



# Global Evolution of Clinical Pharmacy Practice:

Strategies to Increase the Pace



# Outline

- Introductions
- Resilience and Well-being
- Clinical Pharmacy
  - Evolution of Clinical Pharmacy
  - Clinical Pharmacy Practice Today
  - How is Clinical Pharmacy is Evolving?
- ASHP Resources to Advance Practice
- Dialogue with Dr. Nibal Chamoun
- Q & A



## Representing Pharmacists Who Serve as Patient Care Providers in Acute and Ambulatory Settings

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**ASHP represents pharmacists who serve as patient care providers in acute and ambulatory settings. The organization's nearly 58,000 members include pharmacists, student pharmacists, and pharmacy technicians. For more than 75 years, ASHP has been at the forefront of efforts to improve medication use and enhance patient safety.**

# ASHP Global Leadership Team



**Paul W. Bush, PharmD, MBA, BCPS, FASHP**  
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Development

# Special Guest



**Nibal Chamoun, Pharm.D., BCPS**  
Clinical Associate Professor  
Residency Program Director, LAU School of Pharmacy  
LAU Medical Center-Rizk Hospital  
Lebanese American University

**Stay Informed:** Visit ASHP's Covid-19 Resource Center for the latest Covid-19 updates.

## ASHP Specialty Pharmacy Practice Accreditation

**FORMALLY RECOGNIZE  
THE QUALITY OF YOUR  
PRACTICE**

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to Address Diversity, Equity  
in Healthcare

**Grant Applications  
Due Feb. 22**

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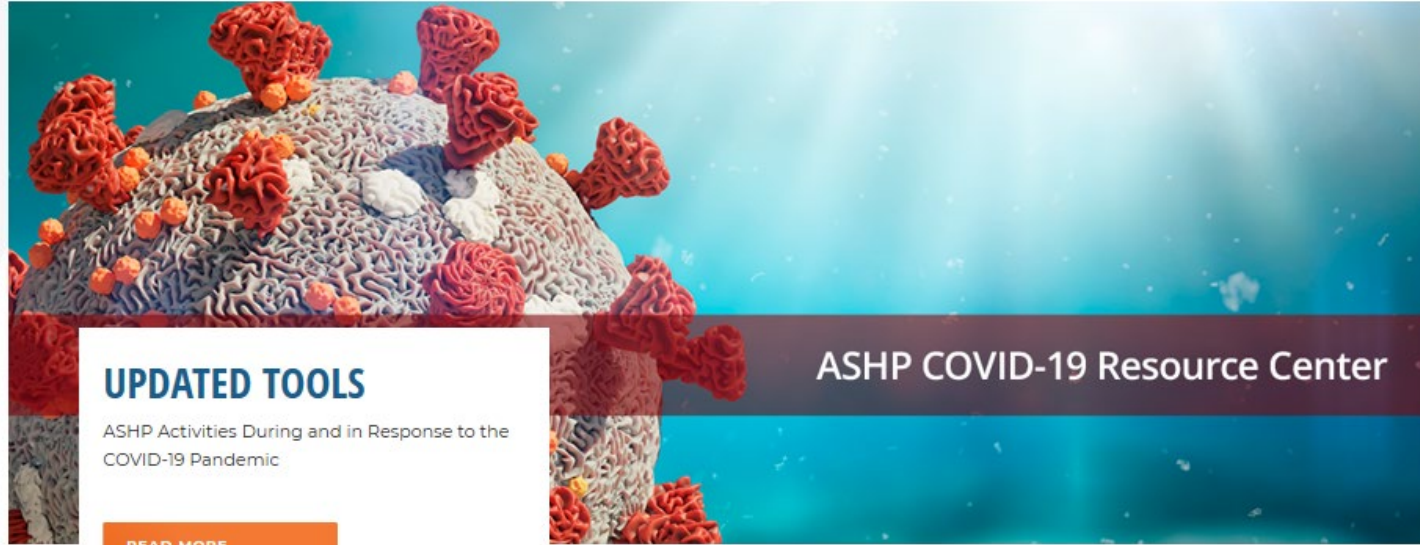
A Comprehensive Guide  
to Compatibility and Stability

**Pharmacy's Go-To  
Guide**

**Meet the 117th  
Congress**

CALENDAR  
Virtual meeting with my  
congressional representatives.





### UPDATED TOOLS

ASHP Activities During and in Response to the COVID-19 Pandemic

**READ MORE**

### ASHP COVID-19 Resource Center



[ashp.org/global](https://ashp.org/global)



### International Hospital Pharmacy Accreditation

International Hospital and Health System Pharmacy Services Accreditation



### International Pharmacy Residency Accreditation

International Residency Accreditation



### Professional Certificates

Online, self-guided learning modules for pharmacy professionals

# Subscribe to the ASHP Global Newslink



## ASHP Newslink: Global Resources



ASHP is committed to advancing pharmacy practice around the world. This newsletter contains news and updates you will find useful for practice, and professional resources to help you develop advanced skills to deliver optimal patient care.

### In This Issue

- [Spotlight](#)
- [News and Updates](#)
- [Meetings and Events](#)
- [Professional Resources](#)

<https://www.ashp.org/Global/Contact-Us>





# Resilience and Well-being

# A RESILIENT PHARMACY WORKFORCE

Burnout affects today's pharmacists, residents, student pharmacists, and pharmacy technicians at unprecedented rates. A pharmacy workforce with the ability to thrive during adversity — a resilient workforce — is essential to combat burnout and support safe, high-quality patient care.

## BURNOUT

Characterized by emotional exhaustion, cynicism, and/or a low sense of personal accomplishment



Affects pharmacists, residents, students, and technicians

**53%** of health-system pharmacists surveyed reported a high degree of burnout\*



A patient care problem  
Pharmacy staff burnout can result in medication errors and increased patient harm

### Repercussions on the healthcare system

The effects of burnout — like disengagement, loss of productivity, and employee turnover — can lead to inefficiency and financial problems for healthcare organizations



<https://wellbeing.ashp.org/>

## WHAT CAUSES BURNOUT?

### Personal stressors

- Your health
- Family dynamics
- Financial hardship
- Juggling work/life



### Workplace stressors

- Heavy workload
- Electronic health record requirements
- Lack of autonomy and unclear responsibilities
- Regulatory red tape
- Inability to practice at the top of your education/training

## TO DECREASE THE POTENTIAL FOR BURNOUT, THE PHARMACY WORKFORCE MUST BUILD RESILIENCE

- ✓ Rebound from setbacks
- ✓ Show confidence in strengths and abilities
- ✓ Stay calm under pressure

A resilient pharmacy workforce leads to:



Higher-quality care



Increased patient safety



Improved patient satisfaction



## HOW CAN INDIVIDUALS BUILD RESILIENCE?

- ⊕ Monitor your stress levels
- ⊕ Find a mentor
- ⊕ Develop meaningful social connections
- ⊕ Embrace change
- ⊕ Start a daily gratitude practice



## HOW CAN HEALTHCARE ORGANIZATIONS BOOST RESILIENCE?



## ASHP RESOURCES



ASHP Workforce Well-Being & Resilience Resource Center:

- Webinars
- Journal articles
- Conversation starters



Toolkit for state affiliate groups:

- Well-being and resilience checklist



ASHP Connect Community on Clinician Well-Being and Resilience

For more information about ASHP's resources on resilience and well-being, visit

[ASHP.ORG/WELLBEINGRESILIENCE](https://www.ashp.org/wellbeingresilience)

\*Durham ME, Bush PW, Ball, AM. 2018. Evidence of burnout in health-system pharmacists. *Am J Health-Syst Pharm.* 75(23): 593-5100.










