

# Job Analysis

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## Psychiatric Pharmacy (BCPP)

*May 2025*



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## Executive Summary

The Board of Pharmacy Specialties (BPS) performed a job analysis, a multi-method approach into defining a job role or competency area in terms of the relevant tasks and associated knowledge areas, in 2025 to develop the content outline and other specifications for the specialty certification examination for pharmacists who specialize in psychiatric pharmacy. In accordance with relevant professional and accreditation standards, the study consisted of three major phases:

1. Definition of tasks and knowledge areas
2. Development, administration, and analysis of a survey
3. Finalization of the exam content outline

This report provides evidence for the exam content outline developed and its applicability to the psychiatric pharmacy specialty practice area. The outcome of this study was the creation of an examination blueprint that will be used to construct the psychiatric pharmacy specialty certification examination such that it aligns with the competencies identified and in equal proportions across all forms (versions) of the examination.

| Examination Content Domains and Subdomains |                                                      |     |
|--------------------------------------------|------------------------------------------------------|-----|
| 1                                          | Mental Health                                        | 36% |
| 1A                                         | Mental Health Conditions and Disorders               | 25% |
| 1B                                         | Special Populations                                  | 11% |
| 2                                          | Therapeutics and Patient Management                  | 49% |
| 2A                                         | Patient Assessment                                   | 13% |
| 2B                                         | Treatment of Psychiatric and Related Disorders       | 27% |
| 2C                                         | Therapeutic Implementation, Outcomes, and Monitoring | 9%  |
| 3                                          | Professional Practice                                | 15% |
| 3A                                         | Quality of Care                                      | 8%  |
| 3B                                         | Practice Management                                  | 7%  |

## Introduction

The Board of Pharmacy Specialties (BPS) performed a job analysis in 2025 to develop the content outline and other specifications for the specialty certification examination for pharmacists who specialize in psychiatric pharmacy.

A job analysis<sup>1</sup>, sometimes called a role delineation study or practice analysis in healthcare certification settings, is a multi-method approach to defining a job role or competency area in terms of the relevant tasks or work activities and the associated competencies (operationalized as knowledge, skills, and abilities) and/or other attributes. Indeed, job analysis can also be thought of as referring to a family of related approaches to establishing the foundations of content validity<sup>2</sup> for an assessment<sup>3</sup>, in this case applied to the assessment of competencies associated with a specialty area in the licensed practice of pharmacy. A job analysis is considered a multi-method approach because it incorporates both qualitative and quantitative evidence in support of the definition the practice area in question. The job analysis consisted of three major phases:

1. Definition of tasks and knowledge areas, organized in a content outline format and completed by an assembled panel of qualified pharmacists who are currently engaged in psychiatric pharmacy
2. Development, administration, and analysis of a survey to other qualified pharmacists who are currently engaged in psychiatric pharmacy, requesting their ratings either endorsing the inclusion or exclusion of each task and knowledge area identified by the committee
3. Finalization of the exam content outline, completed by the assembled panel and with consideration given to the survey results to help determine the retention, discard, or editing of knowledge and task lists, as well as the relative weights assigned to each content area

The study described in this report was conducted according to the Standards for Educational & Psychological Testing<sup>4</sup> and applicable accreditation standards (NCCA<sup>5</sup> and ISO/IEC 17024<sup>6</sup>). The subsequent sections describe the methods, results, and outcomes of the study, complemented by appendices which describe the qualifications and professional characteristics of the subject matter experts who contributed to this study, the actual text of the survey administered, and the final exam content outline produced by this study.

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<sup>1</sup> Sackett, P.R., Laczko, R.M. (2003). Job and Work Analysis. Handbook of Psychology.

<sup>2</sup> Cronbach, L.J., Meehl, P.E. (1955). Construct Validity in Psychological Tests. Psychological Bulletin, 52(4), 281-302.

<sup>3</sup> Kane, M.T. (2013). Validating the Interpretations and Uses of Test Scores. Journal of Educational Measurement, 50(1), 1-73.

<sup>4</sup> American Educational Research Association, the American Psychological Association, National Council on Measurement in Education. (2014). Standards for Educational & Psychological Testing.

<sup>5</sup> National Commission for Certifying Agencies. (2014). Standards for the Accreditation of Certification Programs.

<sup>6</sup> International Organization for Standardization, International Electrotechnical Commission. (2012). Conformity Assessment: General Requirements for Bodies Operating Certification of Persons.

## 1. Definition of Tasks and Knowledge

BPS assembled a panel that consisted of 26 subject-matter experts in psychiatric pharmacy, who were representative of the diversity of professional characteristics within the specialty with respect to practice setting, patient populations served, years of experience, and geographic dispersion within the United States. See Appendix A for the qualifications and professional characteristics of the job analysis panelists.

The panel met via teleconference on two occasions to develop, define, and update the tasks performed and knowledge required to practice as a specialist in psychiatric pharmacy. The dates of the meetings were 29 February 2025 and 3 March 2025.

On the first session, the panelists were oriented to the objectives of the study and the meeting, and then were presented a draft examination content outline and list of associated tasks that drew from the outgoing examination content outline and the interview notes. See Appendix B for the presentation used to orient the job analysis panelists.

The panel developed 14 task statements that describe the work activities performed by a psychiatric pharmacist.

- 1 Administer and/or interpret results of screening and assessment tools
- 2 Evaluate patient history, laboratory findings, presence and type of symptoms, risk factors, clinical and functional status, social determinants of health, and/or other relevant patient characteristics
- 3 Establish and communicate treatment goals in collaboration with the patient, caregivers, and/or interprofessional healthcare team and in alignment with evidence-based medicine and practice guidelines
- 4 Design and implement pharmacotherapeutic plans based on patient characteristics, patient preferences, pharmacology, access to care, treatment goals, and best available evidence
- 5 Monitor and evaluate patient progress and response to care, and modify care plan accordingly
- 6 Utilize clinical decision-making tools and other health information technology to optimize treatment decisions
- 7 Develop and implement plans for continuity of care, including procedures for discharge, transfers, and referrals
- 8 Develop and implement healthcare protocols, clinical decision support, medication formularies, and psychiatric pharmacy services
- 9 Participate in healthcare quality improvement, safety, research, and/or public health initiatives
- 10 Evaluate, establish, and/or align policies and practices according to accreditation standards, regulatory requirements, and evidence-based practice

- |    |                                                                                                                                                                                                   |
|----|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 11 | Develop and/or provide healthcare education to patients, caregivers, members of the general public, pharmacists, learners, and/or other members of the interprofessional healthcare team          |
| 12 | Engage in professional development and advocacy in psychiatric pharmacy, such as committee involvement, scholarly activities, continuing education, professional outreach, and policy development |
| 13 | Evaluate literature and other published information to determine the quality and applicability to psychiatric health care                                                                         |
| 14 | Advocate for persons with mental illness by helping to address health inequity, promoting public health, engaging in policy development, supporting personal autonomy, and reduction of harm      |

The panel identified three content domains that describe the key high-level components of psychiatric pharmacy. Across the three content domains, the panel identified seven content sub-domains and developed 58 knowledge areas that describe specific job knowledge associated with the practice of psychiatric pharmacy. In some cases, the panelists wrote examples in parenthesis, which are meant to be non-exhaustive, to help better illustrate the intended scope of the knowledge area listed.

| 1    | Mental Health                                                                                                                     |
|------|-----------------------------------------------------------------------------------------------------------------------------------|
| 1A   | Mental Health Conditions and Disorders                                                                                            |
| 1A1  | Etiology, Risk Factors, and Diagnostic Criteria for Anxiety Disorders (e.g., GAD)                                                 |
| 1A2  | Etiology, Risk Factors, and Diagnostic Criteria of Eating and Feeding Disorders                                                   |
| 1A3  | Etiology, Risk Factors, and Diagnostic Criteria of Obsessive-Compulsive and Related Disorders                                     |
| 1A4  | Etiology, Risk Factors, and Diagnostic Criteria of Trauma-Related and Stressor-Related Disorders                                  |
| 1A5  | Etiology, Risk Factors, and Diagnostic Criteria of Sleeping and Waking Disorders                                                  |
| 1A6  | Etiology, Risk Factors, and Diagnostic Criteria of Depressive Disorders                                                           |
| 1A7  | Etiology, Risk Factors, and Diagnostic Criteria of Bipolar Disorder                                                               |
| 1A8  | Etiology, Risk Factors, and Diagnostic Criteria of Psychotic Disorders (e.g., schizophrenia)                                      |
| 1A9  | Etiology, Risk Factors, and Diagnostic Criteria of Neurodevelopmental, Disruptive, Impulse-Control, and Conduct Disorders         |
| 1A10 | Etiology, Risk Factors, and Diagnostic Criteria of Personality Disorders                                                          |
| 1A11 | Etiology, Risk Factors, and Diagnostic Criteria of Substance Use Disorders                                                        |
| 1A12 | Etiology, Risk Factors, and Diagnostic Criteria of Neurological Disorders and Pain Disorders (e.g., dementia, seizures, migraine) |
| 1A13 | Etiology, Risk Factors, and Diagnostic Criteria of Medication-Induced Movement Disorders and Other Adverse Effects of Medication  |
| 1A14 | Medications, Substances, and Diseases that can Cause or Worsen Psychiatric Symptoms                                               |
| 1B   | Special Populations                                                                                                               |
| 1B1  | Geriatric Patient Population                                                                                                      |
| 1B2  | Pediatric Patient Population                                                                                                      |
| 1B3  | Pregnancy and Lactation                                                                                                           |
| 1B4  | Gender-Focused Care (e.g., transgender)                                                                                           |

