

Pharmacy One-to-One



LEADING THE QUEST FOR HEALTH®



Welcome to Cedars-Sinai Department of Pharmacy Services

This brochure describes who we are, what we do, and the opportunities we offer.

We have grown to become one of the leading medical centers in the world...through inspired leadership; centers of excellence; cutting edge evidence-based practice; distinguished physicians; groundbreaking research and advanced technology.



Rita Shane, Pharm.D., FASHP, FCSHP

*Director, Pharmacy Services
Cedars-Sinai Medical Center
Assistant Dean, Clinical Pharmacy
University of California
San Francisco School of Pharmacy*

Our Profession

“This is really the best of times to be a pharmacist – the opportunities are greater than ever before. The focus on medication safety and quality provide numerous opportunities for pharmacists to demonstrate value and also develop new roles.”

Looking Ahead

“My generation grew up with oral tablets or capsules as the basis for the treatment of diseases. Your generation will see the continued growth of biologics and the introduction of personalized medicine based on knowledge of the role that our genes play in disease. This will present you with exciting opportunities and, at the same time, some ethical dilemmas.”

Goals and Possibilities

“My ‘big hairy audacious goal’ is that wherever patients need care, there is a demand for pharmacists to ensure optimal management of medications. Our role is essential: we are the ‘safety net’ in the medication use process and we must take ownership of medication management.

Going on rounds and intervening on physicians’ orders is the exciting aspect of pharmacy practice, but we are equally responsible for storage, preparation, and dispensing since any of these steps can introduce harm into the medication use process.”

See the Big Picture

“Be aware of what is going on in the health care environment around you and current trends such as medication safety, antimicrobial resistance, implementation of clinical information systems, and regulatory requirements. Exploit change and be an opportunist, because trends create opportunities. Be curious and committed to life-long learning. Get involved professionally – you’ll meet some amazing people along the way.”

Things to Avoid

“Don’t allow yourself to be complacent; complacency can morph into mediocrity. Don’t get too comfortable – set yourself ‘stretch goals.’ You can achieve anything you want if you put your mind to it.”

Be Passionate

“As you identify your own goals in life, determine what makes you happy, be committed, do whatever it takes to keep patients safe and well, and by all means – enjoy the journey. Be passionate...‘One person with passion is better than 40 people who are merely interested.’ – Abigail Adams.”



What Sets Us Apart

Pride in performance pervades the entire organization, and generates a dynamic environment for a variety of pharmaceutical career paths. We provide the advanced education and collegial support to drive your career growth and personal fulfillment.

Who We Are

Founded in 1902, Cedars-Sinai has become one of the world’s most respected medical centers.

- America’s Best Hospital and Honor Roll, *U.S. News & World Report 2008.*
- For the third consecutive time, Cedars-Sinai has been designated as a Magnet® facility for nursing excellence by the *American Nurses Credentialing Center.* This award is valid until 2012.
- The *National Research Corporation* rates us first for best overall quality, best doctors, best nurses, most personalized care, best image and reputation, best accommodations and amenities.

The Medical Center is affiliated with the UCLA School of Medicine. The Pharmacy Department is affiliated with the USC and UCSF Schools of Pharmacy and provides clerkship experiences to 50-60 students annually. The Pharmacy also has an ASHP-accredited PGY1 Residency in Pharmacy Practice as well as specialty residencies that are conducive to cutting edge performance.

What We Do

Our 977 beds are dedicated to providing the highest level of care. We are a Level I Trauma Center and have 150 beds in the Saperstein Critical Care Tower. We are accredited by the Joint Commission for our Stroke and Ventricular Assist Device Programs.



How We are Structured

The Pharmacy Department consists of more than 250 staff members. Decentralized pharmacy services are provided via six satellites staffed by pharmacists and technicians. Services include: pharmacy-based dosing protocols; rounds; evaluation of orders to ensure safety of prescribed medications; Code Blue team participation; opportunities to teach pharmacy students and residents; education of physicians, nurses and other clinicians and drug information services. The department also operates three outpatient pharmacies and provides primary care pharmacy services such as anticoagulation and disease management.

