

University of Maryland School of Pharmacy
Competency-Based Educational Outcomes

COMPETENCY-BASED EDUCATIONAL OUTCOMES

KNOWLEDGE

1. **Scientific Thinking (Learner):** Seek, analyze, integrate, and apply foundational knowledge of medications and pharmacy practice (biomedical; pharmaceutical; social, behavioral, administrative; and clinical sciences; drug classes; and digital health)

SKILLS

2. **Problem-Solving Process (Problem Solver):** Use problem solving and critical thinking skills along with an innovative mindset to address challenges and to promote positive change.
3. **Communication (Communicator):** Actively engage, listen, and communicate verbally, nonverbally, and in writing when interacting with or educating an individual, group, or organization.
4. **Cultural and Structural Humility (Ally):** Mitigate health disparities by considering, recognizing, and navigating cultural and structural factors (e.g. social determinants of health, diversity, equity, inclusion, and accessibility) to improve access and health outcomes.
5. **Person-Centered Care (Provider):** Serve as a medication specialist and provide exemplary population health and person-centered care, including health promotion and preventative care, management of acute and chronic conditions, and management during transitions of care.
6. **Advocacy (Advocate):** Promote the best interests of patients and/or the pharmacy profession within healthcare settings and at the community, state, or national level.
7. **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.
8. **Interprofessional Collaboration (Collaborator):** Actively engage and contribute as a healthcare team member by demonstrating core interprofessional competencies.
9. **Population Health and Wellness (Promoter):** Assess factors that influence the health and wellness of a population and develop strategies to address those factors.
10. **Leadership (Leader):** Demonstrate responsibility for creating and achieving shared goals, regardless of position, and engage in innovative activities by using creative thinking to envision better ways of accomplishing professional goals.

ATTITUDES

11. **Self-Awareness (Self-Aware):** Examine, reflect on, and address personal and professional attributes (e.g., knowledge, metacognition, skills, abilities, beliefs, biases, motivation, help-seeking strategies, and emotional intelligence that could enhance or limit growth, development, and professional identity formation.
12. **Professionalism (Professional):** Exhibit attitudes and behaviors that embody a commitment to building and maintaining trust with patients, colleagues, other health care professionals, and society.
13. **Anti-Racism and Anti-Oppression (Ally):** Exhibit behaviors that dismantle racism and other forms of oppression in health care.

COMPETENCY-BASED EDUCATIONL OUTCOMES & CORRESPONDING OBJECTIVES

KNOWLEDGE

1. **Scientific Thinking (Learner):** Seek, analyze, integrate, and apply foundational knowledge of medications and pharmacy practice (biomedical; pharmaceutical; social, behavioral, administrative; and clinical sciences; drug classes; and digital health). As evidence of having achieved this goal, the graduating pharmacist will be able to...
 - 1.01 Explain how basic biomedical, pharmaceutical, social/administrative, and clinical sciences are used to advance population health and patient-centered care.
 - 1.02 Integrate pharmacology, pathophysiology, and therapeutics to solve medication therapy problems and advance patient care.
 - 1.03 Apply knowledge of the pharmaceutical sciences to explain mechanisms of medication action and medication delivery systems.
 - 1.04 Apply knowledge from the foundational sciences to critically evaluate scientific literature.

SKILLS

2. **Problem-Solving Process (Problem Solver):** Use problem solving and critical thinking skills along with an innovative mindset to address challenges and to promote positive change. As evidence of having achieved this goal, the graduating pharmacist will be able to...
 - 2.01 Use a systematic process to define and prioritize problems.
 - 2.02 Use critical and creative thinking skills to generate viable solutions to problems.
 - 2.03 Implement a solution to a problem and follow-up on the effectiveness of it.
3. **Communication (Communicator):** Actively engage, listen, and communicate verbally, nonverbally, and in writing when interacting with or educating an individual, group, or organization. As evidence of having achieved this goal, the graduating pharmacist will be able to...
 - 3.01 Assess baseline understanding or gaps in knowledge of a patient or other learner.
 - 3.02 Provide effective verbal and written education to patients and other learners, considering their background knowledge and understanding, culture, health literacy, and experiences.
 - 3.03 After providing education to a patient or other learner, effectively assess their learning and comprehension.
 - 3.04 Use verbal and nonverbal communication strategies to achieve goals.

4. **Cultural and Structural Humility (Ally):** Mitigate health disparities by considering, recognizing, and navigating cultural and structural factors (e.g. social determinants of health, diversity, equity, inclusion, and accessibility) to improve access and health outcomes. As evidence of having achieved this goal, the graduating pharmacist will be able to...
 - 4.01 Assess the impact of social and structural determinants of health and various systems of oppression on access to health care and health outcomes.
 - 4.02 Demonstrate cultural humility and, when appropriate, provide relevant culturally responsive resources and care to patients.

