

Your Prescription for a Rewarding Career



Lehigh Valley Health Network offers advanced resources that enable our pharmacists to participate in a multidisciplinary approach to patient care.

A PASSION FOR BETTER MEDICINE.™



Dear Prospective Candidate,

Lehigh Valley Health Network's Pharmacy Department strives to provide the highest-quality pharmaceutical care and services to our patients and our hospital staff. Our mission is to maintain an accurate and efficient dispensing system by using state-of-the-art technology, providing comprehensive drug information, and educating our patients and health care providers on the safe, effective and responsible use of medications. We foster an environment that aspires to excellence, aligns with the hospital's vision, nurtures growth, maintains professional competency, facilitates drug research and welcomes change that will improve patient outcomes.



Represented by three clinical campuses (two in Allentown, Pa., and one in Bethlehem, Pa.), the pharmacy department processes more than 900,000 orders and dispenses well over 8 million doses each year. We promote an environment of continuous growth and improvement in both technology and education. We have implemented the use of robotic dispensing technology, automated dispensing machines, bar code medication administration and computer-assisted physician order entry. The use of these advanced resources enables our pharmacists to participate in a multidisciplinary approach to patient care and our technicians to perform tasks with greater efficiency and accuracy.

We strive for excellence in patient care, as members of the staff are continually encouraged to be active participants in the department's growth and development. If you would like to work in an environment that takes pride in the standards they have established and is in continual pursuit of excellence, please contact us. We may be the just the prescription you need.

Sincerely,
Robert Begliomini, Pharm.D.
Administrator, Pharmacy Services

Get to Know Us

Lehigh Valley Health Network comprises Lehigh Valley Hospital—Cedar Crest, Lehigh Valley Hospital—17th Street, Lehigh Valley Hospital—Muhlenberg, Lehigh Valley Health Services, the 400-member Lehigh Valley Physician Group (LVPG) and community health centers located in Bath, Bethlehem Township, Hamburg, Hellertown, Kutztown, Saucon Valley, Trexlertown and Quakertown.

The hospitals have a total of 988 licensed acute beds with a medical staff of more than 1,100—more than 800 of them board certified—representing 95 specialties. We are the area's largest employer with more than 9,500 employees.

In fiscal year 2008, we cared for more than 61,000 patients in the hospital, treated tens of thousands of outpatients, attended to nearly 144,000 emergency department cases, delivered more than 3,800 babies, and reached thousands more in the community through health screenings and education and prevention programs.

Lehigh Valley Health Network has been ranked 14 straight years by *U.S. News & World Report* as one of the top providers in the nation. In addition to that, our nurses stand out among the best in the nation. In September 2006, the American Nurses Credentialing Center redesignated us a Magnet hospital, recognizing our nurses as being the best in the world. This is the highest honor an organization can receive for nursing care. We are among 4 percent of hospitals internationally to hold this honor and are the only Magnet hospital in the Lehigh Valley.



Salary and Benefits

Lehigh Valley Health Network's compensation philosophy is a merit-based, market-competitive approach. We regularly assess the competitiveness of our wage structure. In addition to salary we offer a benefit package to regular full- and part-time employees. Regular part-time is defined as a minimum of 16 hours per week. Benefit package includes:

- Immediate health coverage (no contribution required for full-time employees). Coverage is additional for eligible dependents.
- Prescription drug plan
- Wellness benefit
- Dental insurance
- Vision plan
- Life insurance
- Health care/dependent care flexible spending accounts
- Short-and long-term disability coverage
- Retirement plan
- Tax-sheltered annuity
- Shared success plan
- Paid time off
- Sick time
- Tuition reimbursement
- Funeral leave
- Jury duty pay
- Comprehensive professional liability insurance
- On-site children's center

** Benefit package is pro-rated for part-time employees*

Join the Lehigh Valley Health Network Pharmacy Family

As a member of our pharmacy team, you'll discover that our patient-centered care model of practice enables you to work closely with physicians, nurses and other members of the health care team to provide comprehensive patient care.



Clinical Staff Pharmacists

Our clinical staff pharmacists rotate team responsibilities in a decentralized setting on the patient care units, as well as within a distributive function in the central pharmacy. This approach makes the team more effective, allowing you time to directly interact with other health care professionals, as well as intervene early with your patients to improve their outcomes.

