



# The PBI Pharmacist Ethics and Professionalism Course

AN ETHICS PROTECTION, VIOLATION PREVENTION  
COURSE

IRVINE

IN PARTNERSHIP WITH THE CALIFORNIA ACCREDITATION FOR  
PHARMACY EDUCATION AND THE CALIFORNIA BOARD OF  
PHARMACY



**CPE CREDIT HOURS COURSE\***

APPROVED FOR *AMA PRA CATEGORY 1 CREDITS™*

**22 CPE CREDIT HOURS\***

ADDITIONAL 12 CREDITS AVAILABLE THROUGH WEEKLY POST-COURSE  
TELECONFERENCES FOR INCREASED ACCOUNTABILITY AND  
ENHANCED FOLLOW-UP/RELAPSE PREVENTION.

Produced by  
Professional Boundaries, Inc.

**Course Objectives**

### **Upon completion, participants will:**

- Define the concept of professionalism as it relates to pharmacists.
- Identify unique risk factors that create legal, regulatory, and risk management issues for pharmacists.
- Discuss the important statutes and regulations that govern the practice of pharmacy, how and why they were created, and what boards of pharmacy do to enforce them.
- Identify how and why pharmacists enter the legal/regulatory system.
- Define the concept of unprofessional conduct.
- Identify and define violation potentials for ethical issues utilizing the Ethics Formula.
- Create a personal Ethics Protection Plan to maintain professional ethics and safeguard against ethics violations.
- Demonstrate the use of peer group discussions to solve ethical dilemmas.

## **Course Schedule & Outline**

**Pre-course Component - 8 CPE HOURS:** Prior to the live course, the participant will complete the following:

- Reading assignments - PE-22 Reading Packet
- Submit copies of their board order(s)
- Write in their own words a description of their violation
- Look up, read, and critique their own specialty and pharmacy codes of ethics
- Write their own personal "Code of Ethics"
- Research their violation through review of state statutes and regulations
- List and analyze their personal vulnerabilities, the risk factors intrinsic within their particular work setting, their resistance to exploring these factors, and accountability that might help prevent future violations

**THE COURSE BEGINS EACH DAY AT 8:15 AM AND CONCLUDES EACH DAY AT 5:00 PM. ALL OTHER TIMES MAY VARY.**

**This course is designed to be an interactive course with specific objectives to accomplish within the designated time frame. Attendee participation is required throughout. In order to qualify for the 22 CPE credit hours, attendees must be present and participating each day from 8:15 am to 5:00 pm. Please make travel arrangements accordingly.**

**LIVE COURSE, Day 1:**

**8:15 AM - 9:00 AM**

Orientation, fundamentals, and overview

- Introductions / Logistics / Course Overview / Goals & Objectives
- Faculty disclosure statements / Confidentiality statement
- Code of Ethics and the Hippocratic Oath-Betraying Professional Trust
- Sharing by each attendee regarding why they are in the course and what their expectation and goals are for the course - feedback by the group
- Taking accountability for what you have done

**9:00 AM - 10:15 AM**

Medical Ethics, oaths, boards, and ethics violations

- Lecture and discussion
- Domino effect
- State boards differ
- Ethical principles - AMA, Hippocratic Oath, APhA, others
- Unprofessional behavior
- Causes / psychodynamics of Ethics Violations
- Clinical Framework

**10:15 AM - 10:30 AM**

BREAK

**10:30 AM - 11:15 AM**

Sex, Drugs, Power, and Disciplinary Action

- Lecture and discussion
- Professionalism and why it's important
- Overview of the most common problems that jeopardize pharmacist's licenses
- Sexual boundary violations
- Substance abuse among pharmacists
- Disruptive behavior among pharmacists

**11:15 AM - 12:15 AM**

Group discussion regarding causes of ethics violation

- All participants share regarding underlying causes of their violations
- Review of individual violations
- Review of assignments
- Orientation to the Ethics / Boundaries Formula

