ASHP Foundation

Antithrombotic Traineeship

Application Policies and Guidelines

The distance education and experiential program components of the traineeship offers continuing pharmacy education hours for pharmacists.

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Program Overview

The ASHP Research and Education Foundation, as the philanthropic arm of ASHP, develops programs for educating and developing pharmacists and pharmacy staff as leaders and clinicians in support of our vision that patient outcomes improve because of the leadership and clinical skills of pharmacists, as vital members of the health care team who are accountable for safe and effective medication use.

The Antithrombotic Traineeship is a focused 5-month postgraduate program for pharmacists. The primary goal of the traineeship is to prepare pharmacists to establish, maintain, and continuously improve antithrombotic therapy programs that result in optimal patient-level, population, and healthcare organization outcomes.

The traineeship consists of four components:

- Pre-Program Assessment - Antithrombotic-Use Assessment Tool
- Distance education program
- Skills-based, robust 5-day experiential program
- Post-training requirements to demonstrate participant and practice outcomes.

A pre-program assessment, using the Antithrombotic-Use Assessment Tool, provides the participant information to evaluate their organizational needs to customize the traineeship to achieve meaningful outcomes. The distance education program is a combination of on-demand home study modules and live web-based presentations and case-based discussions, designed and delivered by expert faculty. Upon successful completion of the distance education component, participants will be matched with an experiential site and mentor. During a 5-day experiential program, working with experienced clinicians, participants will design, communicate, and manage evidence-based, patient-specific antithrombotic pharmacotherapy for patients. At specific intervals after completion of the experiential component, participants are required to provide the ASHP Foundation documentation of post-training projects that demonstrate meaningful practice advancement. The distance education and experiential program offer continuing pharmacy education hours for pharmacists. A certificate will be given to participants who successfully complete all components and requirements of the program.

ASHP Foundation

Our Mission

The mission of the ASHP Foundation is to improve the health and well-being of patients in health systems through appropriate, safe and effective medication use.

ASHP Foundation Strategic Priorities

1. Facilitate and strongly support the pharmacy profession in advancing pharmacy practice models that foster pharmacists’ leadership and accountability for patient outcomes.
2. Create demand for new models of pharmacy practice that leverage the expertise and unique abilities of pharmacists.
3. Drive the advancement of the technical, human and leadership competencies of pharmacists and pharmacy staff in complex and rapidly changing organizations.
4. Ensure the long-term financial sustainability of the ASHP Foundation.

The strategic priorities of the ASHP Foundation are closely aligned with the ASHP strategic plan. ASHP represents pharmacists who serve as patient care providers in acute and ambulatory settings. The organization’s more than 40,000 members include pharmacists, student pharmacists and pharmacy
For over 70 years, ASHP has been on the forefront of efforts to improve medication use and enhance patient safety.

The ASHP Foundation pursues its mission and strategic priorities through provision of awards, research grants, educational programs, and practice tools. The ASHP Foundation has a long track record of administering research grant, education and practitioner recognition programs that use stringent external review processes to select program recipients and participants. Visit our website to learn more about the ASHP Foundation.

Program Description

Upon completion of the Antithrombotic Traineeship, the applicant will be responsible for providing antithrombotic drug-therapy management to patients. For the purposes of this traineeship, the ASHP definition of Drug Therapy Management will be used. ASHP defines drug-therapy management as an interprofessional team process for selecting appropriate drug therapies, educating patients, monitoring patients, and continually assessing outcomes of therapy. Pharmacist activities in drug-therapy management may include, but are not limited to: initiating, modifying, and monitoring a patient’s drug-therapy; ordering and performing laboratory and related tests; assessing patient response to therapy; counseling and educating a patient about medications; and administering medications.

The Antithrombotic Traineeship consists of four components:

- Pre-Program Assessment - Antithrombotic-Use Assessment Tool
- Distance education program
- Skills-based, robust 5-day experiential program
- Post-training requirements to demonstrate participant and practice outcomes.

