

APPALACHIAN COLLEGE OF PHARMACY STUDENT HANDBOOK AND COURSE CATALOG



Appalachian College of Pharmacy ©
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IMPORTANT NOTICE: The contents of the Appalachian College of Pharmacy (ACP) Student Handbook and Course Catalog are subject to change. Students are responsible for staying informed of current and updated policies and procedures and course changes which may be published to ACP's website whether or not such changes have been directly received by the student. It shall not be a defense for a failure to follow any rule or policy or to any HEP charge filed against a student that he or she was not personally aware of or understood the rules, policies, and procedures or the sanctions set forth herein, nor is ACP liable for a student's claim that new policies caused harm to the student's ability to meet the requirements, deadlines, or guidelines as posted. All students are charged with notice and understanding of the policies herein and revisions made thereto upon same being posted on the ACP website.

Notice: Nothing in this student handbook shall in any way alter, reduce or abridge the following Certification, Acknowledgments and Releases signed by every ACP student when application was made for admissions and the binding arbitration clause signed in the student's application shall remain in full force and effect, reference to which is here made in Appendix D and incorporated by reference.

TABLE OF CONTENTS

ACADEMIC CALENDAR 2013-2014	3
FUNCTION OF POLICIES	5
I. INTRODUCTION	
A. VISION, MISSION, AND CORE VALUES OF THE APPALACHIAN COLLEGE OF PHARMACY	8
B. HISTORY OF THE APPALACHIAN COLLEGE OF PHARMACY	9
C. CERTIFICATION AND ACCREDITATION	10
D. FACILITIES	11
E. BOARD OF TRUSTEES	12
F. COLLEGE ADMINISTRATION	13
G. FACULTY	14
H. ADMINISTRATIVE STAFF	16
II. ADMINISTRATIVE AND PROFESSIONAL CURRICULUM	
A. ADMISSIONS	18
B. TUITION AND FEES	21
C. FINANCIAL AID	25
D. CURRICULUM	26
E. COURSE DESCRIPTIONS	28
F. CURRICULAR AND ACADEMIC POLICIES	34
G. TECHNICAL STANDARDS	47
H. ACCOMMODATION POLICY	51
I. RECORD KEEPING AND STUDENT FILES	52
III. STUDENT RIGHTS AND RESPONSIBILITIES	
A. APPALACHIAN COLLEGE OF PHARMACY STUDENT RIGHTS AND RESPONSIBILITIES	56
B. PROFESSIONAL ATTIRE (DRESS CODE)	57
C. STUDENT CONDUCT, PROFESSIONALISM, AND HONOR CODE	58
D. ALCOHOL, DRUGS, WEAPONS, AND VIOLENCE	85
E. COMPUTER USE POLICY	91
F. TRAFFIC AND PARKING POLICY	96
G. POLICY PROHIBITING SEXUAL AND OTHER UNLAWFUL HARASSMENT	97
H. COMPLAINT/GRIEVANCE POLICY	100
I. ACCESS TO STUDENTS BY THIRD PARTIES	102
J. STUDENT USE OF ACP EQUIPMENT	103
IV. STUDENT AFFAIRS	
A. STUDENT SERVICES	105
B. STUDENT ORGANIZATIONS	107
C. THE LIBRARY	109
V. APPENDICES	
A. PLEDGE OF PROFESSIONALISM	114
B. APHA CODE OF ETHICS	115
C. INTELLECTUAL PROPERTY POLICY	117
D. CERTIFICATION , ACKNOWLEDGEMENT, RELEASES AND BINDING ARBITRATION	119
E. CERTIFICATION OF UNDERSTANDING AND ADHERENCE TO POLICIES, RULES, AND PROCEDURES OF THE APPALACHIAN COLLEGE OF PHARMACY	121

Academic Calendar 2013-2014*

Fall Term 2013

August 7-9, 2013	Orientation
August 12, 2013	First day of classes: Fall semester
September 2, 2013	Labor Day
September 30, 2013	Community Service Day (P1/P2)
October 3-4, 2013	APPE Forum (P3) and Career Fair and interviews
October 4-6, 2013	Community Service Days (including Grundy RAM)*
October 14-15, 2013	Fall Break
November 25-29, 2013	Thanksgiving Break
December 13, 2013	End of Fall Semester

Spring Term 2014

January 6, 2014	First day of classes: Spring semester
February 17, 2014	President's Day
March 10-14, 2014	Spring Break
March 20-21, 2014	APPE forum and P3 Milestones*
March 20, 2014	Annual Awards Ceremony*
April 7, 2014	Community Service Day (ACP Health Fair)*
April 30, 2014	End of Spring Semester (P1)
May 2, 2014	End of Spring Semester (P2)
May 5-9, 2014	Graduation Week and NAPLEX review (P3)
May 10, 2014	Graduation, Class of 2012

Summer Term 2014 (Projected)

May 5, 2014	Start of CPPE-I (P2)
May 12, 2014	First day of classes: Summer Term (P3)
May 26, 2014	Memorial Day
May 26, 2014	Start of CPPE-II (P2)
June 13, 2014	Last day of classes (P3)
June 16, 2014	Start of Didactic Classes (P2)
June 23, 2014 (Projected)	Start of APPEs (P3)
July 3-4, 2014	Summer Break and July 4th Holiday
July 18-20, 2014 (Projected)	Community Service Day (Wise RAM)*
August 1, 2014	End of Summer Term

*Dates subject to change

Advanced Pharmacy Practice Schedule 2013-2014 (P3, Class of 2014)*

Summer Term:

June 24 - July 26, 2013	Advanced Pharmacy Practice Experience I
July 29 – August 30, 2013	Advanced Pharmacy Practice Experience II

Fall Semester:

September 2 – October 2, 2013	Advanced Pharmacy Practice Experience III
October 3 – 4, 2013	APPE Forum and Career Fair
October 7 – November 8, 2013	Advanced Pharmacy Practice Experience IV
November 11 – December 13, 2013	Advanced Pharmacy Practice Experience V
December 14, 2013 – January 12, 2014	P3 Winter Break

Spring Semester:

January 13 – February 14, 2014	Advanced Pharmacy Practice Experience VI
February 17 – March 19, 2014	Advanced Pharmacy Practice Experience VII
March 20 – 21, 2014	APPE Forum, Milestone Exam, and Awards Ceremony
March 24 – April 25, 2014	Advanced Pharmacy Practice Experience VIII

Advanced Pharmacy Practice Schedule 2014-2015 (P3, Class of 2015)*

Summer Term:

June 23 - July 25, 2014	Advanced Pharmacy Practice Experience I
July 28 – August 29, 2014	Advanced Pharmacy Practice Experience II

Fall Semester:

September 1 – October 1, 2014	Advanced Pharmacy Practice Experience III
October 2 – 3, 2014	APPE Forum and Career Fair
October 6 – November 7, 2014	Advanced Pharmacy Practice Experience IV
November 10 – December 12, 2014	Advanced Pharmacy Practice Experience V
December 14, 2013 – January 12, 2015	P3 Winter Break

Spring Semester:

January 12 – February 13, 2015	Advanced Pharmacy Practice Experience VI
February 16 – March 18, 2015	Advanced Pharmacy Practice Experience VII
March 19 – 20, 2015	APPE Forum, Milestone Exam, and Awards Ceremony
March 23 – April 24, 2015	Advanced Pharmacy Practice Experience VIII

*Dates subject to change

SNOW SCHEDULE

Occasionally inclement weather and the hazardous driving conditions may result in a delayed start time or the cancellation of classes. On rare occasions the College may be closed. Changes to the schedule will be announced on ACP's website, WCYB-TV, by e-mail, and by calling the inclement weather line at 276-498-5205.

Function of Policies

Terms, Comprehensive Rules, Policy Functions, and the Adoption of Temporary Rules

Note: The name “Appalachian College of Pharmacy” shall also include the acronym “ACP” and the two terms are interchangeable. All pronouns used herein, such as “him,” “his,” “himself,” or “he,” shall be considered as non-gender references and include both male and female in their meanings. When the term “Dean” or “dean” standing alone is used herein, it is assumed to mean ACP’s academic dean, also known as ACP’s chief academic officer, unless otherwise indicated or nonsensical to be interpreted in that fashion. When the phrase “ACP community” is used, that term normally includes trustees, administration, faculty, preceptors, staff, and students, and any other persons on campus or at ACP-sponsored events such as, but not limited to, vendors, guests, and representatives from other schools and communities unless such interpretation regarding a specific policy is clearly inapplicable or nonsensical. In such a case, the term shall include only ACP trustees, administration, faculty, preceptors, staff, and students.

The function of these policies is to provide comprehensive rules governing students at ACP. To the extent the rules fail to provide adequate guidance for administering a particular aspect of the program, the Dean may adopt temporary rules which shall have full force and effect until permanent standards are adopted. Newly adopted standards will be incorporated in the Student Handbook and Course Catalog as an interim revision and will be posted to and available on the ACP website. For example (but not limited to), if any student disciplinary rule or procedure is not clear due to ambiguity, vagueness, or inconsistency, the Dean may clarify the subject rule or procedure to correct the ambiguity, vagueness, or inconsistency, and such change shall have immediate and retroactive effect upon being posted on the ACP website until such time as it is rejected or adopted with or without modifications by the ACP Faculty. Such changes by the Dean shall be brought to the ACP Faculty for consideration as permanent amendments at its next regularly scheduled meeting or at any special called meeting. This corrective feature is necessary to meet deadlines in the disciplinary system when having the ACP Faculty timely act upon proposed changes is not practical in the written view of the Dean. No such changes shall remove any current substantive rights of the student that are clear in their meaning and interpretation. Rather, such changes are to be applicable only to processes and procedures that have been discovered or challenged for vagueness or ambiguities and subsequently changed at the Dean’s discretion in order to remedy a potential unjust outcome to the student or ACP.

Notice of These Policies Are Assumed and Constructive

The policies and procedures set forth herein and posted to the ACP website are constructive notice of same to all affected applicants, ACP students, and employees from the date of posting until further revised.

Enrollment

Enrollment at ACP is a privilege. ACP reserves the right to dismiss a student at any time it is deemed necessary to safeguard standards of scholarship, conduct, and orderly operation of the institution subject only to the policies and procedures applicable herein and relevant law.

Availability

ACP will make reasonable efforts to provide access to these standards to interested people via its website. If the website is down or inaccessible, interested persons should call or e-mail ACP's information technology (IT) department for information.

Tuition and Fees

Tuition and fees are approved each year by ACP's Board of Trustees and may change annually without individual notice to students and applicants.



I. INTRODUCTION

- A. VISION, MISSION, AND CORE VALUES OF THE APPALACHIAN COLLEGE OF PHARMACY
- B. HISTORY OF THE APPALACHIAN COLLEGE OF PHARMACY
- C. CERTIFICATION AND ACCREDITATION
- D. FACILITIES
- E. BOARD OF TRUSTEES
- F. COLLEGE ADMINISTRATION
- G. FACULTY
- H. ADMINISTRATIVE STAFF

A. VISION, MISSION, AND CORE VALUES OF THE APPALACHIAN COLLEGE OF PHARMACY

The mission of ACP is unique among pharmacy schools across the nation and clearly distinguishes ACP as a leader in the effort to educate and train pharmacists to serve in medically underserved regions.

Vision Statement

The Appalachian College of Pharmacy through quality and innovative education, service and scholarship, will improve the general health and well-being of the residents of rural or underserved populations, particularly vulnerable populations within Central Appalachia. ACP will educate pharmacists to embrace knowledge and technology to optimize pharmacist-delivered patient care and health outcomes in an interdisciplinary healthcare environment and will collaborate with stakeholders to develop centers of excellence to address identified needs in rural health.

Mission Statement

The Appalachian College of Pharmacy, a college of higher education conferring the Doctor of Pharmacy degree, provides academic, scientific, and professional pharmacy education to address the health-related needs of rural and underserved communities, particularly those in Appalachia, through education, service, and scholarship. The philosophy of ACP is to cultivate a learning community committed to education, community outreach, and the professional development of pharmacists.

Core Values

ACP is committed to the following core values:

1. Excellence

To meet and exceed, through continuous quality improvement, the highest standards of academic excellence and professionalism in service.

2. Professionalism

To create a climate that encourages personal development of ethical behavior, responsibility, dependability, and commitment among students, faculty, staff, and administration.

3. Social Responsibility

To develop a commitment to social responsibility; to contribute to the health and well-being of patients, the community, and society in medically underserved regions; and to shape public policy and health promotion at all levels.

4. Collaboration

To work with other educational institutions, the healthcare community, and other specialties and organizations to foster collaboration among students, faculty, staff, and the community.

5. Lifelong Learning

To provide meaningful and innovative experiences that encourage and develop a lifelong commitment to learning and the professional development of students, faculty, staff, preceptors, alumni, and other pharmacists.

B. HISTORY OF THE APPALACHIAN COLLEGE OF PHARMACY

ACP was founded in August 2003 as the University of Appalachia by Frank Kilgore, assistant county attorney for Buchanan County, Virginia. The Buchanan County Board of Supervisors and Buchanan County Industrial Development Authority requested that Mr. Kilgore establish a higher education institution as an economic, educational, and healthcare development project. ACP is strategically positioned in Buchanan County, Virginia, which shares borders with Kentucky and West Virginia in the center of the Appalachian coalfields. The Appalachian region faces significant economic and educational barriers, as well as healthcare challenges. A previous report to the Virginia Legislature documented that residents of Southwest Virginia have difficulty obtaining and paying for healthcare, including dental and pharmaceutical care. By bringing higher education and advances in healthcare to the region, ACP is well-positioned to be a catalyst for positive changes in economic development, education, and healthcare.

ACP became certified to operate its three-year Doctor of Pharmacy program in Virginia under the name University of Appalachia on June 20, 2005, by the State Council for Higher Education of Virginia (SCHEV). ACP's certification with SCHEV has been renewed annually. ACP was awarded pre-candidate accreditation status with the Accreditation Council for Pharmacy Education (ACPE) in June 2005 and was awarded candidate accreditation status by ACPE in June 2007, permitting ACP's graduates to sit for the national pharmacy licensure examinations. In January 2010, ACP was awarded full accreditation status by ACPE and was subsequently awarded accreditation status by the Commission on Colleges of the Southern Association of Colleges and Schools (SACS) with an effective date of January 1, 2011.

ACP matriculated its first class in August 2005 and graduated its first class in the spring of 2008. The first two years of the Doctor of Pharmacy program are offered predominantly on campus in Buchanan County, Virginia, and the third year of the program is offered at experiential sites throughout the region, the United States of America, and foreign locations. In addition to the rigorous course work in the accelerated pharmacy curriculum, community service has been and remains a focus for ACP. All students have an early and ongoing exposure to volunteerism through the Pharmacists in Community Service (PICS) program, whereby each student must complete 150 hours of community service in order to fulfill graduation requirements. Since 2005, ACP has laid the groundwork for growth and quality by continuing to develop new programs, expand outreach and scholarship, and obtain grants that are mission-focused.

C. CERTIFICATION AND ACCREDITATION

State Council of Higher Education:

The Appalachian College of Pharmacy is certified to operate in Virginia by the [State Council of Higher Education for Virginia](#) (SCHEV).

Any unresolved complaints regarding matters within the jurisdiction of SCHEV may be appealed to:

SCHEV
James Monroe Building
101 North Fourteenth Street
Richmond, Virginia 23219
Telephone: 804-225-2600
Fax: 804-225-2604

Accreditation Council for Pharmacy Education:

The Appalachian College of Pharmacy is fully accredited by the Accreditation Council for Pharmacy Education (ACPE).

If any student elects to submit a complaint to ACPE regarding an unresolved complaint involving an accreditation standard, he or she may do so according to the ACPE policy found at www.acpe-accredit.org/complaints/default.asp or by mail at the following address:

Accreditation Council for Pharmacy Education
20 North Clark Street
Suite 2500
Chicago, Illinois 60602-5109

Southern Association of Colleges and Schools:

The Appalachian College of Pharmacy is accredited with the Commission on Colleges of the Southern Association of Colleges and Schools (SACS) to award the doctorate of Pharmacy (PharmD) degree.

If any student would like to submit a complaint to SACS regarding an unresolved complaint involving an accreditation standard or verify the status of ACP, he or she may do so according to the SACS policy found at www.sacscoc.org/pdf/081705/complaintpolicy.pdf or by mail at the following address:

Commission on Colleges
1866 Southern Lane
Decatur, Georgia 30033-4097
404-679-4501

D. FACILITIES

ACP operates a seven acre campus consisting of two buildings located in Oakwood, Virginia. In the fall of 2005, ACP acquired a historical high school building (Garden Hall) and the campus in Oakwood, Virginia. Renovation began on the circa 1940 building in January of 2006, and it was opened in August of 2006. Garden Hall has been fully renovated with new furnishings and fixtures and houses most of ACP's operational offices. This two story building provides approximately 25,000 square feet and contains a gymnasium, library, pharmaceuticals laboratory, faculty research laboratory, board room, faculty and student lounges, the Business Office, the Office of Student Affairs, the Financial Aid Office, and other faculty and staff offices.



Garden Hall



McGlothlin Hall



Mountain Care Center

In June of 2009, ACP opened a newly constructed academic building, "McGlothlin Hall." The new facility provides approximately 30,000 square feet and is the center of ACP's educational activities. McGlothlin Hall contains two large lecture halls, multiple purpose classrooms, faculty research facilities, conference room, the Academic Affairs Office, Office of the Dean, and faculty and staff offices. Architecturally, McGlothlin Hall was designed and constructed to complement Garden Hall and is named in honor and memory of Woodrow and Sally McGlothlin who supported education and Buchanan County throughout their adult lives.

In January of 2010, ACP acquired a building and property adjacent to the campus which provides overnight accommodations for visiting faculty. Further renovation of the building is planned.

In July of 2011, ACP furthered its mission to address the health-related needs of the community by establishing the Mountain Care Center, located just a few miles from campus. ACP leases this facility from Buchanan General Hospital for a token, in-kind amount. The Center is approximately 1,430 square feet and includes an area dedicated to pharmacy services and an area for wellness and preventative healthcare. Community outreach and services provided at the Center include medication assistance, medication therapy management, smoking cessation programs, diet and nutrition counseling, and various health screenings. The Center may also serve as an avenue to conduct translational research.

E. BOARD OF TRUSTEES

The Appalachian College of Pharmacy is a Virginia-registered non-stock corporation. The powers, duties, and responsibilities of the governing Board of Trustees, President, Dean, and Faculty are contained in the Corporate By-Laws of the Appalachian College of Pharmacy and in the Faculty Handbook, which are on file in the Office of the Director of Academic Records Admissions and Financial Aid and are available on request in the Dean's office.

Please see our website, www.acp.edu, for a complete updated listing of the members of the Appalachian College of Pharmacy Board of Trustees.

Trustees Appointed by the ACP Board of Trustees:

Lucius Ellsworth, Ph.D., Chair
Term Expires: September 2015
Wise, Virginia

Kemper J. Bausell, B.M.E., First Vice-Chair
Term Expires: September 2013
Grundy, Virginia

Sue E. Cantrell, M.D.
Term Expires: February 2014
Big Stone Gap, VA

Scott Cole, PharmD
Term Expires: September 2013
Tazewell, Virginia

Sherri Dawson, Ed.D.
Term Expires: September 2013
Abingdon, Virginia

Bob Hillman, R.Ph.
Term Expires: September 2015
Lebanon, Virginia

Charles King, Ed.D.
Term Expires: September 2014
Cedar Bluff, Virginia

Jerry L. Miller, M.D.
Term Expires: February 2014
Kingsport, TN

Frannie Minton R.N., BS
Term Expires: September 2013
Grundy, Virginia

Jim Viers, Ph.D.
Term Expires: September 2014
Blacksburg, Virginia

Trustees Appointed by the Buchanan County Board of Supervisors:

Carroll Branham, M.Ed. (or his successor)
Term expires upon completion of service as Chair of the Buchanan County Board of Supervisors.
Grundy, Virginia

Craig Horn
Term Expires: September 2014
Pilgrim's Knob, Virginia

Roger Rife, B.A.
Term Expires: September 2013
Grundy, Virginia

David Shanahan, R.Ph.
Term Expires: September 2015
Grundy, Virginia

April Viars
Term Expires: January 2014
Oakwood, Virginia

Eural Viers, PharmD
Term Expires: September 2014
Vansant, Virginia

F. COLLEGE ADMINISTRATION

Michael G. McGlothlin, JD	President
Susan L. Mayhew, PharmD	Dean and Professor
Charles R. Breese, PhD	Senior Associate Dean and Professor
Wade McGeorge, JD	Assistant Dean of Student and Alumni Affairs, Associate Legal Counsel, and Assistant Professor
Donna M. Adkins, PharmD	Department Chair of Pharmacy Practice and Associate Professor
C. Randall Mullins, PharmD	Department Chair of Pharmaceutical Sciences and Associate Professor
Sharon Deel, RN	Coordinator of Experiential Education (EPPE) and Instructor
Adam Farmer, PharmD	Coordinator of Experiential Education (APPE and CPPE) and Assistant Professor
Melissa Speed, MSIS	Library Director and Instructor
Michael S. Deel, MIS	Director of Safety and Information Technology
Holli R. Harman, BS	Chief Financial Officer
Veronica J. Keene, MS	Director of Academic Records, Admissions, and Financial Aid
Terry G. Kilgore, JD	Director of Advancement and Assistant Professor
R. Jason McGlothlin, MBA	Director of Student Services and Alumni Affairs
U.S. Rao, PhD	Director of Research and Professor

G. FACULTY

Elshamly A. Abdelfattah, PharmD, Associate Professor of Pharmacy Practice, B.S., Pharmacy, PharmD, University of Tennessee

Donna M. Adkins, PharmD, CGP, Associate Professor of Pharmacy Practice, Chair, Department of Pharmacy Practice, B.S., Pharmacy, PharmD, University of Kentucky

Charles R. Breese, Ph.D., Professor of Pharmaceutical Sciences and Senior Associate Dean, B.A., Chemistry, University of North Carolina, Chapel Hill; Ph.D., Pharmacology and Physiology, Bowman Gray School of Medicine, Wake Forest University

J. Todd Carter, PharmD, Assistant Professor of Pharmacy Practice, B.S., Biology, PharmD, University of Kentucky

Gavin Counts, PharmD, Assistant Professor of Pharmacy Practice, B.S., Biology, University of Virginia's College at Wise, PharmD, Appalachian College of Pharmacy

Sharon Deel, R.N., Instructor of Pharmacy Practice, R.N., BSN., King College

Ingo Engels, Ph.D., Assistant Professor of Biochemistry, Ph.D. Eberhard-Karls-Universität, Tübingen, Germany

J. Adam Farmer, PharmD, Assistant Professor of Pharmacy Practice and Coordinator of Experiential Education (APPE and CPPE), PharmD, Virginia Commonwealth University

Paul Gavaza, M.S., Ph.D., Assistant Professor of Social and Behavioral Sciences, M.S. and Ph.D., University of Texas, Austin

Brent L. Gravelle, Ph.D., M.D., Assistant Professor of Pharmacology, Ph.D., Auburn University, Doctor of Medicine (MD), M.D. University of the Americas, West Indies

Ted Williamson Hagen II, Ph.D., Assistant Professor of Pharmacy Practice and Director of Continuing Education (CEA), D. Min., Union Theological Seminary Ph.D., Education, University of Georgia

Marcy Hernick, Ph.D, BS Pharm, Assistant Professor of Medicinal Chemistry, Ph.D Purdue University, BS Pharm Albany College of Pharmacy

Ann Hylton, PharmD, BCPS, Assistant Professor of Pharmacy Practice, PharmD, Ohio Northern University

Michael Justice, PharmD, Assistant Professor of Pharmacy Practice, PharmD, Appalachian College of Pharmacy

Ghous M. Khan, Ph.D., Assistant Professor of Pharmacology, MBBS (Bachelor in Medicine and Surgery), Dhaka University, Bangladesh, M.Phil, Pharmacology, Dhaka, Bangladesh, Ph.D., Pharmaceutical Sciences, Vrije University of Brussels, Belgium

Crystal Kilgore, PharmD, Assistant Professor of Pharmacy Practice, PharmD, Appalachian College of Pharmacy

Terry G. Kilgore, JD, Assistant Professor of Pharmacy Law, B.A., Business and Public Administration, Clinch Valley College of the University of Virginia, J.D., William and Mary School of Law

Brittany King, PharmD, Assistant Professor of Pharmacy Practice, PharmD, Wingate University

Sarah Sizemore Land, PharmD, Assistant Professor of Pharmacy Practice, B.S., Pharmaceutical Sciences, University of North Carolina PharmD, University of North Carolina

Quamrun N. Masuda, Ph.D., Vice-Chair and Assistant Professor of Pharmaceutics, BPharm and MPharm, University of Dhaka, Bangladesh, Ph.D., Pharmaceutics, University of Aston, Birmingham, UK

Susan L. Mayhew, PharmD, BCNSP, FASHP, Dean, PharmD, University of Tennessee

Wade McGeorge, J.D., Assistant Professor of Pharmacy Law, Associate Legal Counsel, and Assistant Dean of Student and Alumni Affairs, J.D., Appalachian School of Law

Afsana Momen, MSc., Assistant Professor of Pharmaceutical Sciences, MBBS, University of Dhaka, MSc., Vrije University of Brussels

C. Randy Mullins, PharmD, Associate Professor of Pharmacy Practice, B.S. in Biology with a minor in Chemistry, Carson Newman College, B.S., Pharmacy, Southern School of Pharmacy, Mercer University, PharmD, University of Kentucky

Richard S. Nicholas, PharmD, ND, Assistant Professor of Pharmacy Practice, PharmD, Idaho State University, ND, Bastyr University

US Rao, Ph.D., Professor of Pharmaceutical Sciences, M.Sc., Osmania University, Ph.D., Indian Institute of Science

Ajay N. Singh, Ph.D., Assistant Professor of Pharmaceutical Sciences, B. S. and M.S., Chemistry, Mumbai University, PH.D., Chemistry, University of Houston

Melissa Speed, M.S.I.S. Assistant Professor of Pharmacy Practice, B.A. in History, Southwestern University, 1997, M.S.I.S, University of North Texas, 2000

Rebecca Miller Spivey, PharmD, Assistant Professor of Pharmacy Practice, M.B.A., Mercer University, PharmD, Mercer University

Stephen Vickery, PharmD, Assistant Professor of Pharmacy Practice, PharmD, Wingate University

RESIDENT FACULTY

Jordan Newman, PharmD, Instructor and Pharmacy Practice Resident, PharmD, Ferris State University

Emily Rourk, PharmD, Instructor and Pharmacy Practice Resident, PharmD, University of South Carolina

Casey Whitaker, PharmD, Instructor and Pharmacy Practice Resident, PharmD, Appalachian College of Pharmacy

H. ADMINISTRATIVE STAFF

Sherrie M. Baldwin, Senior Admissions and Registration Clerk

Sherry L. Clevinger, Experiential Education

Nancy C. Cook, Building and Grounds

David Deel, Information Technology Manager

Michael S. Deel, Director of Safety and Information Technology

Gary T. Fletcher, Building and Grounds

Tina Fletcher, Administrative Assistant for Institutional Effectiveness and Assessment

Holli R. Harman, Chief Financial Officer

Lisa D. Hess, Administrative Assistant for the Business Office

Regina G. Horn, Experiential Education

Amanda P. Keene-Sheppard, Laboratory Assistant

Veronica J. Keene, Director of Academic Records, Admissions and Financial Aid

R. Jason McGlothlin, Director of Student Services and Alumni Affairs

Tonuya D. McGlothlin, Assessment Coordinator

Shonna Powers, Business Office and Student Services

M. Shams Rahman, Administrative Assistant for Faculty

Prema Rao, Research Associate

Alison Rife, Administrative Assistant for Student Affairs

Jenny Sisk, Floating Administrative Assistant

Sherry Sutherland, Building and Grounds

Donnie Yates, Maintenance

Elizabeth Yates, Administrative Assistant for the Business Office

Phyllis Call, Receptionist



II. ADMINISTRATIVE AND PROFESSIONAL CURRICULUM

- A. ADMISSIONS
- B. TUITION AND FEES
- C. FINANCIAL AID
- D. CURRICULUM
- E. COURSE DESCRIPTIONS
- F. CURRICULAR AND ACADEMIC POLICIES
- G. TECHNICAL STANDARDS
- H. ACCOMMODATION POLICY
- I. RECORD KEEPING

A. ADMISSIONS

ACP follows standard policies and procedures for obtaining, selecting, and admitting applicants. ACP's Admissions Committee has responsibility for the admissions process, including the consideration of applicants for admission, and does not discriminate on the basis of age, race, color, national origin, religion, disability, marital status, gender, or sexual orientation.

ACP utilizes a centralized application service called PharmCAS (Pharmacy College Application Service). All applicants must submit a web-based application through PharmCAS. PharmCAS allows students to submit a single application to apply to multiple PharmD programs. Students planning to apply to enter ACP are **required** to utilize PharmCAS.

Each applicant must also complete and submit the ACP Supplemental Application for Admission document. This document may be accessed and downloaded for submission from the ACP website at www.acp.edu/admissions.html. Detailed information about ACP, its curriculum, the admission process, prerequisite courses, tuition and fees, financial aid, student life, and accreditation and certification status are also available at www.acp.edu.

Academic Requirements for Admission

To be eligible for admission to the Doctor of Pharmacy program, applicants must meet the following criteria:

1. Complete a minimum of 72 semester credit hours of pre-pharmacy study in an accredited college or university in the United States, or the equivalency of credits from a foreign college or university whose transcripts are evaluated by Josef Silny and Associates or World Educational Services
2. Achieve a minimum recommended cumulative grade point average of 2.5/4.0 or its equivalent in order to have their applications considered for admission.
3. Have a grade of C (or its equivalent) or better in all prerequisite courses.

