

# Maryland Mentor

A Newsletter for the University of Maryland School of Pharmacy's Academy of Preceptors

Summer 2021

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## From the Assistant Dean for Experiential Learning

Dear preceptors,

On May 6, we held our annual Academy of Preceptors program with nearly 100 preceptors attending the virtual event. Deanna Tran, PharmD, and Kristine Parbuoni, PharmD, associate professors of pharmacy practice and science at the School of Pharmacy, provided tips and tricks on precepting virtually and facilitated active discussion among the participants. It was a terrific opportunity to learn from the experts as well as from each other. If you missed it, "Zooming Into Remote Precepting," will be available on our website for continuing education credit shortly.



The Academy of Preceptors also provides an opportunity for us to recognize our annual outstanding preceptors. This year, we received 12 nominations for four awards. The following preceptors were recognized during the event:

- **New Preceptor of the Year** - Lisa Deal, PharmD, FASHP, BCACP, BSN, SUN Behavioral Health
- **IPPE Preceptor of the Year** - Bryan Dingle, PharmD, CVS Pharmacy, Hagerstown, Md
- **APPE Preceptor of the Year** - Sean Kelly, PharmD, BCPS, University of Maryland Medical Center
- **Faculty Preceptor of the Year** - Charmaine Rochester-Eyeguokan, PharmD, CDE, BCACP, University of Maryland School of Pharmacy

I would also like to acknowledge the retirement of Tony Kearney, PharmD, a long-standing preceptor with the School of Pharmacy. Dr. Kearney looks forward to a slower pace after 50 years in the profession. We wish him the very best as he moves on to this new chapter in life and thank him for his long service with the School. To learn more about Dr. Kearney's impact, please see the article later in the newsletter.

Finally, we look forward to transitioning to a more normal state with a physical return to campus over the summer and a full presence coinciding with the new semester at the end of August. We will also resume site visits in September and hope to see you in person over the next several months.

I hope that you have an opportunity this summer to decompress, relax, and enjoy the warmer weather. If there is anything our office can do for you, please do not hesitate to contact any one of us.

Sincerely,

Agnes Ann Feemster, PharmD, BCPS  
Assistant Dean, Experiential Learning Program  
Associate Professor, Department of Pharmacy Practice and Science  
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## What the ELP Office Needs from Preceptors

Please help us be 100 percent compliant with preceptor requirements by doing the following:

- Submitting all required midterm and final evaluations by their due dates
- Submitting an W9 form if you can accept honorarium payments
- Entering your site requirements in CORE ELMS by clicking "My Requirements"
- Reading all emails that come from the School via CORE ELMS
- Completing two hours of preceptor development each year
- Providing a brief description in your preceptor profile in CORE ELMS by clicking "Profile Information," then "Description"

## Library Access

One of the many benefits of being a School of Pharmacy preceptor is having offsite access to Facts and Comparisons Online and Micromedex only through the University's Health Sciences and Human Services Library (HS/HSL).

**Access is limited to School of Pharmacy preceptors who are scheduled to take a student for at least one block in the current academic year.**

If you would like to take advantage of this benefit, please contact LaTia Few at [Lfew@rx.umaryland.edu](mailto:Lfew@rx.umaryland.edu) for more details.

## Preceptor News

### Academy of Preceptors Event

The annual Academy of Preceptors event was held virtually in May. The CE program was a timely topic – "Zooming Into Remote Precepting" – and was presented by Deanna Tran, PharmD, and Kristine Parbuoni, PharmD, faculty members at the School of Pharmacy. Attendance was robust, with nearly 100 participants.

Dean Natalie D. Eddington, PhD, FAAPS, FCP, welcomed our preceptors and praised them for their flexibility and resourcefulness in providing quality experiences for our students throughout the past year. Following the dean's address, the ELP Office announced our Preceptors of the Year.

Drs. Tran and Parbuoni delivered an engaging discussion on the virtual learning environment. They provided tips on how preceptors can keep students' attention, listed some of the barriers to remote precepting, and discussed preceptor pearls for online learning. They provided additional tips to enhance the remote rotation experience. Attendees were also able to break out into small virtual groups to further discuss what had been taught during the program and gain insight from their preceptor colleagues.

Reactions to the session were very positive, with 94% of attendees agreeing that the session was relevant to their practice. Areas that participants found helpful included:

- Ideas on how to engage students online
- Overcoming obstacles in learning during the pandemic
- Examples of failures along with successes
- The importance of camera placement, lighting, and the distraction of virtual backgrounds

The evening's event was recorded, and the ELP Office will post the video on the ELP website soon. With the School of Pharmacy's physical facilities reopening to faculty, students, and staff over the summer, we are hopeful that we will return to an in-person dinner and CE program for the 2022 event. If there are topics you'd like to learn more about at next year's event, please contact the ELP Office at [elp@rx.umaryland.edu](mailto:elp@rx.umaryland.edu).

## We welcome the following newly appointed preceptors:

- |                        |                          |
|------------------------|--------------------------|
| • Bharath Ravichandran | • Mande Noval            |
| • Deanna Bauerlein     | • Mansi Jamindar         |
| • Christopher Booze    | • Michael Singel         |
| • Chukwuma Obi         | • Perry Shafner          |
| • Henoke Shibeshi      | • Seyedeh Maryam Moghimi |
| • Jeannie Shum         | • Tracy Fohrman          |

## Focus on Policy

### Completing Student Evaluations in CORE ELMS

The ELP Office has implemented a new rubric for rotation evaluations. The new rubric uses a four-point scale vs. the old six-point scale. Also, grading is based on the actual number assigned to the “Levels” (1 – 4) vs. a percentage range (0 to 100%). This appears to have led to some confusion among our preceptors, as we are receiving many questions about how to properly complete the evaluation forms.

