New Course Outline

- The [PharmD Approval Process for New Course Outlines](#) document provides for more information on next steps and approval timelines.
- The [Course Outline Submission Overview](#) document provides more detailed guidelines on course learning objectives, topic outlines/scheduling requirements, and assessment methods.
- The [AFPC Educational Outcomes for Professional Programs](#) document provides complete information on roles and key competencies for Pharmacy Degree Programs.

**Course Number:** PHM321/ PHM521

**Course Title:** Selected Topics in Pharmaceutical Industry

**Outline Version Code:**

**Course Description:**
This course is designed to expose students to the pharmaceutical & biopharmaceutical industries, its environment, inner workings, and approach to engaging customers and stakeholders. The course outlines the business model of the industry and covers both drug development and commercialization, from international and Canadian perspectives. The course is intended to broaden the students' understanding of the industry, introduce critical concepts and terminology, build confidence and prepare students who may seek a career in the industry.

**Semester:** ☒ Fall ☐ Winter ☐ Summer

**Course Type:** ☐ Elective ☒ Selective ☐ Mandatory

1. **Course Learning Objectives:**
Upon completion of this course, students will have achieved the following level of learning objectives:
Introductory = knowledge and comprehension of concepts, definitions
Intermediate = application of concepts to simple situations
Advanced = application of concepts to more complex situations with ability to synthesize and evaluate

**Knowledge**
Introductory Level:
List and distinguish the roles of the various stakeholders in industrial pharmacy; Explain the role of firms in industrial pharmacy; Recognize the need for a financial return on investment for corporate investors in industrial pharmacy; List all steps of drug development and commercialization; Describe the drug discovery process with a focus on the entrepreneurship and business development; Describe the drug development process: bench work, animal testing and clinical development; Describe the regulatory environment that governs the pharmaceutical industry; Describe modern market access and drug promotion including the functions of the following departments: health outcomes and economics, medical and scientific affairs, as well as, sales and marketing.
Intermediate Level:
Analyze drug discovery and development strategies and plans; Analyze regulatory strategies and plans; Analyze market access strategies and plans; Analyze marketing strategies and plans; Discuss the rationale behind major regulations that have shaped the pharmaceutical industry; Differentiate between on-label and off-label promotion and cite the legal implications of off-label promotion; Assess when it is appropriate to engage in an off-label discussion.

Advanced Level:
Appraise a drug candidate's potential for commercial success; Appraise the success of marketed drugs in the face of emerging competition and other environmental changes; Debate controversial regulations and standards governing the industry such as drug development regulations and new regulations emerging in the field of post licensure market access and health technology assessment.

**Skills**

Introductory Level:

Intermediate Level:
Design a simple drug development plan; Design a simple market access plan; Design a simple marketing plan.

Advanced Level:

**Attitudes/Values:**

Introductory Level:
Students will gain sufficient knowledge to be able to consider the pharmaceutical industry as they draw up their career plans

Intermediate Level:
Develop an appreciation for the history of ethical, legal and regulatory forces that have shaped the pharmaceutical industry; Plan a career with in the pharmaceutical industry.
Advanced Level:
Formulate a point of view on future trends and opportunities within the pharmaceutical industry

2. Rationale for Inclusion in the Curriculum:
The industrial pharmacy course will prepare students for interaction with the pharmaceutical industry. Students will be provided with sufficient background on the industry's function, structure, stakeholders, incentives and code of conduct. The course will also build on this knowledge base to develop skills and competencies through interaction with actual senior industry professionals and through in-class discussions of current high profile and controversial topics. As a result, students will be able analyze and understand industry actions and decisions, appreciate the complexity and limitations imposed on drug development and commercialization, as well as, develop foresight into how the field of industrial pharmacy will develop in the future. In this manner pharmacy students will be able to better define their role while interacting with the industry and their potential role within the industry. Further, students will be able to think about how to leverage the pharmaceutical industry as they progress their careers and profession.