All applicants who meet the criteria will have their files evaluated. The file evaluation process will be competitive, and only the most qualified applicants will be invited for an on-campus interview.

Applicants may not disregard any part of their college-level educational history. An applicant who fails to report all educational institutions attended will forfeit his/her eligibility for admission to ACP or shall be subject to dismissal. Any credentials submitted for admission to ACP will not be returned or released to the applicant.

Applicants must complete the following coursework to be eligible for admission to the Doctor of Pharmacy program. All prerequisites must be completed and verified to the Office of Admissions by the end of the summer term of the year of enrollment. In addition, it is recommended that all prerequisite coursework be completed within five (5) calendar years of the time of application to the program.

Prerequisite Courses	Required Credit Hours
General Biology I & II with labs	8.0 Sem. Hrs. ¹
College Chemistry I & II with labs	8.0 Sem. Hrs. ¹
Organic Chemistry I & II with labs	8.0 Sem. Hrs. ¹
College Physics I & II with labs	8.0 Sem. Hrs. ¹
Human Anatomy	3.0 Sem. Hrs.
Human Physiology	3.0 Sem. Hrs.
General Microbiology	3.0 Sem. Hrs.
English Composition I & II	6.0 Sem. Hrs.
College Mathematics	6.0 Sem. Hrs. ²
Public Speaking	3.0 Sem. Hrs.
College Statistics	3.0 Sem. Hrs. ³
Electives	13.0 Sem. Hrs. ⁴
Total	72.0 Sem. Hrs.

¹Two semester terms or three quarter terms.

²The mathematics component must include a minimum of 3 semester hours of calculus.

³The 3 hours of college statistics is required in addition to the mathematics requirement.

⁴In order to fulfill the Electives requirement, the successful applicant must complete at least one course in social/behavioral sciences (3 semester credits) such as psychology or sociology, one course in the humanities/fine arts (3 semester credits) such as literature, art, or music, and at least one course in mathematics/sciences (3 semester credits) such as economics. Humanities courses are content-based courses rather than skilled-based courses such as English Composition or a foreign language course. Skill-based courses will not fulfill the Humanities requirements.

The remaining 4 semester credits can be fulfilled by the successful completion of any of the three categories described above.

Citizenship Requirements and Foreign Transcripts

All ACP applicants must be U.S. Citizens or have Permanent Resident status with the U.S. Immigration and Naturalization Service. Documentation of status will be required.

Applicants who have completed any of the core prerequisites from non-U.S. accredited institutions must submit transcript evaluations from either World Educational Services or Josef Silny & Associates. Applicants submitting coursework from non-English speaking foreign schools who have not earned a B or better in the English Composition and Speech prerequisites must achieve a score of at least 90 on the computer-based Test of English as a Foreign Language (TOEFL iBT) and must submit these scores with their applications.

Pharmacy College Admissions Test (PCAT)

The PCAT is a standardized test designed to measure general ability and scientific knowledge in six areas: verbal reasoning, reading comprehension, biology, chemistry, quantitative ability, and writing. The PCAT is developed and administered by Harcourt Assessment, which offers the exam several times each year during the months of January, July, and September. For information about PCAT test dates, registration process and deadlines, contact Harcourt Assessment at 800-622-3231, or at www.pcatweb.info.

Prospective ACP students must submit at least one set of PCAT scores with the application. Students should request that PCAT scores be sent directly to PharmCAS using Code 104 and **NOT** to ACP. We recommend the September PCAT test date. During the rolling admissions cycle, candidates who have scores reported early and have a complete file will receive stronger consideration.

ACP considers the candidate's composite percentile score in the admission process and considers only the highest score if more than one test result is submitted. Harcourt Assessment limits the number of times an applicant can take the PCAT to five. An applicant may apply for a waiver of this rule by following specific criteria established by Harcourt Assessment (contact Harcourt for waiver information).

Virginia Board of Pharmacy Intern Licensure

To matriculate in the Doctor of Pharmacy program, students must be eligible for Intern Licensure with the Virginia Board of Pharmacy (VBP). Students who have any of the following conditions should check with VBP to determine if they are eligible for a pharmacy intern license:

- Diagnosis or treatment in the last five years for a mental illness or a physical condition that would impair the ability to perform any of the essential functions of a license, including alcohol or substance abuse;
- Misdemeanor or felony charges, arrests, or convictions;
- Previous administrative action, whether completed or pending;
- Suspension, revocation, surrender, or other discipline against the license, including any action that was not made public.

Seat Deposit

Admitted students will receive a letter informing them of acceptance and requesting that a \$1,000 seat deposit be submitted to ACP by a specified time. The seat deposit is credited toward the fall semester tuition. One-half of the seat deposit (\$500) is refundable upon written request received by ACP prior to midnight (12:00 AM) May 31st of the year of the application cycle should a student withdraw his/her acceptance. After midnight (12:00 AM) May 31st, the seat deposit is not refundable.

B. TUITION & FEES

Tuition Payment

Tuition and fees payments are due on the first day of class of each academic term. Students will receive an invoice for tuition and fees due. For updated tuition and fees, please see the Tuition and Fees section of the Appalachian College of Pharmacy website at:

www.acp.edu/index.php/admissions/tuition-and-fees/.

Tuition and fees are approved each year by the ACP's Board of Trustees. Tuition and fees may change annually. Tuition and fees for ACP's 2013-2014 academic year will be \$37,000 for the Class of 2016, \$36,000 for the Class of 2015, and \$35,700 for Class of 2014.

Tuition and Fees Schedule:

Tuition and Fees for 2013-2014 Academic Year			
Standard Fee	Class 2016	Class of 2015	Class of 2014
Tuition	\$34,500	\$33,500	\$33,500
Student Activities Fee ¹	\$403	\$403	\$403
Student Government Fee ²	\$77	\$77	\$77
Clerkship/Practicum Fee ³	\$858	\$858	\$858
Technology Fee ⁴	\$1,162	\$1,162	\$862
Total Tuition and Fees	\$37,000	\$36,000	\$35,700
Additional Fees			
Admission Application Fee ⁵	\$40		
Seat Deposit ⁶	\$1,000		

¹The Student Activities Fee covers costs related to student membership in professional pharmacy organizations and other costs, such as those relating to graduation, college-sponsored events, and mission-focused student activities.

²The Student Government Fee covers costs associated with student government-sponsored activities.

³The Clerkship/Practicum Fee covers costs associated with experiential training at clerkships sites.

⁴The Technology Fee covers costs associated with providing networking and computer equipment for students .

⁵ Applicants must pay a supplemental application processing fee of \$40. This fee is non-refundable and is addition to fees paid directly to PharmCAS.

⁶ Students offered admission have ten (10) working days to notify ACP, in writing, whether they wish to have a place reserved in the class. The student's written acceptance of ACP's offer must be accompanied by a check or money order for \$1,000, payable to ACP, to reserve a seat in the class. This money will be credited to the first semester's tuition for the first year of enrollment. This fee is refundable up to \$500 for written requests received by May 31st.

Enrollment Status Policy

All students enrolled in the Appalachian College of Pharmacy Doctor of Pharmacy (PharmD) program are considered graduate level students. ACP is required to report enrollment status for several federal and state reporting agencies and other accrediting entities. Students must be reported as (1) full-time; (2) half-time or more, but less than full time; or (3) less than half-time.

Visit the Financial Aid website or Financial Handbook to learn how your enrollment status may impact your eligibility for financial aid.

The Veterans Administration may have different definitions for full-time and part-time status. Students receiving veterans' benefits should talk to the veterans certifying official.

PharmD Graduate Program Enrollment Status

Full-time = 14 semester credit hours or more per term

Half-time = 7 semester credit hours but less than 14 hours per term

Less than half-time = 6 semester credit hours or less per term

Registration for Class

Students are responsible for enrolling for class by completing electronic registration each term.

By completing the electronic registration process, the student agrees that he or she is officially registering for the classes selected and certifies that he or she shall pay applicable tuition and fees.

Verification of Health Insurance

Students must provide verification of health insurance coverage at the beginning of each academic term to register for classes.

Estimated Cost of Attendance

Below is a list of estimated Cost of Attendance (COA) expenses which a student may incur while attending ACP during the 2013-2014 academic year. Please note these expenses are in addition to tuition and fees, which differ depending upon the student's academic level, i.e., P1, P2, or P3 (see www.acp.edu/index.php/admissions/tuition-and-fees/ for the current year's costs). These estimates may be used for calculating student expenditures but are only estimates and not guaranteed by ACP:

Expense	Per Month	Per Year
Housing	\$550/month	\$6,600
Utilities	\$300/month	\$3,600
Food	\$350/month	\$4,200
Incidentals	\$150/month	\$1,800
Transportation	\$350/month	\$4,200
Total Monthly Expenses	\$1,700/month	\$20,400

The estimated living expense amount is \$6,800 per term. The 2013-2014 Cost of Attendance for a first year student is based on two terms of enrollment (fall and spring). However, a second and third year student's Cost of Attendance covers three terms or a full year of enrollment (summer, fall, and spring).

In addition to COA, the following fees are not included as components of tuition and fees for ACP and are the financial responsibility of the student:

- Health Insurance - required for matriculation, class attendance, and rotations
- Background Checks - the first background check is required prior to matriculation, and a second background check is required at the end of the P1 year for experiential rotations. Some rotation sites require a background check to be completed within 30 days prior to rotation.
- Drug Screens
- Physical Exam
- Immunizations
- CPR certification
- Required on-line certifications
- Any additional requirement or expense incurred to attend rotation sites, including, but NOT limited to transportation, lodging, meals, etc.

Students are responsible for maintaining health insurance and for additional requirements required by experiential sites. Additional requirements may vary among experiential sites.

Withdrawal from Classes and Refund of Tuition

Under ACP's tuition refund policy, students who withdraw from ACP are responsible for paying all assessed tuition and fees due for that term. ACP tuition is based on three academic terms (summer, fall, and spring).

Students who withdraw from ACP are responsible for paying all assessed tuition and fees due for that term. ACP adheres to the federal Return of Title IV Funds regulations for calculating the percentage of the academic term completed by the student. The amount of tuition owed will be assessed based upon

the percentage of time the student spent in academic attendance. This policy applies to all students regardless of whether the student received Title IV funds.

A prorated schedule is used to determine the amount of tuition the student owes at the time of withdrawal up through the 60 percent point in each enrollment period. After the 60 percent point of the payment period, or period of enrollment, a student owes 100 percent of that semester's tuition.

The amount of tuition owed depends on the number of calendar days the withdrawing student has completed. The percentage of the period completed is determined by dividing the number of calendar days completed in the payment period or period of enrollment, as of the day the student withdrew, by the total number of calendar days in the same period.

The number of calendar days in the numerator or denominator includes all days within the period, except for institutionally scheduled breaks of five or more consecutive days. The day the student withdrew is counted as a completed day.

Students who decide to withdraw or request a leave of absence during the academic year must submit prior written notification to the Senior Associate Dean and the Director of Academic Records, Admissions and Financial Aid (hereinafter the "Director of Academic Records"). The effective date of withdrawal is the date of the submission of the student's official written request to withdraw. The following applies to all students:

Any questions concerning the refund policy should be directed to the Director of Academic Records, Admissions and Financial Aid. Students attending ACP through tuition waivers or scholarships will not receive a cash refund for the portion of the tuition paid or waived by other sources.

Failure to Pay Tuition

Students that have not paid tuition and fees ten (10) business days after the start of a semester will be sent a warning letter. If payment has not been received within ten (10) business days after the date of issue of the warning letter, the student will receive a second letter that the student may be removed from all classes and rotations without further warning.

Students with outstanding balances for tuition, fees, or fines will not be allowed to enroll or receive transcripts, may be denied access to the ACP's SONIS and e-mail systems, and may not be allowed access to ACP's facilities. All grades received for courses completed, but for which tuition payment has not been remitted, will revert to "withdraw" in one year from the semester for which tuition is owed.

The Senior Associate Dean is responsible for notifying the student and faculty course coordinators that a student has been dismissed and is not eligible to attend classes, sit for exams, or continue in rotations.

C. FINANCIAL AID

Financial Aid and Scholarships

ACP students are eligible to participate in federal Title IV student loans programs. Students may apply for unsubsidized and additional unsubsidized loans as well as graduate PLUS loans. Students must receive a letter of admission from the Admissions Office before the Director of Financial Aid can begin the financial assistance process. Applications for internal ACP scholarships will be forwarded to students once their \$1,000 seat deposit fee is received.

Please see the *ACP Financial Aid Handbook* for additional information and details.

Scholarships

ACP awards a limited number of scholarships to qualified students based on merit and financial need. Some local programs are available in the form of partial tuition waivers. The amounts of those waivers depend upon successful applicants actively pursuing them and meeting qualification standards, and upon the amount of available funds. Some second and third year pharmacy students, especially those doing well in their academic performance, may acquire pharmacy sponsorship loans from pharmacies and the pharmaceutical profession. ACP holds an annual career fair to help facilitate that process, but there is no guarantee of such a sponsorship. The Appalachian College of Pharmacy Scholarship and Financial Aid Application must be submitted to the Chair of the Scholarship and Awards Committee.

D. CURRICULUM

ACP offers a sequence of courses designed to lead to a doctor of pharmacy degree. Requirements for the degree include completion of a minimum of 140 credits, including 1,900 hours of experiential coursework, and three academic years of full-time residence. In addition, a student must maintain a cumulative grade point average of C (2.0) or better in order to progress and graduate.

Current Course of Study (2013-2014):

Fall Semester: P1 curriculum

PHA 0100	Introduction to Pharmacy and Health Care Systems 3 Credits
PHA 0112	Cellular Biology and Biochemistry 6 Credits
PHA 0132	Principles of Immunology and Infectious Diseases 5 Credits
PHA 0124	Pharmaceutical Principles 6 Credits
PHA 0140	Communication and Professional Development 2 Credits
PHA 1008	Skills lab and training (0 credit hour required activity)

Total Credits: 22 hours

Spring Semester: P1 curriculum

PHA 0154	Autonomic Nervous System /Central Nervous: Medicinal Chemistry and Pharmacology 6 Credits
PHA 0162	Cardiovascular, Renal, and Pulmonary: Pharmacology and Medicinal Chemistry 5 Credits
PHA 0200	Applied Clinical Pharmacokinetics 2 Credits
PHA 0175	Pharmaceutics Lab I 1 Credit
PHA 0182	OTC Products 3 Credits
PHA 1010	EPPE I 1 Credit

Total Credits: 18 hours

Summer Semester: P2 curriculum

PHA 2010	CPPE I 3 Credits
PHA 2020	CPPE II 3 Credits
PHA 0155	Gastrointestinal Pharmacology and Medicinal Chemistry 2 Credits
PHA 0165	Endocrine System: Pharmacology and Medicinal Chemistry 3 Credits
PHA 0210	Drug Information, Clinical Research, and Biostatistics 3 Credits
PHA 0195	P1 Pharmacy Milestone Examination 0 Credits (pass/fail)

Total Credits: 14 hours

Fall Semester: P2 curriculum

PHA 0222	Diseases of the Renal System and Fluid and Electrolyte Disorders 3 Credits
PHA 0225	Diseases of the Immune System, Skin and Connective Tissue Disorders 3 Credits
PHA 0284	Diseases of the Neurological System and Psychiatric Disorders 5 Credits
PHA 0244	Diseases of Cardiovascular and Respiratory Systems 5 Credits
PHA 0250	Patient Assessment and Case Studies I 1 Credit
PHA 0260	Pharmaceutics Lab II 1 Credit
PHA 2005	Pharmacy-Based Immunization Delivery and Certificate program 0 credits (pass/fail)
PHA 2030	EPPE II 1 Credit
PHA 4XXX	Elective 1 Credit

Total Credits: 20 hours

Spring Semester: P2 curriculum

PHA 0234	Infectious Disease <i>5 Credits</i>
PHA 0275	Diseases of the Gastrointestinal System, Disorders of Nutrition and Metabolism and Bariatrics <i>4 Credits</i>
PHA 0272	Diseases of the Hematological System and Oncological Disorders <i>4 Credits</i>
PHA 0267	Disease of the Endocrine and Reproductive System <i>3 Credits</i>
PHA 0251	Patient Assessment and Case Studies II <i>1 Credit</i>
PHA 2040	EPPE III <i>1 Credit</i>
PHA 4XXX	Elective <i>1 Credit</i>

Total Credits: 19 hours

Summer Semester: P3 curriculum

PHA 0215	Pharmacy Administration <i>3 Credits</i>
PHA 0292	Pharmacotherapeutic Considerations in Special Populations (Pediatrics, Geriatrics, Pregnancy/Lactation) <i>2 Credits</i>
PHA 0300	Advanced Jurisprudence and Pharmacy Law <i>2 Credits</i>
PHA 0298	P2 Pharmacy Milestone Examination <i>0 Credits (pass/fail)</i>

Total Credits: 7 hours

PHA 3010-3080 APPE I through VIII

PHA 3010	Community Health and Wellness <i>5 Credits</i>
PHA 3020	Hospital/Health System Pharmacy <i>5 Credits</i>
PHA 3030	Community Patient Care <i>5 Credits</i>
PHA 3040	Ambulatory Care <i>5 Credits</i>
PHA 3050	Acute Care, Inpatient and General Medicine <i>5 Credits</i>
PHA 3060	APPE Elective <i>5 Credits</i>
PHA 3070	APPE Elective <i>5 Credits</i>
PHA 3080	APPE Elective <i>5 Credits</i>
PHA 0399	P3 Pharmacy Milestone Examination <i>0 Credits (pass/fail)</i>

Total Credits: 40 hours

Current required total credit hours for graduation: 140

E. COURSE DESCRIPTIONS

PHA 0100 Introduction to Pharmacy and Health Care Systems

3 Credits

- A study of the history of pharmacy and the role of pharmacy in US health care systems. Also includes basic instruction on the provisions of State and Federal pharmacy laws and regulations pertaining to pharmacy practice, licensure, controlled substances, legal liabilities, laws and regulations of other health care providers, and pharmacy case law.

PHA 0112 Cellular Biology and Biochemistry

6 Credits

- Studies the basic concepts of mammalian genomics, cellular biology, and biochemistry including the biosynthesis of proteins, nucleic acid structure and function in gene expression at the cellular level in both normal and disease states. Classification of enzymes and coenzymes, enzyme kinetics and regulation, drug biotransformation, drug receptor properties, fundamentals of pattern recognition that relate chemical structure to pharmacological action, membrane structure and transport, and mechanisms of signal transduction. Studies basic concepts and principles of mammalian metabolic biochemistry including chemistry, principles of energy transformation, biosynthesis and metabolism of carbohydrates, lipids and amino acids at the cellular level in normal and disease states.

PHA 0124 Pharmaceutical Principles

6 Credits

- Pharmaceutical calculations, pharmaceuticals, and biopharmaceuticals are integrated in this course for a concise overview of the scientific principles, mathematical reasoning, regulatory elements of dosage form design and evaluation.

PHA 0132 Principles of Immunology, Hematology, and Infectious Disease

5 Credits

- A study of the immune system and the fundamental principles related to host defense mechanisms and the immunological response to immune triggers; a brief introduction to the formation of the cellular components of the blood. Reviews the medical microbiology and the mechanisms of disease states related to bacterial, viral, fungal, parasitic and protozoal infective agents, host responses, drug actions, the medicinal chemistry, and pharmacology of the spectrum of anti-infective agents.

PHA 0140 Communication and Professional Development

2 Credits

- This course emphasizes the importance of communication in contemporary pharmacy practice; students are assessed and evaluated in both oral and written formats. Course content includes study of various aspects of communication associated with pharmacy practice. Introduces and discusses social and ethical aspects of contemporary pharmacy practice.

PHA 0154 Central Nervous/Autonomic Nervous System: Medicinal Chemistry and Pharmacology

6 Credits

- Introduction to classic drug-receptor pharmacology and basic principles of toxicology. Studies basic concepts of pathophysiology of common diseases of the CNS/ANS and the pharmacology and medicinal chemistry as applied to medications that act on the nervous system and the

neuromuscular junction; studies basic principles of drug action and the chemical properties, primary pharmacological actions, mechanisms of drug action, routes of administration, disposition, contraindications, adverse reactions, clinically significant drug interactions, and drug disease interaction.

PHA 0155 Gastrointestinal Pharmacology and Medicinal Chemistry *2 Credits*

- Studies the basic pathophysiology of common diseases and the pharmacology and medicinal chemistry of medications that act on the gastrointestinal tract. Studies basic principles of drug action and describes chemical properties, primary pharmacological actions, and mechanisms of drug action, routes of administration, disposition, contraindications, adverse reactions, clinically significant drug interactions, and drug disease interactions.

PHA 0162 Cardiovascular, Renal, and Pulmonary: Pharmacology and Medicinal Chemistry *5 Credits*

- Studies basic concepts of pharmacology and medicinal chemistry as applied to medications that act on the cardiovascular, renal, pulmonary, lipid disorders, and hematological system, including coagulation and anticoagulation. Studies the basic pathophysiology of common disease states of the cardiovascular, renal, pulmonary and hematological systems and the basic principles of drug action and the chemical properties, primary pharmacological actions, mechanisms of drug action, routes of administration, disposition, contraindications, adverse reactions, clinically significant drug interactions, and drug disease interactions.

PHA 0165 Endocrine System: Pharmacology and Medicinal Chemistry *3 Credits*

- Studies the basic pathophysiology of disease states of the endocrine organs and introduces basic concepts of pharmacology and medicinal chemistry as applied to medications that act on the endocrine system. Discusses basic principles of drug action and describes chemical properties, primary pharmacological actions, mechanisms of drug action, route of administration, disposition, contraindications, adverse reactions, clinically significant drug interactions, and drug disease interaction.

PHA 0175 Pharmaceutics Lab I *1 Credit*

- Teaches basic laboratory concepts and skills in pharmaceutical compounding of non-sterile formulation, and the admixing and sterile preparation of parenteral dosages forms.

PHA 0182 OTC Products *3 Credits*

- Studies over-the-counter medications, herbals and dietary supplements, and durable medical supplies commonly encountered in the practice of pharmacy. Includes simulated patient assessment, counseling, and workshop.

PHA 0195 Year 1 Pharmacy Milestone Examination *0 Credits (pass/fail)*

- Comprehensive examination which evaluates content areas of the curriculum and the use of basic and clinical science principles in the solution of pharmacy-related problems. Allows longitudinal monitoring of the development of individual ability-based outcomes and educational outcome expectations.

PHA 0200 Applied Clinical Pharmacokinetics*2 Credits*

- Studies the absorption, distribution, metabolism, and elimination of medications in the body; describes the effect of physiological changes on the distribution and elimination of medications from the body including introduction to pharmacogenomics concepts; evaluates the use of formulas and nomograms to design individualized drug dosage regimens including changes in plasma protein binding, hepatic dysfunction, and renal impairment.

PHA 0210 Drug Information, Clinical Research, and Biostatistics*3 Credits*

- Studies basic concepts of biostatistics and study design; studies the evaluation of drug literature; studies searching and retrieving the clinical and basic science literature. Shows students methods to abstract and communicate pertinent information in concise and professional manner.

PHA 0215 Pharmacy Administration*3 Credits*

- Studies pharmacy management, pharmacoepidemiology, pharmacoeconomics and health outcomes/quality of life.

PHA 0222 Diseases of the Renal System and Fluid and Electrolyte Disorders*3 Credits*

- Studies anatomy, pathophysiology, physical assessment, pharmacology, therapeutics, clinical pharmacokinetics, and considerations in special populations as it relates to major diseases of the kidneys, and fluid and electrolyte disorders.

PHA 0225 Diseases of the Immune System, Skin and Connective Tissue Disorders*3 Credits*

- Studies anatomy, pathophysiology, physical assessment, pharmacology, therapeutics, clinical pharmacokinetics, patient care, alternative/complimentary therapies, pharmacoeconomic issues, medication use in special populations, and review of pertinent drug literature as related to common immune disorders and diseases of the skin and connective tissues.

PHA 0232 Infectious Disease*5 Credits*

- Studies anatomy pathophysiology, physical assessment, pharmacology, pharmacotherapeutics, clinical pharmacokinetics, pharmacoeconomic issues, medication use in special populations, and review of pertinent drug literature as they related to common infectious processes.

PHA 0244 Diseases of Cardiovascular and Respiratory Systems*5 Credits*

- Studies the anatomy, pathophysiology, physical assessment, pharmacology, pharmacotherapy, clinical pharmacokinetics, alternative/complimentary therapies, pharmacoeconomic issues, medication use in special populations, and review of pertinent drug literature as related to major cardiovascular and respiratory disorders.

PHA 0250 Patient Assessment and Case Studies I*1 Credit*

- Teaches the fundamentals of physical assessment and presentations for commonly occurring disease states; teaches the correct method of measuring blood pressure, and other vital signs, including BMI and the correct interpretation of results, and counseling points. Teaches commonly employed medical terminology.

PHA 0251 Patient Assessment and Case Studies II

1 Credit

- Teaches the fundamentals of patient assessment and presentations for commonly occurring disease states; teaches the correct method of measuring blood pressure, and other vital signs, including BMI and the correct interpretation of results, and counseling points. Teaches commonly employed medical terminology.

PHA 0260 Pharmaceutics Lab II

1 Credit

- Teaches advanced laboratory concepts and skills in pharmaceutical compounding.

PHA 0267 Disease of the Endocrine and Reproductive System

3 Credits

- Studies the anatomy, pathophysiology, physical assessment, pharmacology, therapeutics, clinical pharmacokinetics, patient care, alternative/complimentary therapies, pharmacoeconomic issues, medication use in special populations, and review of pertinent drug literature as they relate to major diseases of the endocrine system, including reproductive system and contraceptives.

PHA 0272 Diseases of the Hematological System and Oncological Disorders

4 Credits

- Studies the anatomy, pathophysiology, pharmacology, therapeutics, physical assessment, clinical pharmacokinetics, patient care, alternative/complimentary therapies, pharmacoeconomic issues, medication use in special populations and review of pertinent literature as they relate to common hematological and Oncological conditions.

PHA 0275 Diseases of the Gastrointestinal System, Disorders of Nutrition and Metabolism and Bariatrics

4 Credits

- Studies the anatomy, pathophysiology, physical assessment, pharmacology, therapeutics, clinical pharmacokinetics, patient care, alternative/complimentary therapies, pharmacoeconomic issues, medication use in special populations, and review of pertinent drug literature as they relate to common diseases of the gastrointestinal system, and disorders of nutrition and metabolism, and special considerations related to bariatrics.

PHA 0284 Diseases of the Neurological System and Psychiatric Disorders

5 Credits

- Studies the anatomy, pathophysiology, physical assessment, pharmacology, therapeutics, clinical pharmacokinetics, patient care, alternative/complimentary therapies, pharmacoeconomic issues, medication use in special populations and review of pertinent drug literature as related to major neurological and psychiatric disorders.

PHA 0292 Pharmacotherapeutic Considerations in Special Populations (Pediatrics, Geriatrics, Pregnancy/Lactation)

2 Credits

- Studies anatomy, special considerations in pathophysiology, pharmacology, therapeutics, clinical pharmacokinetics, patient care, alternative/complimentary therapies, pharmacoeconomic issues, medication use in special populations, and review of pertinent drug literature as they relate to special clinical conditions and populations.

PHA 0298 Year 2 Pharmacy Milestone Examination

0 Credits (pass/fail)

- Comprehensive examination which evaluates content areas of the curriculum and the use of basic and clinical science principles in the solution of pharmacy-related problems. Allows longitudinal monitoring of the development of individual ability-based outcomes and educational outcome expectations.

PHA 0300 Advanced Jurisprudence and Pharmacy Law

2 Credits

- Studies provisions of State and Federal pharmacy laws and regulations pertaining to pharmacy practice, licensure, controlled substances, legal liabilities, laws and regulations of other health care providers, and pharmacy case law.

PHA 0398 Year 3 Pharmacy Milestone Examination

0 Credits (pass/fail)

- Comprehensive examination which evaluates content areas of the curriculum and the use of basic and clinical science principles in the solution of pharmacy-related problems. Allows longitudinal monitoring of the development of individual ability-based outcomes and educational outcome expectations.

Experiential Curriculum:

PHA 1008 EPPE I: Skills Lab and Training

0 Credits (pass/fail)

PHA 1010 EPPE I

1 Credit

- This is a required two (2) term early pharmacy practice experience that introduces the student to the practice of pharmacy in multiple settings. The student acquires the confidence, knowledge, skills, and professionalism required for pharmacists to function competently. Students will gain experience in providing patient care services while applying the basic and pharmaceutical sciences learned in the classroom and practice laboratories. EPPE 1 involves both simulated and actual practice experiences and permits students, under appropriate supervision and as permitted by practice regulations, to assume direct patient care responsibilities. The EPPE 1 course is organized as a progressive continuum to support growth in the student's capabilities to render patient-centered care as a competent, independent practitioner.

PHA 2005: Pharmacy-Based Immunization Delivery and Certificate program *0 credits (pass/fail)*

- Pharmacy-Based Immunization Delivery is an interactive training program that teaches student pharmacists the skills necessary to become a primary source for vaccine information and administration. The program teaches the basics of immunology; the clinical aspects of vaccine-preventable diseases; and focuses on practice implementation and legal/regulatory issues. The certificate training program consists of three components: a web-based self-study module, live seminar, and hands-on immunization technique session.

PHA 2030 and 2040 EPPE II Fall and Spring P2 year

1 Credit each

Students will meet with patient in nursing home setting. Forums will be scheduled with faculty and preceptors every other week.