Our pharmacy staff provides 24-hour services to all patient care areas:

- Medicine
- Surgery
- Adult Critical Care, including Medical, Cardiac, Respiratory, Surgical and Neurosurgical ICUs
- Neurosciences
- Solid Organ Transplantation
- Pediatrics, including NICU and PICU
- Oncology and Bone Marrow Transplantation
- Psychiatry
- Rehabilitation
- Operating Rooms
- Emergency Department

Areas of practice also include:

- Antimicrobial Use Review
- Drug Information and Drug Use Policy
- Investigational Drugs
- Medication Safety

Central Pharmacy Services

The Central Pharmacy includes a number of programs and services which support the medication use process including:

- Sterile Compounding
- Central Robot and Carousels
- Controlled Medication Management
- Purchasing
- Unit Dosing
- Extemporaneous Compounding



Our Decentralized Clinical Services Include:

- Receipt and evaluation of all physician orders to ensure optimal medication management. Orders are assessed to ensure the absence of allergies, drug interactions, contraindications and appropriateness of medication selection, dosage, route and duration of administration.
- Therapeutic drug monitoring for medications with a narrow therapeutic index. A number of drug therapies are dosed and monitored by the pharmacists using approved protocols, including: aminoglycosides, vancomycin and anticoagulation therapies.
- Rounds with the medical staff.
- Participation on the Code Blue Team for CPR.
- Opportunities to teach medical students, house staff, nurses, pharmacy students, interns, residents and pharmacy staff.

Outpatient Services

The Pharmacy operates 3 outpatient pharmacies: the Ambulatory Care Pharmacy, 310 Surgery Center Pharmacy and the San Vicente Pharmacy. The Ambulatory Care Pharmacy provides prescription services for Discharge, Ambulatory Care Center, Emergency patients, and Medical Center employees.

The outpatient clinical pharmacists provide clinical services in the areas of anticoagulation, diabetes education, therapeutic management, medication consultation for patients with Left Ventricular Assist Devices, and evaluation of infusion therapies including biologic and other medications used in the treatment of chronic diseases.



Gary Wilson
Pharmacy Technician

In Preparation

“When I was asked to do this interview, I started thinking about what it is about Cedars-Sinai that I particularly like, and what matters to technicians. I think the first and most important thing is the people that you work with. Here they are friendly and supportive and proud of their profession.”

Before Now

“I had originally worked for Cedars-Sinai for about a year – and that was 15 years ago, so I’m in a unique position because I can actually see the positive changes that have occurred. I’ve been around the traps, and when I came back I realized that no other place has so many friendly and supportive people you can count on.”

What’s Ahead

“I look forward to more responsibility in terms of being assigned to special projects. These can be anything from reorganizing an area, to making sure that the machinery and technical equipment are functioning correctly. Because we’re so large, there are various areas we can work in, including Ambulatory Care, OR, and IV. We don’t get stale doing the same things over and over again. I like the upward mobility too – there are up to four levels for technicians.”

Change Is Good

“In a hospital like Cedars-Sinai which has its own research arm, we are constantly looking at new technological discoveries. It’s a challenge to keep up with the changes and provide better pharmacy services.”

Work/Life Balance

“Cedars-Sinai sets aside money for you to go back to school. They say: ‘We want you to have interests outside of your work.’ I think that’s great and I find it very exciting. It’s wonderful to know that it’s available.”

O **Oncology**

The pharmacists who work in oncology are an integral part of the health care team, and collaborate to ensure the safe and effective management of chemotherapy and supportive care for patients.

Organ Transplant

Each year, thousands of lives are saved through organ transplantations. The actual transplant operation is, however, only the beginning of a long process for these patients.

After the transplant, the patient takes numerous medications to prevent organ rejection. Side effects from these critical anti-rejection medications may necessitate that patients take additional medications. In addition, some medications require close monitoring with frequent blood draws to check for drug levels. A typical patient will take up to 14 different medications every day for the rest of their lives. Pharmacists play a critical role in evaluating the medication regimens of transplant patients, and recommend adjustments when needed to ensure the safety and effectiveness of their therapies.

Antimicrobial Use Review

An important area in which the Pharmacy Department has played a leadership role is facilitating the Antimicrobial Use Review Committee, created in the early 1980s. At the same time, a specialist pharmacy role in the area of Antimicrobial Use Review (AUR) was established.

The activities of the AUR pharmacists generally include participation in daily antimicrobial surveillance rounds, conducting concurrent medication use evaluations, developing policies and guidelines for the use of broad-spectrum antibiotics, and reviewing new antimicrobials for formulary consideration.

The AUR pharmacists work closely with the Department of Epidemiology and the Division of Infectious Diseases in evaluating the impact of antimicrobial use on the incidence of resistance in the hospital. The pharmacists are also involved in education of pharmacy and medical staff.

Drug Use Policy Services

As an information resource on drugs and drug therapy to health care professionals, the Services are responsible for:

- Providing information about drug pharmacology, dosing, adverse reactions, availability, compatibility and stability to clinicians
- Researching drug topics using Medline, Micromedex, and other knowledge-based resources
- Pharmacy and Therapeutics Committee agenda and materials
- Preparing educational materials for medical, nursing and pharmacy staff
- Working with the medical staff to develop evidence-based medication use guidelines
- Managing and maintaining the drug formulary

- Staff development
- Precepting pharmacy students and residents
- Forecasting annual pharmaceutical expenditures

Medication Safety

Pharmacists also play an active role in Cedars-Sinai's multidisciplinary Medication Safety Committee that designs and implements strategies to create a safer medication use system.

