

ACCP Report

American College of Clinical Pharmacy

Michael S. Maddux, Pharm.D., FCCP; Executive Director

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Are You Planning to Join Us for the 2010 Spring Practice and Research Forum?

Have you registered for the Spring Practice and Research Forum, April 23–27, 2010? In addition to the ACCP Academy program offerings and the Pharmacotherapy Preparatory Course, this year's Spring Forum features distinguished faculty, up-to-the-minute topics, the Keynote Address, *The Patient-Centered Medical Home*, and up to 23.0 contact hours of continuing education credit—with up to 7 additional contact hours available from premeeting symposia. Even more importantly, you'll get several chances to catch up face-to-face with your colleagues—all at the beautiful Hilton Charlotte Center City and Convention Center.

With one click on www.accp.com/sf, you'll be on your way to expanding your professional boundaries in an economical way with your colleagues and experiencing the best clinical pharmacy has to offer. We look forward to seeing you there!

Take Advantage of 2-for-1 Academy Enrollment Hurry—Offer Ends Soon



Take advantage of a limited-time offer of 2-for-1 enrollment in any ACCP Academy Certificate Program. For only \$150, you and a colleague can enroll for the price of one, or you can enroll in two different Academy Certificate Programs. There's no better time to enroll—three of the Academy prerequisites will be offered this April at the [2010 Spring Practice and Research Forum](#). Enroll in the Academy now and begin your coursework this spring!

The ACCP Academy offers flexible, curricular, professional development in the following areas:

- Clinical Practice Advancement
- Leadership and Management
- Research and Scholarship
- Teaching and Learning

The Clinical Practice Advancement Certificate Program is designed for new clinical practitioners seeking to further their professional development and career. If you are interested in or plan to pursue preceptorship of students and/or residents, this program is for you! If you are currently in a leadership

position, or desire to pursue such a role in the future, check out the Leadership and Management Certificate Program. This program is designed for anyone wishing to expand his/her management abilities. The Research and Scholarship Certificate Program was developed for residency-trained clinical pharmacists seeking to develop basic clinical research and scholarship abilities. The Teaching and Learning Certificate Program is designed for clinical educators wanting to expand their skills in preparing their students for the expanded roles of clinical pharmacists today.

For more information on each of these programs, including enrollment information, visit the Academy online at www.accp.com/academy. To take advantage of this 2-for-1 opportunity, simply mail, e-mail, or fax your Academy applications to ACCP. Be sure to provide the name of the other enrollee where noted on page 2 of your application. This promotion ends March 12, 2010.

Attention Students: ACCP Offers Group Discounts for Spring Forum Student Attendees

Is a group of students from your institution planning to attend this year's Spring Forum? ACCP is pleased to offer discounted meeting registrations to student groups registering together from the same institution. The following discounted meeting registration rates apply:

- Groups of 5–9 students: \$90/person
- Groups of 10–19 students: \$75/person
- Groups of 20 or more students: \$60/person

To obtain more information or to register your group, please contact Jon Poynter, ACCP Membership Project Manager, at jpoynter@accp.com, or call (913) 492-3311, ext.21.



Two Career Development Programs Offered for Students During Spring Forum

Students, mark your calendars to meet fellow ACCP members at the upcoming Spring Forum in Charlotte, North Carolina, April 23–26, 2010. Join us for an exclusive



career development session, “Creating Effective Poster Presentations.” This interactive session, held on Friday, April 23, 2010, from 2:30 p.m. to 5:00 p.m., will equip you with the knowledge and skills to prepare and deliver effective poster presentations. During this session, you will learn important techniques for successfully creating a poster presentation, and you will have the opportunity to participate in a mock poster evaluation. From layout and design to communicating the value of your research, this session will provide you with the tools necessary to deliver an effective poster presentation. To review the complete agenda of this session, please visit <http://www.accp.com/docs/meetings/sf10/Poster%20Presentation%20Agenda.pdf>.

Considering residency training? Wondering about specialty fields in clinical pharmacy? Don't miss the Career Path Roundtables Session on Saturday, April 24, 2010, from 9:00 a.m. to 11:00 a.m. Join us for this unique session filled with insights on specialist career pathways and opportunities within the clinical pharmacy profession. Interact directly with clinical pharmacists in 13 specialized practice areas and discover a variety of unique career opportunities.

For more information on the above sessions and additional meeting highlights for students, please visit <http://www.accp.com/meetings/sf10/highlightsStu.aspx>.

