

Preceptor Newsletter

Joseph T. DiPiro Named New Dean



Joseph T. DiPiro has been named dean of the VCU School of Pharmacy, effective July 1, 2014. He will succeed **Victor A. Yanchick**, dean of the school since 1996, who is retiring.

Most Pharm.D. students will recognize the DiPiro name immediately: He is editor of "Pharmacotherapy: A Pathophysiologic Approach," which Doody's Review service calls "a gold standard reference in pharmacy."

DiPiro has served as executive dean and professor for the South Carolina College of Pharmacy at the University of South Carolina and the Medical University of South Carolina since 2005. Previous positions included assistant dean for pharmacy programs at Medical College of Georgia School of Medicine and assistant dean at the University of Georgia College of Pharmacy.

Yanchick said, "I got to know **Dr. DiPiro** through my work with AACP and have found him to be extremely competent. I have always been very impressed with his leadership style and commitment to pharmacy."

"**Dr. DiPiro** has an unparalleled record of leadership in pharmacy education," said **Sheldon Retchin**, M.D., senior vice president for VCU Health Sciences and CEO of the VCU Health System. "We are excited that he will be part of VCU as he continues on a track of leadership, distinction in education and research, and innovation in pharmacy practice to develop the strategic academic and research visions for the VCU School of Pharmacy."

A retirement gala is planned for **Dean Yanchick** at the Jefferson Hotel in Richmond on May 29. Details will be announced in February, or you may contact Ellen Carfagno, Director of Development, at 804-828-3016 or emcarfagno@vcu.edu for more information.

Spotlight on the University of Virginia Health System

Located in Charlottesville, Virginia, the University of Virginia (UVa) Medical Center expanded to 604 beds and admitted 28,695 patients in fiscal year 2012. Its operations feature electronic medical records, computerized physician order entry, barcode medication administration, extensive ambulatory care services, a level one trauma center, an organ transplant program, regional burn and spinal cord injury centers, and other innovative health services.



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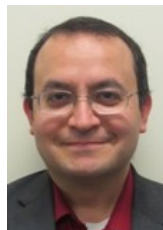
Outstanding Preceptor Award Recipients at UVa

- Marcia Buck** (2006)
Acute Care II/Pediatric ICU
- Kathleen DeGregory** (2012)
Acute Care II/ Hematology/ Oncology)
- Heather Cox Hall** (2010)
Acute Care II/Infectious Disease
- Stacy Pattie** (2008)
Acute Care I/Gen Medicine
- Donna White** (2007)
Ambulatory Care

Spotlight on the University of Virginia Health System, continued from page 1

The health system had 10 different specialties recognized by the 2013-2014 U.S. News & World Report “Best Hospitals” guide. Accredited by the Joint Commission, this health system offers a first-hand experience to what is going on within the practicing world of pharmacy services on a daily basis.

Rafael Saenz (*shown at right*), Administrator of Pharmacy Services, (PharmD 2003, MCV; MS Pharmacy Administration 2005, University of Wisconsin-Madison) oversees the Department of Pharmacy Services, which provides dispensing and clinical services, extensive automation, technology, and a state-of-the-art IV clean room. The department also operates pharmacist-run outpatient



clinics and an outpatient pharmacy. In addition, the department has six ASHP-accredited residency programs and serves as a training site for the experiential education of pharmacy students from Virginia schools of pharmacy.

In addition, the University of Virginia Division of the VCU School of Pharmacy enrolls up to 10 students each year who choose to complete their final two years (P3 and P4) on the UVa campus and in the Charlottesville area. The campus started in August 2012.

UVa Preceptors: An Inside Look

When asked why UVa pharmacists decided to become preceptors, the answer that kept popping up time and time again is because they believe in giving back to their profession. With days filled with rounding, a variety of meetings and clinical duties including everything from verifying orders to compounding drugs, who has time to teach? Step into a large conference room filled to the brim with 40 pharmacists from a variety of specialties and in all stages of their careers here at UVa and you will get one resounding answer, “we make time.”

These individuals carve out time to ensure they meet the strict requirements of what it takes to maintain preceptor status and, more than that, they find the time to make sure that every student assigned a rotation with them is given a well-rounded education within their specializations. But with so much else going on that’s required by their careers, why do they choose to precept as well?