## Free Activities

"wellness"

Found 7

Sort By Newest

- |   |  |  |
|---|--|--|
|    | <p><b>Caring for the Pharmacy Workforce: Wellness Strategies for the Pharmacy Team (10/14/2020)</b></p>  | <p>Member Free<br/>Non-Member Free</p> |
| <p>online program</p>   | <p>There is no CE with this activity. This 1-hour activity will talk about tools needed for clinician and team resilience during the COVID-19 pandemic.</p>                                      | <p>ENROLL NOW</p>                      |
|   | <p>COVID-19 LEADERSHIP/MANAGEMENT</p>  |  |
|    | <p><b>Well-Being and Resilience Series</b></p>   | <p>Member Free<br/>Non-Member N/A</p>  |
| <p>online program</p>   | <p>These continuing pharmacy education activities are designed for practitioners seeking to address resilience and burnout in their careers.</p>   | <p>ENROLL NOW</p>                      |
|   | <p>COVID-19 CAREER/PROF. DEVELOPMENT LEADERSHIP/MANAGEMENT</p>   |  |
|    | <p><b>COVID-19 Safety Leadership – Being Contagious (In a good way)</b></p>  | <p>Member Free<br/>Non-Member Free</p> |
| <p>online program</p>   | <p>This activity was designed to support pharmacists and pharmacy technicians in their response to the COVID-19 pandemic.</p>  | <p>ENROLL NOW</p>                      |
|   | <p>COVID-19 PHARMACY TECHNICIANS</p>   |  |
|    | <p><b>The Road to Resilience Strategies in COVID-19</b></p>  | <p>Member Free<br/>Non-Member Free</p> |
| <p>online program</p>   | <p>This activity was designed to support pharmacists and pharmacy technicians in their response to the COVID-19 pandemic.</p>  | <p>ENROLL NOW</p>                      |
|   | <p>COVID-19 PHARMACY TECHNICIANS</p>   |  |
|  | <p><b>Supporting the Pharmacy Workforce during COVID-19: An Introduction to Critical Incident Stress Management (6/17/2020)</b></p>  | <p>Member Free<br/>Non-Member Free</p> |
| <p>online program</p>   | <p>This activity was designed to support pharmacists in their response to the COVID-19 pandemic.</p>   | <p>ENROLL NOW</p>                      |
|   | <p>COVID-19 PHARMACY TECHNICIANS LEADERSHIP/MANAGEMENT</p>   |  |
|  | <p><b>Mindfulness and Meditation for Pharmacists and Pharmacy Technicians</b></p>  | <p>Member Free<br/>Non-Member N/A</p>  |
| <p>online program</p>   | <p>This one-hour activity will explore the history of meditation, review the major types of meditation, and outline the emerging science and health benefits behind this ancient technology.</p> | <p>ENROLL NOW</p>                      |
|   | <p>PHARMACY TECHNICIANS CAREER/PROF. DEVELOPMENT LEADERSHIP/MANAGEMENT</p>   |  |
|  | <p><b>Leadership Burnout and Strategies for Burnout Prevention</b></p>   | <p>Member Free<br/>Non-Member N/A</p>  |
| <p>online program</p>   | <p>This 1-hour activity will provide the key background to improving workforce resiliency and strategies to maintain it.</p>   | <p>ENROLL NOW</p>                      |
|   | <p>PHARMACY TECHNICIANS CAREER/PROF. DEVELOPMENT LEADERSHIP/MANAGEMENT</p>   |  |

Return to the  
[MAIN CATALOG](#)

**Search**

**Tag**

- career/prof. development
- COVID-19
- leadership/management
- pharmacy technicians

Resources are available via the ASHP eLearning portal:  
<https://elearning.ashp.org/catalog/free>  
 Register on the portal and then go to Catalog, Free Activities, then search using the term **Wellness**

# Evolution of Clinical Pharmacy

# Clinical Pharmacy

- An area of pharmacy concerned with the **science** and **practice** of **rational medication use**.
- As a discipline, clinical pharmacy also has an obligation to contribute to the generation of new knowledge that **advances health and quality of life**.
- This implies we as clinical pharmacists should **possess pharmacotherapy knowledge**, **master skills** to apply the knowledge in patient's care, and **take leadership** roles to advance pharmacy practice and healthcare.



# Clinical Pharmacist Competencies

- Direct patient care
- Pharmacotherapy knowledge
- Systems-based care and population health
- Communication
- Professionalism
- Continuing professional development

# Historical Perspective in the US

- 1960 – University of Michigan
- 1966 – Ninth-floor Project – University of California San Francisco
- 1970s-1980s – Significant growth of hospital staff pharmacy (2X)
- 1985 - *Directions for Clinical Practice in Pharmacy* - Hilton Head Conference
- 1989 - Pharmacy in the 21<sup>st</sup> Century Conference
- 1993 - Implementing Pharmaceutical Care
- 2010 - Pharmacy Practice Model Summit
- 2014 - Ambulatory Care Summit
- 2021 - Specialty Pharmacy Summit

# Historical Perspective Globally

- Asia
- Middle East, North Africa and Greater Arabia
- Europe
- North America
- Central America and the Caribbean
- South America
- Sub-Saharan Africa
- Australia and Oceania



# Pharmacy Education and Practice in the Arab World

*American Journal of Pharmaceutical Education* 2018; 82 (9) Article 7014.