|           |                                                                                                                                  |
|-----------|----------------------------------------------------------------------------------------------------------------------------------|
| 1B5       | Neurodevelopmental and Intellectual Disorders                                                                                    |
| 1B6       | Chronic Health Conditions (e.g., obesity, diabetes)                                                                              |
| 1B7       | Patients with Dual-Diagnosis (Mental Health and Substance Use)                                                                   |
| <b>2</b>  | <b>Therapeutics and Patient Management</b>                                                                                       |
| <b>2A</b> | <b>Patient Assessment</b>                                                                                                        |
| 2A1       | Patient and Caregiver Interview (e.g., MSE, patient history, clinical status, symptom presentation)                              |
| 2A2       | Screening and Assessment Tools                                                                                                   |
| 2A3       | Laboratory and Diagnostic Testing                                                                                                |
| 2A4       | Pharmacokinetics, Pharmacodynamics, and Pharmacogenomics                                                                         |
| 2A5       | Social Determinants of Health                                                                                                    |
| 2A6       | Patient-Centered Care Planning                                                                                                   |
| 2A7       | Mental Health Crisis Intervention                                                                                                |
| <b>2B</b> | <b>Treatment of Psychiatric and Related Disorders</b>                                                                            |
| 2B1       | Pharmacotherapy related to Anxiety Disorders (e.g., GAD)                                                                         |
| 2B2       | Pharmacotherapy related to Eating and Feeding Disorders                                                                          |
| 2B3       | Pharmacotherapy related to Obsessive-Compulsive and Related Disorders                                                            |
| 2B4       | Pharmacotherapy related to Trauma-Related and Stressor-Related Disorders                                                         |
| 2B5       | Pharmacotherapy related to Sleeping and Waking Disorders                                                                         |
| 2B6       | Pharmacotherapy related to Depressive Disorders                                                                                  |
| 2B7       | Pharmacotherapy related to Bipolar Disorder                                                                                      |
| 2B8       | Pharmacotherapy related to Psychotic Disorders (e.g., schizophrenia)                                                             |
| 2B9       | Pharmacotherapy related to Neurodevelopmental, Disruptive, Impulse-Control, and Conduct Disorders                                |
| 2B10      | Pharmacotherapy related to Personality Disorders                                                                                 |
| 2B11      | Pharmacotherapy related to Substance Use Disorders                                                                               |
| 2B12      | Pharmacotherapy related to Neurological Disorders and Pain Disorders (e.g., dementia, seizures, migraine)                        |
| 2B13      | Pharmacotherapy related to Medication-Induced Movement Disorders and Other Adverse Effects of Medication                         |
| 2B14      | Non-Pharmacologic Treatments (e.g., evidence-based psychotherapy, neuromodulation therapies)                                     |
| <b>2C</b> | <b>Therapeutic Implementation, Outcomes, and Monitoring</b>                                                                      |
| 2C1       | Therapeutic Outcomes                                                                                                             |
| 2C2       | Therapeutic and Pharmacokinetic Monitoring                                                                                       |
| 2C3       | Interprofessional Care Coordination and Continuity of Care                                                                       |
| 2C4       | Patient and Caregiver Education and Counseling (e.g., teach-back method, motivational interviewing, addressing barriers to care) |
| <b>3</b>  | <b>Professional Practice</b>                                                                                                     |
| <b>3A</b> | <b>Quality of Care</b>                                                                                                           |
| 3A1       | Professional Practice Standards, Guidelines, and Regulations (e.g., Medicare, HEDIS, TJC, CMS)                                   |
| 3A2       | Population Health and Preventative Care                                                                                          |
| 3A3       | Medication Appropriateness Assessment (e.g., STOPP/START, Beers criteria, FORTA, MAI)                                            |
| 3A4       | Harm and Risk Reduction (e.g., harm reduction programs, naloxone and needle exchange programs, medication take-back, wellness)   |

|           |                                                                                                      |
|-----------|------------------------------------------------------------------------------------------------------|
| 3A5       | Quality Assurance and Process Improvement                                                            |
| 3A6       | Patient Resources (e.g., patient assistance programs, patient advocacy programs and organizations)   |
| <b>3B</b> | <b>Practice Management</b>                                                                           |
| 3B1       | Literature Evaluation (e.g., research methods, statistics, applicability)                            |
| 3B2       | Clinical Informatics                                                                                 |
| 3B3       | Formulary Management                                                                                 |
| 3B4       | Pharmacoeconomics                                                                                    |
| 3B5       | Legal Considerations (e.g., consent, commitment, involuntary treatment, forensic care, guardianship) |
| 3B6       | Alternative Healthcare Delivery Modalities (e.g., telehealth)                                        |

The panel also helped create a definition of the psychiatric pharmacist, the target population for the BCPP credential, and a statement describing the purpose of the BCPP credentialing program.

The BPS Board-Certified Psychiatric Pharmacist program is a credential for pharmacists who specialize in psychopharmacology and the care of persons with psychiatric and related disorders.

The purpose of the BPS Board-Certified Psychiatric Pharmacist program is to validate that the pharmacist has the advanced knowledge, skills, and experience necessary to optimize clinical outcomes for persons with psychiatric and related disorders.

The panel also refined a list of demographic questions to be provided to survey respondents which would help better understand the professional characteristics of the respondent sample, which is described in more detail in the next section.

Lastly, the panel engaged in a linkage analysis, which is an exercise to identify the inter-relationships among the knowledge areas and tasks. Each panelist was asked to individually develop a linkage matrix in which tasks are listed as columns and knowledge areas as rows, and an x-mark indicating that the knowledge area is required for performance of the task. Individual matrices were aggregated such that any proposed linkage (x-mark) by more than half of the panelists was counted in the final (consensus) linkage matrix.

|           | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
|-----------|---|---|---|---|---|---|---|---|---|----|----|----|----|----|
| <b>1</b>  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |
| <b>1A</b> |   |   |   |   |   |   |   |   |   |    |    |    |    |    |
| 1A1       | X | X |   |   |   |   |   |   |   |    |    |    |    |    |
| 1A2       | X | X |   |   |   |   |   |   |   |    |    |    |    |    |
| 1A3       | X | X |   |   |   |   |   |   |   |    |    |    |    |    |
| 1A4       | X | X |   |   |   |   |   |   |   |    |    |    |    |    |
| 1A5       | X | X |   |   |   |   |   |   |   |    |    |    |    |    |
| 1A6       | X | X |   |   |   |   |   |   |   |    |    |    |    |    |
| 1A7       | X | X |   |   |   |   |   |   |   |    |    |    |    |    |
| 1A8       | X | X |   |   |   |   |   |   |   |    |    |    |    |    |
| 1A9       | X | X |   |   |   |   |   |   |   |    |    |    |    |    |
| 1A10      | X | X |   |   |   |   |   |   |   |    |    |    |    |    |
| 1A11      | X | X |   |   |   |   |   |   |   |    |    |    |    |    |
| 1A12      | X | X |   |   |   |   |   |   |   |    |    |    |    |    |
| 1A13      | X | X |   |   |   |   |   |   |   |    |    |    |    |    |
| 1A14      | X | X |   |   |   |   |   |   |   |    |    |    |    |    |
| <b>1B</b> |   |   |   |   |   |   |   |   |   |    |    |    |    |    |
| 1B1       |   | X |   | X |   |   |   |   |   |    | X  |    |    |    |
| 1B2       |   | X |   | X |   |   |   |   |   |    | X  |    |    |    |
| 1B3       |   | X |   | X |   |   |   |   |   |    |    |    |    |    |
| 1B4       |   | X |   | X |   |   |   |   |   |    |    |    |    |    |
| 1B5       |   | X |   | X |   |   |   |   |   |    | X  |    |    |    |
| 1B6       |   | X |   | X |   |   |   |   |   |    | X  |    |    |    |
| 1B7       |   | X |   | X |   |   |   |   |   |    |    |    |    |    |
| <b>2</b>  |   |   |   |   |   |   |   |   |   |    |    |    |    |    |
| <b>2A</b> |   |   |   |   |   |   |   |   |   |    |    |    |    |    |
| 2A1       | X | X | X |   | X |   |   |   |   |    |    |    |    |    |
| 2A2       | X | X |   |   | X | X |   |   |   |    |    |    |    |    |
| 2A3       |   | X |   |   | X |   |   |   |   |    |    |    |    |    |
| 2A4       |   | X |   | X | X |   |   |   |   |    |    |    |    |    |
| 2A5       |   | X | X |   |   |   |   |   |   |    |    |    |    | X  |
| 2A6       |   |   | X | X |   |   | X |   |   |    | X  |    |    |    |
| 2A7       |   | X |   |   |   |   |   |   |   |    |    |    |    |    |
| <b>2B</b> |   |   |   |   |   |   |   |   |   |    |    |    |    |    |
| 2B1       |   |   | X | X | X |   |   |   |   |    | X  |    |    |    |
| 2B2       |   |   | X | X | X |   |   |   |   |    | X  |    |    |    |
| 2B3       |   |   | X | X | X |   |   |   |   |    | X  |    |    |    |
| 2B4       |   |   | X | X | X |   |   |   |   |    | X  |    |    |    |
| 2B5       |   |   | X | X | X |   |   |   |   |    | X  |    |    |    |
| 2B6       |   |   | X | X | X |   |   |   |   |    | X  |    |    |    |

|      |   |   |   |   |   |   |   |   |   |     |
|------|---|---|---|---|---|---|---|---|---|-----|
| 2B7  |   | X | X | X |   |   |   |   | X |     |
| 2B8  |   | X | X | X |   |   |   |   | X |     |
| 2B9  |   | X | X | X |   |   |   |   | X |     |
| 2B10 |   | X | X | X |   |   |   |   | X |     |
| 2B11 |   | X | X | X |   |   |   |   | X |     |
| 2B12 |   | X | X | X |   |   |   |   | X |     |
| 2B13 |   | X | X | X |   |   |   |   | X |     |
| 2B14 |   |   | X | X |   |   |   |   | X |     |
| 2C   |   |   |   |   |   |   |   |   |   |     |
| 2C1  |   | X | X | X |   | X |   |   | X |     |
| 2C2  | X | X | X | X |   |   |   |   | X |     |
| 2C3  |   | X |   |   |   | X |   |   |   |     |
| 2C4  |   | X |   |   |   | X |   |   | X |     |
| 3    |   |   |   |   |   |   |   |   |   |     |
| 3A   |   |   |   |   |   |   |   |   |   |     |
| 3A1  |   |   | X |   |   | X | X | X |   | X   |
| 3A2  |   |   |   |   |   | X | X | X |   | X   |
| 3A3  | X |   |   |   |   |   |   | X |   |     |
| 3A4  |   |   | X |   | X |   | X |   |   | X   |
| 3A5  |   |   |   |   | X | X | X |   | X |     |
| 3A6  |   |   |   |   | X |   |   |   | X | X   |
| 3B   |   |   |   |   |   |   |   |   |   |     |
| 3B1  |   |   |   |   |   | X |   | X |   | X X |
| 3B2  |   |   |   | X |   | X |   |   |   |     |
| 3B3  |   |   |   | X |   | X |   |   |   |     |
| 3B4  |   |   |   |   |   | X |   |   |   |     |
| 3B5  |   |   | X |   |   |   |   |   |   |     |
| 3B6  |   |   |   |   |   | X |   |   |   |     |