PHA 2010 CPPE I

3 Credits

PHA 2020 CPPE II	<i>3 Credits</i>
PHA 3010-3080 APPE I through VIII	<i>5 Credits each</i>
PHA 3010 Community Health and Wellness	
PHA 3020 Hospital/Health System Pharmacy	
PHA 3030 Community Patient Care	
PHA 3040 Ambulatory Care	
PHA 3050 Acute Care, Inpatient and General Medicine	
PHA 3060 APPE Elective	
PHA 3070 APPE Elective	
PHA 3080 APPE Elective	

Electives*:

PHA 4005 Wilderness First Aid	<i>1 Credit</i>
PHA 4010 History of Pharmacy	<i>1 Credit</i>
PHA 4012 Concepts in Pharmacogenomics	<i>1 Credit</i>
PHA 4015 Advanced Cardiovascular Life Support (ACLS certification)	<i>1 Credit</i>
PHA 4020 Drugs in Pregnancy and Lactation	<i>1 Credit</i>
PHA 4025 Translational Research I	<i>1 Credit</i>
PHA 4030 Advanced Compounding Lab	<i>1 Credit</i>
PHA 4032 Integrated Pharmaceutical Calculations	<i>1 credit</i>
PHA 4035 Integrated Healthcare: Nonpharmacological & Herbal Therapies	<i>1 Credit</i>
PHA 4040 Pharmacoepidemiology	<i>1 Credit</i>
PHA 4045 Toxicology	<i>1 Credit</i>
PHA 4050 Neurophysiology	<i>1 Credit</i>
PHA 4055 Women's Health	<i>1 Credit</i>
PHA 4060 Pharmacoeconomics	<i>1 Credit</i>
PHA 4065 Critical Care	<i>1 Credit</i>
PHA 4070 Health Disparities in Appalachia	<i>1 Credit</i>
PHA 4072 Medical Spanish	<i>1 Credit</i>
PHA 4075 Legislative Process and Pharmacy Leadership and Advocacy	<i>1 Credit</i>
PHA 4080 Pharmacy Entrepreneurship	<i>1 Credit</i>
PHA 4085 Advanced Infectious Disease	<i>1 Credit</i>
PHA 4090 Addiction	<i>1 Credit</i>
PHA 4095 Basic Nutrition for Pharmacists	<i>1 Credit</i>

*Additional Electives may be added in the future upon Curriculum Committee approval

F. CURRICULAR AND ACADEMIC POLICIES

ACP offers a sequence of courses designed to lead to a Doctor of Pharmacy degree which requires completion of at least 140 credit hours of course work, including approximately 1,900 hours of experiential coursework, in three academic years (eight terms) of full-time residence. In addition, a student must maintain a cumulative grade point average of 2.0 or better in order stay in *good academic standing*, to progress through the curriculum, to begin experiential rotations, and to graduate.

The professional curriculum is intended to produce generalist pharmacists proficient in all professional and educational competencies as set forth in the ACP's "Educational Outcomes and Competencies (EOCs)" statements. The curriculum will educate and develop the necessary knowledge and skills based on sound basic and clinical science, professional skills, attitudes, and values in a student-centered, cooperative active learning environment. Students will learn to integrate and apply these skills to the practice and advancement of the profession of pharmacy.

The basic outline of the curriculum is: 1) a foundational sciences component in which the majority of the basic biomedical sciences, pharmaceuticals, social and behavioral sciences, jurisprudence, integrated pharmacology and advanced pharmacotherapeutics, and electives are taught; and 2) the experiential curriculum, which includes the Introductory and Advanced Pharmacy Practice experiences, and the Pharmacists in the Community Service component (150 hours required but non-credit). The Doctor of Pharmacy curriculum is designed to be successfully completed in a three-year time frame that runs throughout the calendar year. The curriculum is designed to deliver a combination of faculty-delivered didactic lectures, student-centered active learning and problem solving activities, and experiential educational activities that emphasize the achievement of the professional competencies and outcome expectations (EOCs) of the curriculum. ACP students are prohibited from being dually enrolled in coursework or curriculum at any other educational institution while the student is enrolled at ACP.

Pharmacists In Community Service Program (PICS)

The PICS program is designed to actively engage students in service projects that support ACP's mission to promote community service, lifelong learning, and service to underserved and rural communities. The PICS program is a mandatory part of the Doctor of Pharmacy program and requires that all students complete 150 hours of community service over their three-year enrollment in the Doctor of Pharmacy program. All PICS hours fall under one of the following three categories: Health-Related Patient Care, Health-Related Non-patient Care, and General Service. Minimum requirements for Health-Related care is 100 hours, of which 50 hours must be Patient Care. Students must complete a minimum of 100 hours of community service by the end of the first two years of the program prior to beginning their Advanced Pharmacy Practice Experience (APPE) rotations. If 100 hours are not complete prior to APPE rotations, the student will not be allowed to start rotations until 100 hours are complete.

Some community service activities are required as part of the curriculum. These activities are required as they exemplify service to underserved and rural communities. The Remote Area Medical (RAM) events in Wise County and in Buchanan County and the Brown Bag Days at area senior centers are examples of service events within the curriculum. The Appalachian Health Expo, an on-campus health fair event that occurs in the spring, is also required. Even though these activities are required, students

have the option of submitting the PICS form for approval of the time spent at these activities. Writing a reflective essay about the community service experience is also required.

All 150 hours of service and the aforementioned required activities must be accomplished in order for students to qualify for a degree and to graduate from the Doctor of Pharmacy program. **Students who have not completed 150 hours by April 30th of their graduation year will not receive a diploma on graduation day.** Participation in the PICS program often requires students to volunteer services after school hours, on weekends and/or holidays in order to fulfill their PICS requirement.

Students are required to document their hours spent participating in PICS activities in RxPreceptor or the current database being used by ACP.

1. Activity Approval

All service activities must have **prior** approval via the PICS project approval form.

The PICS activity approval form is located on the PICS website as a direct-submit form from the website.

The information required for approval evaluation is as follows:

Requestor Information:

- ☐ Name
- ☐ e-mail address
- ☐ Class (P1, P2, P3)

Project Information:

- ☐ Title
- ☐ Date and time
- ☐ Location
- ☐ Contact person/Supervisor (for health-related patient care activities, this person must be a healthcare professional or a faculty person)
- ☐ Description (this should be a brief description of the activity explaining what the activity will entail)
- ☐ The type of hours being requested (Health-related patient care, Health-related non-patient care, or General service)

These forms are submitted from the website to the PICS e-mail account. The activity is to be approved by the Director of Community Service and Outreach. The Director has seven (7) days to respond to the approval form with approval, non-approval, or a request for further information to appropriately evaluate the activity. Organizations must complete and file an “Event Proposal Form” (Appendix VI in the Student Organization Handbook) in the Student Affairs Office to hold an event.

2. Activity Documentation/PICS Hours Approval

Students will be required to submit their documentation of PICS hours monthly. The students document their PICS hours through RxPreceptor. Hours will be due into RxPreceptor by the 10th of each month at 5 p.m. (i.e. Service hours completed in May must be entered into RxPreceptor by June 10th). **Hours not entered in before the 10th of the month deadline will not be counted.**

The information required for activity documentation is as follows:

- ☐ Date of the activity
 - This should be the date the service activity took place, not the date the information was submitted
- ☐ The location/site of the activity (if you cannot find your particular site in the RxPreceptor database, contact the Director of Community Service and Outreach and the site will be added as soon as possible)
- ☐ Category of hours for which the activity was approved
 - Health-Related Patient Care
 - Health-Related Non-patient Care
 - General Service
- ☐ The time spent at the activity/the total number of hours (hours are rounded to the nearest fifteen (15) minute increments)
- ☐ Supervisor's Name and Contact Information
 - For health-related patient care activities, this person must be a healthcare professional or ACP faculty member
 - This information will be entered in the comments sections in the same location as the Service Encounters
- ☐ Brief Description of Service Activity
 - This should be very brief
 - Examples:
 - blood pressure and glucose checks
 - coached a little league team
- ☐ Number of Service Encounters
 - This should be a numeral (e.g. 25)
 - This is required for **all** categories of PICS hours

The student documented completed activities and hours are approved by the Director of Community Service and Outreach. The Director has thirty (30) days to approve the submitted information or request that the student provide further information to complete the documentation. The Director will send out reports to each individual student every three months to ensure that each student is on pace to earn the required number of PICS hours to graduate. This report will serve a receipt of PICS hours up to that point.

Attendance

Attendance in class is expected of all students. All classes and examinations begin at the normal class time, unless otherwise announced or approved by the course instructor or coordinator. Each student is responsible for all material covered during class whether or not the student is present. Students are reminded that, in accordance with course syllabi, graded in-class assignments may be used to compute course grades. An instructor may establish more restrictive class attendance policies if the students are notified in the course syllabus.

Any student registered in a course that fails to "sit" for the class by never attending a class or not attempting any of the course quizzes or exams will receive a failing grade for the course and will be referred to the Committee on Academic Requirements and the Honor, Ethics and Professionalism (HEP)

Board. Students who fail to “sit” for any registered classes will not be allowed to remediate the course material, thereby requiring the student to repeat the course when it is next offered and therefore not progress through the curriculum in a timely manner to graduate as planned.

Recording of Lectures

Any student who wishes to individually record (audio) class lectures may do so with the written permission and authorization from the faculty member and course coordinator. Recording, distribution, or public posting of the recorded class materials without authorization may subject the student to disciplinary action. Video recording requests must be submitted to the course coordinator in advance for consideration. Video recording may be conducted by ACP if approved. Students with a documented disability must submit the accommodation request to the course coordinator and may be exempted from the preauthorization requirement as described above.

Examinations and Quizzes

No materials may be brought into an examination or removed from the classroom following the examination. All extraneous items are to be placed in the back of the classroom during the exam. Students are expected to arrive on time for all examinations and announced quizzes. If a student arrives late to an exam or quiz, he or she will not be permitted to take the exam or quiz if any student has already completed the examination and left the classroom. ACP prohibits the use of individual electronic devices such as cell phones, PDAs, programmable calculators, and portable computers during examinations unless specifically authorized by the instructor. If the course instructor authorizes the use of a calculator during an examination or quiz, only an ACP-approved calculator may be used. During quizzes, students are requested to sit with at least one seat between themselves and the next student. During examinations, assigned seating may be used. When the student is assigned an open-book, closed-book, take-home exam, or assignment or web-based assignment or examination, the student must complete his or her own work as outlined in the section on Academic Integrity and sign the Honor Code statement verifying the work is his or her own.

Examinations and quizzes may be paper-based, performed online on ACP’s assigned laptop computer, or a combination of these methods. Computer-based examinations may have a different order to the questions, different order to the answer fields, or may have variations on questions.

Faculty members will proctor all examinations and quizzes. If additional assistance is desired by the course faculty, staff members may assist faculty members in proctoring examinations and quizzes. During examinations, only questions related to the administration of the exam will be addressed. All questions related to examination content must be addressed on the examination coversheet and will be reviewed by the course faculty. See course syllabi for updated information on course and examination policies.

1. Formative Assessments

Quizzes without grades, question and answer sessions in class, or other methods the instructor finds effective will be used to provide feedback to both students and teachers regarding the progress made towards achieving the desired learning objectives and to identify deficiencies that remain to be

corrected. In accordance with course syllabi, selected in-class assignments may be graded and used to compute course grades.

2. Examinations and Quizzes

Examinations, quizzes, and other assessment instruments are used during the course to gauge mastery of the subject material.

Absence and Examination Make-up Policy: All students are expected to contact the instructor and course coordinator immediately when a student requires an excused absence from required classroom activities such as examinations, quizzes, or other major graded course activities. All materials documenting an excused absence must be presented to the course coordinator and any impacted faculty instructors immediately on the student's return to campus. Failure to do so may result in an unexcused absence for the examination or graded activity. For extended absences, please contact the Senior Associate Dean.

While a physician's note is not necessary for missing class, **documentation is required for absences from examinations and other major graded course activities (e.g. presentations).** Students found to be absent for an illness when they are not in fact ill will be subject to referral to the HEP Board. Absence from any exam is permitted only under the following conditions or circumstances:

- a) Student illness when accompanied by a physician's note describing the illness.
- b) A personal emergency or emergency in the student's immediate family such as death, hospitalization, or other emergency situation. In the case of a personal emergency, the student must contact the Course Coordinator and Senior Associate Dean, or designee, prior to the examination, to consider the request and determine whether an excused absence is warranted.
- c) The student is required to appear in court pursuant to a valid subpoena, or the student is subject to jury duty.
- d) Any other situation deemed excused by the course coordinator in collaboration with the Senior Associate Dean or Assistant Dean of Students and Alumni Affairs.

3. Excused Absences during Exams

The student will be evaluated on a date designated by the Course coordinator and may include the use of a different examination or assessment instrument.

4. Unexcused Absences during Exams

The student will receive a zero for the examination. If the average for the Course is less than 60%, the student will receive a failing grade for the Course, be referred to the Committee on Academic Requirements, and be subject to dismissal from ACP.

Excused Absences for quizzes and other daily activities may be made up at the discretion of the course coordinator or class instructor. If a student has an excused absence, daily activity assignments may or may not be computed into the final grade at the discretion of the course

coordinator. Students are expected to meet with the course coordinator and instructors for further instructions on completing and turning in any missed assignments.

Grades and Grading

ACP has adopted a numerical scoring system where a 60% score is the minimum passing score with a 10 point grading scale whereby all grades are rounded to the nearest whole number using standard rounding rules. The following is ACP's grading scale and the quality points assigned to each letter grade:

A	(4.0 quality points)	=	>89.50 or above
B	(3.0 quality points)	=	79.50 to 89.49
C	(2.0 quality points)	=	69.50 to 79.49
D	(1.0 quality points)	=	59.50 to 69.49
F	(0.0 quality points)	=	59.49 or below

Other possible grades include:

I	=	Incomplete (all incompletes must be cleared by the end of the following semester in which the incomplete was recorded)
IP	=	In Progress (grade has not been reported)
P/F	=	Pass/Fail
W	=	Withdraw

Students will receive their semester grade report at the end of each academic term.

ACP Transfer and Advanced Standing Policy

Because ACP's didactic curriculum consists of highly integrated, blocked courses, requests for transfer of credits for coursework from another Doctor of Pharmacy program or academic institution will not be considered. In addition, ACP does not award credit for coursework taken on a noncredit basis or for life or work experience.

Satisfactory Academic Progress and Academic Standing

ACP's Satisfactory Academic Progress standard is used to determine if a student is making satisfactory academic progress in his or her educational program, regardless of whether or not he is receiving Title IV aid. ACP requires that minimum standards for "Satisfactory Academic Progress" (SAP) toward earning the PharmD degree is met by all students. The SAP policy provides a consistent application of standards to all students receiving federal financial aid funding, ensuring both the quality of academic work and the completion of the student's PharmD degree within the maximum time frame. This is in accordance with federal guidelines set forth by the U.S. Department of Education.

ALL students participating in the federal financial aid programs at ACP will be evaluated uniformly at the end of each fall, spring, and summer term.

It is the student's responsibility to be aware and know his eligibility status at the end of each term. Students not meeting eligibility standards will be informed in writing by the Financial Aid Office. SAP hours attempted may differ from those on academic transcripts due to repeated courses, withdrawals, and remedial courses which must be included in evaluating SAP. **If assistance is needed regarding financial aid eligibility status, contact the Financial Aid Office.**

1. Required GPA to Progress

Students must maintain a cumulative GPA for courses taken within the pharmacy degree program of greater than or equal to 2.0 to progress in the curriculum, to progress to experiential rotations, and to graduate. Students not meeting this requirement will be listed as *not in good academic standing*, placed on academic probation, placed on financial aid warning, and may be dismissed from the program.

2. Good Academic Standing

At the end of each term of coursework, a student in *good academic standing* is defined as:

- a) Having passing grades in all required courses, electives, milestones exams and other mandatory exercises, and having met all remediation requirements for courses in which a grade of D was received;
- b) Having maintained a cumulative GPA greater than 2.00; and
- c) Having behaved in accordance with high standards of professional and academic ethics and having no outstanding sanctions imposed by the HEP Board.

Students not meeting any of the above requirements will be listed as *not in good academic standing*, placed on academic probation, placed on financial aid warning, and may be dismissed from the program.

Time for Completion of Graduation Requirements

A candidate for graduation must have received credit in all required courses, milestones exams, and other mandatory exercises, successfully completed the required hours of experiential course work, and completed 150 hours of community service through the PICS program.

The normal period to complete degree requirements upon matriculation in the ACP curriculum is three years (eight terms). The Dean of ACP may grant a waiver to this rule upon a showing of exceptional circumstances as defined below. However, the student must complete all requirements for graduation within a four (4) year period from the first date of matriculation unless waived in writing by the President, or the Chair of the ACP board in the absence of the President, due to extraordinary circumstances or in compliance with applicable law or accrediting standards. At the end of each term of enrollment, students must have earned credit for at least 75% of all attempted credit hours, which includes all courses that are failed, remediated, or repeated, as well as any incompletes and course

withdrawals that are recorded on the official transcript. Students who fail to meet these limits standards will not be eligible for federal financial aid.

Exceptional circumstances shall be defined as unforeseen conditions which create hardship or hinders academic progress and may include, but is not limited to prolonged or critical illness, accidents resulting in bodily injury, family crisis, or other unexpected situations which impede a student's academic progress. The Dean shall have the final authority to evaluate and decide whether circumstances are exceptional.

Courses and Grades Used in Determining Satisfactory Academic Progress

All coursework attempted, including courses that are failed, remediated, or repeated, as well as any incompletes and course withdrawals, are recorded on the official transcript and are considered when determining if a student is eligible for federal financial aid.

Failure to Maintain Satisfactory Academic Progress

A student who fails to maintain satisfactory academic progress as evidenced by being placed on *not in good academic standing* at the end of any term shall be placed on academic probation, and if receiving Title IV assistance, will also be placed on financial aid warning for the following term. A student may receive financial aid while on warning, but must return to *good academic standing* by the end of the following term or shall be suspended from federal financial aid eligibility and is subject to dismissal from ACP. A student who is *not in good academic standing* will only return to *good academic standing* upon completion of all remediation requirements as set forth by CARE, the Dean, or the HEP Board, and meeting all requirements for being listed in *good academic standing* as described above.

Committee on Academic Requirements (CARE) and Academic Difficulty

CARE monitors the academic progress achieved by students throughout the academic program. CARE meets following completion of any course (including experiential rotations) in which a student has achieved a grade of D or a failing (F) grade; if a student failed to successfully remediate a course in which they received a grade of D; or when a student has received two grades of D during their course of study. The Dean or Senior Associate Dean may also call a meeting of CARE in cases where the academic progress of a student is affected by poor academic performance, leaves of absence, or other similar factors.

CARE is composed of the following members: the Senior Associate Dean, the Assistant Dean for Student and Alumni Affairs, the Department Chairs, a member of the Department of Pharmaceutical Sciences, and a member of Pharmacy Practice Department. Faculty members are appointed by the Dean. Non-voting members who may attend include the Dean, the Director of Academic Records, and the Course coordinator.

Unsatisfactory Progress During the Didactic Curriculum

Any student who receives a grade of F in any didactic coursework (P1 or P2 year) will be automatically dismissed from ACP. CARE will meet to discuss the student's academic record and provide the Dean with a recommendation regarding the student's future standing with ACP. A student making an F in any

coursework will either be dismissed from ACP requiring the student to reapply, or may be given the option of readmission in the following academic year, at the discretion of the CARE Committee and Dean.

A student who receives a grade of D will be placed on academic probation for the remainder of the current academic semester and will remain on probation through the succeeding academic semester. A student may only make a single grade of D during the didactic component of the curriculum. A student making a second D will either be dismissed from ACP or may be required to repeat all coursework beginning with the semester the first D grade was earned, at the discretion of the CARE Committee and the Dean.

Any student who makes a D in the class must complete a remediation examination of the course material. This exam will be given in a controlled environment and must be completed in a timely manner, but no later than one (1) week following the posting of the final course grades. Any student who fails to complete the remediation examination or receives a grade of less than 75% on the remediation examination will have their course grade reverted to a failing grade and will be dismissed from ACP.

Unsatisfactory Progress during the Experiential Program

A student who fails an assigned rotation in the experiential program will have his or her performance evaluated by the Director of Experiential Education and CARE. CARE shall determine the appropriate plan to satisfy the pharmacy practice experience requirements and associated knowledge deficits. Any student who fails an experiential rotation may be subject to academic dismissal and at a minimum will be required to repeat the course content in accordance with the recommendations of the Committee on Academic Requirements (CARE) and the terms of the Academic Recovery Contract. The remediation plan will be based on a review of the student's deficiencies, and may include the following:

- Repeating the entire Pharmacy Practice Experience that was failed;
- Requirement to re-enter the didactic curriculum in order to remediate significant knowledge deficits found by the preceptors on experiential rotations. This will require students to repeat all Advanced Pharmacy Practice Experience rotations;
- Dismissal from ACP; and/or
- Other plans as deemed appropriate by the CARE Committee.

Additional tuition and fees will be required for any repeated experiential rotations or coursework.

Any student who receives a C on an experiential rotation will be reviewed by the Office of Experiential Education (OEE) and will be monitored in **good academic standing** for the remainder of the Advanced Pharmacy Practice Experience (APPE) rotations. Such student will receive a notice letter from the OEE and may be referred to CARE. The student will be monitored by the OEE and may have his rotation schedule modified and be required to regularly meet with the Experiential Coordinator or designee.

Any student receiving a second C while on APPE rotations shall be placed on academic probation in good academic standing for the remainder of APPE rotations and will be referred to CARE for evaluation and recommendation of a plan to attain the required competencies.

Any issues involving violations of the Professional Code of Conduct during a pharmacy practice experience will be handled in accordance with ACP's disciplinary action process.

Academic Probation

Any student who fails to maintain a minimum cumulative GPA of greater than 2.5; has a GPA less than 2.5 in any given semester; or receives a C in an experiential rotation will be reviewed by CARE and may be placed on academic probation *in good academic standing*. Students will be monitored by the Senior Associate Dean, Assistant Dean for Student and Alumni Affairs, or designee, and required to regularly meet with assigned faculty and student tutors. Students placed on academic probation will be informed in writing by the Senior Associate Dean. A student notified that he or she is on academic probation is required to meet with the Assistant Dean of Student and Alumni Affairs and may be required to meet with CARE to evaluate the student's performance. The purpose of academic probation is to alert the student, faculty, and administration that the student has experienced difficulty and needs to be provided services such as counseling, tutorial assistance, special scheduling, etc., to help resolve academic deficiencies. Upon obtaining a GPA of 2.50 or greater, the student will be removed from probation and notified of the same in writing. If a student has two (2) consecutive semesters with a GPA of less than 2.5, the student will be referred to CARE for further action.

Disciplinary Probation

When a student is placed on disciplinary probation by the HEP Board or the appropriate administrative official, his status will be *not in good academic standing*, which may affect the student's Title IV financial aid status. The student may be required to meet on a regular basis with a faculty member assigned the Dean or designee to monitor his progress and any terms of the probation imposed.

Once the student has satisfied the terms of the imposed probation, the Chair of the HEP Board, the Dean, or their respective designee, shall render a written decision regarding the student's status and supply the student with a copy. This documentation will become part of the student's permanent academic record.

Student Dismissals, Withdrawals, and Leaves of Absence

Enrollment at ACP is a privilege and ACP reserves the right to dismiss or disallow the re-admission of a student at any time it is deemed necessary by the Dean, with the President's consent, to safeguard standards of scholarship, conduct, and the orderly operation of ACP subject only to the applicable due process rights herein described.

Academic Dismissal

Student dismissal may be recommended by CARE when the student demonstrates that he is unable to make appropriate academic progress, including, but not limited to the following:

- Failing grade in didactic coursework; or in Advanced Pharmacy Practice Experience (APPE);

- Two (2) grades of D in any didactic coursework;
- Evidence from coursework, experiential rotations, and/or Milestone examinations that demonstrate that the student is not gaining the appropriate knowledge and/or qualifications to become a pharmacist.

Voluntary Withdrawal During the Didactic Curriculum (P1 and P2 years)

Application for voluntary withdrawal from ACP for any reason must be made in writing to the Senior Associate Dean. Withdrawal from ACP is not complete until the required forms are signed by the student, the Director of Academic Records.(whether or not the student has received financial aid), and the Dean. The withdrawal forms are available from the Director of Academic Records.

A student may request a temporary withdrawal for medical reasons or serious personal problems. Such request must be made in writing to the Senior Associate Dean. In the event of a request for withdrawal for medical reasons, the request must be accompanied by a letter from a physician describing the nature of the disability for which the leave is requested and the estimated length of time needed for recovery. The approval of and terms and conditions of any leave will be determined by the Dean whose decision shall be final.

Due to the nature of the curriculum, temporary withdrawals during the didactic component of the curriculum (P1 and P2 years) are generally requested for an academic year (or remainder thereof), with expected reinstatement to occur at registration for the term in which the student was granted the withdrawal in the previous year and in accordance with the terms and conditions of their withdrawal as determined by the Dean. Students on a temporary withdrawal must request reinstatement by notifying the Dean of their expected return at least one month prior to the beginning of the academic term the student is to re-enroll. Only in rare circumstances will a temporary withdrawal be granted for a period other than an academic year (or remainder thereof). Since students must, unless a waiver is granted, complete all requirements for graduation within a four year period from the first date of matriculation, any temporary withdrawal that exceeds an academic year will require the student to reapply for admission and matriculate as a P1 student.

If the student does not return from the temporary withdrawal the following academic year, he forfeits his enrollment and will be officially withdrawn from the program. It is the student's responsibility to keep the Director of Academic Records informed of any change of address or status while on a temporary withdrawal. If the withdrawal becomes permanent, the student's tuition will be reimbursed in accordance with the reimbursement schedule as outlined in Section II herein.

The procedure for Withdrawal is as follows:

1. The student makes a written request to the Senior Associate Dean to withdraw from ACP or request a temporary withdrawal.
2. The application may be followed by a personal interview with the Dean and Senior Associate Dean.
3. The Senior Associate Dean, in collaboration with the Dean, will provide the necessary forms for withdrawal.

4. The completed withdrawal form and terms of withdrawal are signed by the student and the Dean.
5. The student meets with the Director of Academic Records to finalize and settle all financial accounts with ACP.
6. Once all forms are signed and dated and financial accounts settled, the withdrawal process is complete.

A student who through a unilateral and unexcused absence or absences withdraws from ACP without notifying the Dean and/or without completing the established withdrawal procedures listed above will automatically be dis-enrolled from ACP within seven (7) consecutive instructional days after the student's last known attendance. In these circumstances, the official date of withdrawal will be defined as the midpoint of the payment period or period of enrollment, as applicable, or the last known date of an academically-related activity that the student participated in. A student who is terminated in this manner will not be considered for re-admission at a later date.

Leave of Absences During Experiential Rotations

During the experiential component of the curriculum, leaves of absence may be requested for a specific duration associated with the remaining experiential rotations, but may not exceed 180 days. Students requesting a leave of absence must apply in writing to the Director of Experiential Education and Senior Associate Dean. In the event of a leave of absence request for medical reasons, the request must be accompanied by a letter from a physician describing the nature of the disability for which the leave of absence is requested and the estimated length of time needed for recovery. The approval of and terms and conditions of any leave of absence will be determined by the Dean whose decision is final. Any student requesting leave for more than 180 days must apply for a temporary withdrawal from the program as described above. The ability to complete experiential requirements is dependent upon availability of the required rotations that the student needs to complete.

Student Appeals

Appeal of Final Grade

If a student believes that his final course grade is in error, he shall first contact the course coordinator or preceptor and attempt to resolve the matter. If the student is unable to resolve the matter, he may initiate an appeal and can do so by submitting a written statement summarizing the alleged error and the desired remedy to the Senior Associate Dean. The Senior Associate Dean shall review the appeal and attempt to resolve the concern. If not resolved, the student may appeal to the Student Appeals Committee within five (5) days of the posting of the final course grade. No appeals may be filed more than five (5) days after posting of the final course grade. Mathematical or computer errors in grade entry on the part of ACP faculty and staff may be appealed at any time.

The Student Appeals Committee is convened on an as-needed basis and is comprised of the Assistant Dean of Student and Alumni Affairs and two faculty members appointed by the Dean. The Senior Associate Dean shall serve as an *ex-officio* member of the committee.

After considering the evidence and testimony produced by the student, the Student Appeals Committee shall make a majority recommendation to the Dean, who shall render a final decision and share it with the Committee and student.

Appeals of Academic Dismissal, etc.

In order to appeal a decision regarding probation, suspension, dismissal, or termination based upon lack of academic performance or related grounds, the student shall do the following:

1. The student shall, within thirty (30) days of receiving notice of his academic probation, suspension, dismissal or termination, submit a detailed appeal in writing to the Senior Associate Dean setting forth his grounds for same along with any documentation he wishes to have considered.
2. The President, or the President's designee, shall decide the appeal and issue a decision in writing within ten (10) business days of the President receiving notification of the appeal.
3. The appeal process and outcome shall be kept confidential except that the record of same will be placed with the student's file and made available to accrediting agencies or by legally issued subpoenas.

The foregoing appeal process applies to academic sanctions only, and does not apply to probation, suspension, dismissal, or termination for unprofessional behavior, Code of Conduct violations, crimes, and related violations as set forth herein.

Graduation

Requirements

Except as otherwise provided in these standards, in order to receive a diploma and be eligible to participate in graduation ceremonies, a candidate for graduation must have received credit in all required courses and curricular activities and successfully completed the required hours of experiential course work and 150 hours of community service through the PICS program.

Time for Completion of Graduation Requirements

The normal period to complete degree requirements upon matriculation in the ACP curriculum is three years (eight terms). A student who is scheduled to complete all requirements for graduation by the end of the Summer Term of the graduating year will be allowed to participate in graduation ceremonies but will not receive a diploma until all requirements for graduation are met.