The new evaluation rubric incorporates Entrustable Professional Activities (EPAs), which are activities that a pharmacist must be able to perform regardless of the graduate’s intended practice setting. Preceptors are to grade students based on the student’s ability to complete activities and the amount of intervention that is required by the preceptor. For example, a student who has great difficulty completing a patient interview and requires much preceptor prompting/intervention should probably be evaluated no higher than Level 2 (Needs Improvement with Moderate Trust). Conversely, a student who can complete a patient interview with little to no preceptor prompting could be evaluated as high as Level 4 (Achieved [Independent] with Complete Trust).

The student’s grade (mid-point or final) will be the average score from all the evaluated domains. For IPPE rotations, grading is now Pass/Fail. The passing grade for IPPE 100 is 2.0 or higher, and 2.5 or higher for IPPE 300 and 307. APPE rotations are graded using the traditional A, B, C or F scale. To earn an A, students must attain an average score of 3.5 or higher. Scores between 3.0 and 3.49 are a B, between 2.5 and 2.99 are a C, and any grade lower than 2.5 is an F.

When completing the evaluation form in CORE ELMS, preceptors should fully complete all the evaluated domains, the professionalism criteria, and add comments, as necessary. Once all the items have been completed, preceptors should click the “Save Changes” button on the bottom right corner of the form. This will save all the answers in the form. It will also reveal the student’s score and grade in the lower left corner of the form. For example, the student’s score/grade may be listed as:

Title:	Midpoint Score	Final Score	Weight	Adj. Final Score
Primary Evaluation	2.69 2.69 (C)	3.78	100%	3.78 3.78 (A)

Note: the letter in the parentheses represents the grade the student will receive. For IPPE rotations, the grade is listed as Pass or Fail. Final grades are not calculated or shown when the preceptor is completing the mid-point evaluation.

Now that the information has been saved (clicking on the “Save Changes” button), preceptors may return to the form, review their answers, and make any necessary changes. Preceptors should click on “Save Changes” whenever a change is made. Once the preceptor is certain that all the information in the evaluation form is correct, the appropriate “Send” button (Mid-point or Final) should be clicked.

Should you have further questions about the new evaluation rubric, please contact the ELP Office at [elp@rx.umaryland.edu](mailto:elp@rx.umaryland.edu) or (410) 706-2432.

## Instructor Insights

### Highlighting Dr. Thomas (Tony) Kearney

By Joanna Lyon, PharmD, MEd, MHS

For this edition of Instructor Insights, I would like to take the opportunity to highlight a very special pharmacist preceptor who has taken many University of Maryland School of Pharmacy students on rotation. Thomas (Tony) Kearney, PharmD, retired as pharmacy manager from Walgreens in June after 50 years as a licensed pharmacist.

As I spoke with Dr. Kearney about his pharmacy preceptor experiences, I was impressed with his desire to give back to the profession and help his students find their way in this ever-changing profession. When Dr. Kearney began as a pharmacist, there were very few specialization choices for pharmacy students and new graduates to pursue. Watching the profession change and expand over a half of a century, Dr. Kearney encourages his students to pick a pharmacy specialization that “really excites” them and be prepared to make a long career out of their choice.

When talking about why Dr. Kearney initially chose to take pharmacy students into his practice site, he remembered his days in high school when he assisted in a pharmacy. He recalled the number of people who mentored and helped him on his career path, and he really wanted to do the same for others. What he quickly found was that these eager students also were a huge help in his daily operations and brought the newest pharmaceutical knowledge that they were learning in the classroom. It soon became evident to him that this was a “two-way exchange” where he was able to guide these new learners and then learn from them.

Discussing what Dr. Kearney will miss most about precepting students after his retirement, he will really miss watching the students progress and grow in ability and confidence. It has always been his goal to allow students to try all aspects of pharmacy during their rotation because he knows that students are the future of our profession. Student comfort and competency in dealing with medication questions, vaccinations, insurance issues, and medication adherence are all key skills that he will no longer get to be part of building in these learners.

After such a successful career with students, I asked Dr. Kearney about the advice he would give to other preceptors. He shared the following:

“Be yourself. Make sure to incorporate students into your daily routine. It is very important that students feel like they are part of your team and interact with all team members. Talk with them and listen to them every day, find out what they would like to do. After all, they are there to learn.”

When discussing what advice he has given to students on his rotation, Dr. Kearney shared an amusing story of a student who came onsite the first day of her rotation with new, high-heeled shoes. Over the course of that day, this student was on her feet for about 10 hours, walked home in the rain, and accidentally locked herself out of her apartment when she got home. Although this student was highly successful and is currently a pharmacy manager at Walgreens, her miserable first day caused Dr. Kearney to make sure all students understood the value of investing in a comfortable pair of shoes.

The University of Maryland School of Pharmacy wishes Dr. Kearney the best as he moves into a long-deserved retirement. We will miss him and appreciate the long collaboration we have had building the skills and confidence of our pharmacy students together with him at his practice site.



Dr. Kearney and exchange students Yiseul Han and Suyeon Yim from Ewha Woman's University in Korea on rotation in the Spring of 2015.

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