## 2. Survey Administration and Analysis

A survey was created for the purpose of soliciting ratings of endorsement from the larger practitioner population. Survey results are used to validate the appropriateness of the knowledge areas and tasks developed by the panelists and to inform content weighting decisions. The survey was developed with the following components:

- Description of the purpose of the survey
- Definition of the target population identified by the specialty practice area
- Respondent ratings of endorsement for the task statements
- Respondent ratings of endorsement for the knowledge areas
- Demographic questions that assess survey respondents' professional qualifications
- Open field for any additional comments

The ratings of endorsement from the survey respondents were solicited using two scales: Importance and Frequency. Each scale consists of a prompt for task statement, prompt for knowledge areas, and numerical responses with an associated text anchor (description).

| Importance | How important is this task to psychiatric pharmacy practice?            |
|------------|-------------------------------------------------------------------------|
|            | How important is this knowledge area to psychiatric pharmacy practice?  |
| 0          | not at all / not applicable                                             |
| 1          | of very little importance                                               |
| 2          | somewhat important                                                      |
| 3          | moderately important                                                    |
| 4          | very important                                                          |
| 5          | critically important                                                    |
| Frequency  | How frequently is this task performed in psychiatric pharmacy practice? |
|            | How frequently is this knowledge used in psychiatric pharmacy practice? |
| 0          | not at all / not applicable                                             |
| 1          | very rarely                                                             |
| 2          | rarely                                                                  |
| 3          | occasionally                                                            |
| 4          | often                                                                   |
| 5          | very often                                                              |

The survey was pilot tested with a sample that consisted of the job analysis panelists, the specialty examination council, and BPS staff persons. The pilot test was conducted during the dates of 11-19 March 2025. Pilot testers did not identify any necessary changes. See Appendix C for a copy of the final survey text.

The survey was open and available from 25 March 2025 to 5 May 2025. All pharmacists who hold the BCPP credential were directly invited via email to complete the online survey. The survey was also disseminated through the following affiliate organizations: American Association of Psychiatric

Pharmacists, American College of Clinical Pharmacy, and American Society of Health-System Pharmacists.

The survey yielded 95 usable responses. Responses were not used if the survey was not completed or if the respondent indicated spending less than 50% of their pharmacy practice in psychiatric pharmacy.

| Responses to Demographic Questions                 |  |                           |              |
|----------------------------------------------------|--|---------------------------|--------------|
| % of Professional Practice in Psychiatric Pharmacy |  | Mean = 90.58   SD = 17.06 | n            |
| 50– 75                                             |  |                           | 16           |
| 76 – 99                                            |  |                           | 14           |
| 100                                                |  |                           | 65           |
| Time Spent in Professional Role                    |  | n<br>(>50%)               | Average<br>% |
| Direct Patient Care                                |  | 58                        | 58.17%       |
| Administration / Management                        |  | 5                         | 15.16%       |
| Teaching / Precepting                              |  | 1                         | 15.39%       |
| Research / Scholarship                             |  | 1                         | 5.36%        |
| Other                                              |  | 5                         | 5.93%        |
| Years of Experience in Pharmacy                    |  | Mean = 13.80  SD = 5.93   | n            |
| 0 to 5                                             |  |                           | 14           |
| 6 to 10                                            |  |                           | 36           |
| 11 to 15                                           |  |                           | 17           |
| 16 to 20                                           |  |                           | 13           |
| 21+                                                |  |                           | 15           |
| Years of Experience in Psychiatric Pharmacy        |  | Mean = 11.64  SD = 9.51   | n            |
| 0 to 5                                             |  |                           | 22           |
| 6 to 10                                            |  |                           | 35           |
| 11 to 15                                           |  |                           | 19           |
| 16 to 20                                           |  |                           | 8            |
| 21+                                                |  |                           | 11           |
| BPS Certifications                                 |  | n                         |              |
| BCACP - Ambulatory Care                            |  | 0                         |              |
| BCCCP - Critical Care                              |  | 0                         |              |
| BCCP - Cardiology                                  |  | 0                         |              |
| BCEMP - Emergency Medicine                         |  | 0                         |              |
| BCGP - Geriatric                                   |  | 2                         |              |
| BCIDP - Infectious Diseases                        |  | 0                         |              |
| BCNP - Nuclear                                     |  | 0                         |              |
| BCNSP- Nutrition Support                           |  | 0                         |              |
| BCOP - Oncology                                    |  | 0                         |              |
| BCPP - Psychiatric                                 |  | 93                        |              |

|                                                               |          |          |
|---------------------------------------------------------------|----------|----------|
| BCPPS - Pediatric                                             | 0        |          |
| BCPS - Pharmacotherapy                                        | 17       |          |
| BCSCP - Compounded Sterile Preparations                       | 0        |          |
| BCTXP - Solid Organ Transplantation                           | 0        |          |
| <b>Post-graduate pharmacy residency programs</b>              | <b>n</b> |          |
| PGY1 Pharmacy                                                 | 70       |          |
| PGY1 Managed Care Pharmacy                                    | 0        |          |
| PGY1 Community-Based Pharmacy                                 | 1        |          |
| Psychiatric Pharmacy Residency (Pre-PGY Designation)          | 7        |          |
| PGY2 Ambulatory Care Pharmacy                                 | 0        |          |
| PGY2 Cardiology Pharmacy                                      | 0        |          |
| PGY2 Clinical Pharmacogenomics                                | 0        |          |
| PGY2 Community-Based Pharmacy Administration and Leadership   | 0        |          |
| PGY2 Corporate Pharmacy Administration and Leadership         | 0        |          |
| PGY2 Critical Care Pharmacy                                   | 0        |          |
| PGY2 Emergency Medicine Pharmacy                              | 0        |          |
| PGY2 Geriatric Pharmacy                                       | 0        |          |
| PGY2 Health System Pharmacy Administration and Leadership     | 0        |          |
| PGY2 Infectious Diseases Pharmacy                             | 0        |          |
| PGY2 Internal Medicine Pharmacy                               | 0        |          |
| PGY2 Investigational Drugs and Research                       | 0        |          |
| PGY2 Medication Use Safety and Policy                         | 0        |          |
| PGY2 Neurology                                                | 0        |          |
| PGY2 Oncology Pharmacy                                        | 0        |          |
| PGY2 Palliative Care / Pain Management Pharmacy               | 0        |          |
| PGY2 Pediatric Pharmacy                                       | 0        |          |
| PGY2 Pharmacotherapy                                          | 0        |          |
| PGY2 Pharmacy Informatics                                     | 0        |          |
| PGY2 Population Health Management and Data Analytics Pharmacy | 0        |          |
| PGY2 Psychiatric Pharmacy                                     | 62       |          |
| PGY2 Solid Organ Transplant Pharmacy                          | 0        |          |
| PGY2 Specialty Pharmacy Administration and Leadership         | 0        |          |
| Other (please specify)                                        | 6        |          |
| <b>Primary Practice Setting</b>                               | <b>n</b> | <b>%</b> |
| Academic Institution / Educational Institution                | 8        | 8.42%    |
| Academic Medical Center or Hospital                           | 18       | 18.95%   |
| Children's Hospital                                           | 0        | 0.00%    |
| Community Hospital                                            | 12       | 12.63%   |
| Community Pharmacy                                            | 1        | 1.05%    |
| Home Infusion / Ambulatory Infusion                           | 0        | 0.00%    |
| Hospice                                                       | 0        | 0.00%    |

|                                                              |          |          |
|--------------------------------------------------------------|----------|----------|
| Hybrid Academic-Community Hospital                           | 2        | 2.11%    |
| Integrated Health System / Accountable Care Organization     | 1        | 1.05%    |
| Investigational Drug Service                                 | 0        | 0.00%    |
| Long-Term Care Pharmacy                                      | 1        | 1.05%    |
| Managed Care                                                 | 1        | 1.05%    |
| Outpatient Clinic / Ambulatory Clinic                        | 11       | 11.58%   |
| Pharmaceutical Industry                                      | 1        | 1.05%    |
| Specialty Pharmacy                                           | 0        | 0.00%    |
| Governmental Healthcare Facility / Veterans Affairs Hospital | 30       | 31.58%   |
| Other (please specify)                                       | 9        | 9.47%    |
| <b>Location of Primary Practice</b>                          | <b>n</b> | <b>%</b> |
| AL                                                           | 1        | 1.05%    |
| AZ                                                           | 5        | 5.26%    |
| CA                                                           | 13       | 13.68%   |
| CO                                                           | 1        | 1.05%    |
| CT                                                           | 1        | 1.05%    |
| FL                                                           | 7        | 7.37%    |
| GA                                                           | 1        | 1.05%    |
| IA                                                           | 1        | 1.05%    |
| KS                                                           | 2        | 2.11%    |
| KY                                                           | 2        | 2.11%    |
| MA                                                           | 6        | 6.32%    |
| MD                                                           | 7        | 7.37%    |
| ME                                                           | 1        | 1.05%    |
| MI                                                           | 2        | 2.11%    |
| MN                                                           | 1        | 1.05%    |
| MO                                                           | 5        | 5.26%    |
| MT                                                           | 1        | 1.05%    |
| NC                                                           | 5        | 5.26%    |
| ND                                                           | 1        | 1.05%    |
| NJ                                                           | 1        | 1.05%    |
| NV                                                           | 1        | 1.05%    |
| NY                                                           | 1        | 1.05%    |
| OH                                                           | 1        | 1.05%    |
| PA                                                           | 2        | 2.11%    |
| PR                                                           | 1        | 1.05%    |
| SC                                                           | 1        | 1.05%    |
| TN                                                           | 2        | 2.11%    |
| TX                                                           | 8        | 8.42%    |
| UT                                                           | 1        | 1.05%    |
| VA                                                           | 4        | 4.21%    |