Make Plans Now to Reach Available Candidates for Unfilled Residency Positions

If you think you might still need residency candidates and you want a competitive edge, ACCP has a solution. We offer a range of inexpensive, easy-to-use, online options designed to reach young, in-demand, high-quality clinical pharmacy professionals and students. Visit our ACCP Career Center at www.accp.com/careers.

Did you know that the job listings portal is the second most visited page on our Web site? We want to help you fill any late residency openings, and we've customized our options to suit your needs. Listing a residency online is only \$75—and when you choose to list with us, you're reaching the hundreds of young professionals still searching the ACCP Web site for open positions, as well as ACCP's more than 11,000 members.

For even more visibility, you can feature your listing and have it appear on the online position listings home page and at the top of every search results page. Plus, these options are affordable and available in a matter of minutes.

For more information on these and other recruitment opportunities available through ACCP, including the annual fall ACCP Residency and Fellowship Forum, visit us online at www.accp.com/careers.

President's Column

James E. Tisdale, Pharm.D.,
FCCP, BCPS



Identifying ACCP's Hedgehog

It's about that time again—the time for strategic planning. ACCP's strategic plan drives the College's activities and initiatives, many committee and task force charges, and resource allocation, and it essentially determines the direction of the College, usually for 3–5 years. Therefore, the development of a new strategic plan is critically important. As important as strategic planning is to ACCP, the development of a new strategic plan has traditionally been an arduous and lengthy process. In the past, I might have said that I look forward to the process of strategic planning in the same way that I might look forward to a root canal, a letter from the IRS, or another Colts' playoff loss. But—this is no longer true.

In the past, the process for strategic planning required about 18 months to complete and included numerous meetings, substantial travel, and considerable member time and organizational resources. An important part of this process has been obtaining input from ACCP members, through focus groups, member surveys, and small planning groups. Overall, although arduous and time-consuming, this process has served the College well, resulting in clear, well-directed strategic plans that have enabled ACCP to serve its members, the profession, and, ultimately, the patients that ACCP members serve. However, change is occurring much more quickly than ever before, and strategic plans, no matter how well conceived, can suffer from diminished relevance almost instantly. In the current environment of rapid shifts and overnight transformations, the elements of a strategic plan developed over 18 months could already be obsolete before the plan is completely formulated and implemented. Clearly, the process for developing the next strategic plan must be streamlined and accelerated. In addition, because of the rapid fluctuations in health care delivery, scope of professional practice, and other factors, it is clear that designing 5-year plans—and revising them only every 5 years—is no longer adequate.

In view of these observations, ACCP is embarking on a new, more streamlined process for strategic planning. Rather than intermittently (i.e., every 4–5 years) devoting 18 months or so to the development of a new plan, the process for strategic planning will be *continuous*. This uninterrupted process of strategic planning will allow ongoing environmental scanning and swift response to rapidly emerging critical issues for the organization. Of course, this approach will continue to incorporate member input, which remains critical to the success of any ACCP strategic plan. With the help of the Bernard Consulting Group, which has facilitated the creation of ACCP's strategic plans in the past, an approach involving continuous and iterative strategic planning has been developed. This continuous process will truly make ACCP's plan a “living” document, swiftly revisable in response to rapidly emerging critical issues and changes in health care or pharmacy practice. The new process for planning will allow more time for plan implementation and monitoring and will require less time for plan development. The implementation of this new strategic

planning process will occur in January 2011. I'll update you with more details about the College's strategic planning in the coming months.

During the initiation of a new strategic plan, and particularly the initiation of a new process for continuous strategic planning, it is appropriate to give some thought to ACCP's direction and determine whether the College is working on the most important activities and initiatives. In particular, this is a good time to assess whether the focus of the organization is sufficient and appropriate. In other words, it's time for the College to identify its "hedgehog."

Now, before you conclude that I've gone off the deep end or taken too many sharp blows to the head (which may nevertheless be true), allow me to explain. In his book *Good to Great*, author Jim Collins describes what he calls the "Hedgehog Concept."¹ Citing work by Isaiah Berlin,² who uses an ancient Greek parable to divide people into two groups—foxes and hedgehogs, Collins describes a concept around this story. Briefly, the parable describes a fox hunting a hedgehog; each day, the fox circles the hedgehog's den, waiting to pounce. Seeing his opportunity, the fox attempts to attack, with little strategy or planning. And, each day, the hedgehog simply curls into a sphere of sharp spikes, defending against and foiling the attack; the fox never learns that his unfocused and scattered approach repeatedly fails, and the hedgehog consistently and successfully deploys a focused approach to self-defense. Applying the fox and hedgehog parable to people, Berlin says that foxes "are scattered or diffused, moving on many levels," and never "integrate their thinking into one overall concept or unifying vision."^{1,2} However, Collins notes that hedgehogs "simplify a complex world into a single organizing idea, a basic principle or concept that unifies and guides everything."^{1,2} As applied to businesses or organizations, therefore, Collins' Hedgehog Concept is "a simple crystalline concept that flows from deep understanding about the intersection of the following three circles: (1) what you can be the best in the world at, (2) what drives your resource engine, and (3) what you are deeply passionate about."¹ Identifying a Hedgehog Concept allows companies and organizations to focus their core activities and appropriately allocate member, staff, and financial resources to the activities most important to the organization.