## COMMENTARY

### **A Call to Action to Transform Pharmacy Education and Practice in the Arab World**

Abeer M. Al-Ghananeem, PhD,<sup>a</sup> Daniel R. Malcom, PharmD,<sup>b,e</sup> Samira Shammam, BSPHarm,<sup>c</sup>  
Talal Aburjai, PhD<sup>d</sup>

<sup>a</sup> Jordan University of Science and Technology, Irbid, Jordan

<sup>b</sup> Sullivan University College of Pharmacy, Louisville, Kentucky

<sup>c</sup> Jordan Pharmacists Association, Good Pharmacy Practice Committee, Amman, Jordan

<sup>d</sup> Middle East University, Amman, Jordan

<sup>e</sup> Associate Editor, *American Journal of Pharmaceutical Education*, Arlington, Virginia

Submitted February 12, 2018; accepted April 22, 2018; published November 2018.

Globally, pharmacy education is evolving to reflect a more patient-centered, interprofessional approach to clinical practice. In the 22 countries of the Arab world, advancements in regulatory support for pharmacy practice and changes to the health care system have been slower than in Europe, Asia, and the Americas. Significant cultural, logistical, and legal barriers exist in many countries, and a consensus approach to accreditation, educational outcomes, and curricula design is lacking. This commentary briefly examines the current state of both pharmacy education and practice in the Arab world, and it highlights recent reports of curricular reform and innovation. Additionally, it provides potential strategies for improving the quality of education and for expanding pharmacy practice to ensure graduates and practitioners have adequate experiential opportunities and institutional support.

**Keywords:** international education, Arab world, curricula reform, clinical pharmacy

# Barriers to Clinical Pharmacy Practice

- Sufficient experiential training
- Sufficient educators with training in clinical disciplines
- Clinical preceptors with advanced training
- Consistent standards for services
- Standardized educational outcomes at sites
- Regulatory and institutional support

# Strategies

- Develop and implement **competency-based pharmacy education** to better prepare pharmacists for their role as a part of the health care system
- Define new, improved **learning outcomes for clinical pharmacy education** and reassess the teaching methods and learning environment
- Strengthen **experiential and interprofessional education** (IPE) through strategic planning and leveraging resources
- Develop and implement **quality continuous professional development** (CPD) programs as part of licensure renewal
- Develop accreditation standards and quality assurance guidelines locally and regionally to address and **standardize pharmacy education and practice**
- **Create job opportunities** for new graduates aligned with their new knowledge and skills sets

# Clinical Pharmacy Practice Today

# Foundation of Pharmaceutical Care (Pharmacy Service)

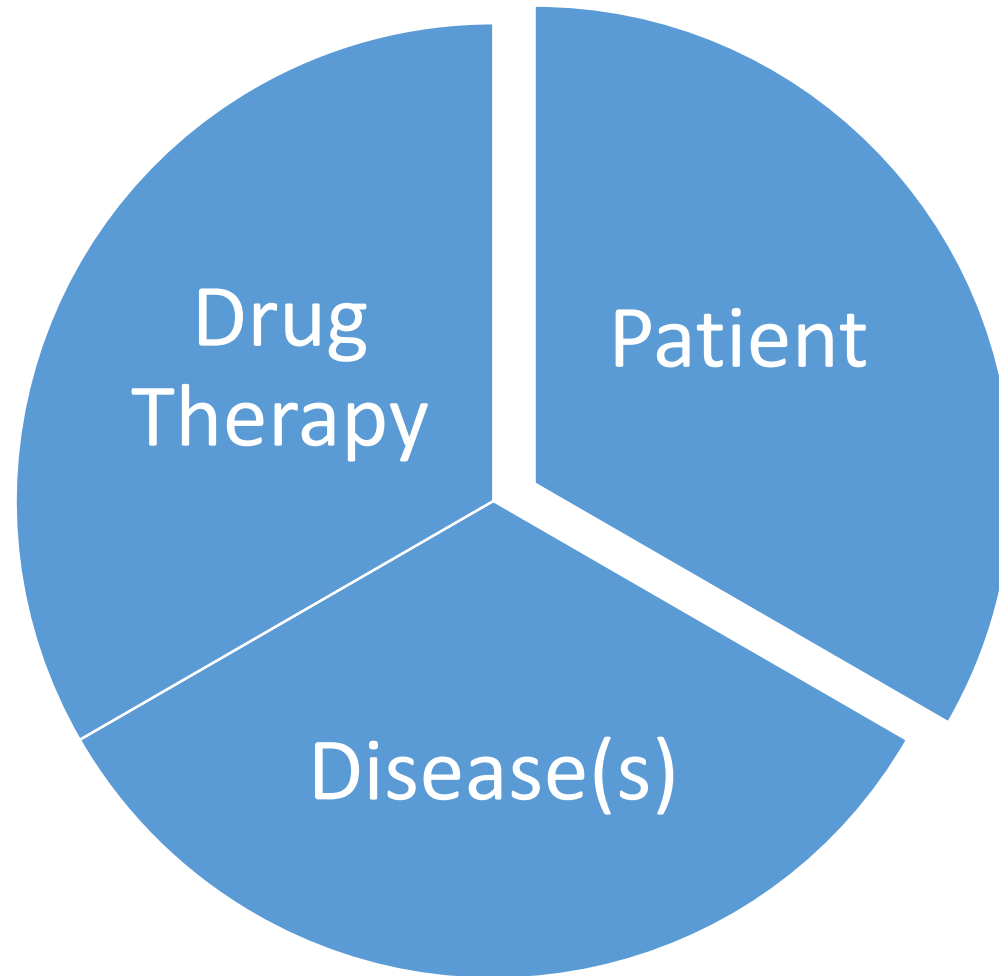
- To identify and resolve Drug-Related Problems

## Drug-Related Problems

An event or circumstance involving drug therapy that actually or potentially interferes with desired health outcomes



