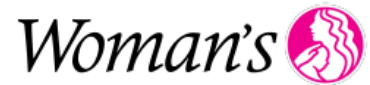


Pharmacist Career Ladder Application



Name: _____

Date Application Submitted: _____

Pharmacist Career Ladder Program Requirements

Career Ladder requirements for all applications:

- Performance appraisal score of 3.0
- Membership in local or national professional pharmacist organization (preferably ASHP - see Appendix)
- Completes 6 CE hours of professional development within the previous 12 months
- Full-time or part-time Pharmacist not in active discipline

Pharmacist II – has greater than 1 year of experience. Points: 8

- Points in 3 categories required

Pharmacist III – has greater than 2 years of experience. Points: 12

- Must complete Pharmacist II status prior to achieving Pharmacist III
- Points in 4 categories required
- Must hold required certifications (see Appendix)

Exemplary Professional Practice

Activity	Required Documentation	Points per Activity	Max Points	Claimed Points
Length of service	Years of service as a Pharmacist at Woman's Hospital	5-10 Years of Pharmacist service at Woman's Hospital = 1 point Greater than 10 years of Pharmacist service at Woman's Hospital = 2 points	2	
Degree	Copy of Diploma	MS, MBA, MHA, PhD = 2 points	4	
Certification	Copy of current certification	Holds one of the following approved certifications related to area of practice and not required for the position; ASHP's PAI 2030 and/or BPS = 2 points	4	
Special Project	Validation from manager	Completes a Special Project or tasks that improves care, the department, or hospital processes; need to be preapproved by management = 1 point Collaborates on a department project relevant to professional development/clinical practice = 1 point Collaborates between or among departments on a project relevant to professional development/clinical practice = 1 point	2	
Quality of Practice	Validation from manager	NICU Pharmacist - must meet all of the following: - At least 18 months at Woman's - Completion of 3-day training sessions - Minimum of NICU orders processed MTM Pharmacist - must meet all of the following: - Completion of certificate program - Minimum of 4 CMR and 10 TIPS/year	1	

Transformational Leadership

Activity	Required Documentation	Points per Activity	Max Points	Claimed Points
Trainer	Completed verification form signed by manager	Requires demonstrated proficiency to teach particular competency - Designs and leads pharmacy competency = 1 point - Train new pharmacists/techs = 1 point	2	
Preceptor Hours	Completed verification form signed by manager	Precept 10 shifts = 1 point Precept 1 rotation (IPPE Student / APPE Student / Pharmacy Resident) = 2 points	3	
Recruitment	Completed form by HR for career fairs and management for interviews	Career Fair/Recruiting Event = 1 point Interview Team members: training by HR required prior to participation = 1 point	2	
Committee/Council member <u>and/or</u> Leadership on a Committee/Council	Completed verification form signed by committee chair/co-chair/manager	Participates as a member of unit-based committee/council = 1 point Participates as a member of a hospital-based committee/council = 2 points Chairs/co-chairs Department Based Council = 2 points Chairs/co-chairs Woman's Hospital Council = 2 points Note: points can only be claimed once for the same council; either chair/co-chair or member	4	
Award of Honor	Copy of award	Recipient of BEE Award = 1 point	1	
Leadership role in a professional pharmacist organization	Completed verification form signed by another leader in the organization	Serves as an officer of Pharmacy organization at the local, state, or national level <u>or</u> Serves as a chair/committee member of a Pharmacy organization at a local, state or national level = 2 points	2	
Fundraising Champion	Completed verification form signed by committee chair/co-chair/manager	Serves on Annual Giving Campaign or any approved external fundraising organization steering committee = 1 point Serves as team captain for Annual Giving Campaign or any approved external fundraising organization such as grants = 1 point Note: points can only be claimed once for the same council	2	

Structural Empowerment

Activity	Required Documentation	Points per Activity	Max Points	Claimed Points
Community involvement	Completed volunteer verification form per event	Employee Giving Campaign National Drug Take Back Day (April/October) Antimicrobial Awareness Week (November) Baby Grand (Spring/Fall) Bust Breast Cancer Attend 3 Pharmacy Resident / Student Other Community Events (subject to approval) 1 point per event Note: volunteer events must be unpaid	2	
Skills Fair	Validation from manager	Assist with Pharmacy or hospital competency skills fair = 1 point per event	2	
Certificate	Validation required	Completion of new certificate program within the past three years <u>or</u> maintaining existing certification that has annual requirements.	2	
Presentation	Validation approved by manager	Presents a topic at an organization-wide meeting or department meeting including daily huddle = 1 point	2	
Procedure Review	Validation approved by area manager	Review/Revises 5 designated Pharmacist procedures; cites current evidence = 1 point Revises 5 designated order sets; cites current evidence as required = 1 point	2	

New Knowledge, Innovations, and Improvements

Activity	Required Documentation	Points per Activity	Max Points	Claimed Points
Post Graduate Residency	Copy of course enrollment with completion status during evaluation year	Post graduate year 1 = 2 points Post graduate year 2 = 3 points	3	
Leadership Development	Completed program certificate	Completes approved Leadership Development courses = 1 point per course	3	
Publications	Copy of published/submitted article	Writes and publishes a healthcare related article in department newsletter = 1 point Writes and publishes a healthcare related article in Woman's Updates (400 word minimum) = 2 points Writes and submits an article or abstract for publication in local paper or journal = 3 points Writes and submits an article for publication in professional pharmacist or health related journal = 4 points	4	
Performance/Quality Improvement	Verification from manager	Participates in department performance improvement project, collects data, tracks quality and report findings to leadership/councils = 1 point Initiates department PI project, designs tools, present findings = 2 points	2	
Skills Competency validation/checklist	Must provide documentation of dates and role	Designs and implements a skills competency tool/checklist = 1 point Plans, coordinates, & evaluates department specific drills relevant to specific skills = 1 point Plans, coordinates and implements multidisciplinary drills that involve multiple departments = 1 point	3	
TOTAL		Pharm II = 8 points Pharm III = 12 points	54	0