

ACCP Academy Career Advancement Newsletter

Volume 1
Number 1
August 2012

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2012 ACCP Annual Meeting in Florida



Don't miss Career Advancement programming at the 2012 ACCP Annual Meeting to be held in Hollywood, Florida, October 21–24, at the Westin Diplomat Resort. The Westin Diplomat Resort is conveniently located within 30 minutes of two major regional airports, Fort Lauderdale/Hollywood International Airport and Miami International Airport, served daily by more than 10 major airlines. The program's 8-hour prerequisite course, "Career Advancement Primer"; a 4-hour required module, "Clinical Career Advancement"; and two 2-hour elective courses will be offered at the Annual Meeting. An abbreviated schedule is summarized below:

Required Symposia

- Career Advancement Primer
Saturday, October 20: 8:00 a.m.–5:00 p.m.
- Clinical Career Advancement I
Monday, October 22: 1:30 p.m.–5:30 p.m.
- Clinical Career Advancement II
Tuesday, October 23: 10:15 a.m.–12:15 p.m.

Note: Those planning to attend the Career Advancement Primer must complete the following pre-assignment before the Annual Meeting:

Identify documents that govern and influence clinical pharmacy services at your setting. These documents

should be brought to the primer and should include (but are not limited to) the following:

1. State regulations regarding collaborative drug therapy management,
2. Scope of practice for clinical pharmacy services from your site/institution, and
3. Vision/mission statements and strategic planning documents from your site/institution.

Electives

Each participant, to receive a CACP certificate, must also complete five 2-hour electives. The following two electives will be offered at the Annual Meeting:

- Education and Training PRN Focus Session—
Residency Program Director Development:
Survival Skills for New Directors
Monday, October 22: 1:30 p.m.–3:30 p.m.
- Enhancing Clinical Outcomes Through Application of
the Breakthrough Model of Performance Improvement
Tuesday, October 23: 1:15 p.m.–3:15 p.m.

For a full programming schedule, consult the ACCP Web site at www.accp.com/am.

ACCP Academy Prepares to Award First Certificates in Career Advancement

The ACCP Academy initiated the Career Advancement (previously Clinical Practice) Certificate Program in 2009 to assist clinical pharmacists in further advancing their career development as they embark on new clinical endeavors. This year, the ACCP Academy will award the program's first graduates with certificates of completion.

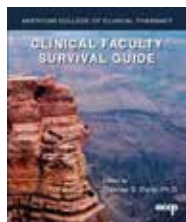
Editor's note: The ACCP Academy Career Advancement Newsletter is a biannual electronic publication initiated to publicize ACCP Academy updates, provide resources and tips that can enhance learning, and serve as a means of exchange for those involved in the ACCP Academy Career Advancement Certificate Program (CACP). You are invited to contribute by suggesting ideas for content and providing short items of interest. Please send your suggestions and comments to Zangi Miti at zmiti@accp.com.

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The graduation ceremony will be held on Tuesday, October 23, 8:00 a.m.–9:00 a.m., in Atlantic Ballroom I of the Westin Diplomat Resort. The commencement speaker will be ACCP Past President John E. Murphy, Pharm.D., FCCP, FASHP. Dr. Murphy is professor of pharmacy practice and science and associate dean for academic and professional affairs at the College of Pharmacy, as well as professor of clinical, family and community medicine at the University of Arizona College Of Medicine in Tucson. He has served as president and member of the Board of Directors of the American Society of Health-System Pharmacists (ASHP) and as president of the Georgia Society of Hospital Pharmacists. Dr. Murphy has been awarded fellow status in three organizations—ACCP, ASHP, and the American College of Clinical Pharmacology.

Congratulations to all who will be receiving certificates. We hope you will remain involved in the ACCP Academy and the Career Advancement Certificate Program, perhaps as a mentor for new program participants.

Clinical Faculty Survival Guide at the ACCP Bookstore



Even if you're not a full-time or adjunct faculty member, ACCP's *Clinical Faculty Survival Guide* provides practical information, advice, and encouragement to help you succeed in your roles as practitioner, teacher, researcher, and/or scholar. The *Guide* will help you (1) plan

your personal and professional development, (2) provide meaningful service to your institution and community, (3) develop your professional citizenship, and (4) assume leadership responsibilities associated with your current (or future) position. The text is designed as a how-to-succeed reference for virtually any new practitioner or faculty member. The chapters are informative and concise, with ideas you can easily apply in your everyday responsibilities. In addition, the authors—recognizing that many practitioners and faculty members may consult the *Guide* only after reaching levels of heightened frustration and/or despair—provide valuable encouragement to all who seek it.

Full of practical information and organized in a useful format, this book will benefit new faculty members, residents, fellows, and graduate students. Each will find information for a head start on a long and successful career. If you are a more seasoned practitioner or faculty member who serves as a mentor to younger colleagues, you also will find the book's content helpful—perhaps you'll even choose to share it with a young clinical pharmacy professional who you may be mentoring.

Purchase your copy of the *Clinical Faculty Survival Guide* at the ACCP online [bookstore](#).

