

# ACCP Report

Timothy J. Ives, Pharm.D., MPH, FCCP, BCPS; Editor  
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## CMS Modifies Proposed Rule to Eliminate Medicare Funding for Pharmacy Residencies

The Centers for Medicare and Medicaid Services (CMS) has decided that it will continue funding for first-year pharmacy residency training in hospitals. In May, CMS published a proposed rule to eliminate all pharmacy residencies from the list of education and training programs eligible for Medicare "passthrough" cost reimbursement. In response to the large number of letters received from pharmacists across the country, including more than 100 from ACCP members, CMS was persuaded that pharmacy practice residencies are an essential part of the training of pharmacists who provide clinical pharmacy services in hospitals. The final regulation, published in the August 1, 2003, issue of the Federal Register addresses CMS's annual payment rates for the Hospital Inpatient Prospective Payment System for fiscal year 2004 that begins on October 1, 2003.

As published, the final rule precludes payment for second year, specialty residencies because, according to CMS, such programs are not currently the "professional norm" for practice in hospitals. However, the rule leaves open the possibility of paying for such residency training in the future.

Although the final CMS rule represents an important shift from the agency's initial proposal, it is clearly not a complete victory for pharmacy residency training support by Medicare. ACCP, working with other pharmacy organizations, is focusing current efforts to convince CMS to reverse, or at least delay, its decision not to allow reimbursement for specialty residencies. A copy of the College's August 28 letter to Tommy Thompson, Secretary of Health and Human Services, requesting a reconsideration of the CMS ruling regarding specialty residencies is available on the ACCP Web site at <http://www.accp.com/secllett.php>.

## Let NIH Pay Off Your Student Loans!

Fellows, fellowship preceptors, and junior faculty take note! The National Institutes of Health (NIH) is accepting applications for its Loan Repayment Programs. The NIH Loan Repayment Programs can repay up to \$35,000 a year of qualified educational debt for health professionals pursuing careers in clinical, pediatric, contraception and infertility, or health disparities research. The programs also provide coverage for Federal and state tax liabilities.

Applicants must have a doctoral-level degree, devote 50% or more of their time to nonprofit- or government-funded research, and have educational debt equaling at least 20% of their institutional base salary.

All applications for 2004 awards must be submitted by December 31, 2003. Visit <http://www.lrp.nih.gov> for more information and to apply online.

## Register for the 2003 ACCP Annual Meeting.

November 2-5  
Atlanta, GA

Register by September 26 to take  
advantage of the early-bird rate.

[www.accp.com/03amhome.php](http://www.accp.com/03amhome.php)

## Report of the Nominations Committee

The Nominations Committee has recommended the following slate of candidates for 2004. Elections will occur in spring 2004 and successful candidates will assume office at the 2004 ACCP Annual Meeting.

### President-Elect:

Joseph T. DiPiro, Pharm.D.; Augusta, GA  
John E. Murphy, Pharm.D.; Tucson, AZ

### Regent:

Michael E. Klepser, Pharm.D.; Kalamazoo, MI  
Thomas E. Peddicord, Pharm.D.; Shawnee Mission, KS  
Sarah A. Spinler, Pharm.D.; Philadelphia, PA  
Kathleen A. Stringer, Pharm.D.; Denver, CO

### Research Institute Trustee:

William P. Petros, Pharm.D.; Morgantown, WV  
Michael D. Reed, Pharm.D.; Cleveland, OH

Additional nominations may be made in writing to the Secretary of the College: Timothy J. Ives, ACCP, 3101 Broadway, Suite 650, Kansas City, MO 64111. Nominations must state clearly the qualifications of the candidate, must be signed by at least 39 Full Members (1% of eligible Full Members), and must be submitted no later than October 2, 2003.

Respectfully submitted,

Ralph Raasch, Chair; Rose Jung; Stephen Piscitelli;  
Mark Stratton; Nancy Yunker

## Recruitment Opportunities at the ACCP Annual Meeting

The **ACCP Recruitment Forum** brings together employers and applicants during the ACCP Annual Meeting. Its features include:

### The online database (<http://www.accp.com/forum.htm>):

- where employers can list their positions for residents, fellows, clinical faculty, and other clinical positions; and
- where applicants seeking positions can list their qualifications and availability (password-protected site that is accessible only to employers with listings in the Recruitment Forum).