Program Timeline for the 2015-2016 Offering

- Applications available – June 24, 2015
- Application deadline – September 21, 2015
- Trainees announced – November 2015
- Distance education – December 2015 – March 2016
- Experiential training – April/May 2016
- Post training requirements – Fall 2016

Pre-Program Assessment - Antithrombotic-Use Assessment Tool

The overarching purpose of the tool is to promote the safe and effective use of antithrombotic medications in both inpatient hospital and ambulatory settings. Evaluation questions are provided to enable hospitals and health-systems to assess their current antithrombotic services. The results of the assessment can be used for planning and ongoing optimization of antithrombotic use in the inpatient and ambulatory settings. Participants are expected to complete this assessment in the first two months of the distance program. Results of the tool will be used to help customize the traineeship to achieve meaningful outcomes for the participant and their home organizations.

Distance Education Program

The purpose of the application-based, distance education component of this traineeship is to prepare the trainee to arrive at the experiential stage with the fund of knowledge and skills required to optimize the care and outcomes of patients on antithrombotics. It therefore concentrates on acquiring advanced knowledge about the disease states most likely to be encountered and their management, including drug therapy.
Web-based Presentations
Trainees will be required to participate in a set of eight (8), web-based presentations. The web-based presentations are a combination of live and on-demand. The times and dates of the live presentations included below are subjective to change. Confirmed times and dates will be provided to the trainees upon entry into the program.

<table>
<thead>
<tr>
<th>Topic</th>
<th>Month</th>
<th>Time (ET)</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Antithrombotic Therapy</td>
<td>December 2015</td>
<td>2:00pm – 3:00pm ET</td>
</tr>
<tr>
<td>VTE and Arterial Disease: Focus on pathophysiology</td>
<td>January 2016</td>
<td>2:00pm – 3:00pm ET</td>
</tr>
<tr>
<td>Systems Approaches to Antithrombotic Management, Part 1</td>
<td>February 2016</td>
<td>2:00pm – 3:00pm ET</td>
</tr>
<tr>
<td>Systems Approaches to Antithrombotic Management, Part 2</td>
<td>March 2016</td>
<td>2:00pm – 3:00pm ET</td>
</tr>
<tr>
<td>Managing Excessive Anticoagulation</td>
<td>Recorded</td>
<td></td>
</tr>
<tr>
<td>Driving Quality with Visual Management</td>
<td>Recorded</td>
<td></td>
</tr>
<tr>
<td>Pharmacy and the C-Suite: Managing the Interface</td>
<td>Recorded</td>
<td></td>
</tr>
</tbody>
</table>

Case-based Discussions
Trainees will be required to participate in a series of four (4) 1.25 hour cased-based discussions. Faculty and participants will apply evidence-based guidelines and current research findings to patient cases. The times and dates of the discussions included below are subjective to change. Confirmed times and dates will be provided to the trainees upon entry into the program.

<table>
<thead>
<tr>
<th>Topic</th>
<th>Month</th>
<th>Time (ET)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medications</td>
<td>December 2015</td>
<td>2:00pm – 3:15pm ET</td>
</tr>
<tr>
<td>Genomics</td>
<td>January 2016</td>
<td>2:00pm – 3:15pm ET</td>
</tr>
<tr>
<td>Perioperative Implications</td>
<td>February 2016</td>
<td>2:00pm – 3:15pm ET</td>
</tr>
<tr>
<td>Applying Antithrombotic Therapy to the Individual Patient</td>
<td>March 2016</td>
<td>2:00pm – 3:15pm ET</td>
</tr>
</tbody>
</table>

Upon completion of the distance education program, participants will be able to:

1. Design, develop, implement, evaluate and modify an antithrombotic program based on initial and ongoing needs assessments applied to patient cases.
2. Identify, triage and manage antithrombotic-related adverse events (e.g., bleeding, risk management, tracking ADEs) applied to patient cases.
3. Evaluate current health information technologies to support efficient provision of care, documentation, effective communications across the care continuum, and systematic data tracking and collection.
4. Describe continuous quality improvement methods to document and ensure optimal outcomes.
5. Assess pertinent accreditation, legal, regulatory, and safety requirements from overseeing regulatory agencies (e.g., NCQA, TJC, HIPAA, CMS, ASHP best practices) relevant to their practice environment.
Experiential Program
During the 5-day experiential program, working with experienced clinicians, participants will design, communicate, and manage evidence-based, patient-specific antithrombotic pharmacotherapy for adult patients. The program focuses on critical thinking, decision-making, and communication skills. Following completion of the experiential program, the preceptor provides the ASHP Foundation with an evaluation of the trainee’s progress.

