

## **CAPE 2013**

### **Expected Terminal Outcomes for a Graduate of the University of Arizona College of Pharmacy**

#### **Domain 1 – Foundational Knowledge**

##### **1.1. Learner (Learner)**

Develop, integrate, and apply knowledge from the foundational sciences (i.e., pharmaceutical, social/behavioral/administrative, and clinical sciences) to evaluate the scientific literature, explain drug action, solve therapeutic problems, and advance population health and patient centered care.

##### **Objectives**

- 1.1.1. Develop and demonstrate depth and breadth of knowledge in pharmaceutical, social/behavioral/administrative, and clinical sciences.
- 1.1.2. 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.
- 1.1.3. Integrate knowledge from foundational sciences to explain how specific drugs or drug classes work and evaluate their potential value in individuals and populations.
- 1.1.4. Apply knowledge in foundational sciences to solve therapeutic problems and advance patient-centered care.
- 1.1.5. Critically analyze scientific literature related to drugs and disease to enhance clinical decision-making.
- 1.1.6. Identify and critically analyze emerging theories, information, and technologies that may impact patient-centered and population based care.

#### **Domain 2 – Essentials for Practice and Care**

##### **2.1. Patient-centered care (Caregiver)**

Provide patient-centered care as the medication expert (collect and interpret evidence, prioritize, formulate assessments and recommendations, implement, monitor and adjust plans, and document activities).

##### **Objectives**

- 2.1.1. Collect subjective and objective evidence related to patient, medications, allergies/adverse reactions, and disease, by performing patient assessment (including physical assessment) from chart/electronic health records, pharmacist records and patient/family interviews.
- 2.1.2. Interpret evidence and patient data.
- 2.1.3. Prioritize patient needs.
- 2.1.4. Formulate evidence based care plans, assessments, and recommendations.
- 2.1.5. Implement patient care plans.
- 2.1.6. Monitor the patient and adjust care plan as needed.
- 2.1.7. Document patient care related activities.

## **2.2. Medication use systems management (Manager)**

Manage patient healthcare needs using human, financial, technological, and physical resources to optimize the safety and efficacy of medication use systems.

### **Objectives**

- 2.2.1. Compare and contrast the components of typical medication use systems in different pharmacy practice settings.
- 2.2.2. Describe the role of the pharmacist in impacting the safety and efficacy of each component of a typical medication use system (i.e., procurement, storage, prescribing, transcription, dispensing, administration, monitoring, and documentation).
- 2.2.3. Utilize technology to optimize the medication use system.
- 2.2.4. Identify and utilize human, financial, and physical resources to optimize the medication use system.
- 2.2.5. Manage healthcare needs of patients during transitions of care.
- 2.2.6. Apply standards, guidelines, best practices, and established processes related to safe and effective medication use.
- 2.2.7. Utilize continuous quality improvement techniques in the medication use processes.

## **2.3. Health and wellness (Promoter)**

Design prevention, intervention, and educational strategies for individuals and communities to manage chronic disease and improve health and wellness.

### **Objectives**

- 2.3.1. Describe systematic preventive care, using risk assessment, risk reduction, screening, education, and immunizations.
- 2.3.2. Provide prevention, intervention, and educational strategies for individuals and communities to improve health and wellness.
- 2.3.3. Participate with interprofessional healthcare team members in the management of, and health promotion for, all patients.
- 2.3.4. Evaluate personal, social, economic, and environmental conditions to maximize health and wellness.

## **2.4. Population-based care (Provider)**

Describe how population-based care influences patient centered care and influences the development of practice guidelines and evidence-based best practices.

### **Objectives**

- 2.4.1. Assess the healthcare status and needs of a targeted patient population.
- 2.4.2. Develop and provide an evidence-based approach that considers the cost, care, access, and satisfaction needs of a targeted patient population.
- 2.4.3. Participate in population health management by evaluating and adjusting interventions to maximize health.

## **Domain 3 - Approach to Practice and Care**

### **3.1. Problem Solving (Problem Solver)**

Identify problems; explore and prioritize potential strategies; and design, implement, and evaluate a viable solution.

#### **Objectives**

- 3.1.1. Identify and define the primary problem.
- 3.1.2. Define goals and alternative goals.
- 3.1.3. Evaluate multiple solutions by organizing, prioritizing, and defending each possible solution.
- 3.1.4. Assess positive and negative outcomes by reviewing assumptions, inconsistencies, and unintended consequences.
- 3.1.5. Implement the most viable solution, including monitoring parameters, to measure intended and unintended consequences.
- 3.1.6. Reflect on the solution implemented and its effects to improve future performance.

### **3.2. Educator (Educator)**

Educate all audiences by determining the most effective and enduring ways to impart information and assess understanding.

#### **Objectives**

- 3.2.1. Assess learning needs of constituents who would benefit from pharmacist-delivered education (e.g., patients/caregivers, technicians and interns, pharmacy students, fellow pharmacists, other healthcare providers, legislators).
- 3.2.2. Identify the intention of the education (i.e., the main points you want to teach).
- 3.2.3. Select the most effective techniques/strategies to achieve learning objectives.
- 3.2.4. Demonstrate the ability to coordinate educational efforts with other healthcare providers, when appropriate, to ensure a consistent, comprehensive, and team-based encounter.
- 3.2.5. Ensure instructional content contains the most current information relevant for the intended audience.
- 3.2.6. Adapt instruction and deliver to the intended audience.
- 3.2.7. Evaluate audience comprehension.

### **3.3. Patient Advocacy (Advocate)**

Assure that patients' best interests are represented.