### The ACCP Annual Meeting

(<http://www.accp.com/03amrecr.php>): On Sunday, November 2—

- the Career Fair, 12:30 p.m. – 3:00 p.m.
- One-on-One Appointments, 3:00 p.m. – 6:00 p.m.

**For more information about the ACCP Recruitment Forum, go to <http://www.accp.com/forum.htm>**



### *President's Column*

## **Mary Beth O'Connell, Pharm.D., FCCP, BCPS From Melting Pot to Tossed Salad. A Call for Members to Respond.**

The United States is often called the world's melting pot. What does this mean? On the surface, it means a land where people from many different cultures live. The deeper meaning/goal is for each individual to assimilate into society and become a more homogenous American citizen. A better symbol for the U.S. today and in the future may be that of a tossed salad. In this analogy, we can share core values such as freedom and democracy but do not need to lose our individuality. Radishes, lettuce, edible flowers, and salad dressing improve the color and taste of the salad, with none of the components more important than the others. The final salad, and our country, are more vibrant because of the diversity. Cultural adaptation then allows cultures to be distinct with some assimilation to create successful communities. Hopefully over time, new American cultures will develop with the blending of unique beliefs and lifestyles.

Today, we are exposed to cultural diversity in our daily living, whereas in the past this exposure occurred predominantly through the media, which can be limited, stereotypic, inaccurate, and biased. Through education, knowledge, and integration, we learn to value diversity more. Some people still try to eliminate, avoid, or just tolerate different cultures. But dealing with such diversity through simple tolerance or avoidance are not viable options for us as health care workers. We must strive daily to become more culturally proficient. The ACCP Task Force on Cultural Competence is preparing a white paper on cultural proficiency that will include recommendations for the College and profession in this area. But until then, here are some thoughts for you to consider and about which we seek your feedback.

What is culture? One of the more complete definitions is from the National Council on Cultural Competence (NCCC): Culture is "an integrated pattern of human behavior that includes thoughts, communications, languages, practices, beliefs, values, customs, courtesies, rituals, manners of interacting and roles, relationships and expected behaviors of a racial, ethnic, religious or social group; and the ability to transmit the above to succeeding generations."

What is cultural proficiency? Cultural competence in the delivery of health care has been defined as a set of congruent behaviors, attitudes, and policies that come together in a system, agency, or among professionals and

enable that system, agency, or professionals to work effectively in cross-cultural situations. Cultural proficiency is achieved when the impact of cultures is completely valued, culturally competent care is provided, and resources are devoted to advancing cultural competency through research and dissemination.

Why become culturally proficient? Despite our being the country with the greatest national wealth, significant health disparities exist in America. Certain cultures have higher mortality rates, less access to care, poorer quality care, or suboptimal health-related outcomes. Some research has been conducted to determine not only the impact of cultural differences on the provision of health care, but also the best ways to provide culturally proficient care. More than 300 languages are spoken in the U.S. Thus, one language and one system will not meet the needs of all citizens. In 1998, the Department of Health and Human Services developed the Initiative to Eliminate Racial and Ethnic Disparities in Health. The six target health areas are cancer, cardiovascular disease, infant mortality, diabetes, HIV/AIDS, and immunizations. These target areas are within the strengths and practice domains of pharmacists. Pharmacy can and should make a difference in resolving these health disparities. In 1999, the Health Resources and Services Administration Bureau of Primary Health Care developed Health Care Rx: Access for All. The goals of this program are 100% access to and zero disparities in the provision of health care. As clinical pharmacists, we have a moral obligation to wholeheartedly adopt this goal consistent with the Code of Ethics for Pharmacists (<http://www.aphanet.org/pharmcare/ethics.html>). But we likely will need to change our current attitudes, practices, and health systems to achieve 100% access to and zero disparities in the provision of pharmaceutical care. Advocacy also will be required.