5. **Person-Centered Care (Provider):** Serve as a medication specialist and provide exemplary population health and person-centered care, including health promotion and preventative care, management of acute and chronic conditions, and management during transitions of care. As evidence of having achieved this goal, the graduating pharmacist will be able to...
 - 5.01 Collect relevant subjective and objective patient information.
 - 5.02 Assess subjective and objective patient information to prioritize medication-related problems.
 - 5.03 Integrate treatment-related variables into the development of personalized medication plans.
 - 5.04 Create person-centered, evidence-based, and cost-effective medication plans.
 - 5.05 Implement person-centered medication plans.
 - 5.06 Employ professional practice standards to administer screening and medication therapy to patients.
 - 5.07 Monitor, evaluate, and modify medication plans to meet patient goals and achieve optimal care.
 - 5.08 Evaluate and apply evidence from scientific literature to person-centered care.
 - 5.09 Document patient care activities clearly, accurately, and concisely.
 - 5.10 Perform physical examination procedures.
 - 5.11 Communicate with patients, families, communities, and health professionals across diverse backgrounds that supports a team approach to the promotion and maintenance of health, and the prevention and treatment of disease.

6. **Advocacy (Advocate):** Promote the best interests of patients and/or the pharmacy profession within healthcare settings and at the community, state, or national level. As evidence of having achieved this goal, the graduating pharmacist will be able to...
 - 6.01 Advocate for care and policies that are in the best interest of patients.
 - 6.02 Evaluate legislative priorities at state and national levels to determine their potential impact on population health and the pharmacy profession.

7. **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. As evidence of having achieved this goal, the graduating pharmacist will be able to...
 - 7.01 Use technology to carry out professional functions and meet medication needs of patients.
 - 7.02 Resolve actual or potential medication-related safety problems.
 - 7.03 Safely and accurately fulfill medication orders in compliance with legal and regulatory principles.
 - 7.04 Utilize human, financial, and physical resources to optimize the medication use system.
 - 7.05 Determine and provide health promotion, disease prevention, and non-medication recommendations to patients and communities.
 - 7.06 Evaluate personal, social, economic, and environmental conditions to maximize health and wellness.
 - 7.07 Assess the healthcare needs of a targeted population and describe ways to optimize medication use in that population.
 - 7.08 Develop and provide an evidence-based approach to care that considers the cost, value, access, and satisfaction needs of a targeted patient population.
 - 7.09 Incorporate the use of digital health technologies to assess and promote person-centered and population-based health.

8. **Interprofessional Collaboration (Collaborator):** Actively engage and contribute as a healthcare team member by demonstrating core interprofessional competencies. As evidence of having achieved this goal, the graduating pharmacist will be able to...
 - 8.01 Use the knowledge of one's own role and those of other health professions to appropriately assess and address the health care needs of patients and to advance the health of populations.
 - 8.02 Apply relationship-building values and the principles of team dynamics to perform effectively in different team roles.

9. **Population Health and Wellness (Promoter):** Assess factors that influence the health and wellness of a population and develop strategies to address those factors. As evidence of having achieved this goal, the graduating pharmacist will be able to...
 - 9.01 Conduct a community health needs assessment.
 - 9.02 Collect and interpret population-based health and wellness qualitative and quantitative data to assess the needs of a patient population and satisfaction of care.
 - 9.03 Evaluate the existing approaches and suggest tailored interventions to maximize health and wellness.
 - 9.04 Develop and/or implement preventative care strategies for a population (e.g., risk/needs assessment, risk reduction, screening, and education)

10. **Leadership (Leader):** Demonstrate responsibility for creating and achieving shared goals, regardless of position, and engage in innovative activities by using creative thinking to envision better ways of accomplishing professional goals. As evidence of having achieved this goal, the graduating pharmacist will be able to...
 - 10.1 Demonstrate practice management skills and leadership principles.
 - 10.2 Use a systematic process to plan, implement, assess, and adjust personal and professional goals.
 - 10.3 Use creative and critical thinking skills to engage with innovative activities that assist in advancing professional goals and the profession of pharmacy.
 - 10.4 Analyze the strengths, weaknesses, opportunities, and threats to add value to personalized care, pharmacy practice, or the pharmacy profession.

ATTITUDES

11. **Self-Awareness (Self-Aware):** Examine, reflect on, and address personal and professional attributes (e.g., knowledge, metacognition, skills, abilities, beliefs, biases, motivation, help-seeking strategies, and emotional intelligence that could enhance or limit growth, development, and professional identity formation. As evidence of having achieved this goal, the graduating pharmacist will be able to...
 - 11.01 Show awareness of how one's personal knowledge, skills, abilities, biases, motivations, and emotions influence personal and professional growth.
 - 11.02 Identify and analyze the influence of privilege, bias, and stigmatizing narratives on health outcomes.

12. **Professionalism (Professional):** Exhibit attitudes and behaviors that embody a commitment to building and maintaining trust with patients, colleagues, other health care professionals, and society. As evidence of having achieved this goal, the graduating pharmacist will be able to...
- 12.01 Demonstrate a commitment to ethical principles pertaining to patient care, patient confidentiality, and pharmacy practice, including compliance with relevant laws, policies, and regulations.
 - 12.02 Manage conflict between personal and professional responsibilities and within professional relationships.
 - 12.03 Demonstrate a commitment to competence and lifelong learning in accordance with the pharmacy profession's covenant with society.
13. **Anti-Racism and Anti-Oppression (Ally):** Exhibit behaviors that dismantle racism and other forms of oppression in health care. As evidence of having achieved this goal, the graduating pharmacist will be able to...
- 13.01 Demonstrate respect and cultural responsiveness to all patients in a way that promotes principles of equity and inclusion, including awareness of potential bias and knowledge of intersectionality.
 - 13.02 Actively contribute to identifying and acting on system-level strategies to reduce the effects of various systems of oppression on health and health care.