

University of Maryland School of Pharmacy
Competency-Based Outcomes

Goal Statements:

1. **Foundational Knowledge:** The graduating pharmacist will possess the foundational knowledge necessary to provide exemplary population health and patient-centered care.
2. **Patient-Centered Care:** The graduating pharmacist will be able to serve as a medication expert and provide exemplary population health and patient-centered care, including health promotion and preventative care, management of acute and chronic conditions, and management during transitions of care.
3. **Population-based Care and Medication Use:** The graduating pharmacist will be able to manage patient care using human, financial, technological, and physical resources to optimize safety and efficacy of medication use systems.
4. **Problem-Solving:** The graduating pharmacist will be able to use a systematic process to identify and prioritize patient-related and medication use system problems, and design, implement, and evaluate solutions.
5. **Education:** The graduating pharmacist will be able to continuously assess the understanding of a patient or other learner and provide effective education to bridge those gaps in knowledge.
6. **Patient Advocacy:** The graduate will advocate for the patient's best interests.
7. **Interprofessional Collaboration:** The graduating pharmacist will be able to use the knowledge of one's own role to collaborate and communicate with other health professionals.
8. **Self-Awareness:** The graduate will be able to examine and reflect on personal knowledge, skills, abilities, beliefs, biases, motivations, and emotions that could enhance or limit personal and professional growth.
9. **Leadership:** The graduate will be able to demonstrate responsibility for creating and achieving shared goals regardless of position.
10. **Innovation and Entrepreneurship:** The graduate will be able to engage in innovative activities by using creative thinking to envision better ways of accomplishing professional goals.
11. **Professionalism:** The graduate will be able to exhibit behaviors and values that are consistent with the trust given to the profession by patients, other health professionals, and society.
12. **Anti-Racism and Anti-Oppression:** The graduate will be able to recognize and assist in dismantling racism and other forms of oppression in health care.

1. **Foundational Knowledge Goal Statement:** The graduating pharmacist will possess the foundational knowledge necessary to provide exemplary population health and patient-centered care. 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.

2. **Patient-Centered Care Goal Statement:** The graduating pharmacist will be able to serve as a medication expert and provide exemplary population health and patient-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...
 - 2.01 Collect relevant subjective and objective patient information.
 - 2.02 Assess subjective and objective patient information to prioritize medication-related problems.
 - 2.03 Integrate treatment-related variables into the development of medication plans.
 - 2.04 Create patient-centered, evidence-based, and cost-effective medication plans.
 - 2.05 Implement patient-centered medication plans.
 - 2.06 Employ professional practice standards to administer screening and medication therapy to patients.
 - 2.07 Monitor, evaluate, and modify medication plans to meet patient goals and achieve optimal care.
 - 2.08 Evaluate and apply evidence from scientific literature to patient-centered care.
 - 2.09 Document patient care activities clearly, accurately, and concisely.
 - 2.10 Perform physical examination procedures.
 - 2.11 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.
 - 2.12 Demonstrate respect and responsiveness to multi-cultural patient populations, embracing principles of equity and inclusion.

3. **Population-based Care and Medication Use Goal Statement:** The graduating pharmacist will be able to manage patient care using human, financial, technological, and physical resources to optimize safety and efficacy of medication use systems. As evidence of having achieved this goal, the graduating pharmacist will be able to...
 - 3.01 Use technology to carry out professional functions and meet medication needs of patients.
 - 3.02 Resolve actual or potential medication-related safety problems.
 - 3.03 Safely and accurately fulfill medication orders in compliance with legal and regulatory principles.
 - 3.04 Identify and utilize human, financial, and physical resources to optimize the medication use system.
 - 3.05 Provide health promotion, disease prevention, and non-medication recommendations to patients and communities.
 - 3.06 Evaluate personal, social, economic, and environmental conditions to maximize health and wellness.
 - 3.07 Assess the healthcare needs of a targeted population and describe ways to optimize medication use in that population.
 - 3.08 Develop and provide an evidence-based approach to care that considers the cost, value, access, and satisfaction needs of a targeted patient population.
 - 3.09 Explain the role of digital health to assess, promote, and advance patient-centered and population-based health.
 - 3.10 Explain how health promotion and disease prevention principles inform public health or population health initiatives.