|                                                                              |                 |          |
|------------------------------------------------------------------------------|-----------------|----------|
| WA                                                                           | 4               | 4.21%    |
| WI                                                                           | 2               | 2.11%    |
| Canada                                                                       | 2               | 2.11%    |
| Qatar                                                                        | 1               | 1.05%    |
| <b>Do you have some form of prescriptive authority in your current role?</b> | <b><i>n</i></b> | <b>%</b> |
| Yes                                                                          | 44              | 46.32%   |
| No                                                                           | 51              | 53.68%   |
| <b>Do you have an active Drug Enforcement Agency (DEA) license?</b>          | <b><i>n</i></b> | <b>%</b> |
| Yes                                                                          | 19              | 20.00%   |
| No                                                                           | 76              | 80.00%   |

| Mean Ratings for Task Statements |                                                                                                                                                                                                          | Importance | Frequency |
|----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|-----------|
| 1                                | Administer and/or interpret results of screening and assessment tools                                                                                                                                    | 3.63       | 3.57      |
| 2                                | Evaluate patient history, laboratory findings, presence and type of symptoms, risk factors, clinical and functional status, social determinants of health, and/or other relevant patient characteristics | 4.77       | 4.83      |
| 3                                | Establish and communicate treatment goals in collaboration with the patient, caregivers, and/or interprofessional healthcare team and in alignment with evidence-based medicine and practice guidelines  | 4.63       | 4.63      |
| 4                                | Design and implement pharmacotherapeutic plans based on patient characteristics, patient preferences, pharmacology, access to care, treatment goals, and best available evidence                         | 4.77       | 4.74      |
| 5                                | Monitor and evaluate patient progress and response to care, and modify care plan accordingly                                                                                                             | 4.61       | 4.56      |
| 6                                | Utilize clinical decision-making tools and other health information technology to optimize treatment decisions                                                                                           | 3.42       | 3.47      |
| 7                                | Develop and implement plans for continuity of care, including procedures for discharge, transfers, and referrals                                                                                         | 3.86       | 3.60      |
| 8                                | Develop and implement healthcare protocols, clinical decision support, medication formularies, and psychiatric pharmacy services                                                                         | 3.89       | 3.44      |
| 9                                | Participate in healthcare quality improvement, safety, research, and/or public health initiatives                                                                                                        | 3.38       | 2.95      |
| 10                               | Evaluate, establish, and/or align policies and practices according to accreditation standards, regulatory requirements, and evidence-based practice                                                      | 3.78       | 3.32      |
| 11                               | Develop and/or provide healthcare education to patients, caregivers, members of the general public, pharmacists, learners, and/or other members of the interprofessional healthcare team                 | 4.23       | 4.17      |
| 12                               | Engage in professional development and advocacy in psychiatric pharmacy, such as committee involvement, scholarly activities, continuing education, professional outreach, and policy development        | 3.41       | 3.21      |
| 13                               | Evaluate literature and other published information to determine the quality and applicability to psychiatric health care                                                                                | 4.16       | 3.83      |
| 14                               | Advocate for persons with mental illness by helping to address health inequity, promoting public health, engaging in policy development, supporting personal autonomy, and reduction of harm             | 3.87       | 3.25      |

| Mean Ratings for Knowledge Statements |                                                                                                                                   | Importance | Frequency |
|---------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------|------------|-----------|
| <b>1</b>                              | <b>Mental Health</b>                                                                                                              |            |           |
| <b>1A</b>                             | <b>Mental Health Conditions and Disorders</b>                                                                                     |            |           |
| 1A1                                   | Etiology, Risk Factors, and Diagnostic Criteria for Anxiety Disorders (e.g., GAD)                                                 | 4.21       | 4.25      |
| 1A2                                   | Etiology, Risk Factors, and Diagnostic Criteria of Eating and Feeding Disorders                                                   | 3.19       | 2.46      |
| 1A3                                   | Etiology, Risk Factors, and Diagnostic Criteria of Obsessive-Compulsive and Related Disorders                                     | 3.58       | 2.96      |
| 1A4                                   | Etiology, Risk Factors, and Diagnostic Criteria of Trauma-Related and Stressor-Related Disorders                                  | 4.14       | 4.00      |
| 1A5                                   | Etiology, Risk Factors, and Diagnostic Criteria of Sleeping and Waking Disorders                                                  | 3.76       | 3.72      |
| 1A6                                   | Etiology, Risk Factors, and Diagnostic Criteria of Depressive Disorders                                                           | 4.56       | 4.57      |
| 1A7                                   | Etiology, Risk Factors, and Diagnostic Criteria of Bipolar Disorder                                                               | 4.51       | 4.31      |
| 1A8                                   | Etiology, Risk Factors, and Diagnostic Criteria of Psychotic Disorders (e.g., schizophrenia)                                      | 4.55       | 4.29      |
| 1A9                                   | Etiology, Risk Factors, and Diagnostic Criteria of Neurodevelopmental, Disruptive, Impulse-Control, and Conduct Disorders         | 3.37       | 2.81      |
| 1A10                                  | Etiology, Risk Factors, and Diagnostic Criteria of Personality Disorders                                                          | 3.54       | 3.53      |
| 1A11                                  | Etiology, Risk Factors, and Diagnostic Criteria of Substance Use Disorders                                                        | 4.42       | 4.41      |
| 1A12                                  | Etiology, Risk Factors, and Diagnostic Criteria of Neurological Disorders and Pain Disorders (e.g., dementia, seizures, migraine) | 3.42       | 3.19      |
| 1A13                                  | Etiology, Risk Factors, and Diagnostic Criteria of Medication-Induced Movement Disorders and Other Adverse Effects of Medication  | 4.17       | 3.74      |
| 1A14                                  | Medications, Substances, and Diseases that can Cause or Worsen Psychiatric Symptoms                                               | 4.28       | 3.94      |
| <b>1B</b>                             | <b>Special Populations</b>                                                                                                        |            |           |
| 1B1                                   | Geriatric Patient Population                                                                                                      | 4.38       | 4.24      |
| 1B2                                   | Pediatric Patient Population                                                                                                      | 3.59       | 2.67      |
| 1B3                                   | Pregnancy and Lactation                                                                                                           | 4.08       | 2.93      |
| 1B4                                   | Gender-Focused Care (e.g., transgender)                                                                                           | 3.31       | 2.44      |
| 1B5                                   | Neurodevelopmental and Intellectual Disorders                                                                                     | 3.27       | 2.71      |
| 1B6                                   | Chronic Health Conditions (e.g., obesity, diabetes)                                                                               | 3.88       | 4.24      |
| 1B7                                   | Patients with Dual-Diagnosis (Mental Health and Substance Use)                                                                    | 4.45       | 4.43      |
| <b>2</b>                              | <b>Therapeutics and Patient Management</b>                                                                                        |            |           |
| <b>2A</b>                             | <b>Patient Assessment</b>                                                                                                         |            |           |
| 2A1                                   | Patient and Caregiver Interview (e.g., MSE, patient history, clinical status, symptom presentation)                               | 4.15       | 3.95      |
| 2A2                                   | Screening and Assessment Tools                                                                                                    | 3.73       | 3.47      |

|           |                                                                                                                                  |      |      |
|-----------|----------------------------------------------------------------------------------------------------------------------------------|------|------|
| 2A3       | Laboratory and Diagnostic Testing                                                                                                | 4.37 | 4.44 |
| 2A4       | Pharmacokinetics, Pharmacodynamics, and Pharmacogenomics                                                                         | 4.06 | 3.99 |
| 2A5       | Social Determinants of Health                                                                                                    | 3.60 | 3.61 |
| 2A6       | Patient-Centered Care Planning                                                                                                   | 4.40 | 4.38 |
| 2A7       | Mental Health Crisis Intervention                                                                                                | 4.06 | 3.20 |
| <b>2B</b> | <b>Treatment of Psychiatric and Related Disorders</b>                                                                            |      |      |
| 2B1       | Pharmacotherapy related to Anxiety Disorders (e.g., GAD)                                                                         | 4.66 | 4.64 |
| 2B2       | Pharmacotherapy related to Eating and Feeding Disorders                                                                          | 3.33 | 2.54 |
| 2B3       | Pharmacotherapy related to Obsessive-Compulsive and Related Disorders                                                            | 3.72 | 3.12 |
| 2B4       | Pharmacotherapy related to Trauma-Related and Stressor-Related Disorders                                                         | 4.29 | 4.18 |
| 2B5       | Pharmacotherapy related to Sleeping and Waking Disorders                                                                         | 4.01 | 4.05 |
| 2B6       | Pharmacotherapy related to Depressive Disorders                                                                                  | 4.77 | 4.85 |
| 2B7       | Pharmacotherapy related to Bipolar Disorder                                                                                      | 4.68 | 4.57 |
| 2B8       | Pharmacotherapy related to Psychotic Disorders (e.g., schizophrenia)                                                             | 4.72 | 4.59 |
| 2B9       | Pharmacotherapy related to Neurodevelopmental, Disruptive, Impulse-Control, and Conduct Disorders                                | 3.37 | 2.92 |
| 2B10      | Pharmacotherapy related to Personality Disorders                                                                                 | 3.46 | 3.41 |
| 2B11      | Pharmacotherapy related to Substance Use Disorders                                                                               | 4.58 | 4.56 |
| 2B12      | Pharmacotherapy related to Neurological Disorders and Pain Disorders (e.g., dementia, seizures, migraine)                        | 3.44 | 3.35 |
| 2B13      | Pharmacotherapy related to Medication-Induced Movement Disorders and Other Adverse Effects of Medication                         | 4.23 | 3.81 |
| 2B14      | Non-Pharmacologic Treatments (e.g., evidence-based psychotherapy, neuromodulation therapies)                                     | 3.40 | 3.05 |
| <b>2C</b> | <b>Therapeutic Implementation, Outcomes, and Monitoring</b>                                                                      |      |      |
| 2C1       | Therapeutic Outcomes                                                                                                             | 4.49 | 4.51 |
| 2C2       | Therapeutic and Pharmacokinetic Monitoring                                                                                       | 4.39 | 4.23 |
| 2C3       | Interprofessional Care Coordination and Continuity of Care                                                                       | 4.06 | 4.09 |
| 2C4       | Patient and Caregiver Education and Counseling (e.g., teach-back method, motivational interviewing, addressing barriers to care) | 4.38 | 4.26 |
| <b>3</b>  | <b>Professional Practice</b>                                                                                                     |      |      |
| <b>3A</b> | <b>Quality of Care</b>                                                                                                           |      |      |
| 3A1       | Professional Practice Standards, Guidelines, and Regulations (e.g., Medicare, HEDIS, TJC, CMS)                                   | 3.45 | 3.12 |
| 3A2       | Population Health and Preventative Care                                                                                          | 3.38 | 3.14 |
| 3A3       | Medication Appropriateness Assessment (e.g., STOPP/START, Beers criteria, FORTA, MAI)                                            | 3.65 | 3.49 |
| 3A4       | Harm and Risk Reduction (e.g., harm reduction programs, naloxone and needle exchange programs, medication take-back, wellness)   | 4.03 | 3.59 |
| 3A5       | Quality Assurance and Process Improvement                                                                                        | 3.48 | 3.25 |

|     |                                                                                                      |      |      |
|-----|------------------------------------------------------------------------------------------------------|------|------|
| 3A6 | Patient Resources (e.g., patient assistance programs, patient advocacy programs and organizations)   | 3.53 | 3.17 |
| 3B  | Practice Management                                                                                  |      |      |
| 3B1 | Literature Evaluation (e.g., research methods, statistics, applicability)                            | 4.12 | 3.89 |
| 3B2 | Clinical Informatics                                                                                 | 2.83 | 2.64 |
| 3B3 | Formulary Management                                                                                 | 3.16 | 3.14 |
| 3B4 | Pharmacoeconomics                                                                                    | 2.77 | 2.55 |
| 3B5 | Legal Considerations (e.g., consent, commitment, involuntary treatment, forensic care, guardianship) | 3.52 | 3.19 |
| 3B6 | Alternative Healthcare Delivery Modalities (e.g., telehealth)                                        | 3.08 | 3.05 |