Can we know the intricacies of all cultures? No. However, all health care practitioners can first determine their own cultural beliefs and identify any biases and prejudices. Next, health care practitioners and organizations must continually learn about other cultures, listen to the needs and concerns of the patient/member, show respect, and develop care plans and programs sensitive to and incorporative of cultural diversity. For non-English speaking cultures that comprise a high percentage of a practice, oral and written communications in their language and interpreters are needed. For the smaller non-English speaking cultures in a practice, listening, exploring, and having the patients and their families participate in their care will help achieve culturally competent care. Research needs to be conducted to develop the best practice models for culturally proficient care. We can and will become a culturally proficient profession and organization over time. ACCP can help us achieve these goals.

How do we become culturally proficient? The NCCC lists five essential elements for becoming culturally competent:

- 1) Value diversity
- 2) Conduct self-assessment
- 3) Manage the dynamics of differences
- 4) Acquire and institutionalize cultural knowledge

- 5) Adapt to the diversity and cultural contexts of the individuals and communities served.

Self-assessment tools to measure cultural proficiency are still undergoing research. The NCCC has an assessment tool for personnel providing primary health care services (<http://www.georgetown.edu/research/gucdc/nccc/nccc11.html>). We all should conduct a self-assessment so we can begin our process of becoming more culturally proficient. As a first step in assessing ACCP's cultural proficiency, a self-assessment by the Board of Regents and staff is planned, and future activities will be planned based on the final report of the Task Force on Cultural Competence.

The Task Force's preliminary report recommends that ACCP explicitly indicate its commitment to and the importance placed on diversity and cultural proficiency by including both within its statement of core values (see <http://www.accp.com/plan2002.pdf>), and that the College include within its vision for pharmacy a statement reflecting ACCP's vision that all pharmacists provide culturally proficient care to patients.

What do you think? Should ACCP express its commitment to diversity and culturally proficient pharmaceutical care in its core values and vision statements? Send your comments and opinions in support or opposition, or draft language, to me at [mboconnell@wayne.edu](mailto:mboconnell@wayne.edu) by October 1 so they can be used by the Task Force and then shared with the Board of Regents when the Task Force submits its final report. I look forward to a dynamic discussion of this topic.

(References for some of the above material can be found at the National Center for Cultural Competence Web site: <http://www.georgetown.edu/research/gucdc/nccc/>)

Additional Reflection: August 29, 2003, was the 40th anniversary of Martin Luther King, Jr.'s "I Have a Dream" speech. The path to equity, access, and respect has not been totally achieved yet. What can I do?

## Call for Nominations

All nominations should be sent to the indicated committee chair in care of: ACCP, 3101 Broadway, Suite 650, Kansas City, MO 64111. Additional information on award criteria may be obtained from ACCP headquarters.

**ACCP Fellows:** Fellowship is awarded in recognition of continued excellence in clinical pharmacy practice or research. Nominees must have been a full member of ACCP for at least five years; must have been in practice for at least eight years since receipt of their highest pharmacy degree; and must have made a sustained contribution to ACCP through activities such as attendance or presentation at College meetings; service to committees, PRNs, or chapters; or election as an officer. Candidates may be nominated to the Chair of the Credentials Committee by any two Full Members other than the nominee or by any Fellow. Current members of the Board of Regents are ineligible for consideration.  
**Nomination deadline: December 15, 2003.**

**Officers and Regents:** President-Elect, Regents, Research Institute Trustee. Nominees must be a Full Member of ACCP and should have demonstrated excellence in clinical pharmacy practice, research, or education; demonstrated leadership capabilities; and should have made prior contributions to ACCP. Current members of the Nominations Committee are ineligible. Send nominations to Chair, Nominations Committee. **Nomination deadline: November 30, 2003.**

**Paul F. Parker Medal for Distinguished Service to the Profession of Pharmacy:** Recognizes an individual who has made outstanding and sustained contributions to improving or expanding the profession of pharmacy in an area of professional service, including but not limited to patient care, leadership, administration, financial, technological, information processing, service delivery, models of care, and advocacy. The award is not limited to pharmacists or ACCP members. Letters of nomination should be sent to the Chair of the Parker Medal Selection Committee. All nominations must be accompanied by the nominee's curriculum vitae, resume, or biographical sketch as available, and at least three letters of support that describes the individual's accomplishments relative to the award criteria, at least one of which is from an individual outside the nominee's current practice locale. Current members of the Board of Regents, Selection Committee, or ACCP staff are ineligible. **Nomination deadline: December 15, 2003.**

