POSITION DESCRIPTION

Title
Clinical Associate Professor

Reports To
Chairman, Department of Pharmacy Practice and Administration

Reappointment/Promotion Criteria
Teaching, Clinical Practice, and Service

Position Summary
A registered pharmacist who has successfully established a comprehensive and dynamic clinical pharmacy service and practice, at a Rutgers University Ernest Mario School of Pharmacy (EMSOP)-affiliated hospital or other healthcare site, that has a tangible impact on patient care, and on pharmacy practice in his/her area of clinical expertise on an institutional, regional, state, and national level. This is a co-funded faculty line, with salary shared between the healthcare institution and Rutgers, The State University of New Jersey. A Clinical Associate Professor is also expected to serve as a preceptor for EMSOP Doctor of Pharmacy (Pharm.D.) students through an affiliation agreement between his/her healthcare institution and EMSOP. This individual is also responsible for related educational, research and patient care activities to enhance pharmaceutical care activities at his/her healthcare institution, while performing in accordance with institutional policies and procedures; New Jersey State Board of Pharmacy, Federal and State Regulatory Agencies, and Joint Commission on Accreditation of Healthcare Organization (JCAHO) standards; and American Society of Health-System Pharmacists (ASHP) practice guidelines. A Clinical Associate Professor is also expected to maintain teaching and service responsibilities at EMSOP.

EXPECTATIONS

1. Teaching
   - Responsible for effective instruction, whether at the undergraduate, graduate, postdoctoral, clinical, extension or continuing education level.

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• Teaching includes:
  - Classroom, field, and non-credit instruction;
  - Supervision of research, student internships, professional practice, clinical practice, theses, and doctoral dissertations;
  - Academic advising and acting as a mentor;
  - Improvement and enrichment of course offerings and other instructional activities within the faculty member's discipline or profession;
  - Participation in interdisciplinary courses, honors courses and other special courses offered through the undergraduate colleges and other units of the University;
  - Writing of textbooks and the development of other instructional materials to enhance education in the faculty member's discipline or profession.
• Must demonstrate depth and breadth of knowledge in his/her discipline, communicate this knowledge to others, and give evidence of a continuing development of knowledge to ensure continued effective teaching over the duration of his/her appointment:
  - Stay informed of advances and current thinking in his/her subject and relate them to his/her teaching in a meaningful and balanced way;
  - Communicate enthusiasm for his/her subject and create a positive environment for learning and one that stimulates imaginative thinking;
  - Maintain a critical attitude toward his/her teaching and strive continuously to improve it.

(Adapted from Rutgers Policy Section 60.5.14, Criteria for Academic Appointments, Reappointments and Promotions; Revised 9/5/2014)

Teaching responsibilities

• In addition to contributing to team-taught required and/or elective didactic courses in the EMSOP Pharm.D. curriculum, a Clinical Associate Professor should accept a higher level of responsibility concerning the teaching mission of the School and Department, through activities which may include, but are not limited to:
  - Developing and organizing new required or professional elective didactic courses;
  - Serving as Coordinator for one or more didactic courses;
  - Contributing to curricular development/advancement in the experiential and/or didactic phases of the program;
  - Coordinating continuing education (CE) programs through EMSOP.
• Serve as preceptor for EMSOP students on 5-week Advanced Pharmacy Practice Experience (APPE) rotations at his/her healthcare institution.
• Serve as preceptor for Post-Graduate Year One (PGY-1) Pharmacy Practice Residents at his/her healthcare institution, if applicable.
• Assist in the education of healthcare institution medical, nursing, and pharmacy staff on the safe and effective use of medications in his/her discipline.
• Contribute to educational materials such as Pharmacy Newsletters and Clinical Bulletins, if applicable.
• Perform community outreach/educational activities.

2. Clinical Practice

• Expected and required to concentrate his/her primary efforts on clinical practice which forms the basis of his/her teaching:
  - Apply his/her knowledge to direct patient or delivery of services in the clinical setting;
Clinical practice responsibilities