An exploratory factor analysis<sup>7</sup> using maximum likelihood extraction and varimax rotation<sup>8</sup> was performed on the importance ratings provided for the knowledge areas. One factor emerged, with an eigenvalue of 18.14, as the primary factor explaining 31.27% of the variability in importance ratings. All subsequent factors had eigenvalues of 5.54 or less and each explained less than 9.56% of the variability in importance ratings. This provides additional evidence for the consistency of the knowledge areas developed and their applicability to the intended measurement construct.

<sup>7</sup> Thompson, B. (2004). Exploratory and confirmatory factor analysis: Understanding concepts and applications. American Psychological Association: Washington DC.

<sup>8</sup> Kaiser, H. (1958). The varimax criterion for analytic rotation in factor analysis. Psychometrika, 23(3).

### 3. Finalization of Exam Content Outline

The job analysis panel reconvened on 12 May 2025 via teleconference to review the results of the survey and to finalize the exam content outline.

The panelists reviewed the results of the survey demographic questions and deemed the respondent sample to be representative of the target population, which are pharmacists specializing in psychiatric pharmacy.

The panelists agreed to retain all the task statements developed.

The panelists combined 3B3 (Formulary Management) and 3B4 (Pharmacoeconomics) such that 3B4 is removed, the subsequent knowledge statements are re-numbered, and 3B3 now reads: Formulary Management and Pharmacoeconomics. The panelists agreed to retain all the other knowledge statements developed.

Lastly, the panelists were tasked with determining the content weighting, the proportion of examination content to be distributed to each content domain and sub-domain. The sum of the mean criticality ratings for the knowledge areas in each domain was tabulated and compared against the sum of the mean criticality ratings for all knowledge areas.

| Content Domains and Subdomains of ECO |                                                      | Sum of Criticality | Percentage Weight |
|---------------------------------------|------------------------------------------------------|--------------------|-------------------|
| <b>1</b>                              | <b>Mental Health</b>                                 | <b>304.66</b>      | <b>36%</b>        |
| 1A                                    | Mental Health Conditions and Disorders               | 211.40             | 25%               |
| 1B                                    | Special Populations                                  | 93.26              | 11%               |
| <b>2</b>                              | <b>Therapeutics and Patient Management</b>           | <b>406.90</b>      | <b>49%</b>        |
| 2A                                    | Patient Assessment                                   | 110.20             | 13%               |
| 2B                                    | Treatment of Psychiatric and Related Disorders       | 222.57             | 27%               |
| 2C                                    | Therapeutic Implementation, Outcomes, and Monitoring | 74.13              | 9%                |
| <b>3</b>                              | <b>Professional Practice</b>                         | <b>125.14</b>      | <b>15%</b>        |
| 3A                                    | Quality of Care                                      | 71.10              | 8%                |
| 3B                                    | Practice Management                                  | 54.05              | 7%                |

See Appendix D for the final Examination Content Outline.

## Appendix A – Subject Matter Experts

| Name               | Credentials            | Years of Exp. | Job Title                                                                 | Employer/Affiliation                            | Practice Setting                  | Location | Sub-specialty                 |
|--------------------|------------------------|---------------|---------------------------------------------------------------------------|-------------------------------------------------|-----------------------------------|----------|-------------------------------|
| Jade Abudia        | PharmD, BCPP           | 7             | Psychiatric Clinical Pharmacist                                           | Carilion New River Valley Hospital              | Community Hospital                | VA       | Inpatient Psychiatric Care    |
| Elayne Ansara      | PharmD, BCPP, BCPS     | 18            | Clinical Pharmacy Practitioner                                            | Veterans Affairs                                | Governmental Healthcare Facility  | MN       | Geriatric Patient Population  |
| Sarah Benner       | PharmD, BCPP, BCPS     | 9             | Clinical Pharmacy Coordinator and Clinical Pharmacist - Behavioral Health | TidalHealth Peninsula Regional                  | Community Hospital                | MD       | Inpatient Psychiatric Care    |
| Kevin Bozyski      | PharmD, BCPP, BCPS     | 9             | Associate Professor                                                       | Medical College of Wisconsin School of Pharmacy | Academic Institution              | WI       | Outpatient Mental Health Care |
| Austin Campbell    | PharmD, BCPP           | 16            | Clinical Associate Professor                                              | UMKC School of Pharmacy                         | Outpatient/ Ambulatory Clinic     | MO       | Outpatient Mental Health Care |
| Jill Casserly      | PharmD, MS, BCPP, BCPS | 17            | Assistant Director of Pharmacy                                            | Central Regional Hospital                       | Governmental Healthcare Facility  | NC       | Inpatient Psychiatric Care    |
| Christie Costello  | PharmD, BCPP, BCPS     | 4             | Clinical Psychiatric Pharmacist                                           | McLean Hospital                                 | Academic Medical Center/ Hospital | MA       | Inpatient Psychiatric Care    |
| Mitchell Crouch    | PharmD, BCPP           | 4             | Clinical Pharmacy Specialist                                              | The Harris Center for Mental Health & IDD       | Outpatient/ Ambulatory Clinic     | TX       | Outpatient Mental Health Care |
| Zafeer Fazelbhoy   | PharmD, MS, BCPP, BCPS | 10            | Inpatient clinical psychiatric pharmacist                                 | Aurora Charter Oak Hospital                     | Community Hospital                | CA       | Inpatient Psychiatric Care    |
| Bridgette Gleisner | BS, PharmD, BCPP       | 3             | Clinical Psychiatric Pharmacist                                           | McLean Hospital                                 | Academic Institution              | MA       | Inpatient Psychiatric Care    |

|                 |                         |    |                                           |                                               |                                    |    |                               |
|-----------------|-------------------------|----|-------------------------------------------|-----------------------------------------------|------------------------------------|----|-------------------------------|
| Daniel Greer    | PharmD, BCPP            | 10 | Clinical Assistant Professor              | Rutgers School of Pharmacy                    | Academic Medical Center/ Hospital  | NJ | Inpatient Psychiatric Care    |
| Zachary Hill    | PharmD, MA, BCPP        | 8  | Clinical Pharmacist Practitioner          | Veterans' Affairs                             | Governmental Healthcare Facility   | UT | Substance Use                 |
| Sandra Mitchell | PharmD, BCPP            | 18 | Clinical Pharmacy Specialist - Psychiatry | Virginia Commonwealth University (VCU) Health | Academic Medical Center/Hospital   | VA | Pediatric Patient Population  |
| Kristen Nagy    | PharmD, BCCP, BCPS, CPP | 16 | Clinical Pharmacist                       | Atrium Health                                 | Community Hospital                 | NC | Inpatient Psychiatric Care    |
| Megan O'Connell | PharmD, BCPP            | 7  | Clinical Pharmacy Specialist              | University of Michigan Hospital               | Academic Medical Center/ Hospital  | MI | Inpatient Psychiatric Care    |
| Isaac Pan       | PharmD, MS, BCPP        | 11 | Clinical Pharmacy Specialist              | South Texas Veterans Health Care System       | Governmental Healthcare Facility   | TX | Outpatient Mental Health Care |
| Eliza Prieto    | PharmD, BCPP, Cph, BCPP | 9  | Clinical pharmacist practitioner          | Miami VA                                      | Governmental Healthcare Facility   | FL | Outpatient Mental Health Care |
| Leonard Rappa   | PharmD, BCPP            | 29 | Professor                                 | Florida A&M University                        | Community Hospital                 | FL | Inpatient Psychiatric Care    |
| Alana Regan     | PharmD, BCPP            | 8  | Psychiatric Clinical Pharmacist           | Greater Lawrence Family Health Center         | Outpatient/ Ambulatory Clinic      | MA | Outpatient Mental Health Care |
| Anna Santoro    | PharmD, MA, BCGP, BCPP  | 15 | Officer in the US Public Health Service   | Federal Bureau of Prisons                     | Governmental Healthcare Facility   | MA | Geriatric Patient Population  |
| Richard Silvia  | PharmD, MA, BCPP, FCCP  | 23 | Professor of Pharmacy Practice            | MCPHS School of Pharmacy                      | Academic Institution               | MA | Outpatient Mental Health Care |
| Lauren Stummer  | PharmD, BCPP            | 8  | Behavioral Health Clinical Pharmacist     | SUNY Upstate Medical University               | Academic Medical Center/ dHospital | NY | Pediatric Patient Population  |

|                   |                    |    |                                                               |                       |                                  |    |                               |
|-------------------|--------------------|----|---------------------------------------------------------------|-----------------------|----------------------------------|----|-------------------------------|
| Kimberly Sundling | PharmD, BCPP       | 10 | Behavioral Health Clinical Pharmacist                         | Florida Blue          | Other                            | FL | Other                         |
| Minh-Thi Ton      | PharmD, BCPP       | 4  | Clinical Pharmacy Practitioner                                | Veterans Affairs      | Governmental Healthcare Facility | VA | Substance Use                 |
| Lukas Van Voorhis | PharmD, BCPP       | 5  | Consultant Pharmacist                                         | Genoa Healthcare      | Other                            | WA | Other                         |
| Carolanne Wartman | PharmD, BCPP, BCPS | 4  | Clinical Assistant Professor of Pharmacy Practice and Science | University of Arizona | Academic Institution             | AZ | Outpatient Mental Health Care |