“I like having long-term friendships with many of my former students. Several have come to UVa for residencies and I’ve had the pleasure of hiring quite a few of my former students over the years for our team. I enjoy talking with my students about more than just clinical practice; I hope that I can be of help with questions about career paths, residency and fellowship training, or involvement in professional organizations,” states Pediatric Clinical Coordinator and preceptor, **Marcia Buck**. For Pharmacy Education Coordinator and preceptor **Ellie Patteson**, the answer was much simpler, “The eager students are so excited about the opportunities that await them.” When **Patteson** works with School of Pharmacy students, she recognizes how engaged they are and ready to learn. Accompanying them in preparation for a residency or position becomes her logical next step.

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UVa Residency Offerings	
4 - PGY1 Pharmacy	
6 - PGY2	
	Critical Care Pharmacy
	Drug Information
	Health System Pharmacy Practice Administration
	Oncology Pharmacy
	Pharmacy Information
	Solid Organ Transplant Pharmacy
1 - PGY1/2 Combined Pharmacy and Health System Pharmacy Administration/MS	

UVa Preceptors	
Amy Adams	Bert Kinsey
Bryan Alexander	Michelle McCarthy
Winston Ally	Drewry Nickerson
Sarah Anthony	Surabhi Palkimas
Kathleen Bledsoe	Sarah Parsons
Marcia Buck	Ellie Patteson
Mark Chabot	Stacey Pattie
Emily Chen	James Ray
Susan Cogut	Rafael Saenz
Heather Cox-Hall	Jeff Sesler
Kathy DeGregory	Ted Sindlinger
Suzanne Doyle	Clara Snipes
Lori Dunn	Leanne Svoboda
Steve Dunn	David Volles
Tina Hardison	Stacy Volles
Emily Harmon	Leslie Ward
Michelle Hobbs	Nicole Watts
Becky Hockman	Donna White
John Huffman	Jennifer Witten
Julie Kelsey	Amanda Woloszyn
Alexis King	Amanda Zomp

Rotations Offered at UVa
Introductory Hospital Pharmacy
Acute Care I
Acute Care II
Cardiovascular CCU/ICU
Emergency Medicine
Hematology/Oncology
Infectious Disease
Medical ICU/Critical Care/Trauma ICU
Neuro ICU
Pain/Palliative Care
Pediatrics/Pediatric ICU
Surgical ICU
Transplant
Advanced Community Pharmacy
Advanced Hospital Pharmacy
Ambulatory Care
Geriatrics
Electives
Drug Information
Pharmacy Information
Investigational Pharmacy
Research

Spotlight on the University of Virginia Health System, *continued from page 2*

Just as UVa preceptors challenge themselves to make the education of future pharmacists a priority, they are also sure to challenge their students. For example, **Dr. Buck** states, “On the pediatrics rotations, we have our students and residents present their patient cases to our clinical pharmacy team rather than just to their preceptor. While it can seem a little intimidating at first, our students and residents quickly realize that this is not one person presenting before a panel of judges, but rather an opportunity for us all to learn and share from our patients. We all take turns presenting patients, including the preceptors, from our own practice areas or from consults and everyone has a chance to ask questions and offer advice.” Pediatrics is not alone in their desire to draw the rotating student completely into the environment of the pharmacy. Their goal is to allow the student to be as independent as possible. It can be a challenge to present to the team and take on patients, but it's one of the best ways of preparing students for careers and residencies.

When students were asked how they felt about their UVa rotations, they provided positive feedback about their overall experience. “I believe what makes UVa stand out is the professional individuals who are always willing to teach and know how to teach students. Also, UVa has a very strong supportive pharmacy team for students, which is very important,” stated current P4 student **Vivien Shum**, Class of 2014.

UVa's preceptors are all in active clinical practice or administration. Students get the chance to see what full-time clinical practice within an interdisciplinary team really looks like. Ask that same conference room full of UVa preceptors whether they recommend this challenging yet rewarding role to others and once again the answer would be a resounding, “yes.”



Taking Stock of the Profession's Performance Relative to the Vision of Pharmacy Practice in 2015

Developed and approved in 2004 by each of its eleven national pharmacy organization members, the Joint Commission of Pharmacy Practitioners (JCPP) adopted the “JCPP Vision of Pharmacy Practice in 2015.” As 2014 gets underway, it's a good time to take stock of individual and aggregate progress toward that vision ... and it's never too late to make a new resolution!