# Pharmacologic Exam (Pharmacotherapy Workup)



# Pharmacist Patient Care Process

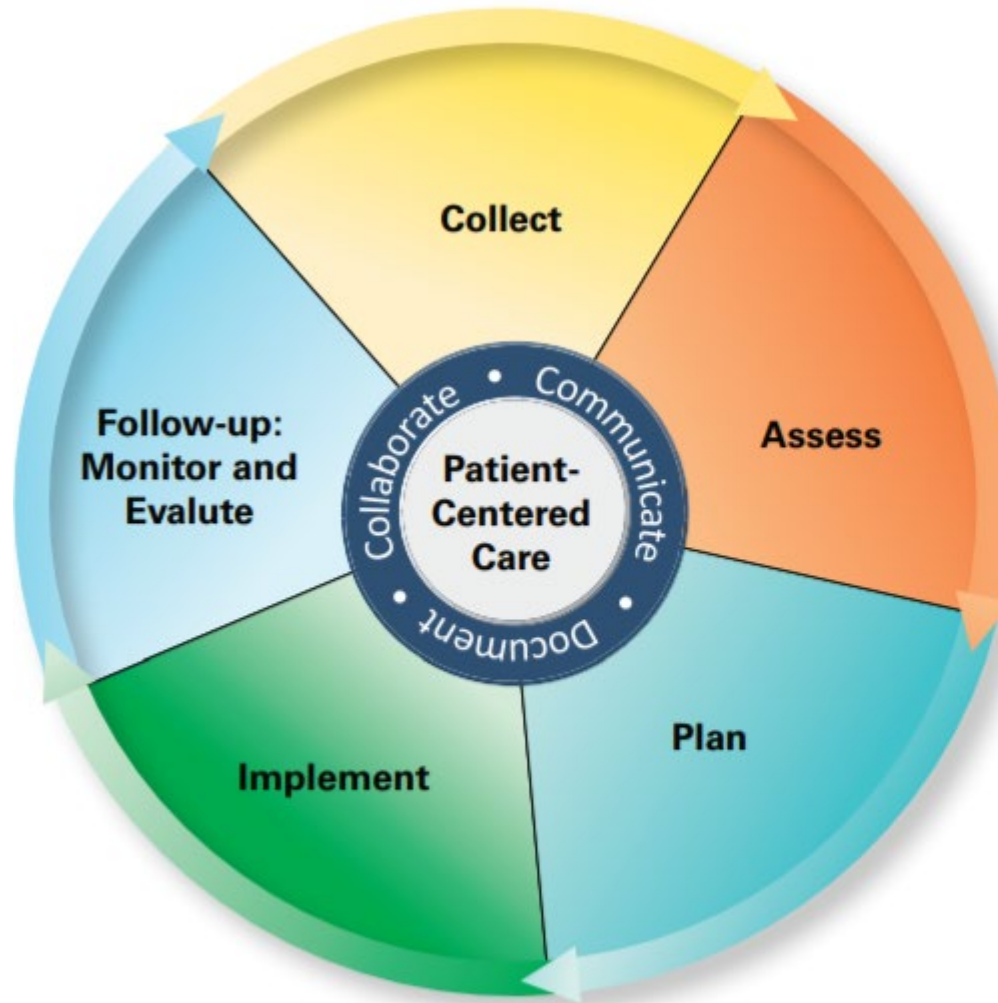


Figure 1: Pharmacists' patient care process

## Pharmacists' Patient Care Process

Pharmacists use a patient-centered approach in collaboration with other providers on the health care team to optimize patient health and medication outcomes.

Using principles of evidence-based practice, pharmacists:

### Collect

The pharmacist assures the collection of the necessary subjective and objective information about the patient in order to understand the relevant medical/ medication history and clinical status of the patient.

### Assess

The pharmacist assesses the information collected and analyzes the clinical effects of the patient's therapy in the context of the patient's overall health goals in order to identify and prioritize problems and achieve optimal care.

### Plan

The pharmacist develops an individualized patient-centered care plan, in collaboration with other health care professionals and the patient or caregiver that is evidence-based and cost-effective.

### Implement

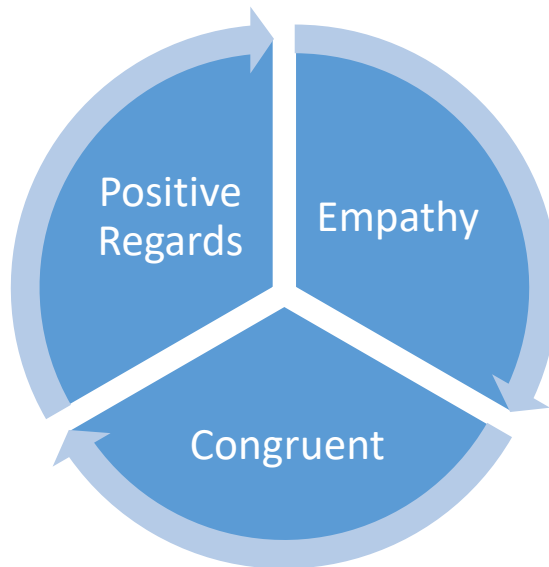
The pharmacist implements the care plan in collaboration with other health care professionals and the patient or caregiver.

### Follow-up: Monitor and Evaluate

The pharmacist monitors and evaluates the effectiveness of the care plan and modifies the plan in collaboration with other health care professionals and the patient or caregiver as needed.

# Communication with Patients - Therapeutic Relationship

- Therapeutic Relationship
  - A partnership or alliance between the practitioner and the patient formed for the purpose of optimizing the patient's medication experience



# Communication with Team Members - Collaborator



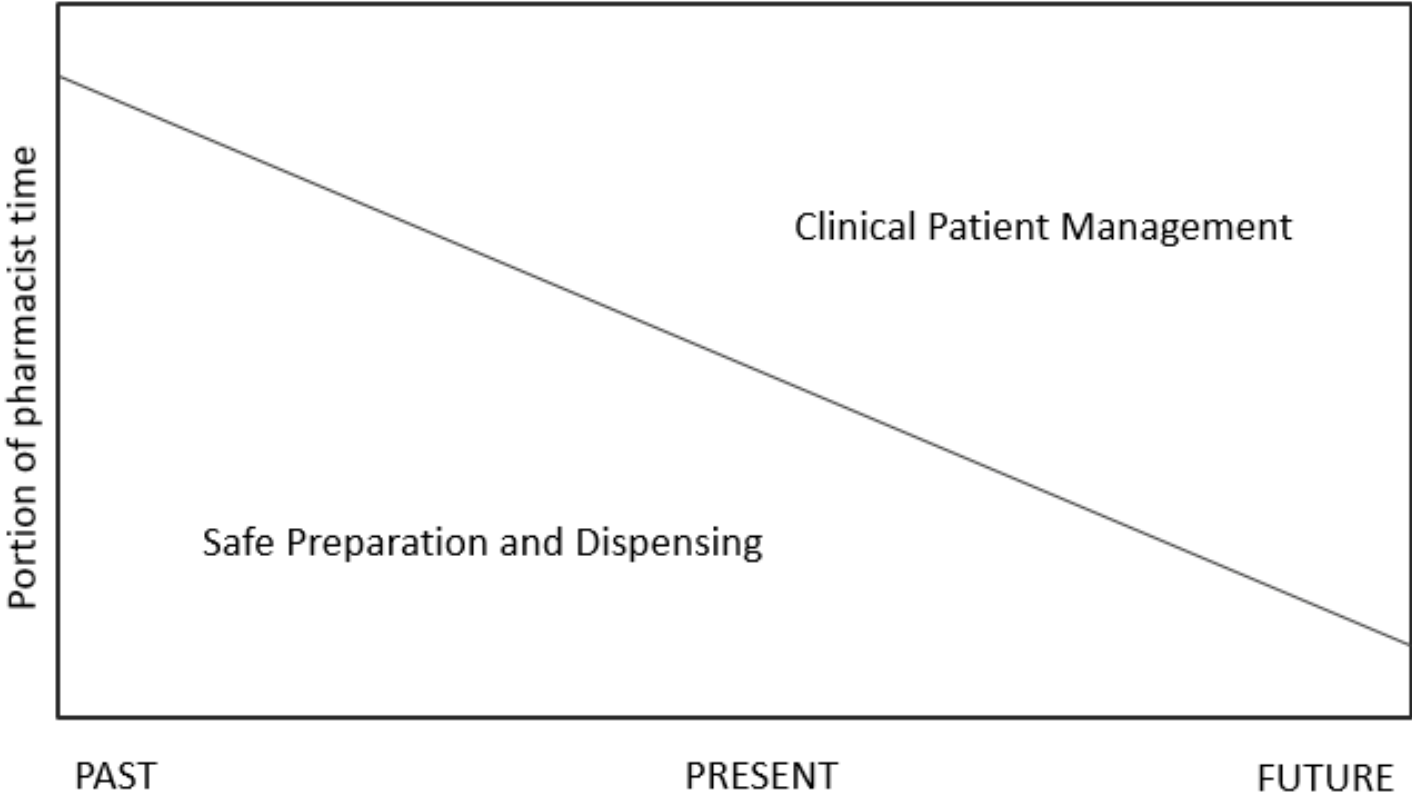
# Clinical Pharmacists – Key Members of the Health Care Team