- Learning to apply the concepts of the Formula for greater insight into ethical processing

### **12:15 PM - 1:15 PM**

LUNCH

### **1:15 PM - 2:00 PM**

Categories of pharmacists by professional/personality type

- Know/care
- Don't know/care
- Know/don't care
- Don't know/don't care

### **2:00 PM - 2:45 PM**

Risk factors for pharmacist adversity

- How they were taught to see themselves in school
- Intellectual attributes of the typical pharmacist
- Personality traits of the typical pharmacist
- Professional expectations of pharmacists by other stakeholders (patients, MDs, nurses, regulators, attorneys)
- Pressure to perform in a certain way by other stakeholders (supervisors, regulators)

### **2:45 PM - 3:00 PM**

BREAK

### **3:00 PM - 5:00 PM**

Overview of the legal system

- The court system
- Statutes
- Regulations
- How and why pharmacists enter the legal/regulatory system
- How to keep pharmacists out of the legal/regulatory system
- The logistics of the California Board of Pharmacy disciplinary system
- Unprofessional conduct
- Legal, regulatory, and risk management issues unique to pharmacists
  - Acts of omission
  - Failure to perform drug utilization reviews
  - Failure to counsel
  - Failure to maintain records
  - Failure to exercise "corresponding responsibility" in dispensing of controlled substances
  - Drug diversion for self-use or future sale
  - Substandard compounding
  - Illegal manufacturing under the guise of compounding
  - Violations of basic business law
    - Fraud, waste, and abuse
    - Violations of trade laws involving prescription drugs

- Reasons why some pharmacists appear oblivious to potential adversity

## **LIVE COURSE, Day 2:**

### **8: 15 AM - 10:00 AM**

The Ethics Formula™ - developing an individualized Stratified Ethics Protection Plan™

- Review of previous day's material
- Explanation of violation potential
- Review of risk factors and how they contribute to ethics violations

### **10:15 AM - 10:30 AM**

BREAK

### **10:30 AM - NOON**

Boundary and Ethics Formula - developing your personal protection plan

- Review of personal vulnerabilities and how they contribute to an ethics violation
- Resistance and resistance to facing resistance
- Developing your personal protection plan

### **NOON - 1:00 PM**

LUNCH

### **1:00 PM - 2:00 PM**

Self-care, Red Flags, Protect Yourself

- Lecture and small group discussion
- Review of "self-care" necessities
- How to identify when you are "wandering off course"
- Questions about how boards operate

### **2:00 PM - 3:00 PM**

Developing your own Personal Ethics Violation Protection Plan

- Participants will take the Ethics Self-Assessment Test (ESAT)
- Developing a first draft of the Stratified Ethics Protection Plan
- Share protection plans individually to the group and receive feedback from the group

### **3:00 PM - 3:15 PM**

BREAK

### **3:15 PM - 4:45 PM**

Developing your own Stratified Ethics Protection Plan (cont'd.)

- Revise individualized protection plans based on feedback
- Role play protection plan
- Discussion and program evaluations

### **4:45 PM**

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## Accreditation Statement

Professional Boundaries, Inc. is an accredited provider of continuing education courses for pharmacy professionals under the requirements of California Accreditation for Pharmacy Education and the California Board of Pharmacy. CAPE PROVIDER #217

## Designation Statement

California Accreditation for Pharmacy Education and the California Board of Pharmacy designates these live activities each for a maximum of *22 AMA PRA Category 1 Credits™*. Pharmacists should claim only the credit commensurate with extent of their participation in the activity.

## Disclosure Policy

It is the policy of the California Accreditation for Pharmacy Education and the California Board of Pharmacy to ensure balance, independence, objectivity and scientific rigor in all CPE activities. Full disclosure of conflicts and conflict resolutions will be made prior to the activity in writing via handout materials, insert, or syllabus.