As a teaching hospital, you'll find numerous opportunities for education and intervention, as well as opportunities to round as part of a multidisciplinary team in areas such as pediatrics, neonatology, geriatrics, transitional skills and critical care. You'll also have the opportunity to rotate through a number of specialty care areas dependent just on your personal interests including an operating room satellite or outpatient oncology satellite.



Clinical Pharmacists

Supporting our clinical staff pharmacists is a team of top-notch clinical pharmacists with expertise in areas including pediatrics, oncology, cardiology, infectious disease and parenteral nutrition. If these positions interest you, you'll develop medication dosing and substitution protocols, participate in and maintain research studies, and provide education to the pharmacy staff and those in other disciplines.

Pharmacy Technicians

As a pharmacy technician, you'll play an integral part in the preparation, packaging and distribution of medications throughout our health network. By working in tandem with our clinical staff pharmacists, you'll provide valuable support to ensure these medications are delivered to our patients accurately and efficiently. The latest technological developments in our department aid in our efforts to achieve our goals of pharmaceutical excellence and patient safety.

Our technicians are instrumental in the preparation of all types of medications. You'll help self-manage a highly productive IV-admixture program; compound patient specific intravenous, oral and topical medications; as well as cater to the special medication needs of oncology, pediatric and neonatal patients. Additionally, our technicians are responsible for maintaining the automated dispensing cabinets and the medication storage and dispensing units throughout the network.



Shaping the Future of Our Pharmacy

Lehigh Valley Health Network offers a postgraduate year one Pharmacy Residency Program accredited by the American Society of Health-System Pharmacists. The 12-month directed training experience provides the resident with the opportunity to further develop clinical and leadership skills and explore the many facets of hospital pharmacy practice. The pharmacy residency program prepares its graduates to practice as clinical staff or clinical specialists, to serve as adjunct faculty for a college of pharmacy, to assume an entry level hospital management role, or to pursue second-year postgraduate training.

Our pharmacy department also has affiliations with several schools of pharmacy within Pennsylvania and the Northeast. Pharmacy interns work side by side with clinical pharmacy specialists rounding, learning and presenting cases. Additionally, we support an affiliation with a local technical school to help train highly skilled pharmacy technicians and are an approved Accreditation Council for Pharmacy Education (ACPE) provider for continuing education.

Patient Safety Is Our Top Priority

The Institute of Safe Medication Practices has repeatedly recognized our hospital for our medication safety efforts, including honoring us with a Cheers Award. We are constantly evaluating our medication administration system for ways to make it safer for patients. For example, we've implemented computer-assisted physician order entry (CAPOE), bedside bar coding, Pyxis automated dispensing cabinets and robotic medication dispensing from two Swisslog Pillpick Robots. We also have a medication safety officer whose sole job is to focus on making sure the right drug is delivered to the right person at the right time. He works closely with the pharmacy staff and with a medication safety team to constantly improve our procedures. Through our technology and dedication to medication safety, we are proud to report a drop in errors, ensuring our hospital is safer for patients and staff.



Opportunities for Professional Growth

The diverse population seeking treatment at our health network allows you the unique opportunity to be directly involved with increasing positive treatment outcomes of patients of varying ages, ethnicities and disease states. You'll be given the opportunity to work in the specialty area that interests you and focus on specific kinds of treatment and aspects of care. We have several specialty care units available: pediatric and neonatal critical care, neuroscience, colon rectal, oncology and burn management to name a few. We are devoted to meeting the needs of our patients in a time of rapid, dramatic advancement in drug therapy, and provide opportunities for our pharmacists and technicians to respond to these changes.

Whether you are a pharmacist or technician, if you decide to pursue specialty certification or an advanced degree, we'll support your efforts and provide financial assistance. Continuing your education not only brings your skills to a higher level but also serves as a role model to others.

Likewise, if you learn about a conference or other continuing education program that would benefit your practice, we encourage you to attend to enhance your clinical skills and expand your knowledge base. We also sponsor ACPE approved lectures for continuing education.

This is just a sample of how our health network supports opportunities for professional growth, not only to improve the quality of care that patients receive and to increase positive treatment outcomes, but also to ultimately improve the patient's quality of life.

