

PHARMACIST CLINICAL ADVANCEMENT PROGRAM

Overview: The Pharmacist practices in collaboration with the medical team to provide pharmacotherapeutic care for patients with a wide variety of disorders. Pharmacists collect, synthesize and interpret relevant information about the patient's disease state and drug therapy to define and prioritize all actual and potential drug-related problems. Pharmacists establish a desired outcome for each problem and determine feasible alternatives. They then choose the best pharmacotherapeutic solution, individualize the therapy regimen, monitor and measure the success of the outcomes. Over the course of a UPHS career, Pharmacists develop a depth and breadth of skill that enables them to practice with increasing autonomy and growing recognition for their accomplishments within the professional community. UPHS Pharmacists have been welcomed into prestigious institutions across the country where they are valued for their experience with a broad spectrum of patients, therapies and technologies that presage the breakthroughs occurring in pharmacology.

	Pharmacist 1-2	Pharmacist 3-4	Pharmacist 5-6
Professional Growth and Recognition	Provides basic drug distribution and drug information services in line with hospital and department policies and procedures. Demonstrates knowledge of basic pharmacokinetic principles.	Identifies and resolves prescribing, formulary, and therapeutic issues through integration of patient variables, drug knowledge and professional judgment. Reviews and interprets literature and applies insights to specific patient situations. Provides in-service education and didactic teaching to pharmacy students, technician trainees, or allied health students. Presents at local or state continuing education programs.	Recognized as a drug authority in a specialized practice area. Publishes in professional journals, authors articles in textbooks, and serves as a co-investigator in IRB-approved and completed protocols. Actively participates in departmental and hospital committees, and routinely participates in and/or staffs committees of the Medical Board.
Autonomy in Practice	Demonstrates effectiveness and efficiency in order processing. Identifies and resolves routine prescribing, formulary, and therapeutic issues	Builds a clinical specialty and deals with the most complex patients. Works closely with physicians and on conducting research protocols to identify emerging therapies within their specialty. Consults scientific publications for practical clinical implications of the data. Objectively appraises available proprietary medications and evaluates advertising claims for products.	Balances clinical and administrative responsibilities in managing a complex clinical practice. Implements new processes that lead to quality improvements in care. Deals with regulatory groups and legal issues

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Clinical Leadership	Role models the effective use of all policies and procedures in patient care situations.	Applies policies and procedures in complex patient care situations. Identifies areas where departmental policies and procedures require change and follows through with drafting the recommended changes. Actively participates in departmental committees.	Applies policies & procedures in complex clinical situations involving physicians and therapeutic judgment. Identifies areas for change through interaction with the medical staff. Prepares proposals for formulary consideration.
Technical Skill Progression	Effectively processes medication orders using computerized order entry; extracts pertinent data from patient's chart or through patient interview. Demonstrates working knowledge of Drug Information Computer.	Researches and answers complex drug information requests and applies outcomes to general and specific patient situations. Demonstrates high efficiency in order processing. Uses pharmacokinetic principles of intervention with drugs requiring dosage modification based upon patient variables.	Researches specific patient situations and makes decisions and recommendations in controversial patient care situations with acceptance based on peer recognition.
Clinical Skill Progression	Demonstrates effectiveness and efficiency in order processing. Identifies and resolves routine prescribing, formulary, and therapeutic issues.	Builds a clinical specialty and deals with the most complex patients. Works closely with physicians and on conducting research protocols to identify emerging therapies within their specialty. Consults scientific publications for practical clinical implications of the data. Objectively appraises available proprietary medications and evaluates advertising claims for products.	Researches specific patient situations and makes decisions and recommendations in controversial patient care situations with acceptance based on peer recognition.

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Clinical Judgment	Has a good understanding of common pharmacotherapeutic issues. Applies drug information skills to patient related issues and questions. Identifies and suggests appropriate formulary alternatives.	Intervenes in situations where a therapeutic alternative requires an advanced understanding of complex therapeutic issues. Identifies new order types or inefficiencies in current order processing. Develops and implements new systems, policies or procedures	Demonstrates advanced problem identification and resolution abilities and advanced therapeutic knowledge and experience. Applies this knowledge to daily practice in an identified area of drug therapy. Includes formal written consultations on complex patient problems.
Patient and Family Relationships	Interviews patients and commits to their care. Communicates effectively with patients on instructions for proper administration of prescriptions and proprietary drugs.	Leverages experience with different types of patient disorders to know what questions to ask to better understand patient conditions. Refers patients to the proper medical practitioner, specialist or agency that may be of most help to them.	Assists in the resolution of conflicts and misunderstandings. Has an overall positive impact on the work environment to the benefit of patients and staff.
Team and Community Relationships	Effective in day-to-day supervision of subordinates. Works harmoniously with co-workers. Provides guidance and direction to, and on-site supervision of, all technicians and couriers assigned to the same shift. Effective in professional interactions with peers.	Demonstrates leadership in development and achievement of goals. In departmental programs and committees positively impacts development of peers and achievement of departmental priorities.	Effectively represents the department in interactions with other departments and enhances the department's image.