At least two weeks in advance of the experiential component, the trainee should provide the site preceptor, via email, with their selected post-training project ideas and a list of topics/questions that the trainee would like to focus on during the experiential weeks.

Experiential Sites:
The experiential component of the Antithrombotic Traineeship will be offered at the following sites*:

<table>
<thead>
<tr>
<th>Site</th>
<th>Name</th>
<th>Position/Title</th>
</tr>
</thead>
<tbody>
<tr>
<td>William E Dager, Pharm.D. Pharmacist Specialist</td>
<td>UC Davis Medical Center</td>
<td></td>
</tr>
<tr>
<td>James Kalus, PharmD, BCPS, FASHP</td>
<td>Senior Manager, Patient Care Services</td>
<td>PGY1 Residency Program Director</td>
</tr>
<tr>
<td>Lynda Thomson, Pharm.D. Internal Medicine Associates</td>
<td></td>
<td>Henry Ford Hospital</td>
</tr>
<tr>
<td>Anne Rose, Pharm.D. Anticoagulation Stewardship Program Coordinator</td>
<td>University of Wisconsin Hospital and Clinics</td>
<td></td>
</tr>
<tr>
<td>Kelly M. Rudd, Pharm.D., BCPS, CACP</td>
<td>Clinical Pharmacy Specialist, Anticoagulation &amp; Clinical Pharmacy Service Coordinator</td>
<td></td>
</tr>
<tr>
<td>William E Dager, Pharm.D. UC Davis Medical Center</td>
<td></td>
<td>Henry Ford Hospital</td>
</tr>
<tr>
<td>Distance Learning Only</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Edith Nutescu, Pharm.D., M.S., FCCP</td>
<td>University of Illinois Hospital &amp; Health Sciences System</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td>Chicago, IL</td>
</tr>
</tbody>
</table>

*Additional experiential sites to be confirmed. Updated information will be included on the traineeship website.

ASHP Foundation staff and traineeship faculty will strive to align trainees’ individual educational needs and geographic location when determining site assignments. Alignment of trainees’ educational needs and training site capabilities will be prioritized. The ASHP Foundation cannot guarantee that trainees will be assigned to the site that is closest in geographic proximity to the trainee’s home.

Upon completion of experiential program, the participant will be able to:

Foundation Skills
1. Use an organized system for identifying, retrieving, and applying current literature related to comprehensive management of antithrombotic therapies and related disease states.
2. Communicate clearly and professionally when speaking or writing.
3. Solve practice problems effectively.
4. Develop and conduct educational programs/offerings for providers and other stakeholders, may include inservices to healthcare providers or patients and/or families.
Patient Care Skills
5. Demonstrate direct patient assessment skills to integrate physical, clinical, psychosocial, cultural and laboratory findings to determine patients’ responses to therapy.
6. Design, including monitoring and adjusting, patient-specific antithrombotic regimens that include appropriate patient and therapy selection to ensure optimal outcomes and prevent adverse events.
7. Triage and manage antithrombotic-related adverse events (e.g., bleeding, risk management, tracking ADEs).
8. Provide culturally competent and literacy-sensitive patient education and communications.
9. Document patient assessments, care plans, outcomes including responses to therapy and adverse effects, therapy modifications, and patient education in the health record to support interprofessional communications.
10. Ensure continuity of care, including implementation and appropriate follow up, across all healthcare settings.
11. Establish collaborative working relationships with the interdisciplinary antithrombotic management team;

Practice Management Skills
12. Develop, implement, manage and document protocols, policies, and procedures for the treatment adult patients on antithrombotic therapy.
13. Describe the steps involved in assessing outcome data for development of individual- and population-based patient care guidelines/protocols.
14. Contribute to the development of new pharmacy services or to the enhancement of existing services.
15. Apply continuous quality improvement methods to document and ensure optimal outcomes.
16. Systematically document interventions and adverse events following health system standards.
17. Communicate value (e.g., improved patient outcomes, cost benefit, business proposal) of antithrombotic management programs to providers, healthcare executives, and other stakeholders.