# Job Analysis



## Job Analysis

A job analysis is often called a role delineation study or practice analysis in healthcare certification settings

The key points of inquiry in a Job Analysis are:

- ✓ **Definition of Target Population**
- ✓ **Tasks Performed**
- ✓ **Competencies Required**

The outcome is an exam content outline, which is used for creation of exams that reflect current practice and to identify to other stakeholders the scope of the exam



## Multi-Method Approach

Both quantitative and qualitative methods are used in an RDS, which helps bolster the defensibility of the process and outcomes



Here is what the process looks like in sequence



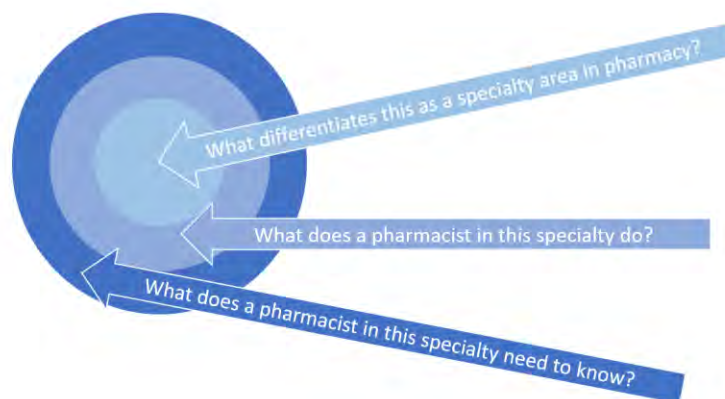
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## Multiple Levels of Analysis

Consider how you would describe a job role to someone

All three levels help define the scope

**But only the outer layer is the level at which an examinee is assessed**



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# Exam Content Outline

An ECO is a grouping of examination content areas in a hierarchical list

| Exam Content Outline Structure and Components |                   | (Somewhat Silly) Example |                                                                                                                                                      |
|-----------------------------------------------|-------------------|--------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------|
| 1                                             | Content Domain    | Chocolate                | ← Domains<br>The Major Aspects of Practice Area                                                                                                      |
| 1A                                            | Content Subdomain | History                  |                                                                                                                                                      |
| 1A1                                           | Knowledge Area    | Mesoamerican Usage       | ← Meaningful Divisions within the Domain                                                                                                             |
| 1A2                                           | Knowledge Area    | European Adaptation      |                                                                                                                                                      |
| 1A3                                           | Knowledge Area    | Modern Production        |                                                                                                                                                      |
| 1B                                            | Content Subdomain | Types                    | ← The Knowledge Assessed by Exam Items<br><small>Each of these should be written such that they can be preceded by the phrase "Knowledge of"</small> |
| 1B1                                           | Knowledge Area    | Milk Chocolate           |                                                                                                                                                      |
| 1B2                                           | Knowledge Area    | Dark Chocolate           |                                                                                                                                                      |
| 1B3                                           | Knowledge Area    | White Chocolate          |                                                                                                                                                      |

## Context Is Key



In addition to creation of an ECO, we will develop an inventory of task statements.

- These tasks identify the objectives and responsibilities of the role.
- These tasks provide the context in which the knowledge is applied.
- Tasks need not be grouped into content domains.
- Tasks will not be used to classify exam items nor determine what is tested.

## Linkage Analysis

A linkage matrix looks something like this

### Purpose of the Linkage Matrix

- demonstrate which knowledge areas are required for each task
- demonstrate that the knowledge areas are indeed practice-based
- help identify gaps in either inventory
- help identify tasks or knowledge that are superfluous or out-of-scope

|     | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|-----|---|---|---|---|---|---|---|---|---|
| 1A1 |   |   |   |   |   | x |   | x |   |
| 1A2 |   |   |   |   | x |   |   |   |   |
| 1A3 |   |   |   | x |   |   |   |   | x |
| 1B1 |   |   | x | x |   |   |   |   |   |
| 1B2 |   |   | x |   |   |   | x |   |   |
| 1C1 | x | x |   |   |   |   |   |   |   |
| 1C2 |   | x |   |   |   |   | x |   | x |

### Helpful Hints

- An x-mark means that the specific knowledge is needed to perform that specific task.
- For example, knowledge of different types of chocolate is needed to *Develop Chocolate Recipes* but history of chocolate is not needed for that same task.

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## Confidentiality



Although the outcomes of the Job Analysis will eventually be summarized in a public-facing document, please do not disclose information about our deliberations or work in progress



Any information other than that provided by BPS can give an unfair advantage or disadvantage to examinees, thereby threatening the validity of the exam



When asked about your involvement, simply direct prospective examinees and other stakeholders to official channels (BPS website) for information about the certification program

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## Summary of Meeting Objectives

---

Review Exam Eligibility Requirements

Develop List of Task Statements

Develop Exam Content Outline

Conduct Linkage Analysis

Revise Tasks and ECO, as needed

## Appendix C – Survey Text



### BPS 2025 Psychiatric Pharmacy (BCPP) Job Analysis Survey

#### Survey Introduction

The Board of Pharmacy Specialties (BPS) is conducting a Job Analysis for the Board-Certified Psychiatric Pharmacy (BCPP) certification program to develop an updated examination content outline, which serves as a blueprint for the certification exam and the scope for recertification and eligibility purposes.

As part of this Job Analysis, we request your participation in this survey to provide ratings and feedback for the tasks and knowledge areas identified as representing current pharmacy practice in psychiatric pharmacy.

Survey respondents will be prompted to rate each task and knowledge area on its importance to psychiatric pharmacy practice and its frequency of use.

Additionally, respondents will be asked a few demographic questions to better understand the respondent sample's professional qualifications - but no personally identifiable information will be solicited.

Responses will only be reviewed in aggregate and will not be used for any other purpose than the Job Analysis.

Your participation is expected to take 15 to 30 minutes in total.

Those who complete the survey are eligible for entry into a raffle for one of ten \$25 Amazon gift cards.

If you have any questions about this survey, please feel free to contact [ja@aphanet.org](mailto:ja@aphanet.org).

Are you willing to participate in this survey and provide your responses to BPS?

☐ Yes

☐ No

## BPS 2025 Psychiatric Pharmacy (BCPP) Job Analysis Survey

### Task Statements

Please rate each task statement according to its importance to psychiatric pharmacy practice and the frequency of its performance in psychiatric pharmacy practice.

|                                                                                                                                                                                                          | Importance           | Frequency            |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|
| Administer and/or interpret results of screening and assessment tools                                                                                                                                    | <input type="text"/> | <input type="text"/> |
| Evaluate patient history, laboratory findings, presence and type of symptoms, risk factors, clinical and functional status, social determinants of health, and/or other relevant patient characteristics | <input type="text"/> | <input type="text"/> |
| Establish and communicate treatment goals in collaboration with the patient, caregivers, and/or interprofessional healthcare team and in alignment with evidence-based medicine and practice guidelines  | <input type="text"/> | <input type="text"/> |
| Design and implement pharmacotherapeutic plans based on patient characteristics, patient preferences, pharmacology, access to care, treatment goals, and best available evidence                         | <input type="text"/> | <input type="text"/> |
| Monitor and evaluate patient progress and response to care, and                                                                                                                                          |                      |                      |

|                                                                                                                                                                                          |                      |                      |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|
| modify care plan accordingly                                                                                                                                                             | <input type="text"/> | <input type="text"/> |
| Utilize clinical decision-making tools and other health information technology to optimize treatment decisions                                                                           | <input type="text"/> | <input type="text"/> |
| Develop and implement plans for continuity of care, including procedures for discharge, transfers, and referrals                                                                         | <input type="text"/> | <input type="text"/> |
| Develop and implement healthcare protocols, clinical decision support, medication formularies, and psychiatric pharmacy services                                                         | <input type="text"/> | <input type="text"/> |
| Participate in healthcare quality improvement, safety, research, and/or public health initiatives                                                                                        | <input type="text"/> | <input type="text"/> |
| Evaluate, establish, and/or align policies and practices according to accreditation standards, regulatory requirements, and evidence-based practice                                      | <input type="text"/> | <input type="text"/> |
| Develop and/or provide healthcare education to patients, caregivers, members of the general public, pharmacists, learners, and/or other members of the interprofessional healthcare team | <input type="text"/> | <input type="text"/> |
| Engage in professional development and advocacy in psychiatric pharmacy, such as committee involvement, scholarly activities, continuing education, professional outreach, and policy    | <input type="text"/> | <input type="text"/> |

development

Evaluate literature  
and other published  
information to  
determine the quality  
and applicability to  
psychiatric health  
care

Advocate for persons  
with mental illness by  
helping to address  
health inequity,  
promoting public  
health, engaging in  
policy development,  
supporting personal  
autonomy, and  
reduction of harm

What task associated with psychiatric pharmacy is missing from this list, if any?