- Deployed to inpatient care units and clinics
- Helps choose right drug, right dose
- Focus on high risk therapies, highly complex patients
- Pharmacist serves as drug knowledge expert:
  - Provides drug information
  - Pharmacist monitors response to drug therapy
  - Improves safety of medication use system
  - Improves outcomes from medication therapy
  - Lowers cost of therapy



# How is Clinical Pharmacy Practice Evolving?

# Allocation of Pharmacist Time



# Clinical Services

- Comprehensive medication management
- Pharmacotherapy consults
- Disease management coach/support
- Pharmacogenomics applications
- Anticoagulation management
- Transitions of care
- Medication safety surveillance
- Health, wellness and public health
- Immunization



# Comprehensive Medication Management (CMM)



**#1**

Identify patients that have not achieved clinical goals of therapy.



**#2**

Understand the patient's personal medication experience, history, preferences, & beliefs.



**#3**

Identify actual use patterns of all medications including OTCs, bioactive supplements & prescribed medications.



**#4**

Assess each medication for appropriateness, effectiveness, safety (including drug interactions) & adherence, focusing on achievement of the clinical goals for each therapy.



**#5**

Identify all drug-therapy problems.



**#6**

Develop a care plan addressing recommended steps including therapeutic changes needed to achieve optimal outcomes.



**#7**

Ensure patient agrees with & understands care plan which is communicated to the prescriber or provider for content & support.



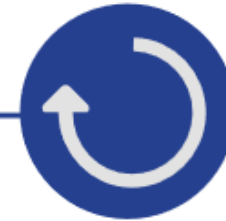
**#8**

Document all steps & current clinical status vs. goals of therapy.



**#9**

Follow-up evaluations are critical to determine effects of changes, reassess actual outcomes, & recommend further therapeutic changes to achieve desired clinical goals & outcomes.



**#10**

CMM is a reiterative process! Care is coordinated with other team members & personalized goals of therapy are understood by all team members.

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[gtmr.org](http://gtmr.org)

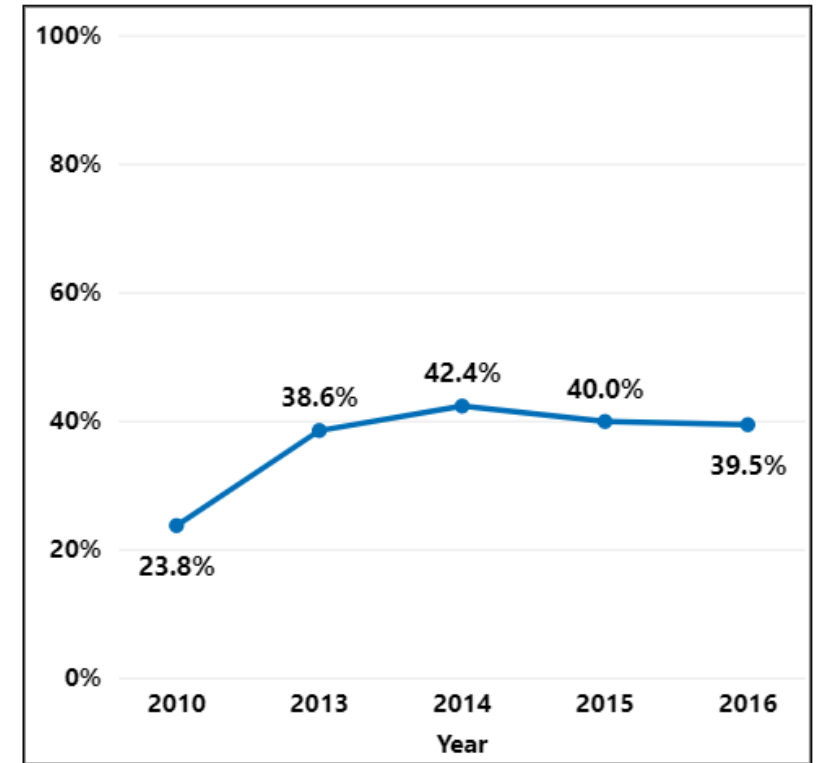
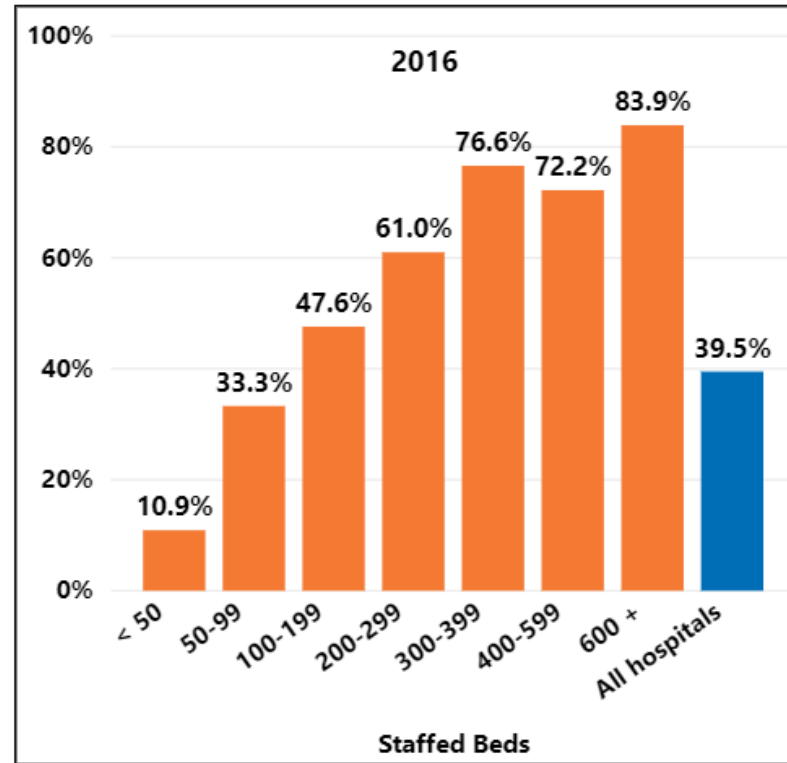
**ashp** Global