Traineeship Administration
The tuition for the Antithrombotic Traineeship program is $3,750. Applicants who are accepted into the program can elect to pay their registration fee payment in full or participate in a payment plan.

Upon acceptance into the Antithrombotic Traineeship program, trainees will be sent a declaration of payment form with the option of entering into a payment plan with the ASHP Foundation.

The first payment is due upon program commencement, and the final payment is due before the experiential education. Payments of will be due on February 28, 2016; March 31, 2016; April 30, 2016; and May 30, 2016 (see table below).

Full payment must be received before trainees go onsite for experiential training in order to guarantee participation.

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$938</td>
<td>$938</td>
<td>$937</td>
<td>$937</td>
</tr>
</tbody>
</table>
Please Note:
- The tuition fee does not include travel accommodations for the experiential training, which are the responsibility of the trainee.
- If the participant(s) must cancel his/her participation, he/she must notify the ASHP Foundation in writing at least eight (8) weeks in advance of the starting date of the experiential portion of the program.
  - Tuition is not refundable if notification occurs less than eight (8) weeks before participant entry into the experiential program.

Trainee Assessment

Distance Education Component
To earn CE credit for the distance education component and to advance to the experiential component, participants must pass the final learning assessment and complete the online evaluation. Problem-solving capabilities will be assessed by the faculty during the distance education component and through faculty evaluation during the cased-based discussions.

Experiential Component
Participants must successfully complete all requirements of the first two components: Pre-Program Assessment and Distance Education, prior to being matched with an experiential site and mentor. During the experiential component, faculty members will assess the participants’ ability to function effectively as a member of an antithrombotic team. The faculty member will complete an evaluation form for each participant following the experiential component and discuss the evaluation with the participant.

Post-Training Requirements
At specific intervals after completion of the experiential component of the traineeship, trainees are required to provide the ASHP Foundation documentation that demonstrates application of the obtained knowledge and skills before a certificate of completion is issued, as described below.

<table>
<thead>
<tr>
<th>Deliverable</th>
<th>Due to Foundation</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Required of All Participants</strong></td>
<td></td>
</tr>
<tr>
<td>Narrative statement that addresses:</td>
<td>6 months post-</td>
</tr>
<tr>
<td>- How the traineeship supported the trainee’s integration as a member of</td>
<td>training</td>
</tr>
<tr>
<td>the antithrombotic management program</td>
<td></td>
</tr>
<tr>
<td>- Key elements of the trainee’s impact on program outcomes and</td>
<td></td>
</tr>
<tr>
<td>- The trainee’s role in a systematic approach to the comprehensive</td>
<td></td>
</tr>
<tr>
<td>management of antithrombotic therapies (This will be documented</td>
<td></td>
</tr>
<tr>
<td>through the provision of at least three specific programmatic vignettes.)</td>
<td></td>
</tr>
<tr>
<td>Letter of support from a physician champion or designated individual, who</td>
<td>6 months post-</td>
</tr>
<tr>
<td>is responsible for the management of patients with or at risk for</td>
<td>training</td>
</tr>
<tr>
<td>thromboembolic conditions, that describes the trainee’s involvement and</td>
<td></td>
</tr>
<tr>
<td>impact as a member of the antithrombotic management program</td>
<td></td>
</tr>
<tr>
<td>Six vignettes that illustrate the trainee’s post-traineeship application</td>
<td>6 months post-</td>
</tr>
<tr>
<td>of the knowledge and skills obtained through the traineeship;</td>
<td>training</td>
</tr>
<tr>
<td>Impact on Practice Survey</td>
<td>12 months post-</td>
</tr>
<tr>
<td><strong>Participant Selects 2 of the Following:</strong></td>
<td></td>
</tr>
<tr>
<td>Copy of a policy and procedure that demonstrates integration of the trainee</td>
<td>6 months post-</td>
</tr>
<tr>
<td>into the organizational approach and structure for antithrombotic</td>
<td>training</td>
</tr>
<tr>
<td>management.</td>
<td></td>
</tr>
<tr>
<td>Examples of contributions to their program’s educational outreach (e.g.,)</td>
<td>6 months post-</td>
</tr>
<tr>
<td></td>
<td>training</td>
</tr>
</tbody>
</table>
educational program materials) to patients, healthcare providers and/or other stakeholders.