## BPS 2025 Psychiatric Pharmacy (BCPP) Job Analysis Survey

### Knowledge Areas

Please rate each knowledge area in the Mental Health: Conditions and Disorders content domain according to its importance to psychiatric pharmacy practice and the frequency of its use in psychiatric pharmacy practice.

|                                                                                                  | Importance           | Frequency            |
|--------------------------------------------------------------------------------------------------|----------------------|----------------------|
| Etiology, Risk Factors, and Diagnostic Criteria for Anxiety Disorders (e.g., GAD)                | <input type="text"/> | <input type="text"/> |
| Etiology, Risk Factors, and Diagnostic Criteria of Eating and Feeding Disorders                  | <input type="text"/> | <input type="text"/> |
| Etiology, Risk Factors, and Diagnostic Criteria of Obsessive-Compulsive and Related Disorders    | <input type="text"/> | <input type="text"/> |
| Etiology, Risk Factors, and Diagnostic Criteria of Trauma-Related and Stressor-Related Disorders | <input type="text"/> | <input type="text"/> |
| Etiology, Risk Factors, and Diagnostic Criteria of Sleeping and Waking Disorders                 | <input type="text"/> | <input type="text"/> |
| Etiology, Risk Factors, and Diagnostic Criteria of Depressive Disorders                          | <input type="text"/> | <input type="text"/> |
| Etiology, Risk Factors, and Diagnostic Criteria of Bipolar Disorder                              | <input type="text"/> | <input type="text"/> |
| Etiology, Risk Factors, and Diagnostic Criteria of Psychotic Disorders                           | <input type="text"/> | <input type="text"/> |

(e.g., schizophrenia)

|                                                                                                                                   |                      |                      |
|-----------------------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|
| Etiology, Risk Factors, and Diagnostic Criteria of Neurodevelopmental, Disruptive, Impulse-Control, and Conduct Disorders         | <input type="text"/> | <input type="text"/> |
| Etiology, Risk Factors, and Diagnostic Criteria of Personality Disorders                                                          | <input type="text"/> | <input type="text"/> |
| Etiology, Risk Factors, and Diagnostic Criteria of Substance Use Disorders                                                        | <input type="text"/> | <input type="text"/> |
| Etiology, Risk Factors, and Diagnostic Criteria of Neurological Disorders and Pain Disorders (e.g., dementia, seizures, migraine) | <input type="text"/> | <input type="text"/> |
| Etiology, Risk Factors, and Diagnostic Criteria of Medication-Induced Movement Disorders and Other Adverse Effects of Medication  | <input type="text"/> | <input type="text"/> |
| Medications, Substances, and Diseases that can Cause or Worsen Psychiatric Symptoms                                               | <input type="text"/> | <input type="text"/> |

Please rate each knowledge area in the Mental Health: Special Populations content domain according to its importance to psychiatric pharmacy practice and the frequency of its use in psychiatric pharmacy practice.

|                                                                | Importance           | Frequency            |
|----------------------------------------------------------------|----------------------|----------------------|
| Geriatric Patient Population                                   | <input type="text"/> | <input type="text"/> |
| Pediatric Patient Population                                   | <input type="text"/> | <input type="text"/> |
| Pregnancy and Lactation                                        | <input type="text"/> | <input type="text"/> |
| Gender-Focused Care (e.g., transgender)                        | <input type="text"/> | <input type="text"/> |
| Neurodevelopmental and Intellectual Disorders                  | <input type="text"/> | <input type="text"/> |
| Chronic Health Conditions (e.g., obesity, diabetes)            | <input type="text"/> | <input type="text"/> |
| Patients with Dual-Diagnosis (Mental Health and Substance Use) | <input type="text"/> | <input type="text"/> |

Please rate each knowledge area in the Therapeutics and Patient Management: Patient Assessment content domain according to its importance to psychiatric pharmacy practice and the frequency of its use in psychiatric pharmacy practice.

|                                                                                                     | Importance           | Frequency            |
|-----------------------------------------------------------------------------------------------------|----------------------|----------------------|
| Patient and Caregiver Interview (e.g., MSE, patient history, clinical status, symptom presentation) | <input type="text"/> | <input type="text"/> |
| Screening and Assessment Tools                                                                      | <input type="text"/> | <input type="text"/> |
| Laboratory and Diagnostic Testing                                                                   | <input type="text"/> | <input type="text"/> |
| Pharmacokinetics, Pharmacodynamics, and Pharmacogenomics                                            | <input type="text"/> | <input type="text"/> |
| Social Determinants of Health                                                                       | <input type="text"/> | <input type="text"/> |
| Patient-Centered Care Planning                                                                      | <input type="text"/> | <input type="text"/> |
| Mental Health Crisis Intervention                                                                   | <input type="text"/> | <input type="text"/> |

Please rate each knowledge area in the Therapeutics and Patient Management: Treatment of Psychiatric and Related Disorders content domain according to its importance to psychiatric pharmacy practice and the frequency of its use in psychiatric pharmacy practice.

|                                    | Importance           | Frequency            |
|------------------------------------|----------------------|----------------------|
| Pharmacotherapy related to Anxiety | <input type="text"/> | <input type="text"/> |

|                                                                                                           |                      |                      |
|-----------------------------------------------------------------------------------------------------------|----------------------|----------------------|
| Disorders (e.g., GAD)                                                                                     | <input type="text"/> | <input type="text"/> |
| Pharmacotherapy related to Eating and Feeding Disorders                                                   | <input type="text"/> | <input type="text"/> |
| Pharmacotherapy related to Obsessive-Compulsive and Related Disorders                                     | <input type="text"/> | <input type="text"/> |
| Pharmacotherapy related to Trauma-Related and Stressor-Related Disorders                                  | <input type="text"/> | <input type="text"/> |
| Pharmacotherapy related to Sleeping and Waking Disorders                                                  | <input type="text"/> | <input type="text"/> |
| Pharmacotherapy related to Depressive Disorders                                                           | <input type="text"/> | <input type="text"/> |
| Pharmacotherapy related to Bipolar Disorder                                                               | <input type="text"/> | <input type="text"/> |
| Pharmacotherapy related to Psychotic Disorders (e.g., schizophrenia)                                      | <input type="text"/> | <input type="text"/> |
| Pharmacotherapy related to Neurodevelopmental, Disruptive, Impulse-Control, and Conduct Disorders         | <input type="text"/> | <input type="text"/> |
| Pharmacotherapy related to Personality Disorders                                                          | <input type="text"/> | <input type="text"/> |
| Pharmacotherapy related to Substance Use Disorders                                                        | <input type="text"/> | <input type="text"/> |
| Pharmacotherapy related to Neurological Disorders and Pain Disorders (e.g., dementia, seizures, migraine) | <input type="text"/> | <input type="text"/> |
| Pharmacotherapy related to Medication-Induced Movement Disorders and Other Adverse Effects of Medication  | <input type="text"/> | <input type="text"/> |
| Non-Pharmacologic Treatments (e.g., evidence-based psychotherapy, neuromodulation therapies)              | <input type="text"/> | <input type="text"/> |

Please rate each knowledge area in the Therapeutics and Patient Management: Therapeutic Implementation, Outcomes, and Monitoring content domain according to its importance to psychiatric pharmacy practice and the frequency of its use in psychiatric pharmacy practice.

|                                                                                                                                  | Importance           | Frequency            |
|----------------------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|
| Therapeutic Outcomes                                                                                                             | <input type="text"/> | <input type="text"/> |
| Therapeutic and Pharmacokinetic Monitoring                                                                                       | <input type="text"/> | <input type="text"/> |
| Interprofessional Care Coordination and Continuity of Care                                                                       | <input type="text"/> | <input type="text"/> |
| Patient and Caregiver Education and Counseling (e.g., teach-back method, motivational interviewing, addressing barriers to care) | <input type="text"/> | <input type="text"/> |

Please rate each knowledge area in the Professional Practice: Quality of Care content domain according to its importance to psychiatric pharmacy practice and the frequency of its use in psychiatric pharmacy practice.

|                                                                                                                                | Importance           | Frequency            |
|--------------------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|
| Professional Practice Standards, Guidelines, and Regulations (e.g., Medicare, HEDIS, TJC, CMS)                                 | <input type="text"/> | <input type="text"/> |
| Population Health and Preventative Care                                                                                        | <input type="text"/> | <input type="text"/> |
| Medication Appropriateness Assessment (e.g., STOPP/START, Beers criteria, FORTA, MAI)                                          | <input type="text"/> | <input type="text"/> |
| Harm and Risk Reduction (e.g., harm reduction programs, naloxone and needle exchange programs, medication take-back, wellness) | <input type="text"/> | <input type="text"/> |
| Quality Assurance and Process Improvement                                                                                      | <input type="text"/> | <input type="text"/> |
| Patient Resources (e.g., patient assistance programs, patient advocacy programs and organizations)                             | <input type="text"/> | <input type="text"/> |

Please rate each knowledge area in the Professional Practice: Practice Management content domain according to its importance to psychiatric pharmacy practice and the frequency of its use in psychiatric pharmacy practice.

|                                                                                                         | Importance           | Frequency            |
|---------------------------------------------------------------------------------------------------------|----------------------|----------------------|
| Literature Evaluation<br>(e.g., research methods, statistics, applicability)                            | <input type="text"/> | <input type="text"/> |
| Clinical Informatics                                                                                    | <input type="text"/> | <input type="text"/> |
| Formulary Management                                                                                    | <input type="text"/> | <input type="text"/> |
| Pharmacoeconomics                                                                                       | <input type="text"/> | <input type="text"/> |
| Legal Considerations<br>(e.g., consent, commitment, involuntary treatment, forensic care, guardianship) | <input type="text"/> | <input type="text"/> |
| Alternative Healthcare Delivery Modalities (e.g., telehealth)                                           | <input type="text"/> | <input type="text"/> |

What knowledge area associated with psychiatric pharmacy is missing from this list, if any?

## BPS 2025 Psychiatric Pharmacy (BCPP) Job Analysis Survey

### Survey Respondent Demographics

What percentage of your professional practice is spent in psychiatric pharmacy?

What percentage of your time do you spend in each area?

Direct Patient Care

Administration / Management

Teaching / Precepting

Research / Scholarship

Other

How many years of experience do you have as a pharmacist?

How many years of experience do you have in psychiatric pharmacy?

Which BPS certifications do you currently hold? Select all that apply and leave blank if none.

- ☐ BCACP - Ambulatory Care
- ☐ BCCCP - Critical Care
- ☐ BCCP - Cardiology
- ☐ BCEMP - Emergency Medicine
- ☐ BCGP - Geriatric
- ☐ BCIDP - Infectious Diseases
- ☐ BCNP - Nuclear
- ☐ BCNSP- Nutrition Support
- ☐ BCOP - Oncology
- ☐ BCPP - Psychiatric
- ☐ BCPPS - Pediatric
- ☐ BCPS - Pharmacotherapy
- ☐ BCSCP - Compounded Sterile Preparations
- ☐ BCTXP - Solid Organ Transplantation

Which post-graduate pharmacy residency programs have you completed? Select all that apply and leave blank if none.