3. Pre-requisites:

4. Co-requisites:

5. Course Contact Hours and Teaching Methodologies:

<table>
<thead>
<tr>
<th>Didactic (lecture)</th>
<th>Hours: 26</th>
</tr>
</thead>
<tbody>
<tr>
<td>Large group problem-based/ case-based learning (group size: )</td>
<td>Hours:</td>
</tr>
<tr>
<td>Laboratory or Simulation</td>
<td>Hours:</td>
</tr>
<tr>
<td>Tutorial/Seminar/Workshop/Small Group (group size: )</td>
<td>Hours:</td>
</tr>
<tr>
<td>Experiential</td>
<td>Hours:</td>
</tr>
<tr>
<td>On-line</td>
<td>Hours:</td>
</tr>
<tr>
<td>Other (please specify):</td>
<td>Hours:</td>
</tr>
<tr>
<td><strong>Total Course Contact Hours</strong></td>
<td><strong>Hours: 26</strong></td>
</tr>
</tbody>
</table>

6. Estimate and description of student's weekly out-of-class preparation time excluding exam preparation:
This is estimated at around 2-4 hours per week necessary to work through assigned readings and slides when they are available.
7. Topics Covered and Lecture Specific Learning Objectives

**Week 1**
**Lecture Topic:** Course Overview

**Lecture Learning Objectives:**
- Review course structure and requirements
- Overview of pharmaceutical companies and the industry.
  - Knowledge: Introductory
    - List and distinguish the roles of the various stakeholders in industrial pharmacy
    - Recognize the need for a financial return on investment for corporate investors in industrial pharmacy.
  - Attitudes: Introductory
    - Students will gain knowledge to be able to consider the pharmaceutical industry as they draw up their career plans.

**Week 2**
**Lecture Topic:** Honorary Lecture/Panel Discussion/Workshop; Roles and Value of the Pharmacist in the Pharmaceutical Industry

**Lecture Learning Objectives:**
A facilitated discussion with a panel of at least half a dozen established pharmacists with diverse careers in various aspects of the pharmaceutical industry. The discussion will provide a bird's eye view of the industry and will discuss the industry's history, current challenges, future trends and how pharmacists provide value.

- Knowledge: Advanced
  - Appraise a drug candidate's potential for commercial success
  - Appraise the success of marketed drugs in the face of emerging competition and other environmental changes
  - Debate controversial regulations and standards governing the industry such as drug development regulations and new regulations emerging in the field of post licensure market access and health technology assessment.
- Skills: Intermediate
  - Design a simple drug development plan
  - Design a simple market access plan
  - Design a simple marketing plan.
- Attitudes: Advanced
  - Students will gain sufficient knowledge to be able to consider the pharmaceutical industry as they draw up their career plans
  - Develop an appreciation for the history of ethical, legal and regulatory forces that have shaped the pharmaceutical industry
  - Plan a career within the pharmaceutical industry
  - Formulate a point of view on future trends and opportunities within the pharmaceutical industry.
**Week 3**

**Lecture Topic:** Discovery & Innovation 1

**Lecture Learning Objectives:**
Bench side R&D; Startup companies; Academic-industrial partnerships; Entrepreneurship; Cost of R&D.

− **Knowledge:** Introductory
  o Recognize the need for a financial return on investment for corporate investors in industrial pharmacy
  o List all steps of drug development and commercialization
  o Describe the drug discovery process with a focus on the entrepreneurship and business development
  o Describe the drug development process: bench work, animal testing and clinical development.

− **Skills:** Intermediate
  o Design a simple drug development plan.

− **Attitudes:** Introductory
  o Students will gain sufficient knowledge to be able to consider drug discovery and development as they draw up their career plans.