<table>
<thead>
<tr>
<th>Training Requirement</th>
<th>Time Frame</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business plan to expand their current program plus evidence of presentation to an organizational decision-maker</td>
<td>6 months post-training</td>
</tr>
<tr>
<td>Continuous Quality Improvement (CQI) plan based upon participant’s organizational-specific data plus evidence of presentation to an organizational decision-maker</td>
<td>6 months post-training</td>
</tr>
</tbody>
</table>

Application Process

To apply to the traineeship, the applicant must complete an online application along with the following items:

1) A cover letter from the applicant that describes how he/she will use the training obtained through this program.
2) A biographical sketch limited to five (5) pages in the format provided in the PHS SF424 form from the U.S. Department of Health and Human Services.
3) A letter from the director of pharmacy that indicates support for the applicant’s participation, departmental commitment to the applicant’s participation on the antithrombotic management team and an institutional commitment to payment of the program tuition.
4) A letter from the chief executive officer or equivalent of the applicant’s organization confirming a commitment to the applicant’s involvement in an existing antithrombotic management team or care system (in which the pharmacist routinely provides pharmaceutical care for patients in the health system), including the expected implementation date.
5) A letter from the physician responsible for the antithrombotic management service that supports the applicant’s participation on the antithrombotic management team.
6) Certification and Acceptance Form with all required signatures.

The director of pharmacy, physician, and chief executive officer letters are critical to the reviewers’ evaluation of institutional support for the trainee to participate on antithrombotic services. These letters are also evaluated closely to assess sustainability of the service.

International applicants must also provide:

1. Evidence of English proficiency (TOEFL results) or International English Language Testing System (IELTS) for individuals in countries where English is not the first language;

<table>
<thead>
<tr>
<th>TOEFL Score Scale</th>
<th>IELTS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Reading</strong></td>
<td>Band 7</td>
</tr>
<tr>
<td><strong>Listening</strong></td>
<td>Band 8</td>
</tr>
<tr>
<td><strong>Speaking</strong></td>
<td>Band 9</td>
</tr>
<tr>
<td><strong>Writing</strong></td>
<td>Expert User</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>TOEFL Score Scale</th>
<th>IELTS</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>High (22-30)</strong></td>
<td>Good User</td>
</tr>
<tr>
<td><strong>Band 7</strong></td>
<td>Good User</td>
</tr>
<tr>
<td><strong>Band 8</strong></td>
<td>Very Good User</td>
</tr>
<tr>
<td><strong>Band 9</strong></td>
<td>Expert User</td>
</tr>
</tbody>
</table>

Exceptions:
- United States citizens living outside of the U.S. do not need to submit English proficiency test results or visa information.
International applicants who graduated from a U.S. university do not need to submit English proficiency results or accreditation information.

Participants from English-speaking countries do not need to submit English proficiency test results.

2. If the United States requires that you obtain a visa for entry into the United States, a copy of an existing visa to travel to the U.S. to study or a detailed timeline indicating your ability to obtain a visa to participate in a 1-2 week education program in the United States; (For additional information, please see the following information on a B1 Visa: http://www.uscis.gov/working-united-states/temporary-visitors-business/b-1-temporary-business-visitor)
   a. Final Visa documentation must be provided a minimum of six (6) weeks prior to onsite training.