So, what is ACCP's hedgehog? Before initiating its new, streamlined strategic planning process, ACCP will devote some time to identifying its hedgehog by carefully considering three specific questions. What can ACCP be the best in the world at? What drives ACCP's resource engine? And what is ACCP deeply passionate about? Yes, ACCP plans to spend some dedicated time during the next few months identifying its hedgehog. This concept will then be used to focus and direct ACCP's new, streamlined, continuous strategic planning process.

As we move forward with strategic planning, we will need your input, particularly regarding the critical issues and objectives you believe are particularly important to ACCP and our patients. Watch for an upcoming survey in May that will request your input on these key questions. And, as always, please feel free to contact me at jtisdale@iupui.edu or call me at (317) 613-2315, ext. 306, with your suggestions or questions.

References:

1. Collins J. *Good to Great*. New York; HarperCollins Publishers, Inc: 2001.
2. Berlin I. *The Hedgehog and the Fox*. Chicago; Elephant Paperbacks: 1993.

Trends Reveal Shifts in the Pharmacy Profession Toward More Patient Care

Results recently released from the Pharmacy Manpower Project's [2009 National Pharmacist Workforce Survey](http://www.aacp.org/resources/research/pharmacymanpower/Pages/default.aspx) (<http://www.aacp.org/resources/research/pharmacymanpower/Pages/default.aspx>) indicate shifts in the pharmacy profession toward more patient care. This report also provides insight into how the nation's current economic situation has influenced the dynamics of the U.S. pharmacy workforce, as almost one-fourth of pharmacists are practicing part-time, and more are working past retirement age. This study is the third in a series of surveys commissioned by the Pharmacy Manpower Project, Inc., since 2000.

Findings reported in the study also suggest that women, pharmacists working in other fields, or those new to the profession may have decided to enter the workforce or continue working past retirement age to lessen the impact of the bad economy on themselves or their families.

"While effects of the 2008/2009 economic recession were detected in this study for some work settings, the results showed that pharmacists continued to be in high demand overall," said Dr. Jon C. Schommer, the study's principal investigator, as well as professor and associate department head at the University of Minnesota College of Pharmacy. Dr. Schommer continues:

We propose that the pharmacy profession currently has, and will continue to build, capacity for contributing to the reforming healthcare system to meet patient care needs that are rooted in improving the effectiveness, safety and value of medication therapy.

Female practicing pharmacists have increased substantially, comprising 46% of the workforce in 2009, up from 31% in 1990. Study results also reveal an aging population of pharmacists, with 37% older than 55 in 2009, compared with 30% in 2004 and only 21% in 2000. From 2000 to 2004 to 2009, the proportion of pharmacists working full-time decreased from 73% to 68% to 67%, respectively, while those working part-time increased from 14% to 17% to 20%. Among respondents who were actively practicing as pharmacists, the proportion of both male and female pharmacists working part-time increased between 2000 and 2009. Twenty-three percent of the workforce reported working part-time in 2009, up from 20% in 2004 and 16% in 2000.

The decrease in full-time hours suggests that employers had to reduce staffing levels because of the recession. Supporting this, 68% of pharmacists rated their workload level at their place of practice as high or excessively high, which is an increase of 14 percentage points compared with 2004. The age distribution of actively practicing pharmacists varies tremendously between men and women. While 48% of practicing male pharmacists are older than 46 years, 30% are older than 60 years. By contrast, almost 50% of active female pharmacists are between the ages of 31 and 45, while 40% are between 46 and 60, and only 4% are older than 60.

The trend of part-time work is increasing for both male and female pharmacists. In 2009, 29% of women worked part-time, up from 26% in 2004 and 23% in 2000. More men are also working part-time, as the proportion increased from 11% to 15% to 18% in the years 2000, 2004, and 2009, respectively.