Honors

Summa Cum Laude:

Any student who graduates with a grade point average of 3.9 or above

Magna Cum Laude

Any student who graduates with a grade point average of 3.7 to 3.89

Cum Laude

Any student who graduates with a grade point average of 3.5 to 3.69

G. TECHNICAL STANDARDS

The educational mission of ACP is to educate and graduate competent practitioners to provide pharmaceutical care in a variety of institutional, community, and other settings. Students must meet certain technical standards which outline the essential functions that candidates for the Doctor of Pharmacy degree must be competent to perform. It is recognized that degrees of ability vary among individuals; therefore, ACP is committed to supporting its students by reasonable means to complete the course of study leading to the Doctor of Pharmacy degree insofar as the student seeks and follows the recommendations necessary to do so.

Domain: Communications

Performance Standards

- Must have functional English speaking, reading, and writing abilities necessary to communicate clearly and professionally with faculty, staff, peers, patients, and healthcare professionals in a mature and professional manner that reflects the core values of ACP.
- Communication includes both verbal and non-verbal expression, reading, writing, and computer skills.

Essential Functions

- Ability to participate in class discussions/group projects/practical labs for the purpose of the delivery and receipt of medical information
- Ability to recognize both verbal and non-verbal communication, including facial expressions and body language
- Ability to demonstrate awareness of and appropriately communicate both verbally and non-verbally
- Ability to report accurately and legibly in patients' charts demonstrating the knowledge of the meaning and spelling of words and rules of composition and grammar
- Ability to explain to healthcare team members, patients, and/or caregivers the reasons and procedures for treatment, preventive measures, disease process, and the need for referral
- Ability to use computers and other technology to accurately record information and convey critical health-related documentation
- Ability to recognize and respond to physical and psychological needs of patients

Domain: Intellectual

Performance Standards (Conceptual, Integrative, and Quantitative Abilities)

- Must have critical and logical thinking ability sufficient to measure, calculate, reason, and analyze, as well as engage in clinical judgment and problem solving to address issues and problems within all relevant learning environments.
- Must have ability to multi-task and to perform work in a logical and sequential manner, and the ability to synthesize and apply complex information.

Essential Functions

- Must be able to memorize, perform scientific measurement and calculation, reason, analyze, and synthesize information
- Demonstrate ability to retrieve (electronically and manually), read, understand, and interpret medical, scientific, and professional information and literature
- Demonstrate the intellectual and reasoning abilities required to develop problem-solving and decision-making skills
- Demonstrate ability to learn effectively through a variety of modalities including, but not limited to, classroom instruction, small group discussion, individual study of materials, preparation and presentation of written and oral reports, and use of computers and other technology
- Demonstrate ability to prioritize and complete tasks in laboratory, clinical, and patient care settings within expected time constraints
- Perform a variety of duties accurately, often changing from one task to another without loss of efficiency or composure

Domain: Behavioral/Social

Performance Standards

- A student must possess the emotional health required for full utilization of his or her intellectual abilities, the exercise of good judgment, and the prompt completion of all responsibilities attendant to the interaction with classmates, faculty, and patients.
- Must possess ability to interact with and relate to faculty, staff, peers, patients, and healthcare professionals in a mature and professional manner that reflects the core values of ACP.
- Demonstrate sensitivity to people from a variety of cultural backgrounds.
- Must possess ability to interact with and respond to needs of patients and caregivers from a variety of cultural backgrounds and with a diversity of emotional, intellectual, and physical health issues.

Essential Functions

- Must be of sufficient emotional and mental health to fully utilize intellectual abilities to exercise good judgment, to complete patient care responsibilities appropriately, and to relate to faculty, staff, peers, patients, and healthcare professionals with courtesy, compassion, maturity, and respect for their dignity
- Must be able to effectively function when faced with the challenges and uncertainties in classroom, laboratories, and experiential settings
- Must be able to tolerate the mentally and physically taxing workloads of ACP, and to function effectively under stress

- A student must be able to adapt to changing environments, to display flexibility, and learn to function in the face of uncertainties inherent in the clinical problems of many patients
- Must accept constructive criticism and be able to respond and modify behavior accordingly
- Must be able to interact with faculty, staff, peers, patients, and members of the healthcare team in a mature and professional manner that reflects the core values of ACP

Domain: Visual, Auditory, and Observation

Performance Standard

- Students must possess sufficient visual and auditory abilities to gather data from written reference materials, oral presentations, illustrations, diagrams, and classroom and patient observations.

Essential Functions

- Ability to gather data from written reference material, computer-based programs, and oral presentations
- Ability to observe and/or conduct demonstrations and experiments
- Ability to utilize various types of physical assessment skills required for patient-centered care, including reading digital or analog representations of physiologic phenomena
- Ability to execute physical movements reasonably required to properly participate in the activities of a laboratory or an experiential rotation that are components of pharmacy practice
- Have vision sufficient to read and interpret prescriptions, prescription labels, and drug labels
- Possess the functional use of the senses of vision, auditory, and other sensory modalities

Domain: Tactile and Motor Competencies

Performance Standard

- Must possess sufficient tactile and motor abilities to prepare pharmaceutical products, evaluate patients, and perform basic laboratory tests.

Essential Functions

- Possess manual dexterity necessary to manipulate and control laboratory equipment and materials
- Possess manual dexterity sufficient to accurately compound and prepare pharmaceutical products for dispensing to patients
- Possess manual dexterity and sense of touch sufficient to perform basic patient assessments including, but not limited to palpation, auscultation, percussion, and other diagnostic maneuvers
- Possess sufficient manual dexterity to conduct laboratory diagnostic tests and administer non-oral medications

Domain: Ethical Values**Performance Standard**

- An applicant and student must demonstrate a professional demeanor, conduct, and behavior that are appropriate to his/her standing in the professional degree program.

Essential Functions

- Adherence to ACP's codes of conduct
- Protect the confidentiality of any and all patient information in their professional and personal communications
- Meet the ethical standards set forth in the profession of pharmacy
- Obtain and maintain a valid pharmacist Intern license in the Commonwealth of Virginia (or other site where the student may receive training)
- Pass requisite criminal background checks, drug tests/screens, or any other requirements adopted by ACP, its affiliated experiential sites (or other sites the student may receive training), the Virginia Board of Pharmacy, and any accrediting and/or regulatory agencies

H. Accommodation Policy

The Appalachian College of Pharmacy (ACP) and its programs do not discriminate against individuals with disabilities, as those disabilities are defined in Section 504 of the Rehabilitation Act of 1973, 29 U.S.C. § 706; 45 C.F.R. § 84.3(k)(3); and the Americans with Disabilities Act, 42 U.S.C. §§ 12101, et seq. In an effort to provide full opportunities to individuals with disabilities, ACP offers reasonable accommodation as required by law. Reasonable accommodations are those that do not fundamentally alter the nature of ACP's educational program and can be provided without undue financial or administrative burden and without lowering academic or other essential performance standards.

Students with medically verifiable disabilities may be provided extra time or other reasonable accommodations for completing examinations. **Petitions for accommodations must be made annually to the Dean by September 1 of each academic year for which the student desires them.** Each petition should be accompanied by evidence of the medical condition and evidence detailing the successful accommodations which have been provided the student in past educational settings or examinations. Particular weight is given to accommodations provided in taking the PCAT. The student whose request is granted is responsible for making appropriate arrangements with ACP's administration and the course coordinator. Unexpected circumstances that create the need for an accommodation for a student should be reported to the Dean as soon as possible in writing with the required medical documentation.

Individuals who believe they have been discriminated against on the basis of a disability may file a complaint under the ACP's Complaint/Grievance Policy contained in this Student Handbook and Course Catalog, which is distributed to students at the beginning of each academic year and is subject to changes in ACP's website version, continued reference to which is here made.

I. Record Keeping and Student Files

Transcripts

A student may obtain a copy of his transcript upon submission of a completed and signed transcript request form along with applicable payment. The transcript request form is available on the website at <http://www.acp.edu/files/7612/9226/1655/transcriptrequest.pdf>. Costs are \$2 for students, \$10 for alumni.

Student Files

The Director of Academic Records is responsible for maintaining and updating student files. Faculty and administration have access to student files for legitimate educational and business purposes only, including the use of such files in litigation or arbitration.

Records of students and graduates are maintained in accordance with all applicable federal and state laws. ACP maintains an academic record for each student, including information related to academic and clinical performance in all phases of the student's coursework. Course grades are documented in the student's file and maintained by the Director of Academic Records.

ACP fully complies with the Buckley Amendment, formally known as the Family Educational Rights and Privacy Act of 1974 (FERPA), which establishes that a post-secondary student has the right to inspect and review his or her academic records, and prohibits outside parties from obtaining the information contained in these records without the student's written consent subject to the exceptions noted below. However, a student may sign a waiver allowing named parties to review certain confidential information contained in his or her file.

FERPA affords students the following rights with respect to their educational records:

1. The right to inspect and review the student's educational records within forty five (45) days of the day ACP's Director of Academic Records receives a written request for access.
2. The right to request the amendment of information in the student's education records that the student believes is inaccurate or misleading.
3. Students may make a request in writing to the Director of Academic Records to amend a record that they believe is inaccurate or misleading. The request must clearly identify the part of the record they want changed and specify why it is inaccurate or misleading. If ACP decides not to amend the record as requested by the student, the applicable ACP official will notify the student of the decision and advise the student of his or her right to a hearing regarding the request for amendment through the appeal process set forth herein.
4. The right to consent to disclosures of personally identifiable information contained in the student's education records, except to the extent that FERPA authorizes disclosure without consent.

Upon request, ACP may disclose education records without consent of the student when the following conditions are met:

1. School officials with legitimate educational or legal defense interest;
2. Other schools to which a student is transferring;
3. Specified officials for audit or exam purposes;
4. Appropriate parties in connection with financial aid to a student;
5. Organizations conducting certain studies for or on behalf of the school;
6. Accrediting organizations;
7. Appropriate officials in cases of health and safety emergencies; and/or
8. Federal, state, and local authorities pursuant to specific law or subpoena.

ACP may disclose without consent directory information, which is limited to the following:

- Student name;
- Date admitted;
- Mailing address and telephone number;
- Local address and telephone number;
- College e-mail address;
- Terms of attendance;
- Enrollment status;
- Full, Half time or more, or less than half time ;
- Classification (P1, P2, or P3);
- Honors and awards;
- Degrees and dates received;
- Participation in officially recognized intercollegiate sports, weight, height, hometown, parents' names, and previous school(s) attended (for members of athletic teams);
- ID photograph; and/or
- Emergency Contact Information.

A student may make a request to the Director of Academic Records **in writing** that his or her directory information not be released to third parties. All such requests will be honored.

A student has the right to file a complaint with the US Department of Education concerning alleged failures by ACP to comply with the requirements of FERPA. The name and address of the office that administers FERPA is as follows:

Family Policy Compliance Office
US Department of Education
600 Independence Ave., SW
Washington, DC 20202-4605
www.ed.gov/offices/OM/esi.html

A student (or applicant for admission) is permitted to waive access by third parties to confidential recommendations written on his behalf regarding (1) admission to any educational agency or institution, (2) an application for employment, or (3) the receipt of an honor or recognition. A student who consents to release records to third parties must do so in writing to the Director of Academic Records and specify the records and the reasons for their release and the names and addresses of the parties to receive the records. ACP may charge the student fees for copying.

The Director of Academic Records shall maintain a record identifying all outside parties who have requested or obtained access to a student's educational records. This record shall be available only to the student upon written request to the Director of Academic Records and ACP officials with a legitimate interest as set forth herein.

All student records are made available to students with the following limitations:

1. Recommendations submitted to ACP by third parties under conditions of confidence, such as letters of recommendation; and
2. Student records requiring the interpretation of a professional, such as medical, psychiatric, or psychological testing, must be reviewed in consultation with the appropriate professional and accompanied by a Health Insurance Portability and Accountability Act (HIPAA) release executed by the student.



III. STUDENT RIGHTS AND RESPONSIBILITIES

- A. APPALACHIAN COLLEGE OF PHARMACY STUDENT RIGHTS AND RESPONSIBILITIES
- B. PROFESSIONAL ATTIRE (DRESS CODE)
- C. STUDENT CONDUCT, PROFESSIONALISM, AND HONOR CODE
- D. ALCOHOL, DRUGS, WEAPONS, AND VIOLENCE
- E. COMPUTER USE POLICY
- F. TRAFFIC AND PARKING POLICY
- G. POLICY PROHIBITING SEXUAL AND OTHER UNLAWFUL HARASSMENT
- H. COMPLAINT/GRIEVANCE POLICY
- I. ACCESS TO STUDENTS BY THIRD PARTIES
- J. STUDENT USE OF ACP EQUIPMENT

A. APPALACHIAN COLLEGE OF PHARMACY STUDENT RIGHTS AND RESPONSIBILITIES

The Appalachian College of Pharmacy (ACP) is committed to supporting the exercise of any right guaranteed to individuals by the Constitution and state and federal laws. ACP is also committed to educating students in regards to these rights and responsibilities as members of the campus community. Students enrolled at ACP assume an obligation to conduct themselves in a manner that is civil and compatible with the ACP's function as an institution of higher education.

Student Rights

ACP seeks to maintain an environment where students:

- can freely exchange ideas in an orderly, professional, non-threatening, non-violent, and non-slanderous manner inside and outside the classroom
- can freely associate with other individuals, groups, and organizations which do not infringe upon the rights of others
- can expect to participate in the ACP community without discrimination as defined by federal and state law and ACP regulations
- can expect reasonable access to the facilities and services of ACP in accordance with the policies and procedures stated in the Student Handbook and Course Catalog
- can expect to perform daily functions and activities with reasonable expectations of a safe campus environment with the exceptions that ACP cannot assure safety in regard to dangerous weather conditions, acts of terrorism or deadly assault, and events which by their sudden nature are not preventable or predictable under normal circumstances
- can expect discipline to be implemented through established duly adopted procedures, including appeals processes
- can expect to have access to established procedures for presenting and respecting their concerns/complaints
- can expect to have access to qualified faculty and academic resources necessary for the learning process
- can expect to have reasonable access and opportunities to interact with people and institutions beyond the ACP community
- can expect to have representation on ACP faculty committees to participate in the improvement of the academic and administrative units
- can expect prompt and courteous responses to inquiries from academic and administrative units
- can expect academic and administrative policies that support intellectual inquiry, expression, learning, growth, and professional development
- can expect notification of the rights with respect to their education records as it relates to The Family Educational Rights and Privacy Act (FERPA)

Student Responsibilities

Students enrolling at ACP assume an obligation to conduct themselves in a manner that is professional and compatible with the function of ACP as an institution of higher education. Willful disruption of the educational process, destruction of property, interference with and the violation of the rights of other

members of the ACP community will not be tolerated. In some instances an abridgement of the aforesaid student responsibilities off campus or in private settings may be subject to ACP policies and discipline. All students should keep in mind that criminal charges must be proved beyond a reasonable doubt by state and federal judicial proceedings, but ACP's standard of proof for violations of its policies is governed by the preponderance of the evidence, typically defined as "more likely than not." Therefore, the dismissal or a nolle prose of criminal charges is not a bar to ACP proceeding independently under its disciplinary process in regard to the facts alleged in the criminal proceeding. Students are advised and directed to read the ACP student responsibility and disciplinary procedures in full and check the website version of this document for updates frequently in order to be fully aware of the causes and effects of improper or illegal conduct, on and off campus.

Academic integrity and professional behavior are vital elements at an academic institution. Responsibility for professional conduct and academic integrity lies with each member of the ACP community, including administration, faculty, staff, and students. Students are expected to become familiar with these standards and fully understand their responsibilities as members of the ACP community.

It is the duty and responsibility of each member of the ACP community to uphold the honor of the profession of pharmacy at its highest standards and accept its moral and ethical principles in the classroom, workplace, pharmacies, experiential training sites, community, and other areas of pharmacy involvement. It is the responsibility of each student to be familiar with the ACP guidelines for professionalism.

Students are ultimately responsible for their academic success and for upholding professional standards of their learning and academic work. Students are responsible for understanding the terms of their enrollment at ACP and all academic requirements as stated in the Student Handbook and Course Catalog.

B. PROFESSIONAL ATTIRE (DRESS CODE)

These guidelines specify standards of attire that promote a professional appearance conducive to a positive learning environment. Faculty, staff, and students must present a professional image to patients, colleagues, and the community. In most circumstances, business casual attire is acceptable.

Classroom Attire

The dress code for daily attendance is business casual. Business casual is defined as dress pants, polo or button down shirts for men, and dress pants or skirts (at least knee length), or dresses (at least knee length), blouses, dress shirts, or sweaters for women.

The following items are prohibited in the didactic classrooms:

- Caps or any hats worn indoors
- Pajamas
- Exercise or active wear (sweatpants, wind-pants, etc.)
- Revealing clothing
- Capri pants or shorts, including long shorts
- T-shirts and sweatshirts
- "Scrubs" (except in laboratory settings)

- Denim clothing of any kind and color
- Visible tattoos
- Exposed body piercings (excluding ear piercing in the lower ear lobe)
- Bare midriffs, tube-tops, tank tops, muscle shirts, or halter-tops
- Flip-flops, tennis shoes, running shoes/sneakers, or sandals

Acceptable Attire for Pharmaceuticals and Patient Assessment Laboratories

Students in laboratory settings must wear a standard-length, long-sleeve white clinic or laboratory coat. Students are allowed to wear ACP-approved “scrubs” for pharmaceuticals and patient assessment laboratories. ACP-approved scrubs are teal in color and have the ACP logo. Students are allowed to wear “Crocs” or neat and clean tennis shoes. Open toed shoes are expressly prohibited in the laboratories.

Acceptable Attire for Participation in Experiential Rotations

Students are expected to dress in a professional manner at all times while on experiential rotations unless otherwise indicated by the preceptor. Professional dress for the purposes of this handbook shall be defined as a shirt, tie, and dress pants for men, and dress pants, skirts (at least knee length), or dresses (at least knee length), blouses, shirts, or sweaters for women, and other attire that is suitable for wearing to a professional office or workplace. Open-toed shoes of any kind are strictly prohibited in the clinical setting. Students must adhere to the dress requirements of their experiential site. Students must wear a standard-length, long-sleeve white clinic coat; faculty and staff may wear either long- or standard-length, long-sleeve white clinic coats. Nail polish of any kind is prohibited in the clinical setting.

Inappropriate Dress

Students who are present in class, in the administrative offices, at official ACP events, or at an experiential rotation in inappropriate attire, as stated above, will be required to leave the premises and not return until dressed in professional attire as described above. Failure to comply with the dress code after being required to leave the premises will be handled by the Honor, Ethics and Professionalism (HEP) Board.

C. STUDENT CONDUCT, PROFESSIONALISM, AND HONOR CODE

Guidelines for Professionalism

ACP strives to create an environment in which professional attributes and behaviors are cultivated. However, it is the duty and responsibility of each member of the ACP community to uphold the honor of the profession of pharmacy at its highest standards and accept its moral and ethical principles in the classroom, workplace, pharmacies, experiential training sites, community, and other areas of pharmacy involvement.

Professional behavior is critical to success not only in the Doctor of Pharmacy program, but also in the practice of a pharmacy career. Whether an act of unprofessional behavior requires a formal proceeding of the Honors, Ethics, and Professionalism (HEP) Board is dependent on the severity of the offense and

whether the person in question has a pattern of behavior that demonstrates consistent unprofessional conduct.

It is the responsibility of each student to be familiar with the ACP guidelines for professionalism. During the first week of orientation, an overview of the guidelines for professional behavior will be presented, and each student will recite the Pledge of Professionalism (Appendix A). In addition, all students should be familiar with the APhA Code of Ethics for Pharmacists (Appendix B).

The ACP guidelines for professional behavior are, in part, adapted from the APhA-ASP/AACP-COD Task Force on Professionalism. The guidelines delineate what is expected of each student member of the ACP community with regard to professional behavior.

Professional Knowledge, Skills, and Behaviors

- Performs responsibilities in a manner consistent with ACP's educational outcomes statement, the Center for the Advancement of Pharmacy Education (CAPE) outcomes, National Association of Boards of Pharmacy (NABP), and Accreditation Council for Pharmacy Education (ACPE) competencies, professional associations' competency statements, and other professionalism documents
- Interacts effectively with faculty, staff, other students, patients and their families, pharmacy colleagues, and other health professionals

Commitment to Self-Improvement and Life-Long Learning

- Reflects critically on his or her actions and seeks to improve proficiency in all facets of his/her responsibilities
- Accepts and responds to constructive feedback
- Provides constructive feedback to others
- Recognizes limitations and seeks help when necessary
- Takes responsibility for learning; an active and self-directed learner
- Does not participate in activities that compromise learning (disruptive behavior, cheating)
- Maintains personal health and well-being

Service Orientation/Altruism

- Demonstrates concern for the welfare of others; uses skills and knowledge to improve their quality of life
- Recognizes and avoids conflicts of interest
- Provides service to the community and society-at-large
- Offers to help others when they are busy or in need of assistance
- Shares opportunities for recognition with others
- Does not seek to profit unfairly from others
- Puts patient needs above their own, e.g., staying as long as necessary to ensure appropriate care

Continuing Commitment to Excellence and Pride in the Profession

- Demonstrates dedication to his/her patients and the profession supported by a strong work ethic
- Upholds the competent delivery of healthcare services; addresses lack of knowledge or skill in self and others
- Conscientious; well-prepared for class and clinical rotations

- Displays a consistent effort to exceed minimum requirements; demonstrates quality work

Covenantal Relationship with the Patient and Respect for Others

- Empathetic and responsive to the needs of the patient, the patient's family, and other members of the healthcare team
- Respects a patient's autonomy, privacy, and dignity
- Involves the patient as a partner in his/her healthcare decisions; honors the patient's values and belief systems
- Respects and appreciates the diversity of his/her patients
- Listens and communicates effectively
- Maintains appropriate boundaries
- Advocates for others
- Non-judgmental; displays compassion and empathy
- Skillful in establishing a rapport with patients and other healthcare team members
- Contributes to team building
- Maintains composure and adapts well to changing or stressful situations
- Resolves conflicts fairly

Creativity and Innovation

- Contributes to quality improvement in all professional endeavors
- Applies creative and innovative approaches to challenges
- Contributes to the development of new knowledge and practices that advance pharmaceutical care

Conscience and Trustworthiness

- Demonstrates a high degree of integrity, truthfulness, and fairness
- Uses time and resources appropriately
- Truthful about facts or events
- Does not hide errors

Accountability

- Demonstrates initiative, reliability and follow through in fulfilling commitments
- Promptly completes responsibilities in a timely manner (notifies appropriate individuals of unexpected emergencies)
- Responsible for and accountable to others (e.g., patients, their families, society, and the profession)
- Accepts responsibility for his/her errors and explores ways to prevent errors from occurring in the future
- Confronts individuals who demonstrate unprofessional behavior
- Does not participate in activities that impair judgment or compromise patient care responsibilities
- Accountable for his/her academic and professional performance

Ethically Sound Decision-Making

- Demonstrates an awareness of professional norms, laws, and behavior; knowledgeable of theories and principles underlying ethical conduct
- Adheres to high ethical and moral standards
- Able to cope with a high degree of complexity and uncertainty
- Controls emotions appropriately even under stressful conditions; maintains personal boundaries
- Prioritizes responsibilities properly

Leadership

- Contributes to the profession; actively involved in professional organizations or other venues
- Proactive in solving social and professional challenges
- Helps promote a culture of professionalism
- Embraces and advocates for change that improves patient care
- Encourages current and future pharmacists in their professional development

Definitions and Guidelines for Unprofessional Behavior

All unprofessional behavior is a violation of the Honors, Ethics, and Professionalism Code of Conduct. Unprofessional behavior includes any act or omission that is unethical, improper, or ill-advised in view of accepted pharmacy practice or procedure and/or in violation of any regulations or laws governing the profession of pharmacy. Although the following list of guidelines is not exhaustive, failure to follow any of the requirements listed below constitutes unprofessional behavior in the clinical or classroom setting.

Code of Conduct

Respect and Concern for the Welfare of Patients

- Treat patients and their families with respect and dignity both in their presence and in discussions with others.
- Recognize when one's ability to function effectively is compromised and ask for relief or help.
- Recognize the limits of their competence in the care of patients and seek supervision or advice before acting.
- Not use alcohol, illicit or prescription drugs in a manner that could compromise themselves or patient care. Please refer to the Policy on Substance Use for further detail.

Respect for the Rights and Property of Others

- Refrain from contributing to or engaging in any activity that disrupts or obstructs the teaching activities of ACP. This policy refers to activities on campus or at affiliated training sites, including rotation sites.
- Interact with other professionals, staff, and peers in a considerate manner and with a spirit of collegiality and cooperation.
- Act with an egalitarian spirit toward all persons encountered in a professional capacity regardless of race, religion, sexual preference, or socioeconomic status.
- Respect the patient's modesty and privacy of information.

Trustworthiness

- Be truthful in communications with others.

- Maintain confidentiality of patient information in accordance with HIPAA regulations.
- Admit errors and not knowingly mislead others for self-promotion at the expense of the patient.
- Not represent his or herself as a pharmacist, physician, physician's assistant, nurse practitioner, or other health professional (other than a pharmacy student/intern).
- Accurately acknowledge the sources of all information. Failure to do so will be considered plagiarism.

Responsibility and Sense of Duty

- Participate responsibly in patient care or research to the best of their ability and with the appropriate supervision.
- Undertake clinical duties and persevere until they are complete.
- Notify the responsible party if something interferes with their ability to perform clinical or academic tasks effectively.

Ethical and Legal Consciousness

- Abide by all regulations, rules, and laws related to healthcare and the pharmacy profession.
- Accept disciplinary action taken against him or her.
- Adhere to all rules and policies of individual institutions or organizations as they apply to themselves.

Professional Demeanor

- Maintain a neat and clean appearance and dress in attire that is accepted as professional to the population served. Guidelines for the professional dress code may be found in the Professional Attire section of this handbook.
- Be thoughtful and professional when interacting with patients, their families, and other health professionals.
- Avoid offensive language, gestures, inappropriate remarks, and all forms of violence and threats.
- Be punctual when attending classes, meetings, appointments, patient care settings, rotation sites, or other ACP-related activities.
- Desist from purposely submitting false or misleading information on a *curriculum vitae* concerning academic details, work experience, or any other matter relevant to past pharmacy experience.
- Maintain adherence to ACP's social media policy.

Code of Conduct in the Classroom Setting

Curricular Issues

A student with an individual concern (e.g., illness, family concerns, academic performance) that affects progress in the curriculum should meet with the Course Coordinator and participating faculty members to discuss the issue. Students may also discuss personal issues with their faculty mentors, the Assistant Dean of Student and Alumni Affairs, or the Senior Associate Dean.

For issues that concern the entire class (e.g., examinations, scheduling concerns, course notes/handouts), a process is in place to facilitate open discussion and resolve non-disciplinary issues among course

coordinators, faculty, and students. The initial step is to work with the course coordinator and the student member of the Curriculum/Assessment Committee. Each class shall have a student member of the Curriculum/Assessment Committee who is appointed at the beginning of the academic year. This student member is responsible for communication between the faculty, administration, and students regarding any curricular concerns. If the concern is not resolved, then the student Curriculum/Assessment Committee member should work with the class's SGA president to submit a written complaint or question to the Senior Associate Dean. If the matter is not resolved by the Associate Dean, then the SGA president should submit a written complaint to the Dean for final resolution. The decision of the Dean is final.

Civility

An environment conducive to learning depends on behavior of mutual respect among students, faculty, administration, and staff. ACP does not tolerate disrespect or lack of civility toward any member of the ACP community. Any inappropriate verbal, written, or e-mail remarks that disrespect, harass, discriminate, intimidate, or demean the character of another individual will be dealt with through formal disciplinary procedures.

Etiquette in the Classroom

The student is expected to exhibit self-discipline in the classroom. Certain behaviors are prohibited during class time. Although not exhaustive, the following behaviors are prohibited:

- Habitually arriving late to class. If you are late and class has already begun, enter the room quietly and take the first open seat.
- Confronting the instructor in an angry fashion. This type of behavior creates an unacceptable environment for all parties involved.
- Conversation or making noise during the presentation of material. Waiting until the breaks during lecture time to converse with other students is the accepted way to discuss issues.
- Walking in and out of the classroom during presentations. The expectation is that students should remain seated for the entire presentation. If you must leave, do so as quietly as possible with minimal disruption.
- Habitually leaving class early. The expectation is that students will attend class in its entirety.
- Overt inattentiveness. Students should attempt to pay attention for the full length of a class. Reading books, newspapers, surfing the internet for non-academic information, or working on assignments for another class is not acceptable. Being overtly inattentive is disrespectful to the instructor and other students in the class.
- Ringing cell phones. Cell phones should be placed on silent or turned off during classes and labs.
- Text messaging is not permitted during class time.
- Not showing patience or courtesy to other students when they ask a question or make a statement. The expectation is that students will show respect for one another when they speak; material that is clear to some may not be evident to others.
- Dominating classroom discussion or interrupting the instructor. The expectation is that students will not interrupt other students or the instructor while speaking.
- Sleeping in class. This is very distracting to classmates and disrespectful to faculty.

- Dressing inappropriately. All students should adhere to the ACP Dress Code as stated in the Professional Attire section of this handbook.
- Inappropriate laptop/computer use. During class, computers may be used for note-taking or other academically-related purposes only. Activities such as e-mailing, watching movies, instant or text messaging, searching the internet, use of Facebook or other social media sites, etc. will not be permitted in the lecture hall while class is in session.
- Monopolizing the presenter's time with questions that may not be generally relevant to the subject being discussed. Students that have specific questions should approach the instructor following the lecture or during office hours.
- Eating or drinking in the lecture halls.
- Chewing gum in such a way that it makes noises that will be distracting to neighboring students.
- Shuffling through papers, cleaning out a backpack or purse during lecture.
- Attending class under the influence of alcohol or other drugs.

