University of Rhode Island
College of Pharmacy
Doctor of Pharmacy Programmatic Outcomes
Adapted from COEPA and ACPE 2025 standards
Proposed Fall 2024 for effective July 1 2025

A- Foundational Knowledge

A.1 <u>Scientific Thinking (Learner)</u> Develop, integrate, and apply foundational knowledge.

A1.1 Develop and demonstrate depth and breadth of knowledge in biomedical, pharmaceutical, social/behavioral/administrative, clinical sciences, and healthcare technology (e.g., informatics, digital health).

A1.2 Articulate how knowledge in foundational sciences is integral to clinical reasoning; evaluation of future advances in medicine; supporting health and wellness initiatives; and delivery of contemporary pharmacy services.

A1.3 Integrate knowledge from multiple foundational sciences to explain how specific drugs or drug classes work, compare differences among therapeutic regimens, and evaluate their potential value in individuals and populations.

A1.4 Apply knowledge in foundational sciences to solve therapeutic problems, to advance patient-centered care and population-based care.

A1.5 Apply critical thinking skills to evaluate if information (eg. scientific literature, emerging theories, technologies) is factual, reliable, accurate, fair, objective, and/or appropriate by systematically examining the problem, evidence and solution.

A1.6 Critically analyze scientific literature related to drugs and disease to enhance clinical decision making.

B- Essential Skills and Approaches

B1 <u>Problem Solving Process (Problem Solver</u>) Identify and define problems that require critical thinking; explore multiple solutions by comparing and contrasting and prioritizing alternatives; design and evaluate implemented solutions using evidence and/or rationale.

B1.1 Identify and define the primary problem

B1.2 Define and prioritize goals along with contextual constraints.

B1.3 Explore multiple solutions by organizing, prioritizing, and defending each possible solution with evidence and/or rationale.

B1.4 Anticipate positive and negative outcomes by considering assumptions, biases, barriers, inconsistencies, and unintended consequences.

B1.5 Develop a strategy to implement the most viable solution, including outcome measures

B1.6 Reflect on the solution implemented and its effects to improve future outcomes.

B2 <u>Communication (Communicator)</u> Actively engage, listen, and communicate verbally, nonverbally, and in writing, when interacting with an individual, group, or organization.

B2.1. Use an organized structure and terminology adapted for the audience.

B2.2 Use specific communication strategies (e.g., motivational interviewing, conflict resolution, assessing understanding) to achieve intended goals.

B2.3 Actively listen and ask appropriate open and closed-ended questions to gather information.

B2.4. Use technology (e.g. telehealth, digital health applications), media, and other resources (e.g interpreter services) to facilitate and support communication as appropriate.

B2.5. Use effective interpersonal communication skills to establish rapport, build trusting relationships, and navigate difficult conversations.

B2.6. Discuss adaptation and prioritization strategies that address situational variables (e.g., time constraints, privacy considerations, space available, etc.).

B2.7. Communicate assertively, confidently, and clearly.

B2.8. Demonstrate empathy when communicating with others.

B2.9. Employ clear, concise, and accurate written communication strategies to achieve intended outcomes.

B2.10. Provide goal-directed feedback to others (e.g., direct reports, trainees, colleagues).

B3 Cultural Humility (Ally) Recognize and address social determinants of health to diminish health disparities and inequities by supporting diversity, equity, inclusion, and accessibility, engaging in antiracism, and promoting social justice.

B4.1 Engage in self-reflection with the intention to understand how one's personal identities, biases, and experiences may influence one's perspectives, interactions, and decision making.

B4.2 Demonstrate knowledge about assumptions such as explicit and implicit bias when interacting with others.

B4.3 Identify the practices and values of cultural humility that foster belongingness with a diverse group of individuals.

B4.4. Recognize ways to reduce biases and stereotyping.

B4.5. Discuss strategies for navigating situations where injustices related to diversity, equity, inclusion, and accessibility (DEIA), stigma, bias, and racism are present.

B4 Person-Centered Care (Provider) Provide person-centered care as the medication specialist using the Pharmacist's Patient Care Process.

B4.1. Collect subjective and objective Information related to the patient in order to identify a patient's medication related problems

B4.2. Assess, interpret, and prioritize information and patient data to determine the effects of therapy

B4.3. Formulate evidence-based and cost-effective care goals, plans, assessments, and recommendations

B4.4. Implement individualized, person-centered care plans.

B4.5. Follow up and monitor the patient and adjust the care plan as needed.

B4.6. Document person-centered care related activities.

B5 Patient Advocacy (Advocate) Assure that patients' best interests are represented

B5.1. Empower patients to take responsibility for, and control of, their health.

B5.2. Review resources to assist patients in navigating the complex healthcare system.

B5.3. Ensure patients obtain the resources and care required in the most efficient and cost-effective manner possible.