Trends revealed in the 2009 survey include shifts in the pharmacy profession toward more patient care and illustrate

the novel roles pharmacists are playing in various capacities. Definitions for work activities became broader in scope and more explicitly included patient care, research, and education activities. Pharmacists practicing in community pharmacy settings (independent, chain, mass merchandiser, or supermarket pharmacies) devoted at least 70% of their time to medication dispensing. Hospital and other patient care pharmacists devoted less than half their time to medication dispensing, and each of these pharmacist categories devoted an average of 27% of their time to patient care. Pharmacists in every practice setting, however, indicated they would like to spend less time in medication dispensing and business/organization management and more time in patient care services, education, and research activities.

“Legislation for health reform has recognized that without an adequate health workforce, both in number and skills, there can be no meaningful reform,” said Dr. Lucinda L. Maine, AACP executive vice president and CEO. “The 2009 National Pharmacist Workforce Survey provides very valuable data with which pharmacy can engage policymakers and others in discussions regarding pharmacists’ many potential contributions to patient-centered care.”

The survey provides a snapshot of work contributions as well as the demographic and work characteristics of the pharmacist workforce in the United States during 2009. Data were collected from a random sample of 3000 individuals selected from a list of 249,381 licensed pharmacists in the United States. The response rate to the survey was 52%. To view the complete survey results, executive summary, and Pharmacy Manpower Project fact sheet, visit the [Pharmacy Manpower Web site \(http://www.aacp.org/resources/research/pharmacymanpower\)](http://www.aacp.org/resources/research/pharmacymanpower).

ACCP PBRN Names Community Advisory Panel

ACCP President, James Tisdale, has charged the 2010 Research Affairs Committee to be the inaugural community advisory panel (CAP) of the ACCP PBRN. The CAP is a standing committee to the ACCP PBRN with the mission of representing the breadth and depth of PBRN members. In addition, the CAP will be used as a mechanism for readily available feedback regarding the feasibility and practicality of proposed research projects. Members of the CAP are Brian Overholser, Chair; Edith Nutescu, Vice Chair; Lori Dickerson; Diane Goodwin; Janelle Perkins; Christopher Frei; David Hoff; Nathan Painter; and Orly Vardeny. You can read more about the CAP members by visiting www.aacpri.org/cap.

ACCP PBRN to Host Two Training Sessions in Charlotte Regarding New MEDAP Study

The ACCP PBRN has received IRB approval for its first study through the American Academy of Family Physicians IRB. The feasibility study, titled “Medication Error Detection, Amelioration, and Prevention (MEDAP) in the ACCP PBRN,” will evaluate, document, and compare clinical

pharmacist interventions that help reduce or eliminate medication errors and harms in a wide variety of practice settings using the ACCP PBRN model. The Frontiers Fund is funding this study. The specific aims of this project are to:

- (1) Evaluate the feasibility and acceptability of a practice-based project conducted within a national pharmacist PBRN;
- (2) Describe pharmacist documentation of medication safety and surveillance interventions reported by clinical pharmacists using the Cerner Discovere platform as the data collection instrument; and
- (3) Compare the reported pharmacist interventions among a variety of health care settings.

The ACCP Research Institute will host two 1-hour training sessions on the study featuring walk-throughs of our data collection system at the ACCP Spring Forum on Sunday, April 25, at 1:00 p.m. and on Monday, April 26, at 11:30 a.m. Both sessions will be held in Room 214 of the Charlotte Convention Center. Space is very limited. Join your fellow ACCP PBRN members as we work toward the rollout of our first project.

2010 FIT Program: Deadline for Applications Is April 1



The FIT Program is an annual, intensive, 1-week, hands-on program for up to 25 experienced pharmacist-investigators who have not yet been awarded significant peer-reviewed extramural funding as principal investigators. Through this mentored program, the pharmacist-investigator will take necessary steps toward preparing a K, R01, or similar investigator-initiated application for submission to the NIH or other major funding source.

The 2010 FIT Program will take place June 12–17, 2010, at the University of Arizona, College of Pharmacy in Tucson. The 2010 FIT application and brochure may be downloaded from <http://www.aacpri.org/fit/>. Applications will close April 1, 2010. Don't miss out on this unique and successful program. Apply today.

Call for Applications for Appointment to the 2010–2011 National StuNet Advisory Committee

Are you interested in learning more about clinical pharmacy? The American College of Clinical Pharmacy encourages students who want to enhance their leadership skills, network with students across the country, and interact with clinical pharmacy leaders to apply for appointment to the 2010–2011 National StuNet Advisory Committee.

