrative and Quantitative Abilities

A student must possess sufficient intellectual, conceptual, integrative and quantitative abilities to complete a rigorous didactic and experiential curriculum. The abilities include measurement, calculation, reasoning, analysis, judgment, information integration and solution synthesis.

Examples include the abilities to:

- Perform rapid calculations for a variety of patient-care situations
- Read, assimilate and interpret data from different sources (patient history, laboratory data, physical assessment, published literature)
- Perform problem-solving, a critical skill demanded of all pharmacists
- Accurately and independently evaluate his/her own performance and formulate strategies to address deficiencies and improve professional skills

5. Behavioral and Social

A student must possess the physical and emotional health required for full utilization of their abilities, the exercise good judgment, the prompt completion of all responsibilities, and the development of effective and sensitive relationships with patients. Compassion, integrity, honesty, concern for others, patience, good interpersonal skills, professionalism, interest and motivation are qualities required. Examples include the ability to:

- Identify and demonstrate appropriate behavior to protect the safety and well being of patients, faculty, peers, staff and colleagues
- Identify and take responsibility for actions in the academic and experiential settings
- Handle situations appropriately and professionally when those situations may be physically, emotionally or intellectually stressful
- Maintain a level of behavior, demeanor, personal hygiene and dress that is expected in the classroom, laboratory and experiential sites

Disabilities and Health

Individuals with some kinds of disabilities, as defined by Section 504 of the Rehabilitation Act and the Americans with Disabilities Act (as amended by the ADA Amendments Act of 2008), are

qualified to study and work as health care professionals and scientists with the use of reasonable accommodations. To be qualified for the pharmacy program at HUSOP, those individuals must be able to meet the academic standards and the technical standards, with or without reasonable accommodations.

Some individuals with disabilities may need reasonable accommodations to meet the Technical Standards, while others may not. Individuals without disabilities are not eligible for accommodation. It is the policy of HUSOP to provide reasonable accommodation to qualified students with a disability so they can meet these technical standards. Whether or not a requested accommodation is reasonable will be determined on an individual basis. Determining what is a reasonable accommodation is an interactive process, which the candidate must initiate with the HUSOP Assistant Dean for Student Academic Affairs and with the Husson University's Dean of Students or his or her designee.

Certain illnesses impair a student's performance. Examples include active drug and/or alcohol addiction, severe depression, and other psychiatric illnesses. It is not permissible for students to interact with patients while impaired by such conditions. It is the policy of HUSOP to encourage recognition of these conditions and to support treatment so that the student may resume their professional studies.

Licensing

Students must be able to obtain and maintain a valid Pharmacist Intern license in the State of Maine. This includes passing all tests and trainings required by the Maine Board of Pharmacy regulations, Maine law, and HUSOP affiliated experiential sites.

Procedure

It is recognized that the on-site interview may not adequately evaluate a student's ability to meet the Technical Standards. If an applicant believes they may be unable to meet the Technical Standards, they should contact the Office of the HUSOP Assistant Dean for Student Academic Affairs to discuss the issue.

The HUSOP Assistant Dean and the University's Dean of Students or his or her designee will be responsible for evaluating whether a student is proficient in the Technical Standards. When judging whether a student can meet the technical standards, with or without reasonable accommodation, patient safety is the ultimate consideration.

Students who are found not to meet the Technical Standards will be notified by the Assistant Dean and will have 30 days to become compliant or to file an appeal with the HUSOP Student Affairs Committee. If this appeal is denied, the student may appeal the decision to the Dean of HUSOP.