**Week 4**

**Lecture Topic:** Discovery & Innovation 2 and Clinical Development

**Lecture Learning Objectives:**
Modern trends in drug discovery; Overview of the clinical development process; Globalization of clinical research; Overview of clinical research requirements for innovative, generic and biosimilars molecules.

− **Knowledge:** Introductory
  o Describe the drug development process: bench work, animal testing and clinical development.

− **Skills:** Intermediate
  o Design a simple drug development plan.

− **Attitudes:** Introductory
  o Students will gain sufficient knowledge to be able to consider drug discovery and development as they draw up their career plans.

**Week 5**

**Lecture Topic:** Pharmaceutical Regulation

**Lecture Learning Objectives:**
Regulating Research and Development; Regulating promotional activities; History and future challenges of modern regulation.

− **Knowledge:** Intermediate
  o Describe the regulatory environment that governs the pharmaceutical industry.

− **Skills:** Intermediate
  o Analyze drug discovery and development strategies and plans
  o Analyze regulatory strategies and plans
  o Analyze market access strategies and plans.

− **Attitudes:** Intermediate
  o Students will gain sufficient knowledge to be able to consider regulatory affairs as they draw up their career plans.
Week 6
Lecture Topic: Medical and Scientific Affairs I (Safety & Medical Information)

Lecture Learning Objectives:
Ensuring that marketing strategy is grounded in scientific and medical principles; Compliance in the pharmaceutical industry; Managing off label discussions.

− Knowledge: Advanced
  o Describe modern market access and drug promotion including the functions of the following departments: health outcomes and economics, medical and scientific affairs, as well as, sales and marketing
  o Discuss the rationale behind major regulations that have shaped the pharmaceutical industry
  o Differentiate between on-label and off-label promotion and cite the legal implications of off-label promotion
  o Assess when it is appropriate to engage in an off-label discussion
  o Debate controversial regulations and standards governing the industry such as drug development regulations and new regulations emerging in the field of post licensure market access and health technology assessment.

− Skills: Intermediate
  o Design a simple marketing plan
  o Design a simple market access plan.

− Attitudes: Intermediate
  o Students will gain sufficient knowledge to be able to consider medical and scientific affairs as they draw up their career plans
  o Develop an appreciation for the history of ethical, legal and regulatory forces that have shaped the pharmaceutical industry.

Week 7
Lecture Topic: Medical and Scientific Affairs II (Medical Education & MSLs)

Lecture Learning Objectives:
Ensuring that marketing strategy is grounded in scientific and medical principles; Compliance in the pharmaceutical industry; Managing off label discussions.

− Knowledge: Advanced
  o Describe modern market access and drug promotion including the functions of the following departments: health outcomes and economics, medical and scientific affairs, as well as, sales and marketing
  o Discuss the rationale behind major regulations that have shaped the pharmaceutical industry
  o Differentiate between on-label and off-label promotion and cite the legal implications of off-label promotion
  o Assess when it is appropriate to engage in an off-label discussion
  o Debate controversial regulations and standards governing the industry such as drug development regulations and new regulations emerging in the field of post licensure market access and health technology assessment.

− Skills: Intermediate
Design a simple marketing plan
Design a simple market access plan.

- Attitudes: Intermediate
  - Students will gain sufficient knowledge to be able to consider medical and scientific affairs as they draw up their career plans
  - Develop an appreciation for the history of ethical, legal and regulatory forces that have shaped the pharmaceutical industry.

**Week 8**
**Lecture Topic:** Recommending Bodies and Payers 1

**Lecture Learning Objectives:**
Cost effectiveness thresholds; Cost effectiveness analysis in Canada and the US.

- **Knowledge: Advanced**
  - Describe modern market access
  - Analyze market access strategies and plans
  - Appraise a drug candidate’s potential for commercial success
  - Appraise the success of marketed drugs in the face of emerging competition and other environmental changes
  - Debate controversial regulations and standards governing the industry such as drug development regulations and new regulations emerging in the field of post licensure market access and health technology assessment.