A Road Map to Our Service Destination: Defining SMART Goals and Objectives

How do we as educators and clinicians decide what service roles and opportunities to pursue? Several factors can be considered to help guide our decision-making process. Examples of such factors include the time commitment or term of service involved, whether it is an existing position or new (e.g., charter role), whether others are involved through collaboration, in what meaningful ways this experience can lead to other opportunities, and what outcomes can be expected with respect to research and scholarship.

Achieving goals and objectives can be challenging because of competing demands on our time and the balance sought with other work-related and personal commitments. This dilemma can often postpone or delay our service pursuits. Having clear goals and objectives can provide a road map for success.

We often refer to goals and objectives as the same thing, but they are in fact different. Goal setting is a broad outline for something you want to achieve. Objectives are defined and measured in time and by what is being accomplished. When we understand how the two are related to each other, we can formulate a plan to accomplish a desired task. A series of specific objectives can move us toward our goal, which becomes the road map to our destination.

An acronym to assist in the brainstorming process for objectives related to goal achievement is SMART-specific, measurable, attainable, realistic, and timed. To select service roles and opportunities, I recommend substituting “realistic” with “results-oriented” so that we can explore service opportunities as scholarship. Aim to establish a service agenda to document your plan for service over a 2- to 3-year period following a SMART goal and objective framework so that you arrive at your destination.



Written by Seena Haines, Pharm.D., FASHP, FAPhA, BCACP, BC-ADM, CDE, Professor and Associate Dean for Faculty, Residency Director PGY1, Palm Beach Atlantic University, Gregory School of Pharmacy.

Lessons Learned Along the Way: Being a Successful Clinician and Academician

As a professional, you should periodically take the time to reflect on and assess where you are with your career. It does not matter what type of pharmacist you are, a great deal is expected of us within our profession. Understanding personal, professional, and employer expectations is important, but critically analyzing how you have met these expectations and what you can do better is the key to a long and happy career.

When I began my career as an assistant professor at the University of Colorado in 1996, I had some insight about what a career in academic clinical pharmacy would entail. However, experience has a way of changing one's perspective. I see things differently now. If I had to do things over, I would change some of my initial beliefs and behaviors. Below is my top 10 list of lessons that I have learned along the way (a.k.a. words of wisdom) in my world as both a clinician and an academician.

10. **Have an open mind.** Listening to new ideas can lead to a discovery—or an improvement in the way you handle a situation. This can help refine and modify your opinion.
9. **Respect is never entitled; it is only earned.** This is very apparent within our current student population. Being a professor at a school of pharmacy does not automatically result in attention, accommodation, or admiration by others (including students, colleagues, staff, and administrators).
8. **The best way to earn respect is to be reliable.** My mentor once told me that the best way to develop a positive professional reputation is to proactively participate within the profession. This involves not just being involved, but more importantly, following through with your commitments as well.
7. **Do the right thing versus the fair thing.** For example, a decision may be fair to all, but it may not be the right thing to do. However, a right decision (based on your definition, of course) should be fair to be correct.
6. **What goes around comes around.** Although it may seem like bad things happen only to “the good guys,” the truth is that bad things do happen to “the bad guys” when all is said and done. And eventually, rewards tend to come back to those who have earned them.
5. **You are the master of your own domain.** The only one responsible for individual happiness is you. Saying no is appropriate if it allows you to control your activity so that you can more efficiently participate as a team member.
4. **E-mail can be E-vil.** The benefit of e-mail is that it is an easy and quick way to communicate. The downside of e-mail is that it is an easy and quick way to communicate. In my

experience, an e-mail can come across as rude or curt, when that was not the intent. More importantly, never send an angry e-mail without giving yourself 24 hours to think it over. I continue to struggle with this one.

3. **Opinions need to be shared.** The best way to minimize frustration is to voice your opinions. Even if it is no more than a means of venting, it ensures that your viewpoint is stated. Often, an individual's opinion can stimulate discussion or consideration of an alternative viewpoint that may influence a decision. Many professionals (but certainly not all) freely and openly share their opinions. Unfortunately, it may appear as though we are arguing when, in fact, we are simply executing an “academic” process.
2. **The 80:20 rule.** This rule has many applications. In teaching or practice, 80% of our time is spent with 20% of the students or patients. At work, 80% of the activities are completed by 20% of the employees.
1. **Publish or perish!** This one applies primarily to academia.... The fundamentals of discovery, evaluation, and dissemination are the gold standards of academia. Unless you are actively engaged in the broad definition of scholarly activity, you are not an academician. Moreover, a publication is one thing within our profession that is portable from one employer to another, so the return on investment from publishing is long lasting.



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Input Sought for Future CACP Electives

To earn a certificate from the ACCP Career Advancement Academy, participants must complete five elective workshops, in addition to the four required sessions. At each spring and fall ACCP meeting, participants can select from two electives that address in greater depth issues related to clinical practice. If you have topics in mind that you would like to explore in an elective at future meetings, please send your ideas to Zangi Miti at zmiti@accp.com.