# Pharmacist Participation in Ambulatory Clinics

(For Those That Have Clinics)

- Click to filter by clinic type
- All Clinics
  - Anticoagulation
  - Cardiovascular Disease-Hypertension
  - Diabetes
  - Family Medicine
  - HIV/AIDS
  - Lipid Control
  - MTM Services
  - Oncology
  - Pain & Palliative Care

## Any Ambulatory or Primary Care Clinics



Click to filter by hospital staffed bed size

- < 50 (N = 46)
- 50-99 (N = 36)
- 100-199 (N = 42)
- 200-299 (N = 41)
- 300-399 (N = 47)
- 400-599 (N = 54)
- 600 + (N = 31)
- All hospitals (N = 297)

# Future of Pharmacy Practice

- Pharmacist is essential member of every healthcare team
- Focus on complete spectrum of acute and chronic therapy in all sites in and across all sites of care
- Outcomes driven and cost-effective drug therapy
- Sophisticated automation and advanced clinical information systems
- Majority of all pharmacist time spent in direct patient care
- Expanding roles for pharmacists: prescribing, health and wellness



# Why is This so Important? → Improved Care of the Patient

1

Quality of services and care is linked to well lead and managed clinically focused pharmacy departments

2

Literature illustrates how patient outcomes are improved when a pharmacist is an integral member of the team

3

Services are more innovative, efficient

4

Interdisciplinary interactions are more collaborative and productive



The graphic features a dark blue background with a large, light blue circle on the left side. Inside this circle is a smaller, orange circle. The text "ASHP Resources to Advance Practice" is centered within the orange circle. A small yellow horizontal line is positioned above the text.

**ASHP Resources to  
Advance Practice**

# Professional Certificates



Online, self-guided learning modules  
for pharmacy professionals

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**Our certificates provide high-quality, manageable and practical professional development opportunities for practitioners and pharmacy personnel.**

# ASHP Professional Certificates

1

**18 available, 7 in development**

Clinical

Pharmacy Practice

Administrative

2

**100% online**

Curriculum-based

Self-paced

3

**Manageable “bites” of education**

Multi-media components

Modules of varying lengths

Continued assessment throughout curriculum



# Clinical Skills Certificate for International Pharmacy

- ① Developed for pharmacists
- ② Focuses on foundation knowledge needed to provide clinical pharmacy services
- ③ 17 curricular modules with tests
- ④ Total of 22 hours of education plus final exam



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# Core Contents of the Clinical Skills Certificate (17 Modules)

1

## Pharmacotherapy Knowledge

- Pharmacokinetics
- Infectious Disease/Cardiovascular
- Gastrointestinal Diseases
- Diabetes/Pulmonary
- Neurological /Pain
- Special Population
- Fluids and Electrolytes
- Rheumatology/Coping with Chemotherapy

2

## Practice Skills

- Orientation to Clinical Pharmacy Practice
- Pharmacists as Caregivers
- Evidence-Based Medicine for Clinical Decision Making

3

## Leadership Development

- Pharmacists' Roles in Transitions of Care
- Clinical Pharmacist Mindset: I am a Leader

# How to Study the Clinical Skills Certificate?

- Self-Study
  - Listen to Audio Recordings
  - Review Lecture Slides
  - Read Supplemental Materials
  - Take Assessment Exams

# How to Study the Clinical Skills Certificate?

- **Small Group Discussion**
  - Study with Your Peers
  - Discuss the Following
    - What have I learned in pharmacotherapy knowledge?
    - What skills do I need to apply the knowledge in my practice?
    - How can I take a leadership role to advance my current practice OR implement new practice?
- **Attend Expert-led Live Webinars**
- **Schedule In-depth Discussion**
  - Clinical knowledge
  - Practice skills
  - Leadership development

# Board Certification Resources

We support pharmacists across the continuum of health care settings as they pursue and maintain board certification.



## Recertification Extensions Due to COVID-19

View New Expiration Dates



## Why Choose ASHP

What makes our certification so much better?

Learn More



## New Board Certification Resources

See what's coming soon!

Learn More



## Tour Our Resources

See how ASHP's Board Activities outperform others.

Learn More



## Geriatric

Resources for pharmacists pursuing or maintaining BCGP status.

Learn More



## Infectious Diseases

Resources for pharmacists pursuing and maintaining BCIDP status

Learn More



## Oncology

Resources for pharmacists pursuing or maintaining BCOP status.

Learn more



## Pediatric

Resources for pharmacists pursuing or maintaining BCPPS status.

Learn More



## Ambulatory Care

Resources for pharmacists pursuing or maintaining BCACP status.

Learn More



## Cardiology

Resources for pharmacists pursuing or maintaining BCCP status

Learn More



## Compounded Sterile Preparations

Resources for Pharmacists pursuing or maintaining BCSCP status

Learn More



## Critical Care

Resources for pharmacists pursuing or maintaining BCCCP status.

Learn More



## Pharmacotherapy

Resources for pharmacists pursuing or maintaining BCPS status.