Etiquette in the Experiential Setting

While on rotation in the early, core, and advanced pharmacy practice experiences, professional behavior and adherence to ACP policies as well as any specific site requirements is expected at all times. Students must dress in appropriate and professional attire while at any experiential learning site. This includes dress shirts, pants and ties for men and skirts/dresses/slacks for women or attire conforming to the policies of the experiential site. White clinical lab coats should also be worn along with the ACP identification badge. For other details regarding ACP's professional dress code, refer to the *Student Handbook and Course Catalog*.

Addressing Unprofessional Behavior and Code of Conduct Violations

Definitions, Hearing Entities, Conflicts of Interest and Subject Matter Authority:

An **Honor, Ethics and Professionalism (HEP) Charge** is a written complaint filed against a student for an alleged violation of the Honor Code, the Code of Conduct, or for unprofessional behavior. An HEP charge may be filed by an administrator, faculty or staff member, preceptor, or by another student.

The **Review Panel** is an informal resolution process responsible for hearing HEP charges for alleged violations of the Code of Conduct and unprofessional behavior where the alleged violation is minor (dress code violations, habitually late for class, etc.) and the sanctions for such violation would warrant private censure or disciplinary probation. The Review Panel consists of the Assistant Dean of Student and Alumni Affairs (Chair of the Panel), the Senior Associate Dean, and the President of the Student Leadership Council.

The **Honors, Ethics, and Professionalism (HEP) Board** is responsible for hearing HEP charges filed against ACP students regarding alleged violations of the Honor Code, Code of Conduct and unprofessional behavior where the violations are of a consequential nature (breaching confidentiality of patient records, discussing proprietary information regarding rotation sites, etc.), with the exceptions that are the sole province of the Administrative Advisory Board (AAB) as set forth below. Alleged violations of the Code of Conduct and allegations of unprofessional behavior shall include student conduct within the academic setting and conduct while attending ACP sponsored events. The standing HEP Board shall

consist of the P2 Class President, the P1 Class President, three faculty members or preceptors appointed by the Dean, and the Assistant Dean of Student and Alumni Affairs, who shall serve as chair. The Senior Associate Dean serves as an ex-officio, non-voting member. If a conflict of interest exists, the conflicted individual shall recuse himself from the HEP Board, and an ACP full-time faculty member or preceptor will be assigned by the Dean to fill that vacancy. In the event that the Dean is the Complainant, replacements for recused HEP Board members shall be appointed by the Senior Associate Dean. Additional HEP Board members from ACP's full and part time faculty roster may be appointed by the Dean (or the Senior Associate Dean in the event of the Dean's conflict of interest) on a case by case basis to replace HEP Board members who cannot participate or to further the purposes of ACP's codes of conduct and honor. Any member of the HEP Board that is the Complainant shall recuse himself from hearing the matter and shall take no action to influence the remaining HEP Board members as to an outcome.

The formal hearing is an internal process; legal rules of evidence do not apply and legal counsel may not represent the Grievant or the Respondent. The Honor Code does not provide for formal legal representation at Honor Council proceedings.

ACP's **Administrative Advisory Board (AAB)** includes the Dean, Senior Associate Dean of Curriculum, Assistant Dean of Students and Alumni Affairs, Chief Financial Officer, the Director of Academic Records, and both faculty department chairs. AAB shall have original jurisdiction to hear all HEP charges that, if proved, could give rise to a criminal charge, potentially involves the violation of a contract between ACP and any party, or could negatively impact ACP's financial status or expose ACP to civil or criminal liabilities. Any member of AAB that is the Complainant shall recuse himself from hearing the matter and shall take no action to influence the remaining AAB members as to an outcome.

Conflicts of Interest: Any person serving on the HEP Board or AAB during this process shall recuse himself if he: is the Complainant, is the victim of the alleged acts of the student, or has a relation (spouse, fiancé, romantic or outside business partner, child, parent, sibling, or any member of his household) who is the Complainant or the student, or is a victim of the alleged acts of the student. Unless otherwise set forth herein, the recused person's replacement on AAB shall be appointed by the next person in ACP's chain of command that does not have a conflict of interest. Such replacement may be an ACP Associate Dean or Assistant Dean, full-time ACP faculty member, or the Director of Advancement.

Procedures for Addressing Unprofessional Behavior and Code of Conduct Violations

The following procedures are established by ACP to address a student's alleged unprofessional behavior, violations of the Code of Conduct or Honor Code, and other HEP charges against ACP's Doctor of Pharmacy (PharmD) students, including those students applying for re-admission.

The HEP Charge Process

Suspension of the Student or HEP charge Respondent:

Whether or not an official HEP charge has been filed, the Dean or any of ACP's Associate Deans may impose and enforce an immediate suspension of a student from ACP programs and premises in

situations involving: any felony charge; any misdemeanor charge involving acts of violence, fraud, theft, abuse of alcohol or stalking; intentional injury or threats of potential injury to members of ACP's community; intentional damage to ACP's property or the property of others that is located on ACP's campus or premises such as clinical sites; or other serious or imminent threats of injury posed by the student to himself or others that reasonably requires an immediate suspension on an emergency basis to be articulated as soon as practicable by the Dean or Associate Dean.

The Dean may modify or reverse the student's suspension upon written application for good cause shown pending a formal hearing before the HEP Board or AAB that is initiated by the filing of a formal HEP charge. If the Dean is the person who imposed the original suspension, then any appeal of same shall go to the President.

Pre-emptive Authority of the Dean:

Unless otherwise provided herein, the Dean **shall** in all cases of felony charges, or any alleged crime involving the illegal use, possession, or distribution of drugs, suspend the student from ACP and postpone any pending HEP charge process until the criminal proceeding is concluded and all rights of appeal have expired. If the student is found guilty of or pleads guilty or no contest to such criminal charges, then the Dean shall pre-empt the HEP charge process and immediately dismiss the student from ACP for cause.

If the criminal charges are non-drug related misdemeanors in nature or have been dismissed or nolle prossed, the AAB shall hear and rule upon the HEP charge. If at any time prior to or during the ACP hearing process the student admits to facts that amount to a violation of state or federal felonies or crimes involving illegal drugs, the AAB hearing shall be postponed, the student summarily suspended, and the matter may be referred by the Dean or President to law enforcement along with any recordings, documents, witness statements, or transcripts requested by law enforcement personnel. ACP employees and officials shall cooperate fully with any resulting investigations or criminal proceedings. Should law enforcement inform ACP that the student is not being charged, is found not guilty, or the charge has been nolle prossed, then the student may request that the HEP charge process continue to conclusion pursuant to the procedures set forth herein. The student may not return to class or clinical sites until the HEP charge process is concluded in his favor and terms and conditions thereto have been specified in writing by the Dean or his assign.

Confidentiality:

Specific details of the HEP charge and ACP proceedings shall remain confidential unless otherwise found to be reportable to law enforcement as set forth herein. The Complainant, members of the entity hearing the allegations, and ACP students and employees called to testify in the matter for ACP shall not otherwise disclose the proceedings or their contents unless compelled to do so by a Court of competent jurisdiction, a duly appointed arbitrator, or exceptions provided elsewhere herein.

Matters, including testimony and exhibits, that are deemed by the ACP entity hearing the HEP charge to be trade secrets, medical information protected by state or federal privacy laws, or involve the mental evaluation of a party or witness, shall not be made part of the transcript of the hearing but shall be kept in a secure location in the event same is sought by persons or agencies with the legal right to access them. Other testimony and exhibits that would violate laws or restrictions regarding privacy, contracts, or personal identity, such as Social Security numbers, shall be redacted from the hearing transcript and

secured for safekeeping upon request from the party or witness that could be affected by such release or upon the Dean's own initiative.

Immunity:

Members of entities hearing the HEP charge and ACP, its employees, officials, representatives, and agents shall be immune from liability for reporting evidence or information that may give rise to a violation of criminal statutes to law enforcement unless same is shown to be knowingly false and done with actual malice. This immunity is part of the conditions precedent for the student to obtain a hearing before ACP's hearing entities involving such information, and the student's act of filing a response to the HEP charge or other disciplinary process against him shall be presumed to be an acknowledgement of this immunity feature. Otherwise, the student shall be suspended from ACP pending the outcome of any felony or drug related investigation or proceedings and not allowed to return to ACP regardless of the outcome in criminal court until the appropriate hearing entity has heard and decided the HEP charge under the cloak of the foregoing provisional immunity.

Honor Code of Academic Integrity

Students are responsible for learning and upholding professional standards of their academic work and chosen profession.

Honor Code Reaffirmation

ACP has developed an "Honor Code reaffirmation pledge" to reinforce the importance of academic integrity when addressing cheating and plagiarism. This pledge applies to all individual examinations and assignments for classes, clinics, internships, and all other types of instruction offered by ACP. By signing or turning in any examination or assignment, students reaffirm the honor code and confirm that the work is their own and that they have not received unauthorized assistance on the assignment.

Individual work is an academic effort completed independently, without giving or receiving assistance from another. The definition of collaborative work is academic effort that may be completed in collaboration with others as directed by the instructor. All work should be considered to be individual work unless the instructor specifies otherwise. For all examinations and academic work, instructors may require students to sign the following pledge:

"I reaffirm the Appalachian College of Pharmacy Honor Code and have not given or received unauthorized assistance on this assignment or examination"

Student's signature:

Date:

Regardless of the presence of a signed pledge statement, students will be held responsible when they violate established codes of conduct as described below.

Honor Code of Academic Integrity Violations

The following six categories are included in the violation of academic integrity:

1. Cheating in the Academic Setting

Definition: *Using or attempting to use unauthorized materials, information, notes, student aids, or other devices, or obtaining unauthorized assistance from any source for work submitted as one's own individual efforts in any class, clinic, assignment, or examination.*

Examples:

- Copying from another student's paper or test, or receiving assistance from another person during an exam or other assignment in a manner not authorized by the instructor.
- Possessing, buying, selling, removing, receiving, or using at any time or in any manner not previously authorized by the instructor a copy or copies of any exam or other materials (in whole or in part) intended to be used as an instrument of evaluation in advance of its administration.
- Making a copy of any exam, quiz, or individual questions from an exam or quiz by any means (hand written copies, electronic copies, etc.) and removing those exams, quizzes, or questions from the classroom during or after an exam or quiz.
- Using material or equipment not authorized by the instructor during a test or other academic evaluation, such as crib notes, a calculator, tape recorder, PDA, cellular phone, or other personal electronic device.
- Working with another or others on any exam, take-home exam, computer or laboratory work, or any other assignment when the instructor has required independent and unaided effort.
- Attempting to influence or change an academic evaluation, grade, or record by deceit or unfair means, such as: (1) damaging the academic work of another student to gain an unfair advantage in an academic evaluation; (2) marking or submitting an exam or other assignment in a manner designed to deceive the grading system.
- Submitting without prior permission the same academic work that has been submitted in identical or similar form in another class or in fulfillment of any other academic requirement at ACP.
- Permitting another to substitute for one's self during an exam or any other type of academic evaluation.
- Gaining an unfair advantage in an academic evaluation by receiving specific information about a test, exam, or other assignment.

2. Plagiarism in the Academic Setting

Definition: *Representing orally or in writing, in any academic assignment or exercise, the words, ideas, or works of another as one's own without customary and proper acknowledgement of the source.*

Examples:

- Submitting material or work for evaluation, in whole or in part, which has been prepared by another individual(s) or commercial service.
- Directly quoting from a source without the customary or proper citation.
- Paraphrasing or summarizing another's work without acknowledging the source.
- Downloading material from websites without appropriate documentation.

3. Facilitating Academic Dishonesty

Definition: *Helping or attempting to help another person commit an act of academic dishonesty.*

Examples:

- Providing assistance to another during an exam or other assignment in a manner not authorized by the instructor.
- Acting as a substitute for another in any exam or any other type of academic evaluation.
- Providing specific information about a recently given test, exam or other assignment to another student who thereby gains an unfair advantage in an academic evaluation.
- Providing a copy or copies of any exam, quiz, or individual questions impermissibly obtained from an exam or quiz by any means (hand written copies, electronic copies, etc.) to any other student.
- Permitting one's academic work to be represented as the work of another.
- Preparing for sale, barter, or loan to another such items as unauthorized papers, notes or abstracts of lectures and readings.

4. Abuse of Academic Materials

Definition: *Destroying or making inaccessible academic resource materials constitutes abuse of academic materials.*

Examples:

- Destroying, hiding, or otherwise making unavailable for common use library, computer, or other academic reference materials; and destroying, hiding, or otherwise making unavailable another's notes, experiments, computer programs, or other academic work.

5. Stealing

Definition: *Taking, attempting to take, or withholding the property of another which is \$200.00 or less in value, thereby permanently or temporarily depriving the owner of its use or possession. Any theft of property in excess of \$200.00, or allegations thereof, regardless of the setting, shall be referred by the Dean directly to AAB for adjudication and further referral to law enforcement should AAB so adjudge.*

Examples:

- Unauthorized removal of library materials, examinations, computer programs, or any other academic materials, including obtaining advance access to an examination through collusion with an ACP employee or otherwise; and taking, without express permission, another's academic work, such as papers, computer programs, laboratory experiments, or research results.

6. Lying or Willful Misrepresentation of the Facts In The Academic Setting

Definition: *Making any oral or written statement within the academic setting that the individual knows to be untrue.*

Examples:

- Making a false statement to any instructor or other ACP employee in an attempt to gain an advantage or exception; falsifying evidence or testifying falsely in a HEP Board, AAB, or other administrative interview or investigative proceeding; inventing or counterfeiting data,

research results, research procedures, internship or practicum experiences or other information; and citing a false source for referenced material/data.

7. Any Form of Academic Honesty Not Previously Defined that Provides a Student an Unfair Advantage.

Procedures for Processing the HEP charge

The following procedures are established by ACP to address violations of the Honor Code of Academic Integrity (Honor Code) or any of the policies, rules, and regulations set forth herein:

1. Reporting

Any member or members of the ACP community (hereinafter Complainant) may bring a HEP charge against a student or a group of students under this Policy for any academic or non-academic action or inaction that is an alleged violation of the Honor Code or any of the policies, rules and regulations, or other duly-adopted disciplinary rules and procedures set forth herein including, but not limited to, alleged violations of local, state, and federal criminal laws, breaches of ACP contract terms with any party, including experiential sites, or collaborating with others to violate such laws, rules, procedures, or contracts. A HEP charge regarding alleged violations must be initially submitted in writing to the Director of Student Services and Alumni Affairs (hereinafter Director of Student Services), or his designee, and the Complainant shall have and articulate a reasonable suspicion of, or documentation in support of, the alleged violation.

2. Preliminary Evaluation

All HEP charges against ACP students shall be forwarded to and previewed by the Assistant Dean of Student and Alumni Affairs (hereinafter Assistant Dean) (or his designee in the event of a conflict of interest). If the Assistant Dean finds that there is not sufficient evidence to proceed, the charges are dropped. Minor HEP charges regarding Code of Conduct and unprofessional behavior (dress code violations, habitually late for class, etc.) may be directed to the Review Panel. Honor Code violations, unprofessional behavior or Code of Conduct violations of a consequential nature (breaching confidentiality of patient records, discussing proprietary information regarding rotation sites, etc.) shall be directed to the HEP Board. HEP charges that, if proved, could give rise to a criminal charge, potentially involves the violation of a contract between ACP and any party, or could negatively impact ACP's financial status or expose ACP to civil or criminal liabilities shall be directed to the AAB.

3. HEP Charge Referral

If the Assistant Dean of Student and Alumni Affairs finds that the HEP charge should go forward via an informal resolution process or be referred to the HEP Board or AAB, the Assistant Dean of Student and Alumni Affairs shall provide a copy of the HEP charge to the student charged with the alleged violation. The student (hereinafter "Respondent") may exercise certain rights to file a written response and participate in any subsequent hearings as set forth herein.

4. Informal HEP Charge Process

If the HEP charge is minor and the sanctions for such violation would warrant private censure or disciplinary probation, the HEP charge may be resolved under the informal resolution procedure.

The informal resolution process shall be facilitated by the Assistant Dean of Student and Alumni Affairs, the Senior Associate Dean, and the President of the Student Leadership Council (or designee) and shall be referred to hereinafter as the “Review Panel”. The Review Panel shall meet with the Respondent and the Respondent shall provide an oral or written response to the HEP charge. Upon hearing testimony regarding the HEP charge and evaluating any evidence presented, the Review Panel may render a decision whether the Respondent violated the Code of Conduct or committed unprofessional behavior. If the Review Panel renders a decision and a violation is found, the Review Panel shall impose a sanction of either private censure or temporary probation, based upon the circumstances of the HEP charge and the severity of the violation. Alternatively, if the Review Panel determines that the HEP charge should be heard by the HEP Board, the Panel may decline to render a decision on the HEP charge and shall forward the HEP charge to the HEP Board.

The Respondent has five (5) business days to appeal the HEP charge to the Dean. In the event that the Dean is the Complainant, the Respondent student has five (5) business days to appeal the HEP charge to the President. The Dean or President shall have ten (10) business days to render a decision on the appeal. The decision of the Dean or the President shall be final. A brief summary of the accusation and resolution shall be recorded by the Review Panel and a copy of the summary report shall be placed in the file of the Respondent.

5. Formal HEP charge Process

If the HEP charge is not decided under the informal resolution procedure, the HEP charge shall be heard under the formal HEP charge process by the HEP Board, except for HEP charges that are the sole province of the AAB as set forth heretofore.

6. Notice

Hearings by Honors, Ethics and Professionalism (HEP) Board

If it is determined that the HEP charge will be heard by the HEP Board, the Assistant Dean of Student and Alumni Affairs shall serve the Respondent with a copy of the HEP charge and exhibits attached thereto and provide the Respondent with the following information and notices by cover letter and referring the Respondent to the Student Handbook in general and this hearing process policy in particular:

- 1) The HEP Board will be handling the matter; the formal hearing is an internal process; legal rules of evidence do not apply and legal counsel may not represent the Grievant or

the Respondent. The Honor Code does not provide for formal legal representation at HEP Board proceedings;

- 2) Respondent's graduation may be deferred by the Dean until the HEP charge is resolved;
- 3) That it is the Respondent's duty prior to responding to the HEP charge or attending any subsequent hearing to familiarize himself with all relevant policies and procedures in this Student Handbook, in its entirety, whether or not each and every policy and procedure is set forth in this hearing process notice. The Respondent has the right to obtain counsel prior to responding to the HEP charge, and that if the Respondent retains legal representation, that HEP charge shall be heard by the AAB. The decision by a Respondent to retain legal counsel shall be deemed a waiver of the right to have the HEP charge heard by the HEP Board.
- 4) Respondent has five (5) business days to submit a written response to the HEP charge which shall include either an acknowledgement that the Respondent committed the acts charged in the HEP charge, or a statement that the Respondent denies committing the acts charged in the HEP charge, along with any explanation he wishes to submit;
- 5) If the Respondent admits to the allegations, a hearing will proceed as to the appropriate sanctions as set forth herein,
- 6) If the Respondent admits to some of the allegations, but not all, then the admitted allegations are to be considered founded, and the contested allegations will proceed onto a full hearing as set forth herein;
- 7) Respondent has the right to participate in any formal hearing relevant to the HEP charge;
- 8) Respondent has a right to present a written or oral statement on his behalf at the hearing, present witnesses to testify about relevant information, and present relevant evidence in the form of written or otherwise tangible form;
- 9) Respondent may seek advice from his faculty advisor, and the advisor may attend the evidentiary hearing except that the faculty advisor is prohibited from providing legal advice (i.e. interpretation of or advice regarding state or federal law, legal rights, regulations, or procedure) to the Respondent;
- 10) The faculty advisor may not conduct his own investigation into the basis of the HEP charge, question any party or witness before or during the hearing, testify as a fact witness, or attempt to have any influence upon the decision making process itself outside of the hearing setting;
- 11) The faculty advisor may, during the hearing only, raise in a professional manner any procedural issue regarding ACP's policy guidelines and hearing process and request the hearing Chair to rule upon the issue before the hearing resumes with the understanding that the Chair's decision is subject to the majority vote of the hearing entity, including the Chair's vote, and is final and not to be further debated by the faculty advisor, the Respondent, or the Complainant;

Hearings by Administrative Advisory Board (AAB)

If the HEP charge will be heard by the Administrative Advisory Board (AAB), the Assistant Dean of Student and Alumni Affairs shall serve the Respondent with a copy of the HEP charge and exhibits attached thereto and provide him with the following information and notices by cover letter and referring the Respondent to the Student Handbook in general and this hearing process policy in particular:

- 1) Respondent's graduation may be deferred by the Dean until the HEP charge is resolved;
- 2) That it is the Respondent's duty prior to responding to the HEP charge or attending any subsequent hearing to familiarize himself with all relevant policies and procedures in this Student Handbook, in its entirety, whether or not each and every policy and procedure is set forth in this hearing process notice, and that the Respondent has the right to obtain counsel prior to responding to the HEP charge and that such counsel is subject to the policies herein.
- 3) The ABB will be handling the matter;
- 4) Respondent has five (5) business days to submit a written response to the HEP charge which shall include either an acknowledgement that the Respondent committed the acts charged in the HEP charge, or a statement that the Respondent denies committing the acts charged in the HEP charge, along with any explanation he wishes to submit;
- 5) If the Respondent admits to the allegations, a hearing will proceed as to the appropriate sanctions as set forth herein,
- 6) If the Respondent admits to some of the allegations, but not all, then the admitted allegations are to be considered founded, and the contested allegations will proceed onto a full hearing as set forth herein;
- 7) Respondent has the right to participate in any formal hearing relevant to the HEP charge;
- 8) Respondent has a right to present a written or oral statement on his behalf at the hearing, present witnesses to testify about relevant information, and present relevant evidence in the form of written or otherwise tangible form;
- 9) Respondent may seek advice from his faculty advisor, and the advisor may attend the evidentiary hearing except that the faculty advisor is prohibited from providing legal advice (i.e. interpretation of or advice regarding state or federal law, legal rights, regulations, or procedure) to the Respondent;
- 10) The faculty advisor may not conduct his own investigation into the basis of the HEP charge, question any party or witness before or during the hearing, testify as a fact witness, or attempt to have any influence upon the decision making process itself outside of the hearing setting;
- 11) The faculty advisor may, during the hearing only, raise in a professional manner any procedural issue regarding ACP's policy guidelines and hearing process and request the hearing Chair to rule upon the issue before the hearing resumes with the understanding that the Chair's decision is subject to the majority vote of the hearing entity, including the Chair's vote, and is final and not to be further debated by the faculty advisor, the Respondent, or the Complainant;

- 12) Respondent may retain counsel of his choice, and such counsel cannot attend the actual hearing but may serve as a legal advisor outside the hearing room as needed by the Respondent, particularly in questions regarding possible self-incrimination if the HEP charge alleges facts that, if proved, would amount to the violation of local, state, or federal criminal statutes;
- 13) That in order to avoid any potential interference with the client/attorney relationship, and avoid any conflict of interest or allegations that the faculty advisor (and by inference ACP) is providing legal advice or obtaining client/attorney confidentialities or strategies from the Respondent the faculty advisor shall immediately cease his role as advisor to the Respondent if the Respondent has legal counsel. The faculty advisor shall have no further communication with the Respondent or the Respondent's legal counsel, except that the faculty advisor may assist the Respondent during the AAB hearing with respect to ACP procedural issues only;
- 14) That such faculty advisor is otherwise prohibited from further involvement in the HEP charge process or subsequent proceedings from the moment that Respondent or his lawyer advises that he has legal counsel;
- 15) That the subsequent withdrawal of Respondent's legal counsel shall not allow the faculty advisor to resume his advisory role on behalf of the Respondent other than the limited role set forth herein, nor is ACP required to appoint or allow a new faculty advisor to represent the Respondent due to the aforesaid concerns;
- 16) That ACP legal counsel may be present at any proceeding or meeting related to the HEP charge to advise the hearing entity or its Chair regarding the appropriate rules and procedures involved and to respond to any legal questions of law posed by members of the hearing entity;
- 17) That ACP counsel cannot question or impeach the Complainant, Respondent, or any witnesses, respond to their questions of law, or make arguments about what the final decision should be;
- 18) That the hearing process and ACP counsel may further be governed as more specifically set forth in the policies found elsewhere herein;

7. Acknowledgement of Violation

If the Respondent acknowledges in the written response that he committed the acts charged in the HEP charge, the hearing entity shall meet to determine the sanctions to be imposed pursuant to the guidelines set forth herein, The Respondent has the right to attend such sanctions hearing and put on evidence and testimony in mitigation of such sanctions using the same rules of evidence and procedure as set provided herein for the Board conducting the hearing.

If the Respondent denies committing the acts charged in the HEP charge, a full evidentiary and sanctions hearing shall be scheduled on a mutually agreeable date and the following procedure shall apply:

8. Evidence

All evidence, including lists of witnesses to testify at the hearing and exhibits to be offered, shall be exchanged among the Complainant and Respondent, or their representatives, five (5) business days prior to a hearing scheduled before the HEP Board or the AAB. Any supplemental evidence to be introduced or adduced at the hearing as a result of the review of the previously submitted evidence, witness list, and exhibits shall be likewise exchanged at least two (2) days prior to the hearing. Otherwise, any non-disclosed evidence and witnesses will not be allowed to be presented at the hearing or subsequent appeals.

The hearing Chair appointed by this policy or the hearing entity may exclude evidence, written or oral, that is repetitive, speculative, irrelevant, slanderous, or offered on its face merely to intimidate or embarrass a party or witness. Further, the Chair may exclude such evidence if it is not admissible as evidence by the courts of Virginia except that the use of hearsay is allowed on a limited basis such as the authentication of documents which is not available through other sources due to the lack of subpoena authority. No witness may testify about what someone else told them unless that witness is referring to the Complainant or the Respondent or such testimony is corroborated by another witness who is disinterested in the outcome of the proceeding who was present at the time the statement was made or the statement was made in writing signed by the Complainant or Respondent and such writing is presented along with the hearsay testimony. Polygraph results are specifically not admissible by any party or witness as they have been deemed unreliable by the Virginia Supreme Court. Upon a challenge by the Complainant, Respondent, faculty advisor, or a member of the hearing entity, the hearing Chair's ruling on admissibility may be subjected to majority vote by the hearing entity, including the Chair's vote, and such decisions shall be final and not open to further debate or objection.

ACP does not hold the authority to issue subpoenas. Therefore, obtaining evidence from sources outside of ACP's control shall be the responsibility of the party seeking that information. However, no HEP charge process shall be terminated or abandoned due to the inability of ACP to compel the appearance of a witness or presentation of evidence. ACP will provide reasonable assistance to all parties in obtaining records and information maintained by ACP, if deemed appropriate by the Dean or his designee. No records or information that are considered by accrediting agencies, state or federal law, or privacy requirements to be confidential shall be released by ACP without the written permission of the person or entity protected by such requirements. If the identity of the person or entity contained in such information or document can be kept confidential through redaction of his or its name or other identifying information, in the opinion of the Dean or his designee and upon concurrence of ACP's counsel, then such evidence may be introduced if it meets the other criteria set forth herein.

HEP charges shall be decided on the basis of evidence presented. Lack of witnesses or evidence will not create presumptions that the testimony and evidence would be favorable to the Complainant or the Respondent except that the refusal by any party or witness to answer questions based upon the Fifth Amendment protection against self-incrimination can raise certain presumptions as provided in state and federal law. The members of the entity hearing the evidence shall not conduct their own investigation into the HEP charge unless allowed to do so under this policy.

Other than actions allowed herein during the actual hearing, the Complainant, Respondent, or their representatives or persons acting in their behalf, shall not directly or indirectly contact or “lobby” one or more of the hearing entity members considering the evidence or by direct or indirect ex parte communications attempt to influence such proceeding. Such conduct by the Complainant may result in the HEP charge being summarily dismissed and subject the Complainant to disciplinary proceedings set forth in this or other ACP policies, and such conduct by the Respondent may result in a summary finding of a violation of the Honor Code in addition to upholding all or part of the HEP charge based upon the evidence presented only by the Complainant and his witnesses. In such a proceeding, the Respondent may be present but may not question witnesses or present evidence except to provide opening and closing remarks with reference to exhibits or testimony provided by the Complainant and to speak in mitigation of sanctions should he be found to have committed all or part of the elements of the HEP charge.

It is crucial that all HEP charge proceedings be kept confidential and that the members of the hearing entity and the ACP community shall not in any form release or disseminate any information received by them that in anyway touches upon the HEP charge and the hearing process unless compelled to do so by an authority that has legal access to such information. The hearing entity shall act only through its Chair after all the evidence is in and a decision has been reached upon a majority vote.

9. Hearing Procedure

HEP Board Hearing Procedure

- 1) Any hearing entity member who has a conflict of interest (as hereinabove defined) regarding the HEP charge, the Complainant, or the Respondent, must recuse himself or, if he refuses to voluntarily recuse himself, shall be removed and replaced (as provided hereinabove) upon a finding by the hearing entity that such conflict of interest exists. If the complainant is an ACP administrative official that fact alone is not to be considered a conflict of interest for ACP employees or students sitting upon the hearing entity as all such employees and students are required and expected to be professional and fair in all such proceedings.
- 2) The hearings and all information associated with the HEP charge shall not be open or released to the public and will be conducted in a manner that preserves confidentiality to the most reasonable extent possible.
- 3) All witnesses, except the parties (Complainant and Respondent) shall be excluded from the hearing until they are called to testify and shall exit the hearing as soon as their testimony ends.
- 4) The hearing Chair can require any ACP employee or student to remain available for recall as a witness until excused.
- 5) All witnesses, including the Complainant and Respondent, will be required to affirm that the information they are presenting is accurate and complete to the best of their knowledge, and the refusal by such witness to so affirm shall exclude his testimony or evidence.