The National StuNet Advisory Committee is a standing committee composed of student members appointed each year by the ACCP President-Elect. Members generally serve a



1-year term, and the committee is typically composed of 8–12 members. Leadership positions include:

- Chair (1-year term);
- Vice Chair (2-year term; serves the first year as Vice Chair and then assumes the Chair position the second year); and
- Secretary (1-year term).

The committee serves in an advisory capacity to the ACCP Board of Regents and staff, providing feedback and assistance in developing new programs and services for student members consistent with the College's vision of clinical pharmacy practice, research, and education. The committee meets in person at the College's Annual Meeting in October and communicates by conference call and e-mail to complete its assigned charges. Students appointed to the Advisory Committee will receive a complimentary student meeting registration to attend the ACCP Annual Meeting held during their committee term. To obtain additional information on the application process or to enter your application, please visit <http://www.accp.com/stunet/advisorycommittee.aspx>.

ACCP to Host New National Pharmacy Student Competition

There's a new game in town! ACCP is pleased to announce the development of a novel national pharmacy student team competition. The "ACCP Clinical Pharmacy Challenge" will debut in the fall of 2010.

The concept, developed by members of the 2008–2009 National StuNet Advisory Committee, will allow teams of three students to compete against teams from other schools and colleges of pharmacy in a "quizbowl"-type format. Preliminary rounds of the competition will be conducted virtually, and semifinal and final rounds will be held live at the ACCP Annual Meeting this October in Austin, Texas.

Additional details regarding the competition format, eligibility, and registration information will be available online later this spring. Please check the ACCP Student Web site at <http://www.accp.com/stunet/index.aspx> for updates.



Register Now for the Oncology Pharmacy Preparatory Review Course

Mark your calendar for the increasingly popular Oncology Pharmacy Preparatory Review Course, to take place in San Diego, California, May 20–22, 2010. This program is designed to help pharmacists prepare for the Board of Pharmaceutical Specialties (BPS) Oncology Pharmacy Specialty Certification Examination, to be offered in

October 2010. Even if you are not planning to sit for the BPS examination, you may still be interested in assessing your knowledge and skills in the area by taking advantage of this advanced specialty program. The course is an excellent review for oncology practitioners seeking to remain current in all aspects of this practice area.

The Accreditation Council for Pharmacy Education accredits this course for 22.5 contact hours of continuing pharmacy education, and BPS has approved it for recertification credit for Board-Certified Pharmacists. Course enrollment is limited to 300 participants, so be sure to register early to reserve your place—the 2009 course sold out early. Registering by April 20, 2010, will allow you to take advantage of the discounted early registration fee. Total course registration is limited to 300 participants.

The course will take place at The Westin Gaslamp Quarter, a luxury hotel located in the heart of downtown San Diego's historic and vibrant Gaslamp Quarter. Hotel reservations will be accepted until April 21, 2010 (or until the group block sells out, whichever occurs first).

This course is part of a professional development program offered by the American College of Clinical Pharmacy and the American Society of Health-System Pharmacists. Visit the ACCP Web site, www.accp.com, for complete meeting details.

Coming Soon! The ACCP Clinical Faculty Survival Guide

An exciting new publication will arrive from ACCP in fall 2010. The Clinical Faculty Survival Guide, an enhanced update to ACCP's 2004 Clinical Faculty Survival Kit, will be a valuable resource for both full-time and adjunct clinical faculty as they begin and advance their careers.

Thomas Zlatic, Ph.D., the volume editor, has recruited experienced, respected authorities within the pharmacy profession to serve as authors and reviewers on this project.

This new book is designed to integrate with the ACCP Academy programs on Leadership and Management, Research and Scholarship, Clinical Practice Advancement, and Teaching and Learning.

Here's a look at what's inside this forthcoming resource:

Clinical Practice

- Achieving success and avoiding common pitfalls: step-by-step suggestions for all clinical practitioners
- Guidance on the knowledge and skills needed to establish successful practices in the inpatient/acute care, clinic/office-based, and community pharmacy settings
- Insights into collaborative practice, interprofessional collaboration, and credentialing

Leadership

- Personal, organizational, and project leadership: developing the key characteristics of an effective leader
- Leadership roles within your organization, profession, and community

Teaching, Precepting, and Mentoring

- The teacher, preceptor, and mentor: roles, differences, and characteristics
- Technology use in academia

- Effective teaching and learning strategies
- Tips on how to survive and thrive in the academic setting

Research and Scholarship

- Practitioner-educator and research-educator faculty: why research and scholarship are important to professional development
- Guidance on how to identify research questions, obtain the resources needed, and cope with common barriers to successful research

Lifelong Learning

- Models of professional development with a focus on continuing professional development, continuing pharmacy education, lifelong learning, and personal development

You'll also find comprehensive references and links to useful resources throughout the text.