Letters of nomination for the following ACCP awards should be sent to the Chair of the Awards Committee. All nominations must be accompanied by the nominee's curriculum vitae and a letter of support that describes the individual's accomplishments relative to the award criteria. Additional letters of support also may be included, particularly when the curriculum vitae may not have enough relevant information for a specific award. Current members of the Board of Regents, Awards Committee, or ACCP staff are ineligible. **Nomination deadline: November 30, 2003.**

**Education Award:** Recognizes an ACCP member who has shown excellence in the classroom or clinical training site, conducted innovative research in clinical pharmacy education, demonstrated exceptional dedication to clinical pharmacy continuing education, or shown leadership in the development of clinical pharmacy education programs.

**Practice Award:** Recognizes an ACCP member who has developed an innovative clinical pharmacy service, provided innovative documentation of the impact of clinical pharmacy services, provided leadership in the development of cost-effective clinical pharmacy services, or shown sustained excellence in providing clinical pharmacy services.

**Russell R. Miller Award:** Recognizes an ACCP member who has made substantial contributions to the literature of clinical pharmacy, either in the form of a single especially noteworthy contribution or sustained contributions over time.

**Young Investigator Award:** This award will be given at the College's 2005 Spring Forum. Its purpose is to highlight the research program of an ACCP member who has made a major impact in an aspect of clinical pharmaceutical science. Nominees must have been a member of ACCP for more than three years; must be less than six years since completion of their terminal training or degree, whichever is most recent; and must have a research program with a significant publication record having a programmatic theme, or an especially noteworthy single publication. Fellows of ACCP (i.e., "FCCP") are not eligible. The award recipient will present a lecture at the College's 2004 Annual Meeting based on his or her work.

**Therapeutic Frontiers Lecture:** Honors an internationally recognized scientist whose research is actively advancing the frontiers of pharmacotherapy. Recipients need not be ACCP members.

**Service Award:** Given only when a particularly noteworthy candidate is identified in recognition of outstanding contributions to the vitality of ACCP or to the advancement of its goals that are well above the usual devotion of time, energy, or material goods

## Book of the Month: Save on Shipping When Your Order Online Now!

You can get free shipping within the United States and Canada on publications orders placed at the ACCP Online Bookstore now through September 30. For orders sent outside the U.S. or Canada, the shipping and handling fee will be reduced by the difference between the International and Continental United States rates. This is an exceptional value that can save you up to \$150. Act today by visiting the ACCP Online Bookstore at <http://www.accp.com/bookstore.php>!

Your greatest savings include:

- **Pharmacotherapy Self-Assessment Program**, Fourth Edition (PSAP-IV)—The 11-book PSAP-IV series, available online and in print, is now available at discounted prices. You will save \$100 off the original price when you purchase the full series. Supplies of some books in the series are limited.

- ✓ ACCP Member Print: now only \$235
- ✓ Nonmember Print: now \$395
- ✓ **Sample Savings on the purchase of the PSAP-IV series print:** \$100 (series discount) + \$60 (waived Continental United States shipping rate) = Total Savings of \$160!

- **Updates in Therapeutics**—This is a key professional resource, whether you are looking for an update in a therapeutic area or are preparing to take a Board of Pharmaceutical Specialties examination. *Updates in Therapeutics* courses are available in three specialty areas: Nutrition Support, Pharmacotherapy, or Psychiatric Pharmacy.

	ACCP Member	Non-member
Online Course with CE Credit	\$210	\$330
Print Course Syllabus	\$85	\$135
Online Course Syllabus	\$75	\$120
Audiotapes	\$140	\$225
CD-ROM (Available for Pharmacotherapy only)	\$145	\$235

- ✓ **Sample Savings on the purchase of the Updates in Therapeutics series:** A resident of the Continental United States purchases the Pharmacotherapy Print Course Syllabus and CD-ROM online at the nonmember price spending a total of \$370. Total Savings = \$16 (waived shipping rate for Continental United States)

- **Pharmacotherapy: A Pathophysiologic Approach**, Fifth Edition—This text provides a unique process of thinking about pharmacotherapy that equips the reader to more rigorously assess new drugs and new therapeutic approaches. The key to this process is the pathophysiology sections, which identify the mechanism of disease as a foundation for pharmacotherapeutic principles and strategies.