- A Clinical Associate Professor is expected to accept a higher level of responsibility, both at his/her healthcare institution and the School. He/she should have successfully established an open and effective working collaboration with the Department of Pharmacy and pharmacy staff at the healthcare institution. Responsibilities include:
  - Accept responsibility for and meet the expectations jointly established between the Director of Pharmacy at the healthcare institution and the Chairman of the Department of Pharmacy Practice & Administration at EMSOP;
  - Serve as a source of drug information in his/her area of expertise to pharmacy staff, residents, and students;
  - Serve as the patient-care-unit pharmacy representative and liaison between medical and pharmacy staff with respect to drug formulary management and/or other pharmacy initiatives;
  - If applicable, serve on Department of Pharmacy and/or hospital committees;
  - If applicable, contribute to and/or develop relevant pharmacy policies/procedures, treatment protocols, medication use evaluations, and/or related pharmacy initiatives.
- Actively participate in and contribute to multidisciplinary meetings and patient rounds with the Attending Physician and/or housestaff and other healthcare professionals to discuss chosen treatment modalities and the rationale behind such selection.
- Provide pharmacokinetic monitoring and consultation for narrow therapeutic index drugs, as indicated.
- Provide accurate, current, and relevant drug information to patients, patient families, and members of the multidisciplinary healthcare team as indicated.
- Provide consultation dealing with various aspects of drug therapy, including dose; frequency of administration; relevant pharmacokinetic parameters; appropriate age, disease, and/or organ dysfunction-related dosage adjustments; adverse drug reactions (ADRs), and potential drug-drug, drug-food, or drug-supplement interactions.
- Identify and assist in the management of medication errors and ADRs, and develops process improvements to reduce medication errors and preventable adverse drug events.
- Provide patient education on the proper use of prescribed medications and associated compliance.
- Collaborate with other caregivers/staff, within and outside the Pharmacy Department, to develop means of enhancing patient care and services.
A Clinical Associate Professor is expected to have successfully established a clinical practice that provides impact and meaningful contributions to his/her discipline on an institutional, regional, and national level, through activities that may include but are not limited:

- Initiation and conduct of clinical research related to current and/or novel treatment modalities;
- Initiation and conduct of research related to novel didactic or experiential educational modalities;
- Presentation of the results of research initiatives at regional and/or national scientific meetings;
- Publication of the results of research initiatives in the peer-review scientific literature;
- Active participation in state and national pharmacy and/or other scientific organizations, and/or;
- Establishment of a Post-Graduate Year Two (PGY-2) Specialty Residency in his/her area of clinical expertise.

3. Service

Contributions to the academic profession, the University, and to society at large.

- Active participation in professional and scholarly associations;
- Service on editorial boards and as a reviewer of scholarly works and proposals;
- Participation on expert committees, research study sections, grant selection panels, research committees, or practice committees of professional associations or institutions;
- Fostering collaborative relationships with clinical agencies providing sites for clinical practice;
- Significant academic and professional service to the University, EMSOP, the Department of Pharmacy Practice & Administration, and his/her discipline through such activities as recruitment of scholars to the University, evaluation of peers, contributions to important committees and other activities in support of the academic development of the University, and enhancement of student academic development and student life programs;
- Application of his/her academic expertise and particular professional skills to the solution of international, national, state, county and local problems;
- Service for the public good on governmental and other special committees, boards, agencies, civic groups and commissions.

(Adapted from Rutgers Policy Section 60.5.14, Criteria for Academic Appointments, Reappointments and Promotions; Revised 9/5/2014)

Service responsibilities

- A Clinical Associate Professor is expected to accept additional service responsibilities both at his/her healthcare institution and the School. These responsibilities may include:
  - Active participation on multidisciplinary committees at the healthcare institution, if applicable.
  - Active participation in pharmacy committees and other initiatives at the healthcare institution, if applicable.
  - Active participation on committees and working groups in regional and national scientific organizations.
  - Active participation on committees and other initiatives at the University, EMSOP, and Departmental level.
- Active participation as an advisor/mentor for pharmacy students, residents, fellows, and/or junior Departmental faculty.

- Service to the profession/discipline through activities including, but not limited to:
  - Service on Editorial Boards for professional journals;
  - Service as referee for journal manuscripts, meeting posters, and related scholarly output;
  - Active membership in professional societies and related committees/sub-committees;
  - Service as an officer/other leadership capacity for professional societies or related committees/sub-committees;
  - Active participation as a lecturer/educator in continuing education (CE) programs for pharmacists, physicians, nurses and other healthcare professions.

- Service to the public through activities including, but not limited to:
  - Membership on professional boards, institutional review boards (IRBs), formulary management committees, privacy boards, or other organizations directly or indirectly responsible for safe, cost-efficient, and effective use of medications;
  - Participation in community outreach programs, which may include, but is not limited to, blood pressure or blood glucose screenings, immunization programs, outpatient education programs, fund-raising activities for health-related non-profit organizations, and other related activities.