- **Skills: Intermediate**
  - Design a simple market access plan.

- **Attitudes: Intermediate**
  - Students will gain sufficient knowledge to be able to consider market access and health economics as they draw up their career plans
  - Develop an appreciation for the history of ethical, legal and regulatory forces that have shaped the pharmaceutical industry.

**Week 9**
**Lecture Topic:** Class assignments and/or Facilitated Discussions on Industry Topics of Interest

**Lecture Learning Objectives:**

**Week 10**
**Lecture Topic:** Pharmaceutical Marketing

**Lecture Learning Objectives:**
Developing a marketing plans for all phases of a drug’s life cycle; Assessing the impact of marketing campaign.

- **Knowledge: Advanced**
  - Describe the marketing process
  - Analyze a marketing plan
  - Appraise a drug candidate’s potential for commercial success
Appraise the success of marketed drugs in the face of emerging competition and other environmental changes
Debate controversial regulations and standards governing the industry such as drug development regulations and new regulations emerging in the field of post licensure market access and health technology assessment.

Skills: Intermediate
- Develop a simple marketing plan.

Attitudes: Intermediate
- Students will gain sufficient knowledge to be able to consider marketing as they draw up their career plans
- Develop an appreciation for the history of ethical, legal and regulatory forces that have shaped the pharmaceutical industry.

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**Week 11**
**Lecture Topic:** Recommending Bodies and Payers 2

**Lecture Learning Objectives:**
Overview of recommending bodies and post-licensure market access; Global industrial perspective on reimbursement, health outcomes and economics.

- **Knowledge:** Introductory
  - Describe modern market access.
- **Skills:** Intermediate
  - Design a simple market access plan;
- **Attitudes:** Introductory
  - Students will gain sufficient knowledge to be able to consider market access and health economics as they draw up their career plans.

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**Week 12**
**Lecture Topic:** Pharmaceutical Industry Topic of Interest – (Industry guest speaker(s) + Monica Gautam)
Lecture Topics may include: Vaccines, Patient Support Programs, Ethics and Compliance and/or Generic and Biosimilar Medications

**Lecture Learning Objectives:**

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**Week 13**
**Lecture Topic:** Course and Exam Review

**Lecture Learning Objectives:**
8. Assessment Methodologies Used:

<table>
<thead>
<tr>
<th>Assessment</th>
<th>Course Learning Objectives Addressed</th>
<th>Assessment Method Used</th>
<th>Percent of Course Grade</th>
<th>For Group Work: Individualized or same mark for all group members</th>
</tr>
</thead>
<tbody>
<tr>
<td>☐ Assignment</td>
<td></td>
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<tr>
<td>☐ Presentation</td>
<td></td>
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<tr>
<td>☐ Participation</td>
<td></td>
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<tr>
<td>☒ Mid-term</td>
<td>Midterm examination: covering all prior lectures inclusive of assigned readings</td>
<td>Multiple Choice questions (MCQs) and/or short essays</td>
<td>30%</td>
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<tr>
<td>☐ Final Exam</td>
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<tr>
<td>☒ Assignment</td>
<td>Short essay assignment assessing intermediate and advanced learning objectives</td>
<td>Assignment: Essay/business assessment or plan</td>
<td>20%</td>
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</tr>
<tr>
<td>☐ Presentation</td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>☐ Participation</td>
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<tr>
<td>☐ Mid-term</td>
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<tr>
<td>☐ Final Exam</td>
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</tr>
<tr>
<td>☒ Assignment</td>
<td>Class participation</td>
<td>Student participation in various discussion forums.</td>
<td>10%</td>
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<tr>
<td>☐ Presentation</td>
<td></td>
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<td></td>
<td></td>
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<tr>
<td>☐ Participation</td>
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<tr>
<td>☐ Mid-term</td>
<td></td>
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</tr>
<tr>
<td>☒ Final Exam</td>
<td>Final exam: covering all lectures and assigned readings</td>
<td>Multiple Choice questions (MCQs) and/or short essays</td>
<td>40%</td>
<td></td>
</tr>
</tbody>
</table>