- ✓ ACCP Member: \$141
- ✓ Nonmember: \$155
- ✓ **Sample savings on the purchase of Pharmacotherapy, Fifth Edition:** A resident of Canada purchases this book at the member price spending \$141. Total Savings = \$12 (waived Canadian shipping rate)

## Call for Abstracts International Congress on Clinical Pharmacy April 28-30, 2004 Paris, France

Join your colleagues from around the world for the second International Congress on Clinical Pharmacy: Optimizing Outcomes in Pharmacotherapy, April 28-30, 2004, in Paris, France. Organized by ACCP and the European Society of Clinical Pharmacy, abstracts are sought in:

- **Original Research** in therapeutics, pharmacokinetics, pharmacodynamics, pharmacogenomics, pharmacoconomics, or pharmacoepidemiology.
- **Clinical Pharmacy Services**—description of the delivery, development, justification, or documentation of innovative clinical pharmacy services.
- **Research in Progress** through presentations of original research in which the research effort is still ongoing.

The Congress Provisional Program, information about online submission of abstracts, and Congress registration and hotel information are available at <http://www.escp.nl/Content/Meetings/Paris/index.htm>.

**Abstract Submission Deadline: January 8, 2004.**

## Want Free Dues? Read On!

College members can earn a \$10 gift certificate for each new member they recruit. In the three years the program has been operating, \$4100 worth of gift certificates have been awarded to 321 individuals who recruited 410 new members.

This year's top recruiter is Cynthia Kirkwood, Pharm.D., BCPP, of the Virginia Commonwealth University in Richmond. She was also a top recruiter in 2002. When asked about her best recruitment techniques, Kirkwood provided this bit of insight: "I challenge students to stop and think about how they are going to keep up with new research findings that can improve patient outcomes. I then discuss the multiple benefits of ACCP and how this organization meets the needs of clinical pharmacists throughout their careers. Specific advantages for students are the reduced rate for members in training, access to residency and fellowship listings, and the journal subscription during their year of advanced pharmacy practice experiences. Hopefully, they continue as members!"

In addition to earning a \$10 gift certificate, each time a current member is listed as the recruiter on a new application, his or her name will be published in the next issue of *The ACCP Report*. When a member recruits 10 or more new members, ACCP will say "Thanks!" with one year of dues-free membership.

For more information on the recruitment program, contact Membership Project Manager Melissa Morris at (816) 531-2177 or by e-mail at [mmorris@accp.com](mailto:mmorris@accp.com).

## Career Development Resources from ACCP

The first guide in ACCP's new Career Development Series is now available, both as a PDF on the ACCP Web site and as a printed booklet. Called "Career Planning", this first guide focuses on establishing a personal, professional vision and goals; assessing how current job responsibilities align with those goals; and balancing your personal and professional lives.

ACCP members asked for assistance in plotting strategy and identifying resources for continued career development after completing their formal postgraduate residency or fellowship training. To fulfill that need, the Board of Regents charged several committees and task forces to create career guides for different groups within the ACCP membership.

Each guide is complete in itself, but together they form a comprehensive series to help ACCP members with career development. Future topics will include:

- Choosing a Residency or Fellowship
- Job Hunting
- Mentoring
- Paths to Leadership

The Career Development Guides are available to both ACCP members and non-members at <http://www.accp.com/guide1.pdf>. Or to request a copy of the printed guide, call an ACCP Member Liaison at (816) 531-2177.

## New Members

Gregory V. Abbott  
Tokes Adeleye  
Ayesha Akhtar  
Muhammed Al-Sultan  
Kimberly Ayers  
Shaunna Beecher  
Cassandra D. Bengé  
Linsey Blau  
John W. Buttram  
Beth Cariera  
Amy I. Chen  
Ming Ming Chow  
Deidre Clark  
Amanda R. Colquitt  
Rebecca DaSilva  
Kelly E. Duarte  
Vicki Frydrych  
Christian Giannatos  
Prem Grainger  
Mary Grosdidier  
Diana Hao