Look for the *Clinical Faculty Survival Guide* this fall—an excellent resource for learning based on the generously offered insights of highly experienced professionals.

ACCP Partners with AACP and AMCP to Provide Resources from AHRQ's Effective Health Care Program



Under a new partnership formed as a part of the AHRQ Comparative Effectiveness Knowledge Transfer Project for Pharmacists, ACCP, the American Association of Colleges of Pharmacy (AACP), and the Academy of Managed Care Pharmacy (AMCP) are now featuring AHRQ's Effective Health Care Program on their respective Web sites.

This partnership means that members of all three organizations will have direct access to the comparative effectiveness research and publications developed by AHRQ's Effective Health Care Program to improve pharmacy practice.

According to C. Edwin Webb, Pharm.D., MPH, Associate Executive Director of ACCP,

The alignment of values and objectives between AHRQ and ACCP is very strong. We offer AHRQ resources to our members and Web site visitors so that clinical pharmacists will have direct access to high-quality resources and information that can be used to support their practice and research needs as well as enhance the quality of their patient care services.

For more information on AHRQ's Effective Health Care Program, visit the [Program Web site \(http://effectivehealthcare.ahrq.gov/index.cfm\)](http://effectivehealthcare.ahrq.gov/index.cfm).

New Members

Christina Agee	Faith Alexander
Chike Ajjeroh	Nicole Alvey
Olugbemi Akinlosotu	Magdalene Assimon
Monirah Albabtain	Karen Babb

Ana Bacon	Christina Kuenstler
Amber Baker	Ramshid Kunnath
Darlene Barry	Lorrie Lala
David Bates	Jason Laskosky
Tasha Bekkerus	Suetping Lau
Shaina Bernard	Allison Lauze
Rosemarie Boward	Joe Leiman
Traci Brooks	Marisa Lewengrub
Amy Burton	Julius Li
Rachel Campbell	Nancy Li
Monica Carnahan	Cindy Liang
Tristan Carnes	Kyle Liao
Paul Chan	Keith Likes
Rachna Chawla	Samantha Ling
Choiwah Chow	Kenneth Lo
Christina Coakley	Wilson Ly
Scott Coller	Alfie Ma
Eugenia Cordero	Brittany Mallini
David Costiniuk	John Martello
Robin Covey	Renee McCarthy
Stephen Creasy	Michelle McIntyre
Della Cutchins	Skye McKennon
Maria Dahlke	Bonito Yvette McWilliams
Mitchell Daley	Elizabeth Mearns
Thuy Dang	Anna Metroka
Dorothee Dartsch	Britney Mikula
Helena Dummler	Janice Millikan
Mikaël Dumoulin	Shayan Modarres
Sara Elmunaier	Shohreh Mohammadi
Steve Emery	Katie Monroe Yabut
Wendy Everhart	Susan Montenegro
Onyema Ezeanya	Desiree Moreland
Angela Feng	Brad Moriyama
Brandon Ferlas	Jenny Mueller
Leah Frantzen	Nesreen Mughrabi-Jenad
Keegan Fritzsche	Adisa Muminovic
Rainelle Gaddy	Barbara Myers
Yu Ge	Joy Otaluka
Andrew Geiser	Jenna Otwell
Olga Ginsberg	Timothy Pak
Christina Glasgow	Venita Papillion
Evgeny Gorodetsky	Kevin Pasquali
Amy Gruel	Harit Patel
Manijeh Hamed	Manish Patel
Cassie Hamilton	Niki Patel
Carol Han	Ruchi Patel
Cheryl Hanslovan	Stacie Penkova
Genevieve Hayes	Ann-Lori Perez
Sarah Hayes	Phyllis Perkins
Charles Hines	Kathryn Perrotta
Ryan Hinman	Trevor Perry
Stephanie Holmes	Alexander Philbrick
Joyce Hong	Carlotta Podworski
James Horn	Karen Pontes
Dee Dee Hu	Cynthia Priest
Bekim Jashanica	Elizabeth Ratti
Jennifer Jorgensen	Shanteray Rayford
Jason Karnes	Gerald Rebo
Michael Kasik	John Remchick
Jennifer Kelly	Meredith Riser
Gail King	Tim Robinson
Amy Knipple	Atenea Robles
Melissa Koenig	Mohan Rudrappa
Edyta Krupa	Lynette Sanders