Learn More



## 1-Year Recertification Plans for Individuals and Institutions

Learn More



## 3-Year Recertification Plans for Board Certified Pharmacists

Learn More



## ASHP eLearning

Learn More

[ashp.org/Professional-Development/Board-Certification-Resources](https://ashp.org/Professional-Development/Board-Certification-Resources)

# Products and Services

- Practice Advancement Initiative
- Practice Standards & Guidance Documents
- Clinical Drug Information and Other Drug References
- Books (Print & Electronic)
- American Journal of Health-System Pharmacy
- Pharmacy Competence Assessment Center
- eLearning Portal
- Online Resource Centers



## Research Resource Center



### Before you Begin: Pharmacy Research Fundamentals

AJHP Research Fundamentals Series

ASHP Foundation Essentials of Practice Based Research for Pharmacists

Using administrative data for your research project: 10 considerations before you begin [AJHP]

Building Upon Existing Evidence to Shape Future Research Endeavors [AJHP]

Research Timeline



**Accreditation**

# International Hospital Pharmacy Services Accreditation



# International Hospital Pharmacy Services Accreditation

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## Purpose

1. Provides formal recognition of high quality pharmacy services
2. Demonstrates commitment to excellence and quality improvement
3. Enhances credibility and value of pharmacy services – internally and externally



## Standards specific to international practice

# International Hospital Pharmacy Services Accreditation: Benefits

- Improved quality of care leading to improved patient outcomes
- Assurance policies and procedures are followed consistently throughout your organization
- Decreased variation in your processes and improved efficiencies
- Increased confidence of your pharmacy services internally
- External validation of your pharmacy services for your patients and community
- Risk management reduction
- A competitive advantage
- Formal recognition of accreditation with a certificate and ASHP website

# International Hospital Pharmacy Services Accreditation

- Role of the ASHP International Accreditation Commission
  - Oversight of the international standards
    - International Hospital Pharmacy Services
    - International Pharmacy Practice Residency
  - Review and recommendation of accreditation for programs
- Global representation
- Three year accreditation

# Accreditation Process

---

1

## Proposal

Based on bed size and number of pharmacies

4

## Survey

On-site or remote  
Survey itinerary  
Multiple days

2

## Application

5

## Survey Report

Pharmacy response and action plan  
Surveyor review

3

## Document Assessment

Checklist  
Document submission and review  
Document report

6

## Accreditation Recommendation

International Accreditation Commission  
ASHP Board of Directors  
Three year accreditation – annual reports

# Residency Accreditation

PGY1/PGY2  
International Pharmacy Practice

# Pharmacy Practice Residency

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## Purpose

1. Build on pharmacy education for the development of clinical pharmacists
2. Grow pharmacist delivered patient care services
3. Establish criteria for training pharmacists to achieve professional competence
4. Develop leadership role in advancing pharmacy practice in their country



# Pharmacy Practice Residency

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## Purpose

1. Establishes criteria for training pharmacists to achieve professional competence in the delivery of patient-centered care and pharmacy services
2. Evaluates the training program and the pharmacy services





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## Accreditation for International Pharmacy Practice Residency

- 1 Oversight by the ASHP International Accreditation Commission
- 2 Three year accreditation



# Accreditation Process

---

1

## Application

2

## Pre-Survey Documents

Self-assessment questionnaire  
Checklist  
Required Documents

3

## Pre-Survey Meeting

Document review

4

## Survey

On-site or remote  
Survey itinerary  
Multiple days

5

## Survey Findings

Pharmacy response and action plan  
Surveyor review

6

## Accreditation Recommendation

International Accreditation Commission  
ASHP Board of Directors  
Three year accreditation – annual reports



—

**Accreditation  
Preparation and  
Training**

# Preparation for Accreditation

1

Readiness to offer a pharmacy residency program

2

Readiness/suitability to undergo accreditation of pharmacy department

3

Mock surveys for candidate programs and other customized programs



# Training Programs

**1** Residency Program Design and Conduct Workshop

**2** Program Development

**3** Preceptor Development





**Consulting Services**

# ASHP Consulting

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## Put ASHP's Experts to Work in Your Pharmacy

Our consultants are internationally recognized pharmacy practice experts with longstanding reputations for improving outcomes. Whether it's helping you develop and expand clinical practice, optimize your pharmacy operation and supply chain, expand your retail pharmacy services, or launch a telehealth program we take pride in assisting our clients with any practice challenge they present.



# Consulting Services

- Comprehensive Pharmacy Review
- Advancing Clinical Practice
- Medication Safety and Pharmacovigilance
- Pharmacy Technician Training
- Pharmacy Operations Optimization
- Automation and Technology Transformation
- Sterile Product Compounding & USP Chapter <797> and <800> Compliance
- Supply Chain Optimization
- Retail and Specialty Pharmacy Optimization
- Pharmacy Leadership Search and Placement Service
- Residency Program Development

# Dialogue with Dr. Chamoun



**Nibal Chamoun, Pharm.D., BCPS**  
Clinical Associate Professor  
Residency Program Director, LAU School of Pharmacy  
LAU Medical Center-Rizk Hospital  
Lebanese American University



# Resilience, Well-being, Burnout: Where are we today in Lebanon?

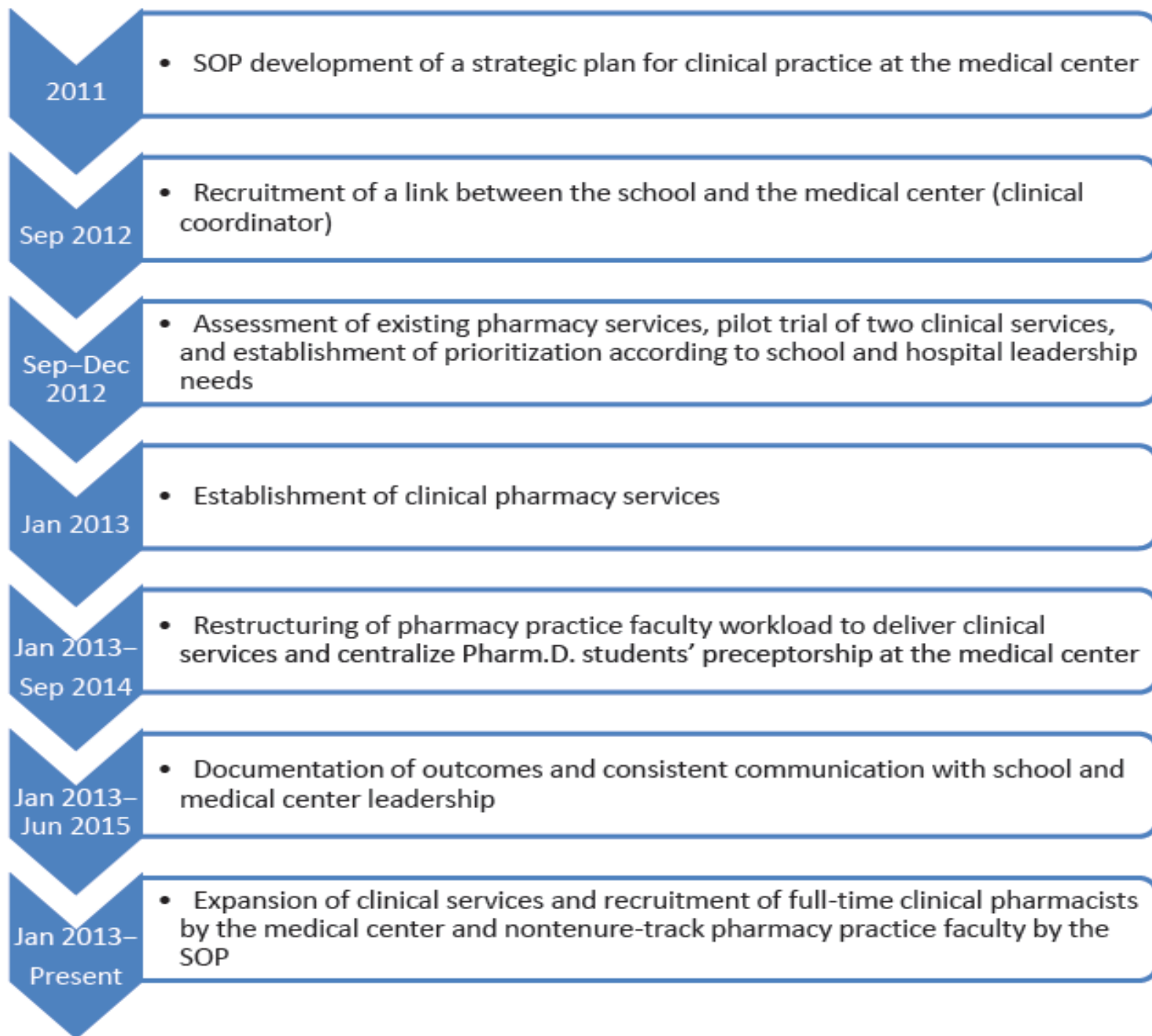
- Unpublished data in hospital pharmacists in Lebanon:
  - 43.5% were at risk of burnout driven by emotional exhaustion 36.9%
  - Study results were prior to the pandemic, August 4<sup>th</sup> Beirut explosion and economic crisis
- Dire need of resilience and focus on well-being given the worsening economic situations and political instability which has impacted:
  - Well-being of pharmacists
  - Exodus of qualified pharmacists
  - Difficulty attracting experienced pharmacists
  - Freezing investments related to pharmacy operations
  - Access to medications