Expand Your Involvement

Do you feel the need to make a greater contribution to Lehigh Valley Health Network? We welcome that enthusiasm. Pharmacists proudly represent the voice of our department by providing valuable input as members of various ongoing interdepartmental committees such as Code Blue, Therapeutics, Infection Control, Medication Safety and the Pharmacy Safety and Quality Team.

Do you have a fresh idea or are you interested in implementation of new technology or special projects? In the past, our pharmacists have played integral roles in implementation of such committees as initiating our computer-assisted physician order entry (CAPOE) on all units, including the emergency department; launching and maintaining a pharmacy intranet Web site; reviewing research proposals; advising on patient fall prevention with medication review; participating in mass immunization program; and designing a Web-based total parenteral nutrition (TPN) ordering system to assist physicians in timely and more appropriate orders.

Technologically Advanced Care

CAPOE, robot dispensing technology, Pyxis, electronic bar coding, eMAR, an electronic patient-charting system (T-system), Web-based TPN ordering, computers on wheels, and notebook computers for pharmacists and practitioners keep everyone up-to-date no matter where you are in the hospital. This technology enables our staff to make informed recommendations and decisions in a timely manner.



These advancements are also why we're the only hospital in Pennsylvania to be named among the "100 Most Wired" and "25 Most Wireless" hospitals in the U.S. by *Hospitals and Health Networks* (H&HN), a publication of the American Hospital Association. The health network also received an Innovator Award, one of only three hospitals in the country, for its innovative use of information technology to advance patient care through its advanced intensive care unit (AICU).

Our pharmacy department is an integral component of the health care team and the use of these state-of-the-art resources allow our pharmacists to focus on recommending appropriate treatments and preventing adverse events. CAPOE allows physicians to enter new orders from a handheld computer or desktop, eliminating pen and paper transcription errors. The pharmacist is notified of this new order, accesses and verifies it. This is where our robot technology takes over, filling patient medications 24 hours a day, with the highest reliability rate that is currently attainable in pharmacy systems. Additionally, Pyxis machines installed on patient care units hold commonly prescribed, emergent and controlled medications to ensure timely availability for the nurses.

So, how do you know the right medication is there for the patient? Bar coding at the point-of-care ensures the right patient receives the right dose of the right medication at the right time. Every medication delivered to the patient floors is bar-coded; prior to the medication being administered to the patient, the medication bar code and patient wristband are scanned and verified against the patient's electronic medication administration record (eMAR) confirming all are correct. In addition, access to the eMAR via computer allows pharmacists to make valuable decisions with regard to medication timing and drug interactions, enhancing patient safety.

To further assist our staff, we maintain a pharmacy intranet site, available to the health care team while on site. The site goes way beyond Micromedex and contains recent news and departmental e-mails, up-to-date procedures and protocols, and links to other helpful resources.



From Our Staff

“I consider it a privilege to work at Lehigh Valley Health Network for so many years, where I have seen much progress in our services and reputation. The advantages of working here are the opportunities to work in staff, clinical and management positions at a variety of sites. Whether your interests are critical care, trauma, burn, oncology, pediatrics, nutrition support, etc., you’ll find opportunities to learn and use your skills. I would highly recommend a career here for anyone interested in learning and growing his or her pharmacy career.”

– Lynn Kuster, RPh, BCNS, Clinical Staff Pharmacist

“I have been a physician at Lehigh Valley Health Network for more than 15 years. During that time I have found the pharmacy department to provide one of the most elite services within the medical center. The knowledge base, dedication and accessibility of the pharmacy department remain unmatched.”

– Francis Schwiep, M.D.

Want to Join Our Team?

If Lehigh Valley Health Network sounds like a match for you, please contact us:

Lehigh Valley Health Network
Department of Pharmacy
1200 S. Cedar Crest Blvd.
Allentown, PA 18103
610-402-8881



The Lehigh Valley: A Great Place to Live and Work

The moment you visit the Lehigh Valley, you'll see why it's a great place to live. Full of natural beauty including numerous parks and the vitality of three cities (Allentown, Bethlehem and Easton), this rich area features something for everyone. The area boasts many recreational opportunities including annual fairs and festivals, ski resorts, amusement parks, museums, ethnic restaurants and more. Centrally located, the Lehigh Valley is within two hours to many New Jersey shore points, just 90 miles from New York City, and a one-hour drive to either Philadelphia or the Pocono Mountains.





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