#### **Objectives**

- 3.3.1. Empower patients to take responsibility for, and control of, their health.
- 3.3.2. Assist patients in navigating the complex healthcare system.
- 3.3.3. Ensure patients obtain the resources and care required in an efficient and cost-effective manner (e.g., triage to social and/or other healthcare services).

### **3.4. Interprofessional collaboration (Collaborator)**

Actively participate and engage as a team member by demonstrating mutual respect, understanding, and values to meet patient care needs.

#### **Objectives**

- 3.4.1. Establish a climate of shared values and mutual respect necessary to meet patient care needs.
- 3.4.2. Define clear roles and responsibilities for team members to optimize outcomes for specific patient care encounters.
- 3.4.3. Communicate in a manner that values team-based decision making and shows respect for contributions from other areas of expertise.
- 3.4.4. Foster accountability and leverage expertise to form a highly functioning team (one that includes the patient, family, and community) and promote shared patient-centered problem solving.

### **3.5. Health equity (Includer)**

Recognize social determinants of health to diminish disparities in access to quality care.

#### **Objectives**

- 3.5.1. Recognize the collective identity and norms of different cultures without overgeneralizing (i.e., recognize and avoid biases, prejudice, and stereotyping).
- 3.5.2. Demonstrate an attitude and behaviors that are respectful of different cultures.
- 3.5.3. Assess a patient's health literacy and modify communication strategies to meet the patient's needs.
- 3.5.4. Safely and appropriately incorporate patients' cultural beliefs and practices into health and wellness care plans.
- 3.5.5. Recognize the social determinants of health and their influence on health
- 3.5.6. Use social determinants of health to prevent or diminish health disparities

### **3.6. Communication (Communicator)**

Effectively communicate verbally and nonverbally when interacting with an individual, group, or organization.

#### **Objectives**

- 3.6.1. Interview patients using an organized structure, specific questioning techniques (e.g., motivational interviewing), and medical terminology adapted for the audience.
- 3.6.2. Actively listen and ask appropriate open and closed-ended questions to gather information.
- 3.6.3. Use available technology and other media to assist with communication as appropriate.
- 3.6.4. Use effective interpersonal skills to establish rapport and build trusting relationships.
- 3.6.5. Communicate assertively, persuasively, confidently, and clearly.
- 3.6.6. Demonstrate empathy when interacting with others.
- 3.6.7. Deliver and obtain feedback to assess learning and promote goal setting and goal attainment.

- 3.6.8. Develop professional documents pertinent to organizational needs (e.g., monographs, policy documents).
3. 6.9. Document patient care activities clearly, concisely, and accurately using appropriate medical terminology.

## **Domain 4 – Personal and Professional Development**

### **4.1. Self-awareness (Self-aware)**

Examine and reflect on personal knowledge, skills, abilities, beliefs, biases, motivation, and emotions that could enhance or limit personal and professional growth.

#### **Objectives**

- 4.1.1. Use metacognition to regulate one's own thinking and learning.
- 4.1.2. Maintain motivation, attention, and interest (e.g., habits of mind) during learning and work-related activities.
- 4.1.3. Identify, create, implement, evaluate and modify plans for personal and professional development for the purpose of individual growth.
- 4.1.4. Approach tasks with a desire to learn.
- 4.1.5. Demonstrate persistence and flexibility in all situations; engaging in help seeking behavior when appropriate.
- 4.1.6. Strive for accuracy and precision by displaying a willingness to recognize, correct, and learn from errors.
- 4.1.7. Use constructive coping strategies to manage stress.
- 4.1.8. Seek personal, professional, or academic support to address personal limitations.
- 4.1.9. Display positive self-esteem and confidence when working with others.

### **4.2. Leadership (Leader)**

Demonstrate responsibility for creating and achieving shared goals, regardless of position.

#### **Objectives**

- 4.2.1. Identify characteristics that reflect leadership versus management.
- 4.2.2. Identify the history (e.g., successes and challenges) of a team before implementing changes.
- 4.2.3. Develop relationships, value diverse opinions, and understand individual strengths and weaknesses to promote teamwork.
- 4.2.4. Persuasively communicate goals to the team to help build consensus.
- 4.2.5. Empower team members by actively listening, gathering input or feedback, and fostering collaboration.

### **4.3. Innovation and Entrepreneurship (Innovator)**

Engage in innovative activities by using creative thinking to envision better ways of accomplishing professional goals.

#### **Objectives**

- 4.3.1. Demonstrate initiative when confronted with challenges.
- 4.3.2. Develop new ideas and approaches to improve quality or overcome barriers to advance the profession.
- 4.3.3. Demonstrate creative decision making when confronted with novel problems or challenges.
- 4.3.4. Assess personal strengths and weaknesses in entrepreneurial skills
- 4.3.5. Apply entrepreneurial skills within a simulated entrepreneurial activity.
- 4.3.6. Conduct a risk-benefit analysis for implementation of an innovative idea or simulated entrepreneurial activity.

### **4.4. Professionalism (Professional)**

Exhibit behaviors and values that are consistent with the trust given to the profession by patients, other healthcare providers, and society.

#### **Objectives**

- 4.4.1. Demonstrate altruism, integrity, trustworthiness, flexibility, and respect in all interactions.
- 4.4.2. Display preparation, initiative, and accountability consistent with a commitment to excellence.
- 4.4.3. Deliver patient-centered care in a manner that is legal, ethical, and compassionate.
- 4.4.4. Recognize that one's professionalism is constantly evaluated by others.
- 4.4.5. Engage in the profession of pharmacy by demonstrating a commitment to its continual improvement.