Emily Hargens  
Christine Heimer  
Herb Holmes  
Ralph Jackson  
Jiten Jani  
Melissa Johansen  
Paul Juang  
Matthew Kern  
Janell Krack  
Helen S. Lee  
Mary Mably  
Erik D. Maki  
Micah Mathews  
J. Brad Mathis  
Nazly Mehdizadeh  
Steve Y. Mok  
Sadaf Nabavian  
Kim-Hong Nguyen  
Boris Nogid  
Jennifer Oh  
Liza Paul

Thu Kim Pham  
Mary F. Powers  
Ditina Raval  
Tiffany C. Rodgers  
Irvin Rosado  
Patrick J. Scoble  
John C. Smith  
Tara Tavarez  
Jaime Wallace  
Ching-Ling Wei  
Kimberly Werner  
Kristin Zerumsky

The following individuals recently advanced from Associate to Full Members:

Ollie Anum  
Edward K. Baker  
Craig Coleman  
Jeffery A. Faris  
Denise L. Glasser  
Stephen M. LaHaye  
Jaclyn LeBlanc  
Ruth H. McCoy  
Pedro Ochoantesana  
Karen M. Powell  
D'Andrea F. Skipwith

**Medical Information Specialist  
Elan Pharmaceuticals  
San Diego, CA**

Elan is a global biopharmaceutical company committed to delivering innovative products for critical unmet medical needs. With breakthrough therapies for serious diseases like Alzheimer's disease, Crohn's disease, and multiple sclerosis advancing through our pipeline, the promise of our science is close at hand. Focused on autoimmune diseases, pain management, and neurology, our newly realigned organization is now poised to deliver on one of the industry's most inspiring pipelines. For people who want to contribute to first-in-class therapies and truly improve patients' lives, Elan offers challenge and exciting career growth. Few opportunities are this real or this rewarding.

Elan presents a fast-paced, entrepreneurial environment ideal for high-energy, passionate people who thrive on challenge, change, and transformation. We also provide highly competitive salaries and benefits, including health insurance, a 401(k) saving plan, and stock options.

**Position Responsibilities Overview:**

This position serves as a product specialist who develops comprehensive product-related databases within the department; contributes to interdepartmental projects; and supports the provision of medical, scientific, and technical information regarding products of Elan Pharmaceuticals.

**Responsibilities:**

1. Create comprehensive product-related databases, including the research, collection, and analysis of medical, scientific, and technical data from a variety of sources and the summarization of information into verbal and written response formats as needed.
2. Support other staff, as necessary, in the maintenance of product-related databases and in the daily handling of customer inquiries.
3. As a representative of the department in interdepartmental project and/or product teams, actively identify and convey issues which are relevant to department functions.
4. Contribute to the execution of long-term interdepartmental projects as assigned, which may include activities related to product launches or training.
5. Utilize the current medical information database to retrieve data regarding departmental functions for assigned projects and to document the handling of inquiries from internal and external customers.
6. Recognize and gather, according to FDA guidelines and company policies, initial information regarding any adverse events or product complaint reports of which he/she is made aware during the handling of a medical information inquiry.

**Minimum Education/Experience Requirements:**

- Doctor of Pharmacy with postdoctoral residency training or equivalent clinical experience.
- Minimum of two years related pharmaceutical or biotech experience.

**Special Knowledge, Skills, and Abilities:**

- Well-developed drug information skills and ability to communicate with health care professionals and consumers
- Excellent written and oral communication skills, including exposure to medical writing
- Strong interpersonal skills and ability to work in a team environment
- Computer literacy, including experience with MS Office or equivalent and online literature searching

For more details or to apply online, please visit our Web site today at <http://www.elan.com>. As an equal opportunity employer, we value diversity in thought, experience, and cultural background.

**Mercer University, Southern School of Pharmacy  
Department of Clinical and Administrative Sciences**

The Department of Clinical and Administrative Sciences invites applications for the following four faculty positions:

- Assistant Professor – Infectious Disease, fellowship training preferred and/or specialty residency in infectious disease is required.
- Assistant Professor – Critical Care, fellowship training preferred, and/or specialty residency in critical care is required.
- Assistant Professor – Hematology/Oncology, fellowship training preferred, and/or specialty residency in hematology and oncology is required.
- Clinical Assistant Professor – Community Practice, residency in community pharmacy practice or 2-3 years of relevant community practice experience is required.