B6 – Medication-use Process Stewardship (Steward) Optimize patient healthcare outcomes using human, financial, technological, and physical resources to improve the safety, efficacy, and environmental impact of medication use systems

B6.1. Outline the components of typical medication use processes in different pharmacy practice settings.

B6.2. Describe the role of the pharmacist in impacting the safety and efficacy of each component of a typical medication use process (i.e., procurement, storage, prescribing, transcription, dispensing, administration, disposal, regulatory requirements, monitoring, documentation, and supervising others).

B6.3. Identify and utilize human, financial, and physical resources to optimize the medication use process.

B6.4. Apply standards, guidelines, best practices, and established processes related to safe and effective medication use.

B6.5. Utilize continuous quality improvement techniques in the medication use process.

B6.6. Develop professional documents pertinent to organizational needs (e.g., monographs, policy documents).

B7 <u>Interprofessional Collaboration (Collaborator)</u> Actively participate and engage as a healthcare team member by incorporating IPEC competencies.
B7.1. Work with individuals of other professions to establish and maintain a climate of mutual respect and shared values.
B7.2. Use the knowledge of one's own role and those of other professions to appropriately assess and address the health care needs of patients and to promote and advance the health of populations.
B7.3. Communicate with patients, families, communities, and professionals in health and other fields in a responsive and responsible manner that supports a team approach to the promotion and maintenance of health and the prevention and treatment of disease.
B7.4. Apply relationship-building values and the principles of team dynamics to perform effectively in different team roles to plan, deliver, and evaluate patient/population-centered care and population health programs and policies that are safe, timely, efficient, effective, and equitable.

B8 – <u>Population Health and Wellness (Promoter)</u> Consider the factors that influence population-based care and how they impact population health, wellness, and equitable access to care.
B8.1. Identify personal, social, economic, and environmental factors that influence population health and wellness.
B8.2. Describe advocacy approaches and efforts that impact population health and wellness.
B8.3. Outline the steps for conducting a community health needs assessment.
B8.4. Collect and interpret population-based health and wellness qualitative and quantitative data to assess the needs of a patient population and satisfaction of care.
B8.5. Evaluate the existing approaches and suggest tailored interventions to maximize health and wellness.

B8.6. Participate in the development and/or implementation of preventative care strategies for a population (e.g. risk/needs assessment, risk reduction, screening, and education).

C-Domain 3 Personal and Professional Development

C1 <u>Self-awareness (Self-Aware)</u> Examine and reflect on personal and professional attributes (e.g., knowledge, metacognition, skills, abilities, beliefs, biases, motivation, and emotional intelligence) that could enhance or limit growth and development
C1.1. Use metacognition to understand and regulate one's own thinking and learning.
C1.2. Demonstrate motivation (e.g., desire to learn, attention, interest, habits of mind, persistence, flexibility) during didactic and experiential activities.
C1.3. Identify, create, implement, evaluate and modify plans, using available resources (e.g., career counselors, mentors) as needed, for personal and professional development for the purpose of individual growth.
C1.4. Recognize, correct, and learn from errors.
C1.5. Select and use constructive coping strategies or help-seeking behaviors (personal, professional, or academic support) to manage stress and improve well-being.
C1.6. Utilize elements of emotional intelligence when working with others.
C1.7. Reflect on the evolution of one's own professional identity formation (PIF) during the PharmD program and how it will continue to evolve across one's career

C2 <u>Leadership (Leader)</u> Demonstrate the ability to influence and support the achievement of shared goals, regardless of one's role.
C2.1. Determine when it is appropriate to use leadership skills, management skills, or both.

C2.2. Demonstrate understanding of one's role in a team-based situation, including taking responsibility for a leadership or supporting role, when appropriate.
C2.3. Explore the history (e.g., successes and challenges) of a team before implementing changes.
C2.4. Develop trusting relationships, actively listen, and value diverse perspectives to promote collaboration and teamwork.
C2.5. Use persuasive communication when necessary.
C2.6. Engage team members by building shared goals, gathering input or feedback, utilizing individual strengths, and managing conflict to promote team functionality.
C2.7. Identify and address factors that affect team morale and performance.

C3 Professionalism (Professional) Exhibit behaviors and attitudes that are consistent with the identity of and trust given to the profession by patients, other health care providers, and society.

C3.1. Demonstrate altruism, integrity, trustworthiness, flexibility, compassion, inclusiveness, and curiosity.
C3.2. Display preparation, initiative, and accountability consistent with a commitment to adding value and/or a commitment to excellence.
C3.3. Conduct activities and fulfill responsibilities in a legal, moral, and ethical manner.
C3.4. Describe the impact of one's actions (positive or negative) on how the profession is perceived by patients, other health care providers, and society.
C3.5. Demonstrate a commitment to the advancement of the pharmacy profession including through advocacy at the local, state or national level.
C3.6. Navigate how to balance between responsibility to self and others, seeking mentoring if needed.
C3.7 Describe the pharmacy profession's core values and beliefs outlined in the Oath of a Pharmacist and how they contribute to professional identity formation.