Thomas Sandifer
Elizabeth Santa
Mark Sargeant
Austin Satterthwaite
Brant Segura
Kathryn Sena
Catherine Shely
Nathan Sippel
Andrew Smith
John Staretz
Erik Stensgard
Lindsay Sutton
Jenna Swindler
Terrill Tang
Jennifer Taylor
Russell Thom
Nathaniel Thompson-Moore
Edward Wales-McGrath
Dimay Wang
Dawn Whiting
Joanne Witsil
Hatty Wong
Benjamin Wunderlich
Christine Zapzalka
Kristen Zeitler

New Member Recruiters

Many thanks to the following individuals for recruiting colleagues to join them as ACCP members:

Miranda Andrus
Colleen Catalano
Elias Chahine
Jennifer Clements
William Docktor
Y. Michelle Fagan
Amy Franks
Wilbert Fuerte
Kymberli Guerra
Stephen Hall
David Hoff
Heath Jennings
Lily Kaye
Michael Liebl
Mark Parmenter
Rolee Pathak
Paul Perry
Autumn Runyon
Debra Skaar

The following individuals recently advanced from Associate to Full Member:

Sandra Aguero
Magda Alvarez
Nancy Bailey
Troy Batterton
Dustin Bezy
Michael Brenner
Carmen Cheng
Nina Cohen
Elham Fatehi
Heather Ferguson
Cynthia Fisher
Kierstan Hanson
Elizabeth Musil
Melissa Nesbit
Donald Nuzum
Catherine Phillips
Denise Ragland
Janie Robles
Nasser Saad
Shannon Suggs
Niki Sykora
Meghana Trivedi
Allison Wilson



Director, School of Pharmacy, University of Waterloo

The School of Pharmacy at the University of Waterloo (UW), Canada, invites nominations and applications for the position of Director of the School. Candidates are expected to have a distinguished record of teaching, professional practice, and research, together with demonstrated success in leadership and administration. He/she should be eligible for appointment to a faculty position, normally at the level of Full Professor. The successful candidate will be responsible for completing the start-up phase of the School and leading the next stage of growth as it reaches its full faculty, staff, and student complement. The Director will set the academic tone for the School as well as be responsible for relationship-building between the School and the broader health care community while playing a lead role in the academic planning and management process within the Faculty of Science. Furthermore, successful candidates must have experience in developing methods to recognize and support excellence in teaching, research, and clinical practice. The Director should provide leadership in pharmacy practice and academia, increase research funding/infrastructure, and foster growth of the School.

The first class of pharmacy undergraduates began studies in January 2008. At full operation, the School is expected to have 480 undergraduates, 70 graduate students, 24 faculty members, and 20 staff. A key defining feature for the School of Pharmacy is that, consistent with practice at UW, it offers a co-op Pharmacy program, the first of its kind in Canada.

The UW School of Pharmacy is the anchor institution for UW's new Downtown Kitchener Health Sciences Campus, located about 5 km south of the main campus in Waterloo. The Health Sciences Campus is also home to a regional program of McMaster University's Michael G. DeGroot School of Medicine and is a satellite of the UW School of Optometry's teaching clinic, creating unique opportunities for interprofessional, collaborative learning and patient care. A full-service family health team, seeing around 200 patients per day, is also situated on the site.

The University of Waterloo is annually ranked the institution in Canada that is the "most innovative" and the most likely to "produce leaders of tomorrow." It is also well known for attracting entrepreneurial, dynamic faculty. Living in Kitchener/Waterloo, one of Canada's fastest growing communities, means you are likely to have a very short commute to work; enjoy the best of vibrant city life and scenic country charm; interact with employees from entrepreneurial companies such as RIM—the maker of BlackBerry—and Open Text; and benefit from diverse ethnic and cultural activities, recreational facilities, and thriving creative clusters. This is the community whose unprecedented civic investment established the School of Pharmacy. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca

Applications and nominations should include a detailed resume, the names and contact information of three individuals willing to provide references, and a statement of capabilities and qualifications. For full consideration, applications should be received before April 30, 2010. Send applications or nominations to:

**Professor Terry McMahon, Dean
Faculty of Science
University of Waterloo
200 University Avenue West
Waterloo, Ontario,
Canada N2L 3G1**

All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and people with disabilities.



**Faculty of Medicine & Dentistry/Faculty of Pharmacy & Pharmaceutical Sciences
Endowed Chair in Patient Health Management**

The Faculty of Medicine & Dentistry and the Faculty of Pharmacy and Pharmaceutical Sciences at the University of Alberta are searching for candidates for the Endowed Chair in Patient Health Management. The ideal candidate will be at the level of Associate Professor or Professor and will have an international-caliber research program as demonstrated by publications, research funding, the training and mentoring of trainees/junior faculty members, and the general impact of his/her work on improving patient health management. Applicants must have an M.D., M.D/Ph.D., Pharm.D., Ph.D., or equivalent credentials.