All faculty positions can be tenure-track or nontenure-track except for the Community faculty position, which is only nontenure-track. The Southern School of Pharmacy is located on Mercer University's Cecil B. Day Campus in Atlanta. The campus' 335 wooded acres create a serene and secluded atmosphere despite its close proximity to downtown Atlanta. The Department of Clinical and Administrative Sciences consists of 21 full-time faculty and six postdoctoral residents. Atlanta provides an ideal environment for cultural and intellectual development. The School of Pharmacy is dedicated to fostering personal and professional growth for each faculty member.

The applicant must possess a Pharm.D. degree from an accredited school of pharmacy and be eligible for a Georgia pharmacist's license. Applicants will need to apply online by accessing <http://www.mercerjobs.com>. In addition, a letter of intent, curriculum vitae, and contact information of three references should be attached to the online application. AA/EOE/ADA

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**Director of Clinical Pharmacy  
University of Arkansas for Medical Sciences**

The University of Arkansas for Medical Sciences, Area Health Education Center of Fort Smith, Arkansas, has an opening for Director of Clinical Pharmacy. The ideal pharmacist will have expertise in drug therapy of conditions commonly encountered in family and internal medicine. Responsibilities include: teaching of medical resident and medical students, direct involvement in Phase III-IV studies, providing direct patient care as part of an office based interdisciplinary team, and rounding with the medical team.

The clinical pharmacists will be appointed to the College of Pharmacy faculty and participate in experiential teaching of Pharm.D. students. Pharm.D. with residency preferred.

UAMS/AHEC offers a competitive salary and benefits package.

Interested individuals send CV to:

**L.C. Price, M.D.  
AHEC Director  
612 South 12<sup>th</sup> Street  
Fort Smith, AR 72901**



**Clinical Faculty Positions (2)**  
**Faculty of Pharmacy and Pharmaceutical Sciences**  
**University of Alberta**

The Faculty invites applications for two full-time clinical faculty positions (tenure-track or nontenure-track) at the Assistant Professor level or higher. Applicants must be eligible for Alberta Pharmacy licensure and have postgraduate training. The individual will be expected to maintain a clinical practice that supports his/her scholarly and teaching activities. Specialty residency or equivalent experience, and/or fellowship and previous teaching and research experience, are desirable.

The practice specialty areas for these positions that are of particular interest to the Faculty are: Endocrinology, Gastrointestinal, Internal Medicine, Infectious Diseases, Pain, Patient Counseling/Communication, Pediatrics, and Rheumatology. The ideal candidate will possess a record of demonstrated academic accomplishment and scholarly potential, as well as excellent communication and interpersonal skills.

The Faculty of Pharmacy and Pharmaceutical Sciences offers one of the strongest pharmacy degree programs in Canada, will be introducing a new integrated undergraduate curriculum in September 2004, and is now developing an entry-level Pharm.D. The Faculty has 420 undergraduate and 50 graduate students, and the University of Alberta has about 30,000 students. Excellent opportunities exist for collaborative research with other disciplines within the Faculty and University as well as outside the University.

The University of Alberta is located in Edmonton, a vibrant, cosmopolitan city of 875,000 and the provincial capital. This friendly, affordable city offers a rich cultural life and diverse recreational opportunities. The campus is located adjacent to one of the largest municipal park systems in North America and is about 3.5 hours by car from the Canadian Rocky Mountains. The University of Alberta, in addition to having one of the most generous relocation expense policies of any university in Western Canada, also has the most comprehensive policy respecting spousal/partner employment among Canadian universities.

Applications will be considered until the positions are filled. Interested individuals should submit a letter of interest specifying area of practice specialty and a description of teaching and research interests, curriculum vitae, and the names and addresses of three references to:

**Dean Franco M. Pasutto**  
**University of Alberta**  
**Faculty of Pharmacy and Pharmaceutical Sciences**  
**3118 Dentistry/Pharmacy Centre**  
**Edmonton, Alberta, Canada T6G 2N8**  
**Phone: (780) 492-0199; Fax: (780) 492-1843**  
**E-mail: [fpasutto@pharmacy.ualberta.ca](mailto:fpasutto@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 persons with disabilities, members of visible minorities, and Aboriginal persons.*

**Chair and Professor  
Division of Pharmacotherapy  
The University of North Carolina  
School of Pharmacy**

The University of North Carolina School of Pharmacy invites nominations and applications for the position of Chair and Professor, Division of Pharmacotherapy. The University of North Carolina is a leading research campus located in one of the nation's most recognized college communities, Chapel Hill. The University anchors one point of North Carolina's Triangle region, a dynamic environment with exceptional opportunity for education and research. Collaborative research and graduate/postgraduate education opportunities exist with major pharmaceutical companies in nearby Research Triangle Park.