4. **Problem-Solving Goal Statement:** The graduating pharmacist will be able to use a systematic process to identify and prioritize patient-related and medication use system problems, and design, implement, and evaluate solutions. As evidence of having achieved this goal, the graduating pharmacist will be able to...
 - 4.01 Use a systematic process to define and prioritize problems.
 - 4.02 Use critical and creative thinking skills to generate viable solutions to problems.
 - 4.03 Implement a solution to a problem and follow-up on the effectiveness of it.

5. **Education Goal Statement:** The graduating pharmacist will be able to continuously assess the understanding of a patient or other learner and provide effective education to bridge those gaps in knowledge. As evidence of having achieved this goal, the graduating pharmacist will be able to...
 - 5.01 Assess baseline understanding or gaps in knowledge of a patient or other learner.
 - 5.02 Provide effective education to patients and other learners, considering their background knowledge and understanding, culture, health literacy, and experiences.

- 5.03 After providing education to a patient or other learner, effectively assess their learning and comprehension.
6. **Patient Advocacy Goal Statement:** The graduate will advocate for the patient's best interest. 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 Participate in legislative and regulatory advocacy.
7. **Interprofessional Collaboration Goal Statement:** The graduating pharmacist will be able to use the knowledge of one's own role to collaborate and communicate with other health professionals. As evidence of having achieved this goal, the graduating pharmacist will be able to...
- 7.01 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.
- 7.02 Apply relationship-building values and the principles of team dynamics to perform effectively in different team roles.
8. **Self-Awareness Goal Statement:** The graduate will be able to examine and reflect on personal knowledge, skills, abilities, beliefs, biases, motivation, and emotions that could enhance or limit personal and professional growth. As evidence of having achieved this goal, the graduating pharmacist will be able to...
- 8.01 Show awareness of how one's personal knowledge, skills, abilities, biases, motivations, and emotions influence personal and professional growth.
- 8.02 Identify and analyze the influence of privilege, bias, and stigmatizing narratives on health outcomes.
9. **Leadership Goal Statement:** The graduate will be able to demonstrate responsibility for creating and achieving shared goals, regardless of position. As evidence of having achieved this goal, the graduating pharmacist will be able to...
- 9.01 Demonstrate an understanding of practice management skills and leadership principles.
- 9.02 Use a systematic process to plan, implement, assess, and adjust personal and professional goals.
10. **Innovation and Entrepreneurship Goal Statement:** The graduate will be able to 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...
- 10.01 Use creative and critical thinking skills to engage with innovative activities that assist in advancing professional goals and the profession of pharmacy.
- 10.02 Analyze the strengths, weaknesses, opportunities, and threats to add value to patient care, pharmacy practice, or the pharmacy profession.

11. **Professionalism Goal Statement:** The graduate will be able to exhibit behaviors and values that are consistent with the trust given to the profession by patients, other healthcare providers, and society. As evidence of having achieved this goal, the graduating pharmacist will be able to...

11.01 Demonstrate a commitment to ethical principles pertaining to patient care, patient confidentiality, and pharmacy practice, including compliance with relevant laws, policies, and regulations.

11.02 Manage conflict between personal and professional responsibilities and within professional relationships.

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

12. **Anti-Racism and Anti-Oppression Goal Statement:** The graduate will be able to recognize and assist in dismantling racism and other forms of oppression in health care. As evidence of having achieved this goal, the graduating pharmacist will be able to...

12.01 Explain the impact of structural and societal inequalities on health-related social needs as a root cause of health inequities.

12.02 Implement strategies to mitigate bias and redress structural causes of oppression to promote health equity.