Expectation for pass grades for all Pharmacy courses is 60%

9. Policy and procedure regarding late assignments/examinations/laboratories:
Late Assignment Policy:
Students who fail to submit an assignment by the specified due date will receive a deduction of 10% for each day beyond the due date (including weekends/holidays), to a maximum of 50%. Assignments will not be accepted for grading after 7 late calendar days.

10. Policy and procedure regarding missed assignments/examinations/laboratories:
Missed Exam/Test Policy:
Students who miss an examination or a test and who have a valid petition filed with the Registrar's office will be eligible to complete a make-up examination or test. This will be an oral examination.

Missed Assignment Policy:
Students who fail to submit an assignment by the specified due date, and who have a valid petition filed with the Registrar's office will be eligible to submit the completed assignment with no academic penalty.
11. AFPC Education Outcomes addressed (check all those that apply):
- Refer to AFPC Educational Outcomes for Professional Programs for further information about the role and key competencies.

As Care Providers, pharmacy graduates:

**CP1 – Practice within the pharmacist scope of practice and expertise**

☐ CP1.1 Apply knowledge from the foundational sciences to make decisions relevant to the contemporary and evolving scope of pharmacist practice;

☐ CP1.2 Integrate AFPC Communicator, Collaborator, Leader-Manager, Health Advocate, Scholar, and Professional roles in their practice of pharmacy;

☒ CP1.3 Recognize and respond to the complexity, uncertainty and ambiguity inherent in pharmacy practice;

☐ CP1.4 Explain the benefits, risks and rationale associated with pharmacist-provided care as an important step in obtaining and documenting consent to pharmacist care;

☐ CP1.5 Recognize and take appropriate action when signs, symptoms and risk factors that relate to medical or health problems that fall into the scope of practice of other health professionals are encountered.

**CP2 – Provide patient-centred care**

☐ CP2.1 Collect, interpret, and assess relevant, necessary information about a patient’s health-related care needs;

☐ CP2.2 Formulate assessments of actual and potential issues and in collaboration with the patient and other health team members as appropriate, prioritize issues to be addressed in a given patient encounter;

☐ CP2.3 Create and document plans in collaboration with the patient and other health team members as appropriate, and make recommendations to prevent, improve or resolve issues;

☐ CP2.4 Implement plans in collaboration with the patient and other health team members as appropriate, including:

CP2.4.1 obtaining consent
CP2.4.2 making a referral or consulting others
CP2.4.3 adapting, initiating, renewing/continuing, discontinuing or administering medication as authorized
CP2.4.4a dispensing and/or
CP2.4.4b compounding and/or
CP2.4.4c delegating/authorizing such tasks to others appropriately
CP2.4.5 engaging the patient or care-giver through education, empowerment and self-management, and
CP2.4.6 negotiating the role of pharmacy and non-pharmacy team members in continuity and transitions of care.

☐ CP2.5 Follow-up by monitoring, evaluating progress toward achievement of the patient’s goals of therapy, adjusting plans in collaboration with the patient and health team members across the care continuum.

CP3 – Actively contribute, as an individual and as a member of a team providing care, to the continuous improvement of health care quality and patient safety

☐ CP3.1 Recognize and respond to harm and potential harm from health care delivery, including patient safety incidents;

☐ CP3.2 Adopt strategies that promote patient safety and address human and system factors;

As Communicators, pharmacy graduates:

CM1 – Communicate in a responsible and responsive manner that encourages trust and confidence

☐ CM1.1 Select and use oral, non-verbal and written communication strategies (tools, techniques, technologies, etc.) effectively so that the patient’s best interests are foremost;

☒ CM1.2 Provide timely, clear responses that are tailored to the context and audience;