- 6) The hearing is an internal academic process, accordingly the rules of evidence are not to be strictly applied except for those matters expressly allowed or disallowed herein.
- 7) The hearing Chair will determine admissibility of evidence unless the members of the hearing entity, including the Chair, by majority vote, reverse the Chair upon request of the Complainant, Respondent, or faculty advisor.
- 8) Complainant and Respondent(s) and any witnesses who are students or employees of ACP may be reminded by the Chair that during the hearing they are still under ACP codes of conduct which, among other prohibitions, explicitly prohibits lying.
- 9) The hearing Chair or his designee shall maintain an audio record of the hearing. Such designee shall be an ACP employee who is under the same confidentiality guidelines as all hearing participants. If the Complainant or Respondent, or his representative, requests a transcript of the proceeding, he shall pay the costs of same in advance of the transcript being typed. The Complainant may order a transcript at his cost as well or be provided a copy of any transcript provided to the Respondent for the costs of copying. Complainants that are ACP employees or officials are not required to pay for requested transcripts, and if they are provided this service the Respondent may request a copy for the costs of copying. The transcript and any exhibits attached thereto may be subject to subpoena through civil or criminal processes beyond the control of ACP, so all parties and witnesses that are ACP employees or students are charged with this knowledge.
- 10) The Complainant may present witnesses to testify to relevant information.
- 11) The Respondent and members of the hearing entity shall have an opportunity to question the Complainant and his witnesses about relevant information and his testimony.
- 12) The hearing entity will then meet in closed session (no recordings allowed) to determine whether the HEP charge has been proven by a preponderance of the evidence (whether it is more likely than not that the Respondent has committed the violation).
- 13) The hearing entity shall decide the matter by majority vote.
- 14) Within five (5) days of the evidentiary decision being rendered, it shall be forwarded in writing by the Chair via hand delivery or e-mail to the Complainant and Respondent, , and copied to the hearing entity members
- 15) Only the Respondent shall be provided a written copy of or information about the sanctions imposed except such report shall be simultaneously submitted to the Dean, and the Dean shall apply the sanction administratively and provide the outcome to the appropriate record keeping person at ACP, including ACP counsel, as needed in order to adhere to proper record keeping and legal review procedures.
- 16) Any ACP employee, representative, or student improperly disclosing information about the hearing or its outcome may be subject to applicable ACP disciplinary procedures. Although probably ill-advised, the Respondent may accurately disclose the hearing process and sanctions imposed without such disclosure being the basis of further disciplinary procedure against the Respondent as a First Amendment right. Unless authorized in writing by the Respondent, any person or agency representative not listed herein asking to receive the aforesaid confidential information shall be referred to ACP counsel without further comment.

17) If it is determined by majority vote that the Respondent committed the alleged offense or offenses, then the hearing entity deciding the matter shall use the approved sanction guidelines to determine, again by majority vote, the appropriate sanctions. Sanctions include, but are not limited to the following:

- i. **Private censure** – a letter from the person or entity that decided the matter, signed by the Chair, stating that the Respondent acted with impropriety. The letter shall be included in the Respondent’s student file for a designated specified time, and if no such time is designated the letter shall be a part of the Respondent’s permanent file maintained by ACP.
- ii. **Disciplinary Probation** – imposed for a defined period of time in which the Respondent may not participate in ACP-sponsored extra-curricular activities, serve as an officer in any school or school-related professional organization, or violate any other restrictions, terms, or conditions imposed by the person or entity that decided the matter. The Respondent shall be listed as **not in good academic standing** during the period of probation. If the Respondent is later found to be in violation of applicable ACP policies during this probationary period, a more severe punishment may be imposed by the person or entity hearing the probation violation charge. At the end of the defined period of probation, the Respondent will return to good standing if no further charges are pending. This policy does not apply to academic probation which is covered separately.
- iii. **Suspension** – imposed for a defined period of time in which the Respondent is not permitted to attend classes or be present on campus or at ACP-sponsored events or clinical rotations sites. At the end of the suspension period, the Respondent may apply to the Dean for reinstatement. The Dean, at his sole and absolute discretion, may allow the Respondent to be readmitted to ACP under terms and conditions required of him, and at a minimum such conditions shall include that the Respondent is attending ACP at the will and pleasure of the Dean and, with the concurrence of the ACP Chair, may be dismissed with or without cause with no rights of appeal. By applying for readmission, the Respondent will be deemed to have accepted these conditions and waives all property rights he may have in receiving a PharmD degree from ACP.
- iv. **Dismissal (expulsion)** – the most severe punishment for repeat offenses, probation violations, or one or more serious offenses. Once dismissed, the Respondent shall not be permitted to apply for reinstatement or readmission to ACP.

NOTICE: The policies and procedures set forth herein notwithstanding, any ACP student, whether he is the subject of a pending HEP charge or not, shall be automatically dismissed by the Dean without a right to any hearing set forth hereinabove, if **convicted** of any felony or a misdemeanor involving the illegal use, possession, or transaction of drugs. If such conviction is on appeal, then the student may be suspended from ACP by the Dean pending the outcome of the appeal, and if the student’s appeal is successful ACP reserves the right to process a HEP charge based upon the allegations and evidence contained in the criminal proceeding which will be adjudicated by the “preponderance of the evidence” and not by the criminal standard of proof “beyond a reasonable doubt.” Should the student’s dismissed

criminal charges be expunged by a court of competent jurisdiction and evidence of same is presented to the Dean, the HEP charge evidentiary process shall be governed by the statutes providing the expungement relief. Students **convicted** of non-felony crimes involving alcohol (excluding first offense DUI) larceny, hate crimes, sexual assault, or fraud may also be dismissed by the Dean from ACP under the same procedure set forth in this Paragraph iv as such conduct denotes a disregard for the professionalism and trustworthiness required of pharmacists. Otherwise, the Dean or other Complainant may bring such charges against the offending student for a hearing as set forth herein.

- v. **Other sanctions** - In addition to the sanctions stated above, the Respondent may be subject to other requirements that relate to the founded HEP charge, including but not limited to: restitution of costs incurred by the victim or ACP, or costs of repair or replacement when property is damaged; performance of academic assignments or community services; or successful completion of assigned counseling at the Respondent's cost. If the violation involved any irregularity pertinent to an assessment instrument (exam, quiz, or assignment), the HEP Board has the authority to assign a failing grade or grade change for the course.

AAB Hearing Procedure

- 1) Any hearing entity member who has a conflict of interest (as hereinabove defined) regarding the HEP charge, the Complainant, or the Respondent, must recuse himself or, if he refuses to voluntarily recuse himself, shall be removed and replaced (as provided hereinabove) upon a finding by the hearing entity that such conflict of interest exists. If the complainant is an ACP administrative official that fact alone is not to be considered a conflict of interest for ACP employees or students sitting upon the hearing entity as all such employees and students are required and expected to be professional and fair in all such proceedings.
- 2) The hearings and all information associated with the HEP charge shall not be open or released to the public and will be conducted in a manner that preserves confidentiality to the most reasonable extent possible.
- 3) All witnesses, except the parties (Complainant and Respondent) shall be excluded from the hearing until they are called to testify and shall exit the hearing as soon as their testimony ends.
- 4) The hearing Chair can require any ACP employee or student to remain available for recall as a witness until excused.
- 5) All witnesses, including the Complainant and Respondent, will be required to affirm that the information they are presenting is accurate and complete to the best of their knowledge, and the refusal by such witness to so affirm shall exclude his testimony or evidence.
- 6) The hearing is an internal academic process, accordingly the rules of evidence are not to be strictly applied except for those matters expressly allowed or disallowed herein.

- 7) The hearing Chair will determine admissibility of evidence unless the members of the hearing entity, including the Chair, by majority vote, reverse the Chair upon request of the Complainant, Respondent, or faculty advisor.
- 8) Complainant and Respondent(s) and any witnesses who are students or employees of ACP may be reminded by the Chair that during the hearing they are still under ACP codes of conduct which, among other prohibitions, explicitly prohibits lying.
- 9) The hearing Chair or his designee shall maintain an audio record of the hearing. Such designee shall be an ACP employee who is under the same confidentiality guidelines as all hearing participants. If the Complainant or Respondent, or his representative, requests a transcript of the proceeding, he shall pay the costs of same in advance of the transcript being typed. The Complainant may order a transcript at his cost as well or be provided a copy of any transcript provided to the Respondent for the costs of copying. Complainants that are ACP employees or officials are not required to pay for requested transcripts, and if they are provided this service the Respondent may request a copy for the costs of copying. The transcript and any exhibits attached thereto may be subject to subpoena through civil or criminal processes beyond the control of ACP, so all parties and witnesses that are ACP employees or students are charged with this knowledge.
- 10) If either party or ACP wishes to bear the cost of same, a Virginia licensed court reporter may record the proceedings and attach the exhibits (unless same are confidential as set forth herein) to the transcript thereto provided that such court reporter shall agree in advance to provide any party or ACP with a copy of same upon advance payment.
- 11) The HEP charge and evidence in support of it may be presented by the Complainant in the presence of the Respondent. Alternatively, if only written evidence is to be presented on behalf of the Complainant, and no oral testimony is to be presented from the Complainant, then the HEP charge may be read by the hearing Chair in the presence of the Respondent.
- 12) The Complainant may present witnesses to testify to relevant information. Witnesses called by either party that are not subject to ACP's ability to compel their appearance may submit a written, signed, and verified affidavit (sworn to before a qualified notary public) based only upon their own direct personal knowledge of the incident at issue in lieu of appearing to testify, and the hearing entity considering the affidavit may give it the weight they wish to apply.
- 13) Such written statements are subject to objection by the Complainant or Respondent upon grounds of relevancy and form, and such objection is to be ruled upon by the hearing Chair subject to majority vote of any panel, including the Chair's vote.
- 14) The Respondent and members of the hearing entity shall have an opportunity to question the Complainant and his witnesses about relevant information and his testimony.
- 15) Respondent may testify or call witnesses in his defense to rebut the evidence presented by the Complainant or the Complainant's witnesses.
- 16) The Complainant and the members of the hearing entity shall have an opportunity to question the Respondent and his witnesses about relevant information and his testimony.

- 17) At the conclusion of the hearing, the Complainant may make a closing statement and the Respondent may respond, and the Complainant is allowed the last response only if the Respondent has raised a new issue or attempted to testify during closing. Closing statements are not to contain new evidence or personal attacks, and the Chair shall call such party attempting to do so to order.
- 18) The hearing entity will then meet in closed session (no recordings allowed) to determine whether the HEP charge has been proven by a preponderance of the evidence (whether it is more likely than not that the Respondent has committed the violation).
- 19) The hearing entity shall decide the matter by majority vote.
- 20) Once the hearing entity has reached a majority decision regarding whether or not the Respondent committed one or more of the alleged offenses, they may first advise ACP counsel of the decision prior to the Complainant and Respondent returning to the hearing room.
- 21) The sole role of ACP's legal counsel at this phase of the decision procedure is to make sure that the findings by the hearing entity do not violate ACP or accrediting agency policies, state or federal laws governing protections against discrimination, or other protections, and that the issue of sanctions is not addressed to anyone except the Respondent. ACP's legal counsel shall not attempt to alter the actual finding; just its form to make sure it complies with applicable policies and law.
- 22) Should ACP counsel opine that such violations of applicable policies or law will occur unless the finding is properly clarified, then such clarification shall be made by the hearing entity before allowing the parties to return to the hearing room.
- 23) The only persons allowed in the hearing room when the evidentiary decision is announced are the hearing entity members, the parties, the faculty advisor, ACP counsel, the person recording the proceedings, and security if the Chair requests its presence.
- 24) The only persons allowed in the hearing room when the sanctions are announced are the hearing entity members, the Respondent, ACP counsel, the person recording the proceedings, and security if the Chair desires its presence.
- 25) Within five (5) days of the evidentiary decision being rendered, it shall be forwarded in writing by the Chair via hand delivery or e-mail to the Complainant and Respondent, including his legal counsel if any of record, and copied to the hearing entity members and ACP legal counsel.
- 26) The Chair may use the most recent e-mail address provided to him by the parties, counsel, and hearing entity members and such e-mail addresses may be presumed by the Chair to be secure unless otherwise advised in writing to use another e-mail address.
- 27) Only the Respondent and his legal counsel shall be provided a written copy of or information about the sanctions imposed except such report shall be simultaneously submitted to the Dean, and the Dean shall apply the sanction administratively and provide the outcome to the appropriate record keeping person at ACP, including ACP counsel, as needed in order to adhere to proper record keeping and legal review procedures.
- 28) Any ACP employee, representative, or student improperly disclosing information about the hearing or its outcome may be subject to applicable ACP disciplinary procedures.

Although probably ill-advised, the Respondent may accurately disclose the hearing process and sanctions imposed without such disclosure being the basis of further disciplinary procedure against the Respondent as a First Amendment right. Unless authorized in writing by the Respondent, any person or agency representative not listed herein asking to receive the aforesaid confidential information shall be referred to ACP counsel without further comment.

- 29) If it is determined by majority vote that the Respondent committed the alleged offense or offenses, then the hearing entity deciding the matter shall use the approved sanction guidelines to determine, again by majority vote, the appropriate sanctions. Sanctions include, but are not limited to the following:

i. Private censure – a letter from the person or entity that decided the matter, signed by the Chair, stating that the Respondent acted with impropriety. The letter shall be included in the Respondent's student file for a designated specified time, and if no such time is designated the letter shall be a part of the Respondent's permanent file maintained by ACP.

ii. Disciplinary Probation – imposed for a defined period of time in which the Respondent may not participate in ACP-sponsored extra-curricular activities, serve as an officer in any school or school-related professional organization, or violate any other restrictions, terms, or conditions imposed by the person or entity that decided the matter. The Respondent shall be listed as ***not in good academic standing*** during the period of probation. If the Respondent is later found to be in violation of applicable ACP policies during this probationary period, a more severe punishment may be imposed by the person or entity hearing the probation violation charge. At the end of the defined period of probation, the Respondent will return to good standing if no further charges are pending. This policy does not apply to academic probation which is covered separately.

iii. Suspension – imposed for a defined period of time in which the Respondent is not permitted to attend classes or be present on campus or at ACP-sponsored events or clinical rotations sites. At the end of the suspension period, the Respondent may apply to the Dean for reinstatement. The Dean, at his sole and absolute discretion, may allow the Respondent to be readmitted to ACP under terms and conditions required of him, and at a minimum such conditions shall include that the Respondent is attending ACP at the will and pleasure of the Dean and, with the concurrence of the ACP Chair, may be dismissed with or without cause with no rights of appeal. By applying for readmission, the Respondent will be deemed to have accepted these conditions and waives all property rights he may have in receiving a PharmD degree from ACP.

iv. Dismissal (expulsion) – the most severe punishment for repeat offenses, probation violations, or one or more serious offenses. Once dismissed, the Respondent shall not be permitted to apply for reinstatement or readmission to ACP.

NOTICE: The policies and procedures set forth herein notwithstanding, any ACP student, whether he is the subject of a pending HEP charge or not, shall be automatically dismissed by the Dean without a right to any hearing set forth hereinabove, if **convicted** of any felony or a misdemeanor involving the illegal use, possession, or transaction of drugs. If such conviction is on appeal, then the student may be suspended from ACP by the Dean pending the outcome of the appeal, and if

the student's appeal is successful ACP reserves the right to process a HEP charge based upon the allegations and evidence contained in the criminal proceeding which will be adjudicated by the "preponderance of the evidence" and not by the criminal standard of proof "beyond a reasonable doubt." Should the student's dismissed criminal charges be expunged by a court of competent jurisdiction and evidence of same is presented to the Dean, the HEP charge evidentiary process shall be governed by the statutes providing the expungement relief. Students **convicted** of non-felony crimes involving alcohol (excluding first offense DUI) larceny, hate crimes, sexual assault, or fraud may also be dismissed by the Dean from ACP under the same procedure set forth in this Paragraph iv as such conduct denotes a disregard for the professionalism and trustworthiness required of pharmacists. Otherwise, the Dean or other Complainant may bring such charges against the offending student for a hearing as set forth herein.

v. Other sanctions - In addition to the sanctions stated above, the Respondent may be subject to other requirements that relate to the founded HEP charge, including but not limited to: restitution of costs incurred by the victim or ACP, or costs of repair or replacement when property is damaged; performance of academic assignments or community services; or successful completion of assigned counseling at the Respondent's cost. If the violation involved any irregularity pertinent to an assessment instrument (exam, quiz, or assignment), the HEP Board has the authority to assign a failing grade or grade change for the course.

10. Appeal

The Respondent or Complainant may appeal any decision of the HEP Board to AAB within ten (10) business days of the issuance of the written decision. AAB's decision is final, subject to the exception below, whether or not the original HEP charge was heard by the HEP Board or AAB. The appeal to AAB must be in writing and filed in the Dean's Office and based upon one of more of the following criteria:

- 1) Production of substantial new evidence not previously known or reasonably available at the hearing with specific reference to such evidence and why it was not previously known or reasonably available, along with documents in support of same;
- 2) A claim of inadequate consideration of specific evidence that was excluded at the hearing or inappropriate weight given to evidence allowed into evidence over the objection of the appealing party, and how this evidence, if admitted into or excluded from the evidence, would have likely changed the outcome;
- 3) A claim with specific references and exhibits that a procedural requirement applied in the case was inapplicable or was not properly applied and how, if it had been properly applied, the requirement would have likely changed the outcome;
- 4) A claim with specific references and exhibits that specified unwaivable guarantees of due process were denied, along with written legal authority that such rights are applicable to particular duly adopted ACP procedures;

- 5) Specific claims with references and exhibits that particular material testimony or evidence was false along with any tangible proof thereof and how such false evidence, had it been excluded, would have likely changed the outcome;
- 6) A claim by the Respondent that the imposed sanction was not authorized or justified with specific grounds as to why, along with the Respondent's recommendation for an alternate sanction and how such alternative would serve the purposes of maintaining ACP's standards of student conduct.

If the entity hearing the HEP charge dismisses a Respondent from ACP, that decision shall remain in effect, and the Respondent will not be permitted to re-enroll or be present on campus, pending the outcome of the appeals process.

AAB shall issue a decision whether or not to hear the HEP Board appeal within ten (10) business days of receipt of the appeal and supporting information, including a transcript if one is submitted, without a further evidentiary hearing.

Should AAB, in its sole discretion and by majority vote, agree to hear the HEP Board appeal and concludes that additional testimony and evidence is necessary in order to fairly decide the appeal, same may be provided by both parties who shall be allowed to attend and participate. The testimony and evidence will be restricted to the specific issues AAB wishes to consider, and a full hearing *de novo* can only be provided the parties by unanimous vote of AAB. If AAB decides that additional evidence will be allowed by hearing, then it shall be scheduled and decided as soon as practicable. All rules of evidence, process, and procedure that applied to the prior hearing shall apply to the AAB evidentiary hearing.

AAB's decision on appeal shall be final and not subject to further appeal except that if it is alleged and proved by either party on appeal to the President of ACP that one or more members of AAB that heard the HEP charge was serving while in a conflict of interest capacity, as more specifically defined hereinabove, then the President may remand the HEP charge and findings back to AAB after removing the conflicted member of ACP and appointing a replacement member to the ACP hearing board for the purposes of the pending HEP charge only. The hearing will then proceed as quickly as possible *de novo* under the same process and procedure as the original hearing. This conflict of interest appeal to the ACP President shall be filed by the appealing party within ten (10) days of the AAB's final decision and shall not be granted if the party knew of the conflict of interest prior to the AAB decision and failed to raise it before the first witness testified. If a party does raise the conflict of interest objection at the AAB hearing prior to the first witness testifying, then the Chair of AAB, upon a finding by AAB that the conflict challenge is valid, shall remove the conflicted member and proceed with the hearing. If the Chair is the removed person, then the AAB member that takes over the chairmanship shall proceed in his absence.

If no appeal is filed within the aforesaid prescribed time frames, then the prior decision is final.

Conflict Disclosure for the Associate General Counsel to the Appalachian College of Pharmacy

The purpose of this policy is to inform and guide ACP students and employees regarding the procedure for potential conflicts of interest involving the Associate General Counsel if such counsel is also serving in the capacity of Assistant or Associate Dean of Students. In this dual capacity, the Associate General Counsel provides legal counsel to ACP's Board of Trustees, coordinates with general or other outside counsel, and manages ACP's internal legal affairs, among other duties.

ACP recognizes that a situation may arise wherein the Associate General Counsel role may present a conflict of interest in this dual capacity as Dean of Students when HEP charges filed against students might arise. Simply put, if the Respondent prior to the HEP charge being filed against him disclosed facts to the Dean of Students/Counsel that gave rise in whole or in part to the HEP charge, then the Dean of Students/Counsel may not serve on the HEP Board or AAB when those entities hear the HEP charge except to provide general legal advice regarding the hearing process and procedure to such entity as set forth hereinabove. The Dean of Students/Counsel in this situation may ask other legal counsel, with the President's approval, to advise the hearing entity depending upon the situation. In no instance is the Dean of Students/Counsel, or his substitute, to be considered legal counsel for the Respondent, and the Respondent shall have no expectation that ACP will provide him with legal counsel.

The foregoing restrictions notwithstanding, the Dean of Students/Counsel has an obligation to ACP to come forward if he has valid information or documentation that the Complainant or Respondent lied or provided false documentation to the hearing entity or if he receives information from the Respondent, his faculty advisor, or counsel at anytime involving Respondent's acts or threats of violence to himself or others or if Respondent admits to criminal behavior.

All ACP students, employees, and administrators are hereby notified of and charged with the knowledge that any counsel for ACP, including the Associate General Counsel, owes his ultimate client/attorney duty to the institution, not to any individual. Accordingly, if such counsel receives information from any source that amounts to probable cause to believe that any member of the ACP community has participated in or plans to participate in any criminal acts upon any person or property, that information is not privileged and must be reported by counsel to the President. If the President is the subject of the aforesaid information, then counsel shall report same to the ACP board Chair or ACP general counsel, or both, depending upon any conflicts of interest that may apply in the view of such counsel. All ACP counsel are otherwise to hold in confidence any information provided to them by members of the ACP community who may be called as a witness in any proceeding wherein ACP, its board of trustees, or administrator(s) are a party or potential party to litigation or arbitration unless such disclosure is necessary under applicable rules of discovery, evidence, or ethics.

D. ALCOHOL, DRUGS, WEAPONS, AND VIOLENCE

Alcohol and Drug Abuse Prevention Policy

It is the policy of ACP to provide a drug-free, healthy, safe, and secure work and educational environment. Employees and students are required and expected to report to their activities in appropriate mental and physical condition to meet the requirements and expectations of their respective roles.

ACP prohibits the unlawful and unauthorized manufacture, distribution, dispensation, possession, or use of narcotics, drugs, or other controlled substances, or alcohol at the workplace and in the educational setting other than sanctioned events where alcohol is permitted by the Dean or President. Unlawful for these purposes means in violation of federal, state, or local regulations, policy, procedures, and rules, as well as legal statutes. Workplace means ACP-operated buildings and grounds or while conducting ACP business on or off campus.

The use of tobacco products, including cigarettes, cigars, pipes and dipping or chewing tobacco, is prohibited on the ACP campus, rotation sites, or event venues, including parking areas. These restrictions also apply to electronic or e-cigarettes.

The use of assistance programs and drug/alcohol rehabilitation services is encouraged by ACP where applicable.

The directory of assistance programs and drug/alcohol rehabilitation services is included for informational purposes only and is not an endorsement of a specific provider.

Directory of Assistance Programs and Drug/Alcohol Rehabilitation Services:

Cumberland Mountain Community Services
P.O. Box 810
Cedar Bluff, VA 24609
276-964-6702

Mental Health Services, Substance Abuse Services, Intellectual Disability Services, Prevention Services

Clinch Valley Treatment Center
111 Town Hollow Road
Cedar Bluff, VA 24609
276-963-3554

Substance abuse treatment, Detoxification, Methadone Maintenance, Methadone Detoxification, Buprenorphine Services

Stone Mountain Health Services
St. Charles Community Health Center
241 Monarch Road, PO Drawer S
St. Charles, VA 24282
Phone: 276-383-4428

Drug Abuse Counseling Services

Virginia Pharmacists Aiding Pharmacists Program (VaPAPP)
of the Virginia Pharmacists Association Research and Education Foundation

VaPAPP is available to any pharmacist, student pharmacist or pharmacy technician whose health and effectiveness has been significantly impaired by alcohol or drug addiction.

Help line (800) 527-8742 or (804) 285-4145 and ask for VaPAPP (ext 303) or contact VaPAPP by email at VaPAPP@virginiapharmacists.org.

Alcohol Policy

The following is the ACP policy on the use or possession of alcoholic beverages by students, faculty, or staff and their respective organizations:

1. Students, faculty, or staff and their respective organizations may not use public or ACP funds for the purchase of alcoholic beverages.
2. Student and faculty organizations may use non-ACP organizational funds (funds raised by the student or faculty organization and not given to them by ACP or a public entity) for the purchase of alcohol. Alcoholic beverages purchased with non-public and non-ACP funds by student or faculty organizations may be consumed at student or faculty organization functions under the following conditions:
 - a. The student organization must obtain an ABC permit for the distribution of such alcohol;
 - b. The student organization must hire a bartender, who will be the only individual permitted to distribute the alcohol at the event;
 - c. The student organization must hire a security guard to be present at all times during the event; and
 - d. All students consuming alcohol must be 21 or older, and the bartender hired by the student organization must check the identification of everyone served to confirm that they are over 21 years of age.
3. Alcoholic beverages (such as kegs or cases of beer) may not be used as awards or prizes in connection with ACP events or activities sponsored by students, faculty, or staff and their respective campus organizations, on or off campus.
4. The public display of advertising or promotion of the use of alcoholic beverages in ACP facilities, publications, or in association with existing ACP events or programs, on or off campus, is prohibited. This includes, but is not limited to, banners, beer/liquor signs, caps, t-shirts, beverage can coolers, and balloon blow-ups.

Drug Testing Policy

In an effort to maintain a drug free campus, rotation sites, and ACP events, ACP may perform random drug testing on students. Additionally, ACP may drug test students based upon reasonable suspicion and past positive results. The following policy regarding reasonable suspicion and past positive results shall apply:

1. If there is a reasonable suspicion that a student is using or possessing drugs that are not received by that student pursuant to a valid prescription and in violation of this policy, the student may be referred for drug testing.
2. "Reasonable suspicion" exists where an observable or articulable basis in fact indicates that a student is using or possessing drugs that are not pursuant to a valid prescription issued to the student, or upon a report from an experiential or work site that medications are missing from work areas controlled or frequented by an ACP student. The evidence supporting the suspicion must be reasonably reliable and reduced to writing.
3. If a member of the faculty or staff have a reasonable suspicion that a student is using or possessing drugs that are not pursuant to a valid prescription issued to that student, such evidence shall be presented to the Dean and Assistant Dean of Student and Alumni Affairs or other person designated by the Dean. If the Dean and Assistant Dean of Student and Alumni Affairs or other person designated by the Dean determines that reasonable suspicion exists, the student shall be required to provide a specimen sample for testing. Testing shall be performed by medical personnel approved by the Dean.
4. All students with prior positive drug test results will be subject to unannounced drug testing through the remainder of their enrollment at ACP.

Procedure for Violations

All students or student organizations that violate the ACP drug and alcohol policy may be subject to civil and/or criminal penalties as determined state or federal laws. Such incidents and individuals shall be referred to the appropriate hearing entity (HEP Board and/or AAB) for review and may be subject to disciplinary action including private censure, disciplinary probation, suspension, and dismissal as outlined hereinabove.

Criminal Penalties for Violations

Title 21 United States Code (USC) Controlled Substances Act

[Part D -- Offenses and Penalties](#)

From the U.S. Code Online via GPO Access [www.gpoaccess.gov] [Laws in effect as of January 3, 2007] [CITE: 21USC841]

[Section 841. Prohibited Acts A](#)

From the U.S. Code Online via GPO Access [www.gpoaccess.gov] [Laws in effect as of January 3, 2007] [CITE: 21USC844]

[Section 844. Penalty for Simple Possession](#)

From the U.S. Code Online via GPO Access [www.gpoaccess.gov] [Laws in effect as of January 3, 2007] [CITE: 21USC860]

[Sec. 860. Distribution or manufacturing in or near schools and colleges](#)

From the U.S. Code Online via GPO Access [www.gpoaccess.gov] [Laws in effect as of January 3, 2007] [CITE: 21USC862]

[Section 862. Denial of Federal benefits to drug traffickers and possessors](#)

Code of Virginia

§ [4.1-305](#). Purchasing or possessing alcoholic beverages unlawful in certain cases; venue; exceptions; penalty; forfeiture; deferred proceedings; treatment and education programs and services.

<http://www.virginiarules.com/virginia-rules/drugs>

Violations	Penalties (<i>Code of Virginia</i> § 18.2-248)
Possession	
Possession of Schedule I or II controlled substance	Class 5 felony – imprisonment of one to 10 years, or confinement in jail for up to 12 months and a fine of up to \$2,500, either or both.
Possession of Schedule III controlled substance	Class 1 misdemeanor – confinement in jail for up to 12 months and a fine of up to \$2,500, either or both.
Possession of Schedule IV controlled substance	Class 2 misdemeanor – confinement in jail for up to six months and a fine of up to \$1,000, either or both.
Possession of Schedule V controlled substance	Class 3 misdemeanor – fine of up to \$500.
Possession of Schedule VI controlled substance	Class 4 misdemeanor – fine of up to \$250.
Possession of marijuana, upon conviction, exposes the violator to a misdemeanor conviction for which the punishment is:	Misdemeanor confinement in jail for up to 30 days and a fine of up to \$500, either or both. Upon a second conviction, punishment is confinement in jail for up to one year and a fine of up to \$2,500, either or both.
Intent to sell or distribute (<i>Code of Virginia</i> § 18.2-248)	
Possession of Schedule I or II controlled substance with the intent to sell or otherwise distribute	Felony conviction - imprisonment from five to 40 years and a fine of up to \$500,000. Upon a second conviction, the violator must be imprisoned for not less than five years but may suffer life imprisonment, and fined up to \$500,000.
Possession of Schedules III, IV, or V controlled substance with the intent to sell or otherwise distribute	Misdemeanor conviction - confinement in jail for up to one year and a fine of up to \$2,500, either or both.
Possession of less than one-half ounce of marijuana with intent to sell or otherwise distribute	Misdemeanor conviction - confinement in jail for up to one year and a fine of up to \$2,500, either or both.