The objectives are to:

- Improve reporting through a nonpunitive culture and evaluate errors and potential errors to ensure safety of systems
- Create interdisciplinary synergies through collaboration on improving medication safety and education of clinicians and patients
- Identify and evaluate problem prone processes based on review of internal and external data and conduct tests of change to improve safety
- Conduct an annual risk assessment of each element of the medication use process and identify opportunities for improvement



Dr. John G. Harold
*Immediate Past Chief of Staff
 Member of the Board of Directors*

Safety First

“We have been at the leading edge in patient safety even before it became a vogue across the country. Pharmacy has sponsored some outstanding conferences, and one of them included John J. Nance from ABC who is an expert on aviation safety, in a spectacular all-day session that engaged both the pharmacy and the medical staff.”

Complex Considerations

“Cedars-Sinai has a very active transplant program, and it's not unusual for some patients to be on more than 30 medications, and that requires intense surveillance. We have Intensive Care Pharmacists rounding with the transplant team, the medical staff and the residents on a daily basis. The pharmacists learn from the faculty, and the faculty learns from the pharmacists.”

Behind the Scenes

“Our pharmacists are really the unsung heroes of Cedars-Sinai because they work in the background at so many different levels. A lot of their work is transparent, but at the end of the day it's patient safety that is the most important parameter.”

A High Level of Professionalism

“Most of our pharmacists have very good if not great interpersonal skills to collaborate effectively with medical staff. It can be a very harried environment, so certainly the meek would perhaps be in over their heads. But for pharmacists who are primed for challenge and want to be clinically oriented and engaged, this is the place to be.”



When You Are Ready for Professional Development – So Are We

Internships

Our internship program is designed to provide progressive training in pharmacy drug distribution and clinical practice. The learning experience builds on the academic curriculum.

Career Ladders

The department offers upward mobility for both pharmacists and technicians, providing opportunities for career development and advancement. The Pharmacist Career Ladder has two pathways – a management track, and a clinical track based upon a demonstrated commitment to patient care, the department and the profession.

Come Here for Advanced Clinical Pharmacy Practice

We seek people with the personality to work well in interdisciplinary teams, who have exceptional interpersonal skills and a commitment to developing their knowledge and skills. We look for competence in caring for and relating to patients from a variety of cultures, and personal involvement that enhances the quality of our services and the pharmacy profession as a whole.

Preceptors

A number of pharmacists serve as preceptors for residents and fourth year students from schools of pharmacy in California as well as other states. The teaching program creates an environment that enables pharmacists to maintain a cutting edge practice.

Residencies

We also offer ASHP accredited Residency in Pharmacy Practice and a second year Specialized Residency in Pharmacy Management and Leadership. We develop additional post-Pharm.D. training programs as we identify potential new roles for pharmacists.

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Training in the various aspects of pharmacy management emphasizes independent thinking and the application of management concepts in the development of progressive pharmacy services across the continuum of care.

Our pharmacists are in good company with other highly committed professionals who love what they do and do what they like. We encourage you to find out what Cedars-Sinai is all about, and we hope to have the opportunity of working with you to create your future.



Hai Tran, Pharm.D.
Clinical Coordinator

Be Curious

“After I graduated from the University of the Pacific, I did my first year of general practice residency and found it intriguing. There are a lot of drugs you can use for the same infection – but which is the right regimen for the patient? I wanted to know more about it so I did a second year in Infectious Diseases.”

Find Your Calling

“I stayed on as an Antimicrobial Use Review Pharmacist for another two years. I was always drawn to the administrative as well as the clinical side of pharmacy, and when Rita Shane offered me my current position – which is Clinical Coordinator at Cedars-Sinai – I was overjoyed at having the best of both worlds.”

Never Be Bored

“My job is always challenging. There are always interesting projects to work on, and no two days are the same. It suits my ambition and personality perfectly! I have my clinical responsibilities as well as the chance to oversee several specialists.”

Live and Learn

“The more you know about the field, the more exciting it gets.”

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Additional information about our residency programs can be found on our website, <http://www.csmc.edu/5363.html>

If you wish to be considered for a supervisory or pharmacist position or our residency program, fax or e-mail your curriculum vitae to:

**Frank G. Saya, Pharm.D., Manager,
Inpatient Pharmacy Services.**
Email: Frank.Saya@cshs.org

If you wish to be considered for a Technician or intern position, fax or e-mail your curriculum vitae to:
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Margarita.Fedorova@cshs.org**

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