- ☐ PGY1 Pharmacy
- ☐ PGY1 Managed Care Pharmacy
- ☐ PGY1 Community-Based Pharmacy
- ☐ Psychiatric Pharmacy Residency (Pre-PGY Designation)
- ☐ PGY2 Ambulatory Care Pharmacy
- ☐ PGY2 Cardiology Pharmacy
- ☐ PGY2 Clinical Pharmacogenomics
- ☐ PGY2 Community-Based Pharmacy Administration and Leadership
- ☐ PGY2 Corporate Pharmacy Administration and Leadership
- ☐ PGY2 Critical Care Pharmacy
- ☐ PGY2 Emergency Medicine Pharmacy
- ☐ PGY2 Geriatric Pharmacy
- ☐ PGY2 Health System Pharmacy Administration and Leadership
- ☐ PGY2 Infectious Diseases Pharmacy
- ☐ PGY2 Internal Medicine Pharmacy
- ☐ PGY2 Investigational Drugs and Research
- ☐ PGY2 Medication Use Safety and Policy
- ☐ PGY2 Neurology
- ☐ PGY2 Oncology Pharmacy
- ☐ PGY2 Palliative Care / Pain Management Pharmacy
- ☐ PGY2 Pediatric Pharmacy
- ☐ PGY2 Pharmacotherapy
- ☐ PGY2 Pharmacy Informatics
- ☐ PGY2 Population Health Management and Data Analytics Pharmacy
- ☐ PGY2 Psychiatric Pharmacy
- ☐ PGY2 Solid Organ Transplant Pharmacy
- ☐ PGY2 Specialty Pharmacy Administration and Leadership
- ☐ Other (please specify)

What is your primary practice setting?

- ☐ Academic Institution / Educational Institution
- ☐ Academic Medical Center or Hospital
- ☐ Children's Hospital
- ☐ Community Hospital
- ☐ Community Pharmacy
- ☐ Home Infusion / Ambulatory Infusion
- ☐ Hospice
- ☐ Hybrid Academic-Community Hospital
- ☐ Integrated Health System / Accountable Care Organization
- ☐ Investigational Drug Service
- ☐ Long-Term Care Pharmacy
- ☐ Managed Care
- ☐ Outpatient Clinic / Ambulatory Clinic
- ☐ Pharmaceutical Industry
- ☐ Specialty Pharmacy
- ☐ Governmental Healthcare Facility / Veterans Affairs Hospital
- ☐ Other (please specify)

Where is your primary practice located?

**State or Territory (if in United States)**

-- select state --

**Nation/Country**

Do you have some form of prescriptive authority in your current role?

- ☐ Yes
- ☐ No

Do you have an active Drug Enforcement Agency (DEA) license?

- ☐ Yes
- ☐ No

## BPS 2025 Psychiatric Pharmacy (BCPP) Job Analysis Survey

### Thank You

Please provide any feedback or comments about the survey here.

Those who complete the survey are eligible for entry into a raffle for one of ten \$25 Amazon gift cards. If you would like to be entered into the raffle, please enter your email address below. Your email address will be used for the sole purpose of sending your gift card if you win.

Thank you very much for your interest and participation!

## Appendix D – Exam Content Outline

|           |                                                                                                                                    |            |
|-----------|------------------------------------------------------------------------------------------------------------------------------------|------------|
| <b>1</b>  | <b>Mental Health</b>                                                                                                               | <b>36%</b> |
| <b>1A</b> | <b>Mental Health Conditions and Disorders</b>                                                                                      | <b>25%</b> |
| 1A1       | Etiology, Risk Factors, and Diagnostic Criteria for Anxiety Disorders (e.g., GAD)                                                  |            |
| 1A2       | Etiology, Risk Factors, and Diagnostic Criteria for Eating and Feeding Disorders                                                   |            |
| 1A3       | Etiology, Risk Factors, and Diagnostic Criteria for Obsessive-Compulsive and Related Disorders                                     |            |
| 1A4       | Etiology, Risk Factors, and Diagnostic Criteria for Trauma-Related and Stressor-Related Disorders                                  |            |
| 1A5       | Etiology, Risk Factors, and Diagnostic Criteria for Sleeping and Waking Disorders                                                  |            |
| 1A6       | Etiology, Risk Factors, and Diagnostic Criteria for Depressive Disorders                                                           |            |
| 1A7       | Etiology, Risk Factors, and Diagnostic Criteria for Bipolar Disorder                                                               |            |
| 1A8       | Etiology, Risk Factors, and Diagnostic Criteria for Psychotic Disorders (e.g., schizophrenia)                                      |            |
| 1A9       | Etiology, Risk Factors, and Diagnostic Criteria for Neurodevelopmental, Disruptive, Impulse-Control, and Conduct Disorders         |            |
| 1A10      | Etiology, Risk Factors, and Diagnostic Criteria for Personality Disorders                                                          |            |
| 1A11      | Etiology, Risk Factors, and Diagnostic Criteria for Substance Use Disorders                                                        |            |
| 1A12      | Etiology, Risk Factors, and Diagnostic Criteria for Neurological Disorders and Pain Disorders (e.g., dementia, seizures, migraine) |            |
| 1A13      | Etiology, Risk Factors, and Diagnostic Criteria for Medication-Induced Movement Disorders and Other Adverse Effects of Medication  |            |
| 1A14      | Medications, Substances, and Diseases that can Cause or Worsen Psychiatric Symptoms                                                |            |
| <b>1B</b> | <b>Special Populations</b>                                                                                                         | <b>11%</b> |
| 1B1       | Geriatric Patient Population                                                                                                       |            |
| 1B2       | Pediatric Patient Population                                                                                                       |            |
| 1B3       | Pregnancy and Lactation                                                                                                            |            |
| 1B4       | Gender-Focused Care (e.g., transgender)                                                                                            |            |
| 1B5       | Neurodevelopmental and Intellectual Disorders                                                                                      |            |
| 1B6       | Chronic Health Conditions (e.g., obesity, diabetes)                                                                                |            |
| 1B7       | Patients with Dual-Diagnosis (Mental Health and Substance Use)                                                                     |            |
| <b>2</b>  | <b>Therapeutics and Patient Management</b>                                                                                         | <b>49%</b> |
| <b>2A</b> | <b>Patient Assessment</b>                                                                                                          | <b>13%</b> |
| 2A1       | Patient and Caregiver Interview (e.g., MSE, patient history, clinical status, symptom presentation)                                |            |
| 2A2       | Screening and Assessment Tools                                                                                                     |            |
| 2A3       | Laboratory and Diagnostic Testing                                                                                                  |            |
| 2A4       | Pharmacokinetics, Pharmacodynamics, and Pharmacogenomics                                                                           |            |
| 2A5       | Social Determinants of Health                                                                                                      |            |
| 2A6       | Patient-Centered Care Planning                                                                                                     |            |
| 2A7       | Mental Health Crisis Intervention                                                                                                  |            |

|           |                                                                                                                                  |            |
|-----------|----------------------------------------------------------------------------------------------------------------------------------|------------|
| <b>2B</b> | <b>Treatment of Psychiatric and Related Disorders</b>                                                                            | <b>27%</b> |
| 2B1       | Pharmacotherapy related to Anxiety Disorders (e.g., GAD)                                                                         |            |
| 2B2       | Pharmacotherapy related to Eating and Feeding Disorders                                                                          |            |
| 2B3       | Pharmacotherapy related to Obsessive-Compulsive and Related Disorders                                                            |            |
| 2B4       | Pharmacotherapy related to Trauma-Related and Stressor-Related Disorders                                                         |            |
| 2B5       | Pharmacotherapy related to Sleeping and Waking Disorders                                                                         |            |
| 2B6       | Pharmacotherapy related to Depressive Disorders                                                                                  |            |
| 2B7       | Pharmacotherapy related to Bipolar Disorder                                                                                      |            |
| 2B8       | Pharmacotherapy related to Psychotic Disorders (e.g., schizophrenia)                                                             |            |
| 2B9       | Pharmacotherapy related to Neurodevelopmental, Disruptive, Impulse-Control, and Conduct Disorders                                |            |
| 2B10      | Pharmacotherapy related to Personality Disorders                                                                                 |            |
| 2B11      | Pharmacotherapy related to Substance Use Disorders                                                                               |            |
| 2B12      | Pharmacotherapy related to Neurological Disorders and Pain Disorders (e.g., dementia, seizures, migraine)                        |            |
| 2B13      | Pharmacotherapy related to Medication-Induced Movement Disorders and Other Adverse Effects of Medication                         |            |
| 2B14      | Non-Pharmacologic Treatments (e.g., evidence-based psychotherapy, neuromodulation therapies)                                     |            |
| <b>2C</b> | <b>Therapeutic Implementation, Outcomes, and Monitoring</b>                                                                      | <b>9%</b>  |
| 2C1       | Therapeutic Outcomes                                                                                                             |            |
| 2C2       | Therapeutic and Pharmacokinetic Monitoring                                                                                       |            |
| 2C3       | Interprofessional Care Coordination and Continuity of Care                                                                       |            |
| 2C4       | Patient and Caregiver Education and Counseling (e.g., teach-back method, motivational interviewing, addressing barriers to care) |            |
| <b>3</b>  | <b>Professional Practice</b>                                                                                                     | <b>15%</b> |
| <b>3A</b> | <b>Quality of Care</b>                                                                                                           | <b>8%</b>  |
| 3A1       | Professional Practice Standards, Guidelines, and Regulations (e.g., Medicare, HEDIS, TJC, CMS)                                   |            |
| 3A2       | Population Health and Preventative Care                                                                                          |            |
| 3A3       | Medication Appropriateness Assessment (e.g., STOPP/START, Beers criteria, FORTA, MAI)                                            |            |
| 3A4       | Harm and Risk Reduction (e.g., harm reduction programs, naloxone and needle exchange programs, medication take-back, wellness)   |            |
| 3A5       | Quality Assurance and Process Improvement                                                                                        |            |
| 3A6       | Patient Resources (e.g., patient assistance programs, patient advocacy programs and organizations)                               |            |
| <b>3B</b> | <b>Practice Management</b>                                                                                                       | <b>7%</b>  |
| 3B1       | Literature Evaluation (e.g., research methods, statistics, applicability)                                                        |            |
| 3B2       | Clinical Informatics                                                                                                             |            |
| 3B3       | Formulary Management and Pharmacoeconomics                                                                                       |            |
| 3B4       | Legal Considerations (e.g., consent, commitment, involuntary treatment, forensic care, guardianship)                             |            |
| 3B5       | Alternative Healthcare Delivery Modalities (e.g., telehealth)                                                                    |            |