Possession of more than one-half ounce to five pounds of marijuana with intent to sell or otherwise distribute	Felony conviction - imprisonment from one to 10 years, or at the discretion of the jury or the court trying the case without a jury, confinement in jail for up to one year and a fine of up to \$2,500, either or both.
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Felony conviction, see *Code of Virginia* § 18.2-250; Misdemeanor conviction, see [Code of Virginia § 18.2-11](#)

Health Risks Associated With The Use Of Illicit Drugs And The Abuse Of Alcohol

Please refer to the links below.

Health Effects (<http://www.drugabuse.gov/drugs-abuse/commonly-abused-drugs/health-effects>)
 Alcohol's Effects on the Body (<http://www.niaaa.nih.gov/alcohol-health/alcohols-effects-body>)
 The Science of Drug Abuse and Addiction (<http://www.drugabuse.gov/publications/media-guide/science-drug-abuse-addiction>)

Weapons Policy

ACP has adopted the following policy to deal with weapons, firearms, intimidation, or other threats of actual violence that may occur at ACP events or on ACP-controlled property and sites. Students and employees who violate this policy may be subject to disciplinary action, up to and including dismissal, arrest, and prosecution.

Firearms and other weapons are strictly prohibited at ACP events or on ACP-controlled property and sites without proper written authorization of the Dean or President. The term “firearms” for the purpose of this policy includes, but is not limited to, any gun, rifle, pistol, or handgun designed to fire bullets, BBs, pellets, or shot regardless of the propellant used. The term “weapons” for the purpose of this policy includes, but is not limited to, large knives (3” blades or longer), ammunition, swords, bows, arrows, toy or counterfeit/replica firearms, martial arts weapons, and fireworks or other explosives; however, kitchen knives and dining knives are excluded from this policy.

This policy is subject to the following exemptions:

1. It does not apply to law enforcement officers on active duty;
2. It does not apply to the transitory storage of firearms and weapons in locked vehicles on property for legal purposes provided, however, that any such firearms are unloaded or explosives are not prepared for discharge; and
3. It does not apply to the reasonable possession of a firearm or weapon in the event of an emergency where the possession of a firearm or weapon is necessary to protect the lives of those legally at ACP events or on ACP-controlled property and sites.

Individuals who are in possession of firearms or weapons other than as provided for herein shall be prosecuted for trespassing.

Students and employees are expected to refrain from fighting, “horseplay,” or other conduct that may be dangerous to others. Conduct that threatens, intimidates, or coerces another employee, a student, or a member of the public at any time will not be tolerated. All threats of (or actual) violence, both direct and indirect, should be reported as soon as possible to security if present and the Assistant Dean of Student or the Business Manager or the Dean. This includes threats by students, employees, faculty, as well as threats by members of the public. When reporting a threat of violence, the reporter shall be as specific and detailed as possible. Any person engaging in threats of (or actual) violence may be removed from ACP events or ACP-controlled property and sites as quickly as safety permits. Individuals who have been so removed shall not return without written permission from the Dean or President.

All suspicious individuals or activities shall be reported by ACP students and employees that have reason to suspect that a danger is posed regarding their safety or the well-being of others as soon as possible to the above ACP officials and, if none are immediately available, to the first ACP employee that can be located, who shall then convey that information to his superior. In the case of actual or imminent attacks, threats, or danger, any person witnessing or suspecting same shall immediately call local law enforcement officials and not attempt to arrest or detain the suspect, and only when in a location safe to do so, notify the first available ACP official. These policies notwithstanding, every citizen has a right of self-defense, and if the situation clearly warrants immediate action, then reasonable force is allowed to defend against or prevent violence. No student or employee will be subjected to retaliation under ACP policies for reporting any threat or perceived threat unless such report is knowingly false.

ACP will promptly and thoroughly investigate all reports of threats of (or actual) violence and of suspicious individuals or activities. The identity of the individual making a report will be protected as much as is practicable. In order to maintain workplace safety and the integrity of its investigation, ACP may suspend students or employees pending investigation. ACP may, at its option, discipline or expel the offending student or employee and initiate law enforcement procedures to prevent a threat from being carried out, a violent act from occurring, or a life-threatening situation from developing.

Disclosure of Threats

Clery Act: ACP is in compliance with federal legislation known as the “Clery Act.” The legislation requires institutions to make available to prospective students, currently enrolled students, and interested parties information about campus safety policies and procedures, established safety programs, and statistics concerning crimes that have taken place on campus.

E. COMPUTER USE POLICY

General Principles

ACP Technology Resources (ACPTR) is intended to support and enhance the academic mission and administrative functions of ACP. This policy complements and supplements, rather than replaces, other policies concerning appropriate conduct of ACP employees and students in regard to the use of computers and related technology and equipment. ACPTR includes any computer, computer-based network and supporting infrastructure, and computer peripheral such as printers, scanners, software, audio-video and network operating systems, or any combination thereof owned, licensed, or under the

custody or control of ACP. Communications services and equipment covered by this policy shall include, but not be limited to, the following: mail, e-mail, courier services, facsimiles, telephone and voice mail systems, computer networks, on-line services, the Internet, the World Wide Web, computer files, video equipment and tapes, tape recorders and recordings, cellular telephones, bulletin boards, and internal memoranda.

This policy also applies to any of the above-mentioned items which fall under company and/or personal ownership used in conjunction with any portions of the ACP's networked infrastructure. ACP grants access to its networks and related computer systems subject to certain responsibilities and obligations set forth herein and subject to all local, state, and federal laws. Appropriate use of ACPTR must always be legal, ethical, and consistent with ACP's mission, policies, and procedures. Computer workstations and Internet access are provided to all students and faculty whose functions so require. ACPTR are the sole property of ACP, and may be modified, replaced, or removed as required by technological needs.

Students shall not use ACP communication services and equipment for personal purposes except in emergencies or as may otherwise be expressly authorized. In the event of such personal usage, student will be responsible for reimbursement for costs incurred. Students shall also ensure that no personal correspondence appears to be an official communication from ACP. Students may not use ACP's address to receive personal mail or use ACP stationery or postage for personal letters.

Use of the communication and network facilities at ACP is a privilege and not a right and implies consent to abide by this policy and other relevant policies and regulations relating to the use of these facilities.

In making acceptable use of ACP resources, users shall follow these guidelines:

- Access only files, data, and resources accessible to the user through purchase, lease, or permission or that are publicly available. Do not use someone else's user ID or password at any time.
- Take all reasonable precautions to safeguard passwords. ACPTR users are responsible for all activities that originate from the system being used by them. In other words, allowing others access to or use of passwords or user IDs when such use violates these policies is not a defense to enforcement of these rules.
- Use only legal versions of copyrighted material in compliance with vendor license requirements. This includes, but is not limited to, installing software on personal or other systems and making copies of software, music, or movies for others.
- Be considerate in the shared use of resources. Refrain from monopolizing systems, overloading networks with excessive data, degrading services, or wasting computer time, connect time, disk space, printer paper, manuals, or other resources.
- All users must have an anti-virus program installed with the most current update on their personal computer when connecting to the ACP network.
- Access only Internet sites that are directly related to either class assignments or job function. Internet sites that do not meet these criteria will be blocked.
- All users must maintain confidentiality of student information in compliance with the Family Education Rights and Privacy Act of 1974.

Unauthorized Use

The following activities are prohibited at all times:

- Attempting to use ACPTR or other means to decode passwords or access control information.
- Attempting to circumvent or subvert system or network security measures, including creating and/or running programs that are designed to identify security loopholes and/or decrypt secure data.
- Connecting unauthorized equipment to the campus network, including hubs, switches, or wireless access points.
- Engaging in any activity that might be harmful to ACPTR systems or to any information stored thereon, such as creating or propagating viruses, worms, or “Trojan horse” programs; disrupting services; damaging files; or making unauthorized modifications to ACP data.
- Making or using illegal copies of copyrighted materials or software, or storing such copies or transmitting them over the ACPTR network.
- Using mail or messaging services to harass, offend, or intimidate another person. Examples include broadcasting unsolicited messages, repeatedly sending unwanted mail, or using someone else's name or user ID for prohibited activities.
- Wasting computing resources or network resources. Examples include intentionally placing a program in an endless loop, downloading or streaming videos, movies, sporting events during business hours; printing using excessive amounts of paper, or sending chain letters or unsolicited mass mailings.
- Removing supplies provided in computer laboratories for use on personal computers.
- Using ACPTR for commercial purposes. Examples include selling access to one's user ID or to ACPTR systems or performing work for profit using such resources in a manner not authorized by ACP.
- Storing games and other non-academic related files such as music or movies on shared computing facilities, such as lab computers and personal network directories.
- Engaging in any other activity that does not comply with the general prohibitions above, including the downloading, streaming, or storing of music, sporting events, movies, unlicensed media, or network games.

Privacy and Misuse of ACP Equipment

Users are advised that there is no guarantee of privacy associated with their use of ACPTR. ACP may view electronic data accessible via ACPTR at any time and without notice or user permission to ensure compliance with these policies and applicable law or in some instances may be required by law to allow third parties to do so. For example, electronically stored data may become evidence in legal proceedings. Due to internal and external hacking or inadvertent mistyping of access codes, messages or data may be viewed by others. Any student or ACP employee using an ACP-owned or controlled computer may be required to surrender such computer to the President or his designee without any advance notice. Such computers are deemed to be the exclusive property of ACP, and no user has any rights of privacy to the information on the computer's system or hard drive. Refusal by a student or ACP employee to immediately turn over an ACP computer upon request may result in termination by the President from enrollment or employment subject only to appeal or arbitration rights set forth in applicable ACP policies or contracts. Any student or ACP employee that causes, without written permission from the

President or his designee, any ACP computer or data to be altered, erased, written over, or otherwise tampered with may be subject to termination from enrollment or employment and held liable for the costs of repairing such alterations or replacing the computer. Such assessed costs shall be deducted from any monies or refunds owed by ACP to the student or employee, including ACP's internal personnel costs and/or external contractor's costs involved in retrieving, examining, or repairing such damages. Any contrary policies of ACP notwithstanding, anyone purposely and without permission damaging or altering an ACP computer or network system or causing applicable warranties to be voided may be charged criminally for destruction of property, misappropriation or unauthorized dissemination of intellectual property, or other offenses set forth in state or federal law.

Security

System administration access: ACP's Director of Technology Services or his authorized designee will be granted authority to access files for the maintenance of the systems, storage or backup of information, or pursuing system problems. Further ACP-authorized personnel may access usage data, such as network session connection times and end-points, CPU and disk utilization, security audit trails, etc. Such activity may be performed within the reasonable discretion of the Technology Resources division management, subject to prior written approval from the President.

Network User Storage and Backups: ACP provides a personal folder on the network server for storage of user files. A limit on the amount of storage used by individuals shall be enforced. ACP reserves the right to discontinue providing this privilege for any reason, including disciplinary action or resource allocation.

ACP maintains a backup schedule of most user areas. However, individuals are responsible for backing up their own data in a timely manner. ACP disclaims any and all liability resulting from any and all situations in which ACP is unable to recover data in user storage areas.

Enforcement

It is the policy of ACP that all members of the ACP community act in accordance with these responsibilities, relevant laws and contractual obligations, and the highest standards of ethics. ACP considers any violation of acceptable use principles or guidelines to be a serious offense, and reserves the right to copy and examine any files or information resident on ACP systems allegedly related to unacceptable use, and to protect its network from systems and events that threaten or degrade operations. Failure to comply with the guidelines above may result in suspension of privileges, or civil or criminal action under state or federal law. Students, faculty, or staff discovered to be in violation of these principles will be referred to the President for hearing and possible disciplinary action.

All ACPTTR users have the responsibility to report any unauthorized access attempts or other improper usage. If a security or abuse problem with any ACPTTR is observed by or reported to a user, such user shall immediately report the same to ACP's Technology Resources division management.

Termination of Services

If a user assumes a new position and/or responsibility within the ACP community, such user shall not use facilities, accounts, access codes, privileges, or information for which he or she is not authorized in his or her new position or circumstances. Upon ceasing enrollment or employment at ACP, a student or employee will no longer have access to e-mail and network accounts, effective immediately upon separation. Such student or employee shall immediately return all resources owned or issued by ACP, and shall immediately return any associated data or other files that may be stored on personal equipment.

Use of Electronic Devices in the Classroom

All cell phones and other outside communication devices or functions, including texting and social media access, must be turned off during class unless authorized by the instructor for course-related activities) Personal computers or devices **may only be used for purposes associated with the course** as described above. No other computing or Internet activities are permitted. Unauthorized computer use during class may result in loss of computing privileges and/or wireless network access. ACP reserves the right to limit or deny student access to the ACP wireless network during classroom instruction.

Use of Social Media

Social media includes all means of communicating or posting information or content on the Internet, including to a student's own or someone else's blog, journal, or diary, personal web site, social networking (i.e. Facebook, LinkedIn, MySpace, and Twitter) or affinity web site, web bulletin board, or a chat room, whether or not associated or affiliated with ACP, as well as any other form of electronic communication.

The same principles and guidelines found in other ACP policies apply to students' activities online. Ultimately, students are solely responsible for what they post online. Before creating online content, students shall consider the risks that are involved and that any conduct that adversely affects academic performance, the performance of fellow students, or otherwise adversely affects ACP may result in disciplinary action up to and including termination.

- **Know and follow the rules**
Students should carefully read these guidelines, the Code of Conduct, and the Anti-Harassment Policy, and ensure that all postings are consistent with these policies. Inappropriate postings that may include discriminatory remarks, harassment, and threats of violence, or similar inappropriate or unlawful conduct will not be tolerated and may subject the offending party to disciplinary action up to and including termination.
- **Be respectful**
Students should always be fair and courteous to fellow students, administration, faculty, and staff of ACP. Students should also keep in mind that speaking directly to individuals in a respectful manner rather than by posting complaints to a social media outlet is more likely to resolve issues. Nevertheless, if a decision is made to post complaints or criticism, students should avoid using statements, photographs, video, or audio that reasonably could be viewed as malicious, obscene,

threatening, or intimidating, that disparage other individuals, or that might constitute harassment or bullying. Examples of such conduct include, but are not limited to, offensive posts meant to harm someone's reputation or posts that could contribute to a hostile environment on the basis of race, sex, disability, religion, or any other status protected by law or ACP policy.

- **Be honest and accurate**

Students should make sure posted information or news is honest and accurate, and if a mistake is made it is corrected quickly. Be open about any previous posts that have been altered. Remember that the Internet archives almost everything; therefore, even deleted postings can be searched. Never post any information or rumors that are known or suspected to be false about ACP students, administration, faculty and staff, or other individuals.

- **Post only appropriate and respectful content**

- Students must maintain the confidentiality of ACP private or confidential information.
- Students should not create a link from a blog, website, or other social networking site to an ACP website without identifying themselves as a student of ACP.
- Students should express only personal opinions and should never represent themselves as a spokesperson for ACP. If ACP is a subject of the content students are creating, they must be clear and open about the fact that they are students. Students creating such content must use their real names, state their positions, and make it clear that their views do not represent those of ACP, fellow students, administration, faculty, and staff of ACP. It is best to include a disclaimer such as "The postings on this site are my own and do not necessarily reflect the views of ACP."
- Students should not engage in online arguments or inflammatory debates in an attempt to defend ACP or disparage others.
- Students may not use ACP trademarks or other intellectual property for commercial use without permission.

ACP acknowledges that students may access social media from time-to-time using its provided equipment or systems as long as such use is within the policies stated herein. However such use, even if authorized, does not permit the use of ACP e-mail addresses to register on social networks, blogs, or other online tools utilized for personal use.

Media contacts

Students should not speak to the media on the behalf of ACP without approval by the President or Dean. The restriction regarding media contacts includes informal contacts through social media. All media inquiries should be directed to management.

**Nothing in this policy is intended in any way to interfere with any rights afforded to employees under the National Labor Relations Act and other federal or state law, and all ACP employees are required to notify the President if such Act is violated so corrective actions may be taken.*

F. TRAFFIC AND PARKING POLICY

Parking is available to students in the lower parking lot of the college. Faculty and staff parking is located in the upper parking lot closest to Garden Hall and is off limits to students unless otherwise authorized in writing by the Dean. All students must adhere to regulations as set forth by ACP regarding traffic and parking.

These regulations include but are not limited to the following and prohibit:

- Failure to display a valid ACP parking permit.
- Parking in a reserved (visitor, staff, handicapped, etc.) parking space.
- Parking in areas not designated for parking (on grass, drives, sidewalks, etc.).
- Failure to make disposition of a ticket in the required time of ten (10) days. Unpaid fines will be assessed to the student's account.

Accidents

All accidents occurring on any ACP campus roadway or parking lot shall be reported immediately to ACP's Director of Safety. ACP is not liable for any damage to personal property. An Incident Report shall be completed and submitted to the Director of Safety to compile information for the annual Safety Report. This form is available through the Director of Safety.

Handicapped Parking

Parking in handicapped areas requires that a window or license plate decal be properly displayed in or on the vehicle. Temporary permits may be issued by the Director of Safety when circumstances warrant.

Towing and Impounding Vehicles

ACP reserves the right to tow and impound vehicles parked illegally in reserved spaces, handicapped spaces, fire zones, loading zones, or parked in a manner dangerous to vehicular or pedestrian traffic. All costs resulting from the towing and impounding of the vehicle will be the responsibility of the owner.

Storage and repair of vehicles on ACP property (except for emergencies) is prohibited.

Traffic and Parking Fees, Penalties and Violations

Replacement of lost permit	\$5.00 per charge
Displaying a lost or stolen permit	\$10.00 per violation
Failure to display permit	\$10.00 per violation
Parking illegally	\$10.00 per violation
Parking in a handicapped zone without a State or ACP-issued permit	\$50.00 per violation
Altering, damaging, or moving ACP traffic signs, markers, or other devices	\$10.00 + damage and/or disciplinary action
Discarding/throwing trash on campus grounds.....	\$10.00 + damage and/or disciplinary action

G. POLICY PROHIBITING SEXUAL AND OTHER UNLAWFUL HARASSMENT

Harassment of applicants, students, and employees of ACP for any reason, particularly on the basis of race, color, religion, age, sex, marital status, national origin, disability or handicap, sexual orientation,

ancestry, or veteran's status, including sexual harassment (all as defined and protected by applicable law) is prohibited.

As a reflection of institutional values, ACP policy upholds traditions of academic freedom and uncensored, yet not threatening and harassing, debate on matters of public concern. The policy affects no compromise of freedom of thought, inquiry, or debate. Rather, the policy seeks to ensure an environment in which education, work, research, and discussion are not corrupted by harassment. Professional relationships among faculty, staff, and students are central to the educational mission of ACP. Those who work within this community are entrusted with unique responsibilities, including, but not limited to, guiding the educational and professional development of students, evaluating student performance and assigning grades, providing job recommendations, mentoring, and counseling.

Sexual Harassment

Sexual harassment has been defined generally as including unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature whenever: (1) submission to the conduct is either an explicit or implicit term or condition of employment or admission to or advancement within ACP; (2) employee or student reaction to the conduct is used as a basis for decisions or actions affecting that employee or student; or (3) the conduct has the purpose or effect of interfering with employer or student performance or creating an intimidating, hostile, or offensive work or academic environment.

ACP has one of the strongest anti-fraternization policies in the national academic community that prohibits ACP administration, faculty, and staff from sexually harassing or dating students:

"ACP is charged with and takes seriously providing a safe and productive learning environment for its students and therefore considers it inappropriate for any ACP employee to establish or allow to be established an intimate physical relationship with a student, regardless of gender, whose academic performance, work performance, or financial support or aid will be evaluated, determined, or influenced by such employee. ACP considers it a violation of this policy for any employee to offer or request sexual favors, make sexual advances, or engage in sexual conduct, regardless of consent, with a student who is not the employee's spouse. This policy is specifically designed to avoid any implied or direct misuse of power that any employee may exert or intimate over a student at any time such student is enrolled at ACP."

All ACP applicants, students, and employees have a proactive duty to report such acts of harassment immediately to ACP's President, legal counsel, or other authorized official.

Examples of Sexual Harassment:

Sexual harassment can take many forms. Examples of conduct of a sexual nature include, but are not limited to, the following: sex-oriented verbal "kidding," "teasing," or jokes; repeated offensive sexual flirtations, advances, or propositions; reference or use of sexual material in class without any contextual relationship to the material being presented; attempted or actual unwanted kissing or fondling; continued or repeated verbal abuse of a sexual nature; graphic or degrading comments about an individual or his or her appearance; the display of sexually suggestive objects or pictures; subtle pressure for sexual activity;

inappropriate physical contact; or implied or overt sexual threats. The examples listed above are not exclusive, but simply represent types of conduct that may constitute sexual harassment.

Sexual harassment does not refer to occasional compliments of a socially acceptable nature or consensual personal and social relationships without a discriminatory employment or academic achievement effect. It refers to behavior that is not welcome and that is personally intimidating, hostile, or offensive.

Other Unlawful Harassment

Harassment on other grounds such as race, color, religion, age, sex, marital status, national origin, disability or handicap, sexual orientation, ancestry, veteran's status, or any other characteristic that is protected by law is also prohibited. Harassment includes jokes, verbal abuse and epithets, degrading comments, the display of offensive objects and pictures, and other conduct that the individual might reasonably find to be offensive.

Scope of Policy

This policy prohibiting harassment, whether sexual or of another nature, is not limited to relationships between and among employees and prospective employees but also extends to interactions with and among students, preceptors, and guests. No ACP employee or student shall ever subject any other employee, student, preceptor, or guest to sexual harassment of any nature, including that conduct described above. Furthermore, no employee or student will be required to suffer sexual harassment by any other student, employee, preceptor, or guest. Any unwelcome sexual overtures or other forms of sexual harassment advanced upon any employee, student, preceptor, or guest should be reported immediately to the Business Manager or Associate General Counsel.

Complaint Procedure

ACP requires reporting of all incidents of sexual or other harassment, regardless of the identity of the offender. While ACP encourages individuals who believe they are being harassed to firmly and promptly notify the offender that his or her behavior is unwelcome, it is also recognized that power and status disparities between the offender and the recipient of the offensive conduct may make such a confrontation impractical. Consequently, such direct communication is not a requirement or prerequisite to filing a complaint.

A student who believes that he or she is or has been the victim of illegal discrimination or harassment in violation of this policy shall immediately notify the Associate General Counsel. ACP will fully investigate all complaints and maintain confidentiality to the extent practicable. Anyone who is found to have engaged in illegal discrimination or harassment in violation of this policy will be subject to appropriate disciplinary action, which may include termination of enrollment, depending on the circumstances. This policy expressly prohibits retaliation of any kind against any employee or student bringing a complaint or assisting in the investigation of a complaint. Making a complaint does not, however, exonerate the complainant from disciplinary action for separate and distinct violations of this personnel policy or for making a false complaint.

ACP is strongly committed to maintaining an academic environment free of impermissible harassment or intimidation, including sexual harassment. All complaints will be taken seriously.

Regardless of whether you have performed any of the above, **you may contact the Office for Civil Rights, United States Department of Education, regarding complaints based on age, race, national origin, color, disability, or gender at:**

**District of Columbia Office
Office for Civil Rights
U.S. Department of Education
1100 Pennsylvania Ave., N.W., Rm. 316
P.O. Box 14620
Washington, D.C. 20044-4620**

**Telephone: 202-208-2545
FAX: 202-208-7797;
TDD: 877-521-2172
OCR.DC@ed.gov**

H. COMPLAINT/GRIEVANCE POLICY

This policy applies to complaints regarding students, employees, or participants in ACP-sponsored programs or activities.

The Board of Trustees has adopted the following complaint/grievance policy:

A person with a complaint or grievance against ACP or its students or employees regarding any non-academic matter, incident, or episode, including, for example, harassment, discrimination, retaliation for filing a complaint or grievance, etc., shall make that grievance known in writing to the Associate General Counsel. Complaints must be in writing.

1. ACP's Associate General Counsel shall investigate the grievance and may obtain assistance with this responsibility from other appropriate persons who are not connected to the complaint.
2. The Associate General Counsel and any other appropriate persons involved in the investigation of the complaint will take all reasonable steps to preserve all parties' privacy throughout the investigation; however, the investigative process itself will oftentimes require some disclosure of facts and parties in order to discuss witness accounts or seek forensic evidence such as computer-based postings or messages.
3. The Associate General Counsel may impose interim measures during the pendency of the investigation when there is a need to protect the person filing the grievance from further contact with the person the complaint was filed against. These may include, but are not limited to, temporary suspensions approved by the Dean or agreements of no contact. If these measures are imposed and subsequent positive resolution of the complaint occurs, ACP may take reasonable restorative steps such as reinstatement, reassignment, promotion, training, back pay, or

reinstatement of other benefits as advisable.

4. Within fifteen (15) days of receiving the complaint, the Associate General Counsel shall make an initial resolution of the matter and will inform the parties of this resolution. The initial resolution will consist of a determination of fact, determination of the merits of the allegation, imposition of sanctions (if appropriate), and any other appropriate information regarding the investigation. The fifteen (15) day timeline may be extended by ACP if all parties are provided written notice to their addresses of record.
5. Possible sanctions include but are not limited to the following:
Warning, fines, educational projects, additional community service, counseling, no contact orders, and the disciplinary actions available through the HEP Board or AAB.
6. If any party involved is unsatisfied with the Associate General Counsel's initial resolution of the complaint, he may request that the Associate General Counsel hold a hearing on the complaint within ten (10) working days of the initial resolution.
7. If a hearing is held, the following procedural rules shall apply:
 - a) The hearing shall be held within ten (10) working days of the request for the hearing. The ten day timeline may be extended by ACP if all parties are provided written notice to their addresses of record.
 - b) The President shall preside over the hearing.
 - c) The two parties to the hearing are as follows:
 - 1) The complainant , or his or her designee who shall state his or her complaint ; and
 - 2) The person the complaint was brought against, the accused.
 - d) The order of the hearing shall be as follows:
 - 1) Reading of the complaint.
 - 2) A statement by the complainant or designee.
 - 3) A statement by the accused or designee.
 - 4) Presentation of evidence and witnesses by both parties.
 - 5) Closing comments of the complaint or designee.
 - 6) Reply by the accused or designee
 - e) A record of the hearing shall be created.
8. Upon completion of the hearing, the President shall make a decision in writing on the validity of the complaint and the appropriate institutional response thereto, if any, within forty five (45) calendar days. The forty five day timeline may be extended by ACP if all parties are provided written notice to their addresses of record. Absent an appeal to the ACP Board Chair, the decision of the President is final.
9. Any party, if not satisfied with the decision of the President, may appeal that decision in writing to the Chair of ACP's Board of Trustees provided that notice of appeal is received by the Chair within ten (10) working days from the date of the President's written decision. The Chair shall review the record of the proceeding and conduct further investigations as are deemed appropriate. The Chair shall consider all information to ensure the outcome provided for fundamental fairness and take one of the following actions: concur with sanctions, reduce or

rescind sanctions, or resubmit the complaint to the President with appropriate instructions. The decision of the Chair shall be final and shall be rendered in writing within forty five (45) calendar days of the appeal. The forty five day timeline may be extended by ACP if all parties are provided written notice to their addresses of record.

10. The records of all complaint, all complaint hearings, and all final decisions on complaints will be kept by the President and Associate General Counsel or their designee for a period of not less than five (5) years, and these records will be made available to others only with the express and specific approval of the Associate General Counsel or the President or upon a subpoena from an authorized agency.
11. If the Associate General Counsel is a party to the grievance or in some other way is not capable of making a fair and impartial judgment on the complaint, the President shall appoint an impartial ACP employee to perform the role of the Associate General Counsel in the complaint process.
12. If the President is a party to the complaint or in some other way is not capable of making a fair and impartial judgment on the complaint, the Chair of the Board shall appoint an impartial ACP employee to perform the role of the President in the complaint process.
13. If the Chair is a party to the complaint or in some other way is not capable of making a fair and impartial judgment on the complaint, the Board's vice-Chair or his designee from among the members of the Board of Trustees shall perform the role of the Chair in the complaint process.
14. The procedure outlined in this Complaint/Grievance Policy shall not apply to complaints concerning grades, academic dismissals or expulsions, curricular concerns, or decisions of the HEP Board or AAB. Any complaint concerning a grade or any grade challenge shall be governed by the appropriate provisions of the Academic Policies.
15. No student or employee shall be subjected to unfair action or retaliation as a result of filing a complaint under this policy.
16. Any unresolved complaint may be appealed to the State Council of Higher Education for Virginia (SCHEV).

SCHEV
James Monroe Building
101 North Fourteenth Street
Richmond, Virginia 23219
804.225.2600
Fax: 804.225.2604
www.SCHEV.edu

I. ACCESS TO STUDENTS BY THIRD PARTIES

ACP encourages the education of students regarding professional and educational products and services offered by parties other than ACP or student organizations (Third Parties). This policy prescribes the manner in which Third Parties may access and/or address students enrolled at ACP.