JCPP Vision of Pharmacy Practice in 2015

- Pharmacists will be the health care professionals responsible for providing patient care that ensures optimal medication therapy outcomes.
- As experts of medication use, pharmacists will be responsible for:
 - rational use of medications, including the measurement and assurance of medication therapy outcomes
 - design and oversight of safe, accurate, and timely medication distribution systems
 - promotion of wellness, health improvement, and disease prevention
- Pharmacists will achieve public recognition by ensuring
 - Medication therapy management is readily available to all patients
 - Desired patient outcomes are more frequently achieved
 - Overuse, underuse, and misuse of medications are minimized
 - Medication-related public health goals are more effectively achieved
 - Cost-effectiveness of medication therapy is optimized
- Pharmacy education will prepare pharmacists to
 - provide patient-centered care that optimizes medication therapy
 - manage health care system resources to improve therapeutic outcomes
 - promote wellness, health improvement, and disease prevention

Joint Commission for Pharmacy Practitioners, 2004

Sterile Compounding & Student Pharmacists On Rotations

Many thanks to the 75 preceptors of IPPE and APPE hospital rotations who made time to respond to our short survey to update the school on sterile compounding at Virginia's hospitals. With the national spotlight on compounding, we want to be better informed about how the realities of hospital practice may impact the school's expectations for P2 and P4 students to participate in rotation activities such as:

- Discuss the impact of USP 797 regulations for pharmaceutical compounding of sterile preparations on pharmacy practice.
- Review IV admixture orders for compatibility and stability.
- Participate in or observe preparation, storage, and distribution of parenteral preparations.

Here's what you told us:

1. 85% of respondents precept both IPPE and APPE students.
2. When on rotations, students (check all that apply):

a. are allowed to <u>observe</u> the preparation of sterile com-	IPPE 91%	APPE 76%
b. are allowed to <u>prepare</u> sterile compounds:	IPPE 25%	APPE 27%
c. must first demonstrate sterile technique before they are permitted to <u>prepare</u> sterile compounds:	IPPE 36%	APPE 43%
d. would be allowed to <u>prepare</u> sterile compounds if they had successfully demonstrated sterile technique via passing fingertip glove and media fill testing at VCU School of Pharmacy	IPPE 32%	APPE 33%
e. neither observe nor prepare sterile compounds	IPPE 4%	APPE 8%

3. My hospital has USP 797-compliant hoods. Yes 96% No 4%
4. My hospital outsources its sterile compounding needs. Yes 18% No 82%
5. Highlights re: what students are permitted to do:
 - a. read and discuss USP 797
 - b. view ASHP video
 - c. review procedures and observe preparations
 - d. make dummy products using water/saline/expired drugs
 - e. dose antibiotics (e.g. vancomycin and gentamicin)
 - f. assist labeling of premixed products while supervised
 - g. compound only while supervised
6. Highlights re: why students are not permitted to prepare sterile compounds:
 - a. time and cost of media-fill testing
 - b. limited training resources
 - c. Board of Pharmacy interpretation of what is/is not permitted by USP 797
 - d. outsourcing
 - e. higher risks than other pharmacy areas

Many thanks to all for keeping us connected to the real world of pharmacy practice and for helping us prepare the next generation of pharmacists!

Preceptors and Students in the News



VCU Preceptors and Students Contribute to Virginia Society of Health-System Pharmacists (VSHP)

❖ VSHP's 2013 fall seminar was held October 17-19 in Norfolk, Virginia and many of our preceptors and students participated and/or were recognized for service. **Lark Dunton**, pediatric pharmacist at Carilion Roanoke Memorial Hospital, launched the meeting with a robust start by providing an update on pediatric topics. Among the presenters in the Clinical Pearls session, where speakers give a 15-minute teaching presentation, was **Lisa Deal**, emergency medicine pharmacist at Carilion Roanoke, **Rebekah Wrenn**, infectious disease specialist and antimicrobial stewardship coordinator at HCA CJW/Johnston Willis, and 2014 PharmD candidates **Catherine Wangari** and **Han Vo**.