This Chair is a joint initiative of the Faculty of Medicine & Dentistry and the Faculty of Pharmacy & Pharmaceutical Sciences. The Chair will have a primary appointment in either faculty. A joint appointment is not required, but the Chair will be required to develop a close relationship with both faculties.

The term of the Chair is 5 years with the opportunity to apply for renewal for a second 5-year term. The Chair will be provided with funding on an annual basis to help support his/her research activities.

The University of Alberta is one of the major research universities in Canada with more than 37,000 students, research revenues in excess of \$470 million yearly, more than 400 distinct research laboratories, and more than 110 master's and 60 doctoral programs. The 89-hectare campus contains outstanding educational, research, and cultural facilities. The University has spawned 38 active spin-off companies that have created more than 3,300 jobs in the Edmonton area. Edmonton, with a metropolitan population of around 1,000,000, is the capital of Alberta and is well known for its verdant river valley, vibrant festivals, and outstanding cultural facilities.

Applications must include a curriculum vitae, the names and addresses of three potential referees, and a two-page summary of research accomplishments in patient health management and research goals and objectives for the next 5 years. Interested individuals are asked to submit their materials by end of business on March 15, 2010. However, the competition will remain open until the position is filled.

Correspondence and applications can be directed to either:

Dr. Marek Michalak
Vice-Dean, Research
Faculty of Medicine & Dentistry Sciences
marek.michalak@ualberta.ca

Dr. James Kehrer
Dean
Faculty of Pharmacy & Pharmaceutical Sciences
kehrer@pharmacy.ualberta.ca

All qualified candidates are encouraged to apply. However, Canadians and permanent residents will be given priority. The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including people with disabilities, members of visible minorities, and aboriginal individuals.



Volunteer Pharmacy Mentor, Haiti

The Clinton Health Access Initiative (CHAI) is seeking a pharmacy mentor in Haiti to work at the country's main public hospital located in Port-au-Prince.

We seek highly motivated individuals with an exemplary record of leadership and results orientation. Successful candidates will have excellent communication skills, be able to function independently, be self-motivated, be able to thrive in a challenging environment, and have a strong commitment to excellence. We place great value on relevant personal qualities: resourcefulness, responsibility, tenacity, energy, and work ethic.

Haiti is a new country program for CHAI, with a small team currently working to establish and develop the organization's priorities and activities in-country. In light of the recent earthquake and resulting devastation, our work has become considerably more important. Our team requires individuals who are dynamic, entrepreneurial, and comfortable operating in a post-disaster setting. Candidates should have a strong, proven track record in playing multiple roles in a fast-paced, changing environment.

RESPONSIBILITIES

CHAI has been asked by the main public hospital in Port-au-Prince to provide a pharmacy mentor for a period of at least 3 months to support the improvement of pharmacy systems and procedures throughout the hospital. CHAI has been working at the hospital's main pharmacy since the earthquake to provide additional capacity to the site, given the large influx of donated supplies and the substantial increase in patient flow. CHAI is now looking for an individual to support the implementation of long-term and sustainable systems around the main pharmacy and its satellite units, with the potential to expand this role to broader systems building at the site over time.

Responsibilities will include:

- Establishing systems for interactions between the main pharmacy, the hospital's main units, and satellite pharmacies;
- Establishing systems around inventory management and staff training on such systems;
- Establishing systems for order placement and delivery;
- Establishing systems to quantify future demand and improve the process for pharmacy resupply;
- Developing appropriate staffing plans and processes to track presence and performance; and
- Communicating regularly with hospital administration on progress and bottlenecks.

All employees are expected to develop strong and respectful working relationships with their government counterparts as well as with other nongovernmental organizations active at this site.

QUALIFICATIONS

- Degree in pharmacy, pharmacology, or health economics, with pharmacy-related emphasis
- Fluency in French required
- Minimum of 5 years' pharmacy experience
- Good bedside manner and strong interpersonal skills
- Teaching or training experience an added advantage
- Experience communicating with government and other high-level officials strongly preferred
- Experience providing administrative support and developing programs as well as providing direct care

CONTACT

Julie Nicholson

E-mail: jnicholson@clintonfoundation.org

Special Instructions: In the subject line, please include **Contract Pharmacy Mentor 2010-1651**.