3. A copy of your school/college of pharmacy diploma; and

4. Documentation from your college or school of pharmacy that it is an accredited institution.

**Selection Criteria**
The following criteria will be used by program faculty to evaluate applicants’ preparedness for the traineeship:

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Points Possible</th>
</tr>
</thead>
<tbody>
<tr>
<td>Preparation/Development (See Qualifications of Applicant above.)</td>
<td>30</td>
</tr>
<tr>
<td>Training Expectations (Along with applicant responses to related application questions, the applicant’s cover letter will be used to score under this criterion.)</td>
<td>30</td>
</tr>
<tr>
<td>Institutional Support / Service Viability for Applicant to Participate in the Traineeship and Service Establishment or Enhancement (Along with applicant responses to related application questions, letters from the Director of Pharmacy, Medical Director and Chief Executive Officer will be used to score under this criterion.)</td>
<td>40</td>
</tr>
<tr>
<td>TOTAL</td>
<td>100</td>
</tr>
</tbody>
</table>

Applicants selected by the faculty will be offered a position in the distance education program. Those selected to participate in the distance education program must pass the learning assessment test in order to advance to the experiential program.

**Qualifications of the Applicant**
To apply to the traineeship, the applicant must be a graduate of an accredited college or school of pharmacy. The applicant must have completed an accredited PGY1 residency or have 2 years’ experience in clinical practice. **Current pharmacy residents are not eligible to apply.**

**Applicant Characteristics**
The applicant must have a command of basic knowledge areas as they relate to patients with thromboembolic conditions including:

- Related medical terminology
- Pathophysiology
- Clinical pharmacology and therapeutics
- Clinical pharmacokinetics, pharmacodynamics, and pharmacogenetics
- Clinical laboratory data interpretation
- Patient assessment and documentation
- Culturally competent and literacy-sensitive patient education
- Interprofessional communication skills
- Patient-centered disease state management
- Patient-centered self-care
- Elements of program evaluation
- Health information technology (e.g., clinical decision support, telemedicine)

Upon acceptance into the program, the participant will be asked to provide evidence of HIPAA training and current vaccination status. The following vaccine-related information is required:

- Measles—documentation of administration of TWO measles vaccine doses in your lifetime or one dose if administered after 1980. If first measles vaccination was at 15 months of age or younger, it does not count toward the two lifetime doses.
- Rubella—proof of immunity to rubella, positive serology for rubella antibodies (copy of lab slip), or documentation of administration of rubella vaccine.
- Varicella—known past history of disease. A stated history is acceptable, or if there is no known history of disease: serology documenting absence or presence of antibody to VZ is required (copy of lab slip).
- Tuberculosis—evidence of negative PPD skin test results within the last 12 months or a tuberculosis screening questionnaire completed within the last 12 months (spot testing, questionnaire, etc.). If the participant is PPD Positive, evidence of a chest x-ray within the last 12 months must be provided (symptom interview).
- Tetanus—documentation of administration of a tetanus vaccine within the last ten years.
- Hepatitis B—documentation of administration of the entire hepatitis B vaccine series and the booster dose, if required.

Additional Requirements:

- Participant(s) selected for the experiential program are responsible for transportation and lodging.
- In addition, some sites may require that participants complete a criminal background check before arrival at the site.

Qualifications of the Applicant's Healthcare Organization

All of the following are required for qualification of the participant’s current healthcare organization with documentation provided in the application process:

- The applicant’s employer must be a health-care organization with resources for the care of patients at risk for cardiac or thromboembolic events.
- The chief executive officer or equivalent of the applicant’s organization confirms a
commitment for inclusion of the applicant on the antithrombotic service.*

- The physician who will be administratively responsible for the care of patients at risk for cardiac or thromboembolic events confirms a willingness to support pharmacists’ involvement.
- A letter from the director of pharmacy that indicates support for the applicant’s participation, departmental commitment to the applicant’s participation on the antithrombotic team and an institutional commitment to payment of the program tuition is required.

*If the service is already established, the chief executive officer or equivalent and the physician who is responsible for care of patients at risk for cardiac or thromboembolic events must confirm that the pharmacist applying for the traineeship will be or is already involved in the antithrombotic team and provides drug therapy management to patients at risk for cardiac or thromboembolic events. They must also confirm that the participant’s involvement in this patient care service will continue after the traineeship program.