❖ The 2013 Clinical Pharmacy Practice Achievement Award was presented to preceptors **Rebecca Collins** of Memorial Regional Medical Center, **Kim Lee** of VCU Health Systems, and John **Buchheit**, who was a PGY1 resident at Memorial Regional for 2012-13, for establishing the Stewardship Interest Group of Virginia, an open forum for discussion of antimicrobial stewardship topics. Through their efforts, this group has grown and led to an increased awareness of stewardship and improved care for patients in Virginia.

❖ Congratulations to VCU 2014 PharmD candidates **Lindsay Donohue** and **Chris DeMella**, who were named winners of the 6th Annual Jennifer Stallings College Bowl during VSHP's fall seminar. The College Bowl is named in honor of an esteemed alumna of the VCU School of Pharmacy, and provides financial support for travel and registration for the winning team to attend the annual ASHP Midyear Clinical Skills Competition.



VCU Health Systems PGY1 Residency Program Earns ASHP's 2013 Excellence Award

Congratulations to VCU Health Systems (VCUHS) for receipt of a 2013 Residency Excellence Award! The award was presented by the American Society of Health-System Pharmacists (ASHP) Foundation. The foundation's website says that awardees "represent excellence and leadership in the training and mentoring of pharmacy residents — training that is crucial to the development of future leaders and raising the level of practice."

The PGY1 Pharmacy Practice Program at VCUHS deserves this award for numerous reasons," said current resident **Amanda Kroll**. "Each of the preceptors serves not only as a teacher, but also as a mentor to the residents and ensures we are getting the most out of each of the rotations."

At the awards ceremony in December, **Lowe** thanked the past directors of the PGY1 Pharmacy Practice program, the VCU Health System administration, the VCU School of Pharmacy and the program's preceptors.

"Finally, I would like to recognize all of our current and past residents," she said. "As I look around this room I see many of you and want to thank each of you for choosing to complete a residency at VCU health system. You have become the new leaders in the pharmacy profession."

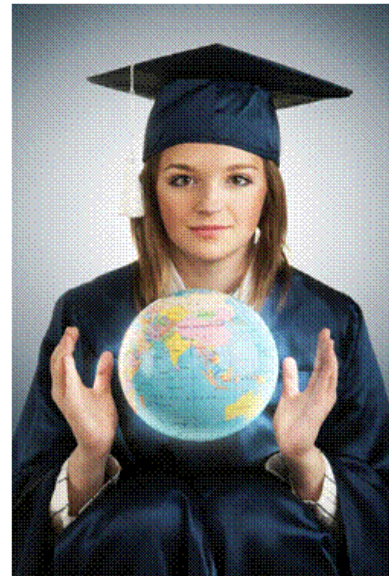
Our congratulations to preceptors **Denise Lowe**, program director, **Craig Kirkwood**, Associate Professor with the VCU School of Pharmacy, and **Rodney Stiltner**, Director of Pharmacy Services for VCUHS on this prestigious award!

Two Effective Teaching Strategies for Millennials

Prevent, identify, and resolve are the 3 essential steps by pharmacists to manage patients' medication-related problems. The same steps readily adapt to manage student-related performance and potential problems during pharmacy rotations.

Today's student pharmacists are primarily of the Millennial generation, aka Gen Y. Some general pros and cons (but not stereotypes!) about this generation of adult learners may be helpful to improving rotation experiences for both preceptors and students:

- They feel special and needed ... but they may act spoiled, entitled, and conceited.
- They own the world of technology -- the internet, computers, and cell phones have always been a part of their lives ... but may expect easy and instant results.
- They are adept at multitasking ... but may have difficulty focusing.
- They want to be the best – and have been the best academically ... but can get depressed if they're not the best.
- They are confident and assertive ... but can come across as careless and rude.



Millennials are new or fairly new to the workplace. They:

- Value teamwork
- Work well in groups
- Prefer flexible hours
- May have trouble with interpersonal conflict
- Require minimal supervision
- Are respectful of authority, positions, and titles
- May be impatient

Potential conflicts with Millennials include:

- High demand for feedback
- Desire to collaborate and make a difference
- Socially bold, asking questions and offering opinions
- Impatient for advancement opportunities
- Desire to pursue multiple interests and careers

As adult learners, the Millennials expect to:

- Have clear expectations, structure, and stability
- Engage in meaningful active learning
- Share their ideas
- Receive constructive, useful feedback and evaluation
- Not be embarrassed in front of others
- Have real time answers
- Have fun while learning

Therefore, to **prevent** student-related problems on rotations before they occur, focus on these two strategies when precepting your Millennial adult learners:

1. Provide high and explicitly clear expectations, structure, and stability. Written communications with clear expectations, calendar or schedule, contacts, etc. shared prior to the rotation, discussed at orientation, and used as a management tool during the rotation, will all enable a better learning experience for both the student and preceptor.

