

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 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 the ability to influence and support the achievement of shared goals on a team, regardless of one's role.

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 EDUCATIONAL 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, digital health, 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.

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 Apply a systematic process to define and prioritize problems and generate viable, innovative solutions using critical and creative thinking
 - 2.02 Identify, evaluate, and apply evidence from drug information resources and scientific literature to person-centered care.
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 and address gaps in understanding when communicating with patients, caregivers, and professional audiences.
 - 3.02 Deliver effective, audience-tailored, culturally appropriate information using appropriate verbal and nonverbal communication strategies.
 - 3.03 Document patient care activities accurately and concisely using professional language.
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 Mitigate the impact of social and structural determinants of health and various systems of oppression on access to health care 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. 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 person-centered, evidence-based, and cost-effective treatment plans.
 - 5.04 Integrate preventative care recommendations, including screenings and immunizations, to meet patient goals.
 - 5.05 Monitor, evaluate, and modify treatment plans to meet patient goals and achieve optimal 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. 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.
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 Using technology, process medication orders and resolve medication-related problems in compliance with legal and regulatory principles.
 - 7.02 Optimize human, financial, and physical resources to improve the safety, efficacy, and environmental impact of medication use systems.
 - 7.03 Incorporate the use of digital health technologies 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. 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.
 - 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 Evaluate existing approaches to population health and suggest tailored interventions to maximize health and wellness.

10. Leadership (Leader): Demonstrate the ability to influence and support the achievement of shared goals on a team, regardless of one's role. 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 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 Use a systematic process to plan, implement, assess, and adjust personal and professional goals.

11.02 Demonstrate a commitment to competence and lifelong learning in accordance with the pharmacy profession's covenant with society.

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 patient care, patient confidentiality, ethical principles, and pharmacy practice, including compliance with relevant laws, policies, and regulations

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 Identify and analyze the influence of privilege, bias, and stigmatizing narratives on health outcomes.

13.02 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.