



UNION UNIVERSITY

COLLEGE of PHARMACY

Technical Standards for Performance

The mission of Union University is to provide Christ-centered education that promotes excellence and character development in service to Church and society. Taking these demands into consideration with the understanding and acknowledgement of Section 504 of the 1973 Vocational Rehabilitation Act and the Americans with Disabilities Act of 1990, the faculty of the College of Pharmacy set forth the following technical standards that must be met for admission to, progression through and graduation from the Union University College of Pharmacy.

All recipients of the Pharm.D. degree must meet the following technical standards in order to ensure successful competency as they enter the practice of pharmacy. These standards are placed into effect to ensure your success as a health care professional and the safety of the patients with which you are entrusted. Any condition that poses a current or potential risk to the safety or well-being of patients or colleagues must be formally disclosed prior to matriculation into the School of Pharmacy. Such disclosure will not result in automatic exclusion from the program but must be considered in the interest of patient safety. Any individual determined to be currently impaired by alcohol or legal or illegal substances does not meet the technical standards mentioned below.

I. Communication and Observation Skills

Candidates and students must be able to hear, speak to, and observe patients in a variety of pharmacy settings. To be able to communicate with peers, faculty, staff, patients, and other healthcare team members, candidates and current students must be able to communicate effectively and efficiently in English. Communication includes speech, reading, writing, and computer literacy. Change and/or revealed deficiencies in the communication and observation skills of a current student may create barriers that would keep the student from continuing in the study of pharmacy at Union University.

II. Physical Skills

Candidates and students must possess sufficient visual, auditory, tactile and motor abilities required to gather data from written reference material or from oral presentations, observe demonstrations and experiments, study various types of medical illustrations, observe patients and their environment, observe clinical procedures performed by others, read digital or analog representations of physiologic phenomena, administer vaccinations, utilize health assessment devices, and perform cardiopulmonary resuscitation. Additionally, candidates must have sufficient motor function to gather information from patients by palpation, auscultation, percussion and other assessment maneuvers necessary to complete a general physical exam. Candidates must have the physical ability and manual dexterity to compound sterile and non-sterile products in an environment and manner compliant with existing regulations. Students must have an active driver's license and have the ability to transport himself or herself to school-related events and experiential rotations. Change and/or revealed deficiencies in the physical skills of a current student may create barriers that would keep the student from continuing on in the study of pharmacy at Union University.

III. Interpretative, Conceptual, and Quantitative Ability

Candidates and students must have effective and efficient learning techniques and skills to master an academically rigorous doctorate program. They must be able to learn through a variety of teaching methods including, but not limited to, classroom instruction, small group activities, individual study, report preparation and presentation, and computer/technology use. They must be able to memorize, measure, calculate, reason, analyze, synthesize and apply information, as well as be able to transcribe verbal messages accurately and interpret written prescriptions accurately. Candidates must be able to read, comprehend and respond to information related to medical situations or patients quickly and in an organized manner. Change and/or revealed deficiencies in the interpretative, conceptual, or quantitative abilities of a current student may create barriers that would keep the student from continuing in the study of pharmacy at Union University.

IV. Behavioral, Social, and Emotional Attributes

Candidates and students must understand the legal and ethical aspects of the profession of pharmacy and function within the guidelines established by the law and by ethical standards. They must be able to at all times, relate to patients and their families, colleagues, and other members of the healthcare team with courtesy, maturity, and respect for individuals. This requires that they place their patient at the forefront of their priorities. As they continue to follow in the core values of seeking to be Christ-centered and People-focused they must show honesty, integrity, dedication, compassion, and nondiscrimination as they are providing care to their patients. Candidates must, at all times, demonstrate the emotional stability to be able to exercise good judgment and carry out prompt completion of all academic assignments, as well as responsibilities attendant to the care of their patients in a sensitive and effective manner. This sensitivity includes self-examination of personal attitudes, perceptions, and stereotypes in order to avoid a potential negative impact on relationships and patient care. Candidates must be able to tolerate physically, intellectually, and emotionally challenging workloads and to function effectively under stress. An individual with a diagnosed disability may function as a pharmacy student as long as the above technical standards for performance are fulfilled. Change and/or revealed deficiencies in the behavioral, social, or emotional attributes of a current student may create barriers that would keep the student from continuing in the study of pharmacy at Union University.

V. Stamina

Candidates and students must be of sufficient and stable emotional and physical health to be able to tolerate physically, intellectually, and emotionally challenging workloads and to function effectively under stress, enabling them to adapt to circumstances and situations that may change rapidly without warning and/or in unpredictable ways. Change and/or revealed deficiencies in the stamina of a current student may create barriers that would keep the student from continuing in the study of pharmacy at Union University.