2. Make feedback constructive and helpful. The purpose of feedback is improvement. To help students identify their strengths and weaknesses, reinforce positive performance, and guide adjustments needed to improve performance. Be descriptive, specific, honest, sincere, and timely, connecting the learning activity to patient care and the goals and expectations for the rotation.

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Two Effective Teaching Strategies for Millennials, *continued from page 6*

When you notice deviations from your clear expectations, identify the problem area(s) early. Avoid the tendency to wait and see or shrug it off as immature. Minor problems may only need specific, constructive feedback to redirect the student.

To report concerns, seek guidance about problem situations, develop a management plan to gain needed improvements, and/or discuss grounds for termination and failure, never hesitate to phone the school! (804-828-3005, 800-330-0519)

For more information, view the slides and handouts from preceptor workshops offered each year in multiple locations around the state, and available on the public pages of www.virginia pharmacists.org > Education > Preceptor Resources. The next live workshops for the 2013-2014 year, "Engaging and Supervising Students," are scheduled on Saturdays:

March 8, 2014
Ashburn, VA

April 26, 2014
Abingdon, VA

Sponsored by the schools of pharmacy in Virginia in collaboration with VPhA, 4 hours CE and lunch are included free of charge.

Sources:

- 2012 Teachers Seminar, American Association of Colleges of Pharmacy
- Doty, RE, Getting Started as a Pharmacy Preceptor, 2011
- Gardner, SF. Preparing for the nexters. Am J Pharm D 2006; 70(4) Article 87
- Medio, FJ, Effective Clinical Teaching Workshop, March 12, 2012
- Report of the ASHP task force on pharmacy's changing demographics. Am J Health-Syst Pharm. 2007; 64:1311-9
- Michaelsen, LK, Schultheiss, EE. Making feedback helpful. The Organizational Behavior Teaching Review, 1988.
- Vanderveen K, Bold RJ. Effect of generational composition on the surgical workforce. Arch Surg 2008; 143(3):224-6.

Preceptor Resources from *Pharmacist's Letter*



VCU School of Pharmacy has special arrangements to provide you with the *Preceptor Training & Resource Network* from *Pharmacist's Letter*. Your access to *Preceptor Training & Resource Network* includes the following:

- Preceptor CE: home-study courses and live webinars
- Sample syllabi, activities, assignments, and schedules
- Professionalism, patient safety and practice-based teaching resources
- *PL Journal Club* - teaching tools for APPEs
- *Pharmacy 101* - teaching tools for IPPEs
- *Preceptors Interact* - preceptor discussion board

For information about accessing resources through *Pharmacist's Letter*, visit our website at:

**www.pharmacy.vcu.edu > Programs > Pharm.D. >
Office of Experiential Education > Preceptors > Preceptor Development**

Online Library Access

Privileges to use VCU libraries and VCU School of Pharmacy (SOP) resources are granted to officially appointed affiliate faculty preceptors who continue to be available to precept VCUSOP students and who obtain a VCU eID and password. A VCU eID is your identifier to authenticate your use of these resources. To review the process for obtaining a VCU eID, go to <http://www.pharmacy.vcu.edu/programs/pharmd/office-of-experiential-education/preceptors/privileges/>

VCU Libraries Resources for Preceptors

As an affiliate faculty preceptor at the VCU School of Pharmacy, you have access for academic purposes to resources for preceptors provided by VCU Libraries, including but not limited to:

- Books
- Consumer and Patient Resources
- Evidence-Based Literature
- Medline
- MD Consult
- Micromedex
- Mobile Resources

VCU School of Pharmacy Resources

VCUSOP provides affiliate faculty preceptors with access to Facts and Comparisons to support the academic functions of its experiential education program. To access this program you will need your eID and password, in addition to a special login name and password available by request from OEE@vcu.edu.

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