☒ CM1.3 Express facts, evidence, opinions and positions accurately and effectively, with clarity and confidence;

☐ CM1.4 Listen, actively solicit and respond appropriately to ideas, opinions and feedback from others;

☐ CM1.5 Use language, pace, tone, and non-verbal communication that is suitable for:
  a) the intended outcomes of the communication, and
  b) the complexity, ambiguity, urgency and/or difficulty of a situation, conversation or conflict

☐ CM1.6 Seek and synthesize relevant information from others in a manner that ensures common understanding and where applicable, clarifies and secures agreement and/or consent;

☐ CM1.7 Compose and share oral, written, and electronic information in a manner that optimizes patient safety, dignity, confidentiality, and privacy.

CM2 – Communicate in a manner that supports a team approach to health promotion and health care

☐ CM2.1 Engage in respectful, empathetic, compassionate, non-judgmental, culturally safe, tactful conversations with patients, communities, populations, and health team members;
CM2.2 Demonstrate awareness of the impact of one’s own experience level, professional culture, biases and power and hierarchy within the health team on effective working relationships, communication and conflict resolution with health team members and adapt the approach to the situation appropriately;

CM2.3 Demonstrate accuracy and appropriateness of communication as well as respect for the role of other health team members when disclosing information about harmful or potentially harmful situations;

CM2.4 In word and in action, convey the importance of teamwork in patient-centred care, patient safety, health care quality improvement and health program delivery.

As Collaborators, pharmacy graduates:

CL1 – Work effectively with members of the health team including patients, pharmacy colleagues and individuals from other professions

CL1.1 Establish and maintain positive relationships;

CL1.2 Recognize, respect and negotiate the roles and shared/overlapping responsibilities of team members;

CL1.3 Join with others in respectful, effective shared decision-making.

CL2 – Hand over the care of the patient to other pharmacy team members and non-pharmacy team members to facilitate continuity of safe patient care

CL2.1 Determine when and how care should be handed over to another team member;

CL2.2 Recognize, respect and honour the negotiate shared and overlapping responsibilities of patients, pharmacy team members and other health members when handovers occur;

CL2.3 Demonstrate safe handover of care, using oral, written, and electronic communication, during a patient transition to a different care provider or setting.

As Leader-Managers, pharmacy graduates:

LM1 – Contribute to optimizing health care delivery and pharmacy services

LM1.1 Work with others to apply quality improvement strategies and techniques to optimize pharmacy care;

LM1.2 Contribute to a culture of patient safety;

LM1.3 Confirm the quality, safety, and integrity of products;

LM1.4 Use health informatics to improve the quality of care, manage resources and optimize patient safety.
LM2 – Contribute to the stewardship of resources in health care systems

☒ LM2.1 Apply evidence and management processes to achieve cost appropriate care;
☐ LM2.2 Allocate health care resources for optimal patient care;
☒ LM2.3 Contribute to the management of finances and health human resources in pharmacy practice settings;

LM3 – Demonstrate leadership skills

☒ LM3.1 Demonstrate leadership skills to enhance pharmacy practice and health care.

LM4 – Demonstrate management skills

☐ LM4.1 Work with others to apply the principles of effective management and supervision of health human resources and medication use systems;
☒ LM4.2 Use effective strategies to manage and improve their own practice of pharmacy.

As Health Advocates, pharmacy graduates:

HA1 – Respond to an individual patient’s health needs by advocating with the patient within and beyond the patient care environment

☐ HA1.1 Work with patients to address determinants of health that affect them and their access to needed health services or resources;
☐ HA1.2 Work with patients to increase opportunities to adopt healthy behaviours;
☐ HA1.3 Incorporate disease prevention, health promotion and health surveillance into interactions with individual patients.