# Transformation of Clinical Pharmacy Practice in Lebanon

# Bridging the gap between Education and Practice

- Hospital pharmacy practice in Lebanon is heavily centered on operational management of medication acquisition and distribution.
- Minimal number of clinical pharmacists are employed throughout hospitals.
- Limited clinical pharmacy role modeling during experiential rotations.
- Collaboration between schools of pharmacy and medical centers has led to the recruitment of:
  - fulltime clinical pharmacists at hospitals
  - non-tenure track clinical faculty at schools of pharmacy to teach and model practice

**Figure 1.** Timeline and steps for clinical pharmacy service implementation.



Bridging the Gap  
takes time..

ACCP Int Clin Pharmacist. 2016;6(2):1-2.

# Bridging the gap between Residency Training and Practice

- Challenge between number of PGY1 Pharmacy Residency programs and applicants in the United States.
- PGY1 Pharmacy Residency opportunities in Lebanon:
  - LAU School of Pharmacy and LAU Medical Center Rizk Hospital (ASHP candidate accreditation status)
  - American University of Beirut Medical Center (ASHP accredited)
  - Residency opportunities have paved the way for a more consistent pipeline of residency trained practitioners.

# Clinical Pharmacy Services in Lebanon

- Pharmacotherapy consults
- Antimicrobial stewardship
- Transitions of care related activities
- Medication safety surveillance
- Health, wellness and public health
- Anticoagulation management
- Immunization

# Pharmacist Participation in Ambulatory Clinics in Lebanon

- At the Lebanese American University
  - Heart Failure Clinic
  - Act of Compassion Clinic
  - Medication Therapy Management Clinic
- At other institutions
  - Neurology
  - Multiple sclerosis

# Barriers influencing Clinical Pharmacy Practice

- Clinical preceptors with advanced training <sup>1</sup>
  - BPS certified pharmacists: 41 pharmacists in Lebanon in 2021
  - Residency trained pharmacists
  - Expertise is not readily available throughout the country which compromises training
- Regulatory and institutional support <sup>1,2</sup>
  - Revised Hospital Accreditation Standards in Lebanon- January 2019 Available at <https://www.moph.gov.lb/en/Pages/3/20553/accreditation-standards-for-hospitals-in-lebanon-january-2019>
  - No legislations for clinical pharmacy practice
  - Variable institutional support which has rendered inconsistent services

1. American Journal of Pharmaceutical Education 2018: 82 (9) Article 714

2. Hospital Pharmacy. 2019 pages 1–7.



# Overcoming Key Barriers in Educational Needs that affect Practice

- Strategies adopted:
- International Accreditation or Certification

Table 3. Pharmacy Programs with International Accreditation or Certification Status<sup>7,8</sup>

Country	Name of University with School or College of Pharmacy	ACPE <sup>a</sup> Accreditation	ACPE <sup>a</sup> Certification	CCAPP <sup>b</sup> Accreditation
Lebanon	Lebanese American University	X		
	Beirut Arab University			X
Jordan	University of Jordan		X	
Saudi Arabia	King Faisal University		X	X
	King Saud University		X	X
	Qassim University		X	
	King Abdulaziz University			X
United Arab Emirates	Al-Ain University		X	
Qatar	Qatar University			X

<sup>a</sup> Accreditation Council for Pharmacy Education

<sup>b</sup> Canadian Council for Accreditation of Pharmacy Programs

# Overcoming Key Barriers in Educational Needs that affect Practice

## Strategies adopted:

- The Lebanese American University (LAU) was amongst the first to implement experiential and interprofessional education (IPE)
- The Order of Pharmacists in Lebanon actively contributed to country wide continuous professional development (CPD) programs as part of licensure renewal
- Pioneering efforts to demonstrate clinical pharmacy benefit has created job opportunities for new graduates

# Future of Pharmacy Practice: Opportunities for Improvement?

- Encourage pharmacists and pharmacy leaders to:
  - expand their roles within their institutions
  - collaborate with researchers and interprofessional healthcare members to ensure outcomes driven and cost-effective drug therapy for patients
  - pursue sophisticated automation and advanced clinical information systems
  - consider collaborating with institution specific IT departments to create interim solutions for clinical decision support tools



# Questions and Answers

# ASHP Global Leadership Team



**Paul W. Bush, PharmD, MBA, BCPS, FASHP**  
Vice President, Global Resource Development  
and Consulting

[pbush@ashp.org](mailto:pbush@ashp.org)



**Lynnae M. Mahaney, BSP Pharm, MBA, FASHP**  
Senior Director, Pharmacy Accreditation

[lmahaney@ashp.org](mailto:lmahaney@ashp.org)



**David J. Warner, PharmD**  
Senior Director, Consulting and Practice  
Development

[dwarner@ashp.org](mailto:dwarner@ashp.org)



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