The School of Pharmacy promotes excellence in sponsored research and progressive pharmaceutical care practice. Faculty and students at the School of Pharmacy collaborate with the Schools of Medicine, Public Health, Dentistry, and Nursing as one comprehensive academic health center. The School of Pharmacy is composed of the Divisions of Pharmacotherapy, Drug Delivery and Disposition, Pharmaceutical Policy and Evaluative Sciences, and Medicinal Chemistry and Natural Products, and awards the degrees of Doctor of Pharmacy (Pharm.D.), Master of Science (M.S.), and Doctor of Philosophy (Ph.D.) in the Pharmaceutical Sciences. The School recently dedicated a 65,000 square foot state-of-the-art research and teaching facility.

The Chair of the Division of Pharmacotherapy promotes an environment of academic excellence and is responsible for the overall administrative operations within the division. The Division of Pharmacotherapy is nationally recognized for instruction in the practice of pharmacy and trains graduate and postgraduate pharmacists in the principles of clinical research through pharmacy practice residencies, innovative specialty residencies, and academic and industry-sponsored fellowships. The division, with the joint direction of the Division of Drug Delivery and Disposition, offers a Ph.D. program in Experimental Therapeutics. There are 15 School-based and more than 30 community-based faculty in the division—experts in professional education, clinical practice, and translational research. Extensive relationships developed for teaching and research are maintained with the University of North Carolina Hospitals, and the division works closely with faculty and preceptors practicing in North Carolina's model Area Health Education Centers (AHEC) program.

The candidate will have demonstrated success as an independent investigator with experience in clinical and research instruction and academic administration. The ability to skillfully support a collegial environment that fosters ongoing collaboration among faculty from a wide variety of disciplines is essential. Eligibility for appointment at the rank of Full Professor with tenure is necessary for consideration.

Women and minorities are encouraged to apply. Applications, including a curriculum vitae and names and contact information for four references, should be submitted to:

**J. Herbert Patterson, Pharm.D., FCCP, BCPS  
Chair, Search Committee  
School of Pharmacy  
Beard Hall, CB #7360  
University of North Carolina  
Chapel Hill, NC 27599-7360  
Phone: (919) 962-0072  
E-mail: hpatterson@unc.edu**

*The University of North Carolina at Chapel Hill is an Equal Opportunity/Affirmative Action Employer.*

## Pharmacy Practice Faculty Division

The School of Pharmacy invites applications for a full-time faculty position at the Assistant Professor (CHS) level or Assistant Professor (tenure-track) level. All practice and research interests will be considered; however, individuals with expertise in pediatrics, psychiatry, nephrology, primary care, neuroscience, or internal medicine are especially encouraged to apply. Applicants should have a Pharm.D., Ph.D., or a clinically oriented master's degree and be eligible for Wisconsin pharmacy licensure. Research and teaching experience are desirable.

Responsibilities will include teaching in the School's professional programs, maintaining a clinical practice that supports research and teaching, and participating in publishable scholarly activity. The individual's area of research must be consistent with the research mission of the Pharmacy Practice Division. Salary range is commensurate with experience.

Applications will be accepted for the position until January 15, 2004, or until the position is filled. Interested individuals should send a curriculum vitae and the names of three references to:

**Mary Beth Elliott, Pharm.D., Ph.D.**  
**Chair, Search Committee**  
**School of Pharmacy**  
**University of Wisconsin-Madison**  
**777 Highland Avenue**  
**Madison WI 53705-2222**  
**Phone: (608) 265-9765**  
**Fax: (608) 265-5421**  
**E-mail: me Elliott@pharmacy.wisc.edu**

*The University of Wisconsin is an equal opportunity employer. Unless confidentiality is requested in writing, information regarding the applicants must be released upon request. Finalists cannot be guaranteed confidentiality.*

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