HA2 – Respond to needs of communities or populations they serve by advocating with them for system-level change in a socially accountable manner

☐ HA2.1 Work with community or population to identify the determinants of health that affect them;
☒ HA2.2 Participate in health promotion and disease prevention programs.

As Scholars, pharmacy graduates:

SC1 – Apply medication therapy expertise to optimize pharmacy care, pharmacy services and health care delivery
SC1 – Use knowledge and problem-solving to arrive at recommendations and decisions that are appropriate, accurate, and practical;

☐ SC1.2 Use professional experience to solve routine, previously encountered problems;

☒ SC1.3 Use established decision-making frameworks and apply learning required to manage new situations and problems.

SC2 – Integrate best available evidence into pharmacy practice

☐ SC2.1 Generate focused questions related to needs for information, recommendations and decisions in practice;

☐ SC2.2 Use systematic approaches in the search for best available evidence;

☒ SC2.3 Critically appraise health-related research and literature;

☒ SC2.4 Incorporate best available evidence in the decision-making process.

SC3 – Contribute to the creation of knowledge or practices in the field of pharmacy

☒ SC3.1 Apply scientific principles of research and scholarly inquiry;

☐ SC3.2 Apply ethical principles that underlie research and scholarly inquiry.

SC4 – Teach other pharmacy team members, the public and other health care professionals including students

☐ SC4.1 Provide effective education to others;

☐ SC4.2 Employ appropriate teaching roles when teaching others;

☐ SC4.3 Deliver effective feedback in teaching and learning situations;

☐ SC4.4 Use appropriate learning assessment and evaluation strategies when working with patients, team members, students and teachers.

As Professionals, pharmacy graduates:

PR1 – Committed to apply best practices and adhere to high ethical standards in the delivery of pharmacy care

☒ PR1.1 Exhibit professional behaviour whether face-to-face, in writing, or via technology-enabled communication. Professional; behaviour includes, but is not limited to:

a) demonstrating honesty, integrity, humility, commitment, altruism, compassion, respect for diversity and patient autonomy;

b) being accessible, diligent, timely and reliable in service to others;

c) abiding by the principle of non-abandonment;
d) maintaining appropriate interpersonal boundaries;
e) maintaining professional composure, demeanor, and language even in difficult situations, and;
f) maintaining privacy and confidentiality;

☐ PR1.2 Use ethical frameworks as one component of professional judgment;
☒ PR1.3 Recognize and respond to situations presenting ethical dilemmas, including conflicts of interest;
☒ PR1.4 Engage in activities that:
   a) protect the public, and;
   b) advance the practice of pharmacy.

**PR2 – Able to recognize and respond to societal expectations of regulated health care professionals**

☒ PR2.1 Take responsibility and accountability for actions and inactions;
☐ PR2.2 Demonstrate a commitment to patient safety and quality improvement;
☐ PR2.3 Honour the laws, ethical codes, and regulatory requirements (by-laws, standards, policies) that govern the self-regulated profession of pharmacy;
☐ PR2.4 Demonstrate an understanding of federal, provincial/territorial, and municipal laws, policies and standards that apply to pharmacy workplaces;
☐ PR2.5 Demonstrate an ability to maintain competence to practice through evaluating areas for improvement and planning, undertaking learning activities to address limitations in competence and/or performance and incorporating learning into practice;
☐ PR2.6 Identify and respond to unprofessional, unethical, and illegal behaviours in pharmacists, other pharmacy team members, and other health professionals.

**PR3 – Committed to self-awareness in the management of personal and professional well being**

☐ PR3.1 Set professional and personal goals, priorities, and manage their time to balance patient care, workflow, and practice requirements;
☒ PR3.2 Examine, reflect upon, and manage personal attributes (knowledge, skills, beliefs, biases, motivations, emotions, etc.) that could influence self-development and professional performance;
☒ PR3.3 Adapt their practice of pharmacy to fulfill evolving professional roles;
☐ PR3.4 Recognize and respond to self and colleagues in need.