Individuals or organizations that contact ACP requesting access to students via e-mail or in person must be referred to the Office of the Dean and in the Dean's absence to the Office of the Assistant Dean of Student and Alumni Affairs. Third Parties may not access students without the express permission of these officials.

ACP reserves the right to refuse access of Third Parties to its students and also reserves the right to refuse to release student information to Third Parties. While present on campus, Third Parties are expected to inquire about and adhere to relevant policies and any terms or agreements associated with the Third Parties' presence on campus.

E-mail Access to Students

Students' e-mail addresses are not to be released to Third Parties, and any proposed communications shall be pre-approved by the Dean or Assistant Dean for Student and Alumni Affairs and forwarded by their offices to the students.

In-Person Access to Students

Third Parties may request to make presentations to ACP students through the Dean or Assistant Dean for Student and Alumni Affairs, and notices of and information regarding approved presentations will be forwarded by ACP to the students.

J. STUDENT USE OF ACP EQUIPMENT

ACP students, faculty, staff, and administration (Lessee) may borrow tables and chairs and other equipment through ACP's Maintenance Office for ACP or related events. Lessee must arrange for the transportation of the equipment to the desired location and back to ACP's Garden Campus.

Upon pick up of the equipment, the Lessee must sign the usage log with his name, address, and telephone number, the organization he represents, and the quantity of equipment borrowed. No more than thirty (30) chairs or fifteen (15) tables may be borrowed at the same time by the same Lessee. Prior to pick up of the equipment, the Lessee shall remit a deposit to the Business Office at a rate of \$5.00 per chair and \$15.00 per table. The deposit shall be returned to the Lessee upon return of the equipment and after an inspection to ensure that the equipment is returned undamaged and in the same condition in which it was loaned to Lessee. If any equipment is damaged or destroyed, the Lessee is responsible for the full replacement cost of such equipment.



IV. STUDENT AFFAIRS

- A. STUDENT SERVICES
- B. STUDENT ORGANIZATIONS
- C. THE LIBRARY

A. STUDENT SERVICES

Planned Academic Success System (PASS)

ACP provides academic support and tutoring to students through Planned Academic Success System (PASS). Tutoring is provided at no additional charge to students. Student tutors are available to meet with students and provide individual tutoring, tutoring in small groups, as well as review sessions open to the entire class. Members of faculty are also available to provide additional academic support to students through PASS.

Financial Aid Counseling

Counseling for financial aid is available to students through the Student Affairs Office and is provided by the Director of Academic Records, Admissions, and Financial Aid

Mentoring

Mentoring is available to students and may be provided by faculty mentors who are assigned to students during Orientation. Incoming students are also assigned a student mentor from the P2 class to provide additional mentoring opportunities.

Academic Advising

Academic advising is available to students and may be provided by faculty mentors who are assigned to students during Orientation. The Associate Dean of Curriculum, Department Chairs, Course Coordinators and faculty may also provide academic advising.

Career Counseling

Career Counseling is available to students and may be provided by faculty mentors who are assigned to students during Orientation. Students are encouraged to explore the various career avenues available to them within the profession by meeting with faculty who have expertise in the student's areas of interest. The Dean, Associate Dean of Curriculum, Department Chairs, Course Coordinators and faculty may also provide career counseling.

Non-Academic Counseling

Counseling for non-academic issues is available to students and may be provided by faculty mentors who are assigned to students during Orientation. The Dean, Assistant Dean of Student and Alumni Affairs, and the Associate Dean of Curriculum may also provide counseling for non-academic issues.

Personal Counseling

The directory of counseling services is included for informational purposes only and is not an endorsement of a specific counseling service provider.

Directory of Counseling Services:

Cumberland Mountain Community Services
P.O. Box 810
Cedar Bluff, VA 24609
276-964-6702

Mental Health Services, Substance Abuse Services, Intellectual Disability Services, Prevention Services

Healing Waters Counseling Center
1113 Cedar Valley Drive
Cedar Bluff, VA 24609
276-963-0111

Psychological Evaluation, Individual Counseling, Group Counseling, Child and Adolescent Counseling, Family and Marriage Counseling

Clinch Valley Treatment Center
111 Town Hollow Road
Cedar Bluff, VA 24609
276-963-3554

Substance abuse treatment, Detoxification, Methadone Maintenance, Methadone Detoxification, Buprenorphine Services

Stone Mountain Health Services
St. Charles Community Health Center
241 Monarch Road, PO Drawer S
St. Charles, VA 24282
Phone: 276-383-4428

Drug Abuse Counseling Services

Health Services

The directory of health service providers is included for informational purposes only and is not an endorsement of a specific health service provider.

Directory of Health Services:

Buchanan General Hospital
1535 Slate Creek Rd
Grundy, VA 24614
(276) 935-1000

Appalachian Family Care
Street: 18765 Riverside Drive
Vansant, Va 24656
Phone: (276) 935-2880

Clinch Valley Medical Center
6801 Gov. G. C. Peery Highway
Richlands, VA 24641
Phone: (276) 596-6000

B. STUDENT ORGANIZATIONS

ACP-funded organizations are those that are formed and/or funded by student activity fees through ACP accounts and include the Student Government Association (SGA) and the Student Leadership Council (SLC), and the following professional pharmacy organizations: the American Pharmacists Association – Academy of Student Pharmacists (APhA), American Society of Health-System Pharmacy – Recognized Student Society (ASHP), and National Community Pharmacy Association (NCPA). Each student is required to join at least one (1) professional pharmacy organization while enrolled as a full-time student, and all dues associated with membership to these organizations are covered by the Student Activity Fee. In addition to the ACP-funded organizations, ACP also recognizes the Fellowship of Christian Pharmacist (FCP), the service fraternities Phi Delta Chi (PDC) and Kappa Psi (KY), as well as the Rho Chi honor society, Phi Lambda Sigma honor society and The Apothecary Medicinal Plant Society (AMPS). While membership in multiple organizations is encouraged, students should not participate in student activities and organizations at the expense of their academic progression.

Student Government Association (SGA)

The Student Government Association serves to promote the interests of the students of ACP. Members of the SGA are elected by the student body and are responsible for securing cooperation among the students, faculty, staff, and administration, and planning and conducting various student activities.

Student Leadership Council (SLC)

The Student Leadership Council is comprised of the SGA presidents of the P1 and P2 classes, the president and president-elects of the professional organizations, and the two highest officers of any other organizations recognized by ACP. The purpose of the SLC is to perpetuate ACP's mission through its

activities, to provide guidance in leadership, management, and communication among organizations, and to provide a forum for discourse and coordination of student organization activities.

The Apothecary Medicinal Plant Society (AMPS)

The purpose of the Apothecary Medicinal Plant Society is to inform the faculty, students, and staff of ACP in order to foster and increase interest in and awareness of medicinal plants and their properties and uses for health benefits. AMPS explores the roots of the apothecary profession as well as the multi-cultural traditions that continue to use medicinal plants. AMPS members wish to share what they learn with each other, and with the community, in order to become better pharmacists and to provide a valuable informed outreach in this increasingly popular area of public health interest. Membership in the Apothecary Medicinal Plant Society is open to all students of ACP.

American Pharmacists Association-Academy of Student Pharmacists (APhA-ASP)

The American Pharmacists Association - Academy of Student Pharmacists, Appalachian College of Pharmacy Chapter members strive to serve the rural and underserved communities in our country and throughout the world. APhA-ASP ACP Chapter commits to improve medication use and advance patient care by providing a common thread between pharmacists, student pharmacists, and other healthcare professionals, educating and influencing legislators, policy makers, regulators, and the public to advance our mission and vision, seeking continuous academic excellence and professional development at the highest standard, and enhancing social and academic learning while developing character and citizenship skills. Membership in APhA-ASP is open to all students of ACP.

American Society of Health-System Pharmacists (ASHP)

The American Society of Health-System Pharmacists, ACP Chapter goal is to make students aware of pharmacy practice in health systems, provide information to students about career directions in and credentials needed for pharmacy practice in health systems, and encourage membership and participation in the state society and ASHP as a student and upon graduation. Membership in ASHP is open to all students of ACP.

Fellowship of Christian Pharmacists FCP

The mission of the Fellowship of Christian Pharmacists is to provide fellowship, Bible study, and prayer to enrich our walk with the Lord, Jesus Christ. FCP encourages the advancement of knowledge and ethics in pharmacy practice and promotes community outreach to the Appalachian region. Membership in FCP is open to all students of ACP.

Kappa Psi

The Foundation of Kappa Psi Pharmaceutical Fraternity reinforces itself on the four cornerstones of Fellowship, Industry, Sobriety, and High Ideals. These four values distinguish a member of Kappa Psi and hold him to a higher standard that other organizations try to replicate. As a member of Kappa Psi, members of the pharmacy profession expect only the best. Major activities include philanthropy and fundraising events, community service including healthcare-related activities, social events, and sharing

in many other Brotherhood activities with a main focus on having fun, professional development, and serving the community.

National Community Pharmacists Association (NCPA)

NCPA's ACP Student Chapter I is a student organization that represents independent community pharmacists in the Appalachia region. They are dedicated to educating themselves and others about rural independent community pharmacy and are particularly committed to quality pharmaceutical care and maintaining and promoting the health and well-being of the public they serve through community service projects. NCPA upholds the right to petition the appropriate legislative and regulatory bodies to serve the needs of those they represent and defend common interests in the political arena. Membership in NCPA is open to all students of ACP.

Phi Delta Chi

Phi Delta Chi (ΦΔΧ) Pharmacy Fraternity develops leaders to advance the profession of pharmacy. Phi Delta Chi, a lifelong experience, promotes scholastic, professional, and social growth in its Brothers. We strive to provide quality services to our patients, thereby advancing public health and strengthening ourselves as health professionals. Phi Delta Chi Brothers seek to enhance professional and personal success and satisfaction.

Phi Lambda Sigma

Phi Lambda Sigma is the National Pharmacy Leadership Society that supports pharmacy leadership commitment by recognizing leaders and fostering leadership development. The organization has four goals: ensure the continuing availability of student and practitioner leaders for the profession of pharmacy; acknowledge leadership achievement and award membership to leaders recommended by the Society; enhance the talent, skill, and effectiveness of leaders for the profession of pharmacy; and support and encourage sustained leadership commitment. The society does not compete with other organizations, but rather encourages participation in all pharmacy activities. Candidates are recognized and selected by their peers in the Society for their dedication as a leader to the profession of pharmacy.

Rho Chi Society

The Rho Chi Society, the Academic Honor Society in Pharmacy, encourages and recognizes excellence in intellectual achievement and advocates critical inquiry in all aspects of pharmacy. The Society further encourages high standards of conduct and character and fosters fellowship among its members.

Additional information regarding these student organizations and the policies and procedures under which they are governed can be accessed on the *Student Organization Handbook* on ACP's website at <http://www.acp.edu/index.php/student-affairs/student-organizations/> or downloaded from <http://www.acp.edu/files/7612/8803/8786/studentorghandbook.pdf>

C. The Library

Welcome to the Appalachian College of Pharmacy Library! Our goal is to provide resources for our users with clean, safe, and satisfying study areas. Additionally, the library will provide information resources necessary to support the ACP curriculum. The primary purpose of the library is to support faculty, staff, and students. Please contact the Library Staff with any suggestions you have for improving the services and resources.

Library Information

The Facility

The library is located on the first floor of the original Garden High School building.

The Collection

The library contains over 1,200 sources, including books, journals, and electronic databases, and our electronic and print collection continues to grow.

Hours of Service

During the academic year, the library and computer labs are typically open from 8 a.m.-9 p.m. Monday through Thursday, 8 a.m.-5 p.m. on Friday, and 1 p.m.-9 p.m. on Saturday and Sunday.

Changes to the library schedule may occur due to inclement weather, holidays, school functions, or other unforeseeable circumstances. In these cases, schedule changes will be communicated via e-mail to the student body. Library Student workers will follow the same schedule as Gym Student workers during early inclement weather closings.

Library Services

The library offers a number of services to the ACP community. We provide access to books, e-books, electronic databases, online journals, inter library loans (ILLs), and research assistance.

Finding Library Materials

The library's catalog of books is available online at:

<http://opac.libraryworld.com/opac/home>

Journals available through ACP are listed on:

<http://www.acp.edu/index.php/library/databases-and-resources/>

Circulation of Library Materials

Students may check out books (not including reference books or journals) for a period of two (2) weeks. If a book is listed as reference, students may discuss the situation with the Library Director, and he or she will make decisions on a case-by-case basis.

Online Materials

The library subscribes to several electronic information resources, such as databases, journals, and e-books, which can be accessed from any on-campus computer. These can all be accessed off-campus using your webmail username and password. The link for accessing off campus resources is: <http://ezproxy.pharm.uacp.org:2048/login>

Interlibrary Loan

If you need a book or article that we do not own, the library will attempt to borrow the item from another library for your use. You can submit an ILL request by completing the web form at: <http://www.acp.edu/index.php/library/interlibrary-loan/>

Photocopying and Printing

Students may photocopy and print for free, but usage is monitored to detect excessive or inappropriate use.

Research Assistance

If you need help finding a specific article, doing research for a class project, or simply using any of the library's services, the library staff is always available to assist you. Information on contacting the library is available via e-mail at library@acp.edu or through this link: <http://www.acp.edu/index.php/library/>

Suggestions

Library Staff members welcome suggestions from faculty, staff, and students. Suggestions regarding materials to support learning in the classroom, to assist with research, or to make the library a more amenable and friendly place to study are always welcome and can be made via e-mail at <mailto:library@acp.edu> or <http://www.acp.edu/index.php/library/>

Library Policies

Food and Drink

Food and non-alcoholic beverages in spill proof-containers are allowed in the library. Faculty, staff, and students are responsible for discarding food and beverages before leaving the library. The library Director reserves the right to terminate a food privilege at any time.

Noise

The library is a place to study in groups or as individuals. Please respect the other faculty, staff, and students by keeping your noise to a minimum.

Cell Phones

Cell phones must be turned off before entering the library premises. Rings, vibrations, and so forth are not conducive to studying. The Library Director will enforce this policy and request individuals to either turn off the cell phone or leave the library while checking messages or making phone calls.

Computers

The computer usage policy will follow the policies and procedures set in the Student Handbook and Course Catalog and in the IT policies and procedures approved and published by ACP. ACP computers are available on a first-come first-served basis for students, faculty, and staff. Staff may periodically remove non-essential software and other files from the computers. Patrons should save their files to a diskette or USB thumb drive. Students and employees are encouraged to utilize their personal laptops, and wireless access is available for faculty, staff, and students.

Unattended Items

Please do not leave items unattended in the library. The library reserves the right to inspect and remove unattended personal items.



V. APPENDICES

- A. PLEDGE OF PROFESSIONALISM
- B. APhA CODE OF ETHICS
- C. INTELLECTUAL PROPERTY POLICY
- D. CERTIFICATION, ACKNOWLEDGEMENT, RELEASES AND BINDING ARBITRATION,
- E. CERTIFICATION OF UNDERSTANDING AND ADHERENCE TO POLICIES, RULES, AND PROCEDURES OF THE APPALACHIAN COLLEGE OF PHARMACY

Appendix A

PLEDGE OF PROFESSIONALISM

As a student of pharmacy, I believe there is a need to build and reinforce a professional identity founded on integrity, ethical behavior, and honor. This development, a vital process in my education, will help ensure that I am true to the professional relationship I establish between myself and society as I become a member of the pharmacy community. Integrity must be an essential part of my everyday life, and I must practice pharmacy with honesty and commitment to service.

To accomplish this goal of professional development, I as a student of pharmacy should:

DEVELOP a sense of loyalty and duty to the profession of pharmacy by being a builder of community, one able and willing to contribute to the well-being of others, and one who enthusiastically accepts the responsibility and accountability for membership in the profession.

FOSTER professional competency through life-long learning. I must strive for high ideals, teamwork, and unity within the profession in order to provide optimal patient care.

SUPPORT my colleagues by actively encouraging personal commitment to the Oath of Maimonides and a Code of Ethics as set forth by the profession.

INCORPORATE into my life and practice dedication to excellence. This will require an ongoing reassessment of personal and professional values.

MAINTAIN the highest ideals and professional attributes to ensure and facilitate the covenantal relationship required of the pharmaceutical caregiver.

The profession of pharmacy is one that demands adherence to a set of rigid ethical standards. These high ideals are necessary to ensure the quality of care extended to the patients I serve. As a student of pharmacy, I believe this does not start with graduation; rather, it begins with my membership in this professional college community. Therefore, I must strive to uphold these standards as I advance toward full membership in the profession of pharmacy.

Developed by the American Pharmaceutical Association Academy of Students of Pharmacy/American Association of Colleges of Pharmacy Council of Deans (APhA-ASP/AACP-COD) Task Force on Professionalism; June 26, 1994

Appendix B

APhA CODE OF ETHICS

PREAMBLE

Pharmacists are health professionals who assist individuals in making the best use of medications. This Code, prepared and supported by pharmacists, is intended to state publicly the principles that form the fundamental basis of the roles and responsibilities of pharmacists. These principles, based on moral obligations and virtues, are established to guide pharmacists in relationships with patients, health professionals, and society.

I. A pharmacist respects the covenantal relationship between the patient and pharmacist.

Considering the patient-pharmacist relationship as a covenant means that a pharmacist has moral obligations in response to the gift of trust received from society. In return for this gift, a pharmacist promises to help individuals achieve optimum benefit from their medications, to be committed to their welfare, and to maintain their trust.

II. A pharmacist promotes the good of every patient in a caring, compassionate, and confidential manner.

A pharmacist places concern for the well-being of the patient at the center of professional practice. In doing so, a pharmacist considers needs stated by the patient as well as those defined by health science. A pharmacist is dedicated to protecting the dignity of the patient. With a caring attitude and a compassionate spirit, a pharmacist focuses on serving the patient in a private and confidential manner.

III. A pharmacist respects the autonomy and dignity of each patient.

A pharmacist promotes the right of self-determination and recognizes individual self-worth by encouraging patients to participate in decisions about their health. A pharmacist communicates with patients in terms that are understandable. In all cases, a pharmacist respects personal and cultural differences among patients.

IV. A pharmacist acts with honesty and integrity in professional relationships.

A pharmacist has a duty to tell the truth and to act with conviction of conscience. A pharmacist avoids discriminatory practices, behavior, or work conditions that impair professional judgment, and actions that compromise dedication to the best interests of patients.

V. A pharmacist maintains professional competence.

A pharmacist has a duty to maintain knowledge and abilities as new medications, devices, and technologies become available and as health information advances.

VI. A pharmacist respects the values and abilities of colleagues and other health professionals.

When appropriate, a pharmacist asks for the consultation of colleagues or other health professionals or refers the patient. A pharmacist acknowledges that colleagues and other health professionals may differ in the beliefs and values they apply to the care of the patient.

VII. A pharmacist serves individual, community, and societal needs.

The primary obligation of a pharmacist is to individual patients. However, the obligations of a pharmacist may at times extend beyond the individual to the community and society. In these situations, the pharmacist recognizes the responsibilities that accompany these obligations and acts accordingly.

VIII. A pharmacist seeks justice in the distribution of health resources.

When health resources are allocated, a pharmacist is fair and equitable, balancing the needs of patients and society.

Adopted by the American Pharmacists Association membership, October 27, 1994.

Appendix C

APPALACHIAN COLLEGE OF PHARMACY INTELLECTUAL PROPERTY POLICY

PURPOSE OF THE POLICY

The Appalachian College of Pharmacy (ACP) desires to publish guidelines relating to the ownership of intellectual property created by or on behalf of ACP, its faculty, staff, and students. As a non-profit educational institution, ACP desires to promote the creation and dissemination of scholarly and academic works and inventions in a manner that is equitable to everyone involved.

SUMMARY

While the federal “work for hire” doctrine (see definition below) provides in general that the copyright in all copyrightable works created by an employee in the normal course of his or her employment belong to the employer, ACP desires to allow those rights to revert to the creator(s) in certain circumstances outlined in this policy. However, when a work is specifically commissioned by or is developed with significant ACP resources, different ownership rules are appropriate. Further, when a work is commissioned by a third party, the agreement governing such commissioned work shall determine ownership rights.

DEFINITIONS

The following terms shall have the following meanings for purposes of this Policy:

“Copyright” shall mean the federal right of protection in copyrightable materials that permits the owner to prevent others from copying, making derivative works, distributing to the public, and publicly performing or displaying such materials (17 U.S.C. §106). Copyrightable materials are original works of authorship and include literature, music, photography, computer programs, and artistic works.

“Significant ACP Resources” shall mean the substantial use of ACP’s facilities, equipment, and/or personnel in the creation and/or development of materials or inventions. Materials and inventions created and/or developed principally during normal business hours at ACP shall be considered as using Significant ACP Resources. If there is any doubt whether intellectual property has been created using Significant ACP Resources, the Dean shall make the final determination.

“Sponsored Resources” shall mean funding and/or other assistance provided by a third party including, without limitation, the government, for the development of materials and/or inventions by ACP’s faculty, employees, and/or students. All such sponsored activities shall be governed by a separate agreement to which ACP is a party.

“ACP Commissioned” shall mean materials and/or inventions specifically requested by ACP either orally or in writing and all developments related thereto. If there is any doubt whether materials and/or inventions have been ACP Commissioned, the Dean of ACP shall make the final determination.

“Work For Hire” shall mean the federal rule that the copyright in materials prepared by an employee within the scope of his or her employment is owned by the employer and not the employee (17 U.S.C. §201(b)).

POLICY

Work For Hire

Except as otherwise provided in a written agreement, all copyrightable materials created by ACP faculty and/or staff that is not ACP Commissioned, created with Significant ACP or Sponsored Resources shall not be considered Work For Hire, but all Copyrights and other intellectual property rights arising therefrom shall be the property of the creator(s). However, the creator(s) agree by evidence of their employment with ACP when such copyrightable materials were generated to grant ACP a non-exclusive, fully paid up, perpetual, and worldwide license to use all such works that relate to the operations or missions of ACP. In this regard, the Dean of ACP shall be notified in a timely manner of the creation of all such works and shall be provided with a complete and accurate list with copies of all such works upon the termination of employment, for any reason, of each faculty and staff member. All use of such works by the creator(s) shall give appropriate credit to ACP.

ACP Commissioned Works and Use of Significant ACP Resources

Except as may be otherwise provided in a written agreement, all Copyrights and other intellectual property rights in works created and/or developed using Significant ACP Resources or that are ACP Commissioned shall be owned by ACP. In certain circumstances, ACP may want to provide for joint ownership or to cede its intellectual property rights to the creator(s). In such cases, the ownership of the intellectual property rights and any allocation of income derived from such intellectual property shall be governed by a separate written agreement entered into between ACP and the creator(s). All creators of intellectual property under this section shall notify the Dean of ACP in a timely manner of the creation or contemplated creation of such intellectual property. If the creator(s) desire to have an ownership interest in any intellectual property created and/or developed using Significant ACP Resources or that is ACP Commissioned, such matter should be discussed with the Dean of ACP and a written agreement should be entered into as soon as reasonably practical.

Sponsored Resources

In all cases, intellectual property that is to be created and/or developed by ACP faculty, staff, or students using Sponsored Resources shall be governed by a written agreement to which ACP shall be a party. The ownership of the Copyrights and other intellectual property rights and any allocation of income derived from such intellectual property shall be governed by that agreement.

Trademarks

ACP’s name, logo, trademarks, and service marks (collectively, the “ACP Marks”) are owned exclusively by ACP and its faculty, employees, and students may not use any of the ACP Marks as a trademark or service mark without the express written permission of the Dean of ACP.

Appendix D

Appalachian College of Pharmacy

CERTIFICATION, ACKNOWLEDGEMENTS, RELEASES, AND BINDING ARBITRATION

This certification **MUST** be signed and dated by the applicant, and received by the Office of Admissions before action can be taken on this application.

I understand that withholding information requested on this application, including attendance at any other educational institution, or giving false or misleading information may make me ineligible for admission to ACP or subject to dismissal, and it may render me ineligible to obtain placement for required experiential rotations. Furthermore, I understand that I have an ongoing duty to supplement the information provided in the attached prior to matriculation and at any time such information changes while I am a student (either active or inactive) at ACP.

I understand that I may be required to obtain a criminal records background check of all jurisdictions, including the Commonwealth of Virginia and any other state where I may have lived or worked, for the conviction of any crimes in order to matriculate at ACP, to remain at ACP, and to participate in experiential rotations. I understand that I am solely responsible for the costs of such a background check. I further understand and agree that if the results of the background check indicate that I have been convicted of a felony or any crime involving lying, cheating, stealing, or the illegal, use, possession or distribution of drugs, ACP reserves the right to rescind my acceptance, expel me, or decline to refer me for participation in experiential programs and clinical rotations. I further understand and agree that if the results of the background check indicate that I have a felony or misdemeanor charge involving lying, cheating, stealing, or the illegal, use, possession or distribution of drugs, with any of the following dispositions: dismissed, nolle prosequi (nolle processed), conditional deferral of charges, or resolved under a first offender statute allowing for dismissal of charges, ACP reserves the right to rescind my acceptance, expel me, or decline to refer me for participation in experiential programs and clinical rotations. Furthermore, I hereby grant permission for ACP to provide the results of my criminal background check as well as consumer reports to actual or potential experiential rotation sites. I understand that the results of such criminal background checks and reports may result in my inability to participate in experiential rotations, which would prevent me from obtaining my degree.

I hereby grant permission to ACP to take and use my photograph on its World Wide Web site or in other official College printed publications without further consideration, and I acknowledge the College's right to crop or treat any photographs taken at its discretion. I also acknowledge that the College may choose to use my photo at any time and discontinue such use without notice.

I also understand that once my image is posted on any College website, including ACP's website, the image can be downloaded by any computer user on or off campus. Therefore, I agree to indemnify and hold harmless from any claims the following:

- Board of Trustees of the Appalachian College of Pharmacy
- All Employees of the Appalachian College of Pharmacy

I have carefully reviewed and understand the complete set of application instructions and the ACPE accreditation disclaimer.

I have carefully completed and proofed my application, and hereby certify that all information provided is true and accurate.

Arbitration. In order to avoid the costs and inconvenience of litigation regarding any and all claims and controversy arising during, as a result of, and relating to my attendance to or work for ACP, and any civil claims or proceedings by me or my estate against the Appalachian College of Pharmacy or its assigns, agents, employees, officers, Trustees or former Trustees arising out of actions or omissions related to Appalachian College of Pharmacy business, I agree that all such matters shall be settled and finally determined by arbitration. I further understand and agree that for a period of at least thirty (30) days after I, my estate, or counsel gives written notice that a controversy exists, that ACP and I shall endeavor in good faith to resolve the controversy through formal mediation, using a qualified mediator who is a retired Virginia judge. The costs of such mediation shall be equally divided. At the end of said thirty days, if that effort does not resolve the dispute, then I or my estate may begin the arbitration process upon additional written notice to ACP that I wish to proceed to binding arbitration.

Within thirty (30) days of such notice of arbitration, the parties shall endeavor in good faith to select a qualified arbitrator who is a retired Virginia judge who regularly conducts arbitrations and mediations individually or with The McCammon Group of Richmond, Virginia, by mutual agreement in writing. If we cannot agree upon such arbitrator, then I or ACP may petition the Buchanan County Circuit Court in Buchanan County, Virginia, to appoint an independent, industry-qualified arbitrator under the Uniform Arbitration Act. It is agreed that the finding and award made by said arbitrator in writing shall be final and accepted as a complete adjustment of all matters in controversy, and shall be entered as a judgment of the appropriate court.

The arbitration hearing shall be conducted in Buchanan County, Virginia, and the arbitrator shall hear any relevant evidence as may be offered by the parties. The parties shall assume their respective costs, including attorney fees, incurred for the arbitration, except that the arbitrator may assess reasonable fees and costs against a party found to have acted in bad faith. The law of the Commonwealth of Virginia shall apply to the arbitration proceedings.

Should I serve as an employee of the Appalachian College of Pharmacy, then any claim for injuries by me or my estate shall be exempted from the arbitration process as such injuries are covered by workers' compensation insurance. I understand and agree that the only reasons that this arbitration process can be voided is if the ACP's insurance carrier determines that it violates the terms and conditions of its policy, or the ACPE rules that this clause is unenforceable under its guidelines. I certify that I have had the opportunity to have this application and, particularly, this arbitration clause reviewed by legal counsel of my choice prior to signing and submitting same.

By signing and submitting this application the applicant understands that he or she may be subjected to drug testing and that such results will be submitted to school officials, experiential sites and any other institution, group agency or individual that requires such information as a pre-requisite for admission or entry to their programs or facilities.

Applicant's Signature

Print Name

Date

NON-DISCRIMINATION POLICY & AMERICANS WITH DISABILITIES ACT

The Appalachian College of Pharmacy does not discriminate on the basis of race, color, national origin, religion, handicap, marital status, gender, lifestyle, veteran status or sexual orientation, and fully complies with the Americans with Disabilities Act.

Appendix E

CERTIFICATION OF UNDERSTANDING AND ADHERENCE TO POLICIES, RULES, AND PROCEDURES OF THE APPALACHIAN COLLEGE OF PHARMACY

I hereby certify and confirm that I have been provided access to a copy of the Appalachian College of Pharmacy Student Handbook and Course Catalog.

I hereby certify and confirm that I understand that the policies, rules, and procedures contained in the Student Handbook and Course Catalog will apply during the academic year containing the date below and are in force until such time that they are revised. Further, I certify that I have read and understand the policies and agree to adhere to such policies as they apply to my tenure at ACP and in some situations these policies may be enforced even after I depart ACP.

I further understand that the Appalachian College of Pharmacy may revise its policies, rules, and procedures at any time, that I am charged with the notice and knowledge of those revisions upon them being posted to the ACP website, and that I will adhere to any revisions, alterations, or changes made by ACP from that point forward.

Signature

Date

Name (please print)