

Setting the Course with a New Executive Director



Jim Mann
Executive Director, CSHP

Linda Poloway, President of the Canadian Society of Hospital Pharmacists, is most pleased to announce the appointment of James L. Mann, MScPhm, to the position of Executive Director. Jim brings to CSHP a wealth of experience and diverse skills from his career within hospital pharmacy practice as well as public and private health sector organizations.

Jim's hands-on experience with hospital pharmacy operations began in 1969 when he joined Toronto General Hospital (TGH) in a clinical practice-teaching staff position, progressing to Director of Pharmacy at TGH and then Sunnybrook Medical Centre within 5 years. Under Jim's leadership, the Sunnybrook Pharmacy was recognized as a model department on the basis of its leading-edge drug distribution system, its role as one of the first and largest decentralized unit dose CIVA (Co-operative [Centralized] IV Additive) hospitals in Canada, and state-of-the-art clinical services for the institution's acute and long-term care beds. The department's growth in staff (from 32 FTEs to more than 50 pharmacists and 100 FTEs over 10 years) occurred with the expansion of hospital services to include geriatrics, trauma, and oncology, and pharmacy services to cover ambulatory clinics, psychiatry, and the intensive care unit. A strong believer in the "form follows function" philosophy and a strong structured framework for staff, Jim always recognized the management team for its strong human resources and team-building skills, which led to the department being a professionally satisfying, fun place to work. In addition, the Pharmacy was an acknowledged leader through the development of the first Canadian hospital pharmacy Quality Control/Analytical Research laboratory – an entrepreneurial undertaking that very quickly generated hundreds of thousands of dollars in annual funding support. Throughout these intrahospital activities, Sunnybrook Pharmacy also evolved into the primary undergraduate teaching hospital for University of Toronto (U of T) pharmacy students and a sought-after site for hospital pharmacy residency and joint MScPhm programs.

In 1984, Jim entered the private health care arena when he joined Travenol Canada Inc. (Baxter) as Manager, Drug Delivery Services, and Manager, Pharmacy Consulting Services. Once again, he had the opportunity to develop services that added value to hospital pharmacy operations through the

establishment of a CIVA "premix: drug in the bag" program that was developed for Canadian hospitals and was based at Toronto, Montreal, and Calgary compounding centres. The first company-owned and operated "CIVA centre" established a world-class facility at TGH in 1986 and still serves the University Health Network (TGH and other sites), with Baxter as the basis for their collaboration.

Next, Jim's role as Director of Pharmacy Services with the Ontario Hospital Association (OHA) focussed on enhancing the profile of pharmacy within the OHA and served as a model for other pharmacy consulting organizations. Appreciation for the value of departmental operational reviews for both client and provider was confirmed by Jim, through "Viewpoints on Hospital Pharmacy Services", a bimonthly management newsletter which had a huge readership base of 1200 sites across Canada.

Migrating back to private enterprise, Jim created and ran the Professional Affairs Department of Apotex Inc. from 1992 to 1998. Again with a team of "big picture" pharmacists, the department was able to develop programs and services for the profession Canada-wide. Jim was instrumental in developing unique pharmacy organization-industry partnerships with national and provincial pharmacy associations, licensing bodies, and faculties that benefitted both the profession and individual pharmacists. The Future Leader Award (all 9 faculties of pharmacy), the Mentoring Program (Canadian Pharmacists Association [CPhA]), and support for CPhA's Centennial Scholars Program were excellent fruits of Jim's labour. The creation of the Faculties of Pharmacy Summer Student Award (Association of Faculties of Pharmacy of Canada) program provided \$5000 annually for each faculty to support a summer research effort involving an academic, an innovative practitioner, and a keen student, a strategic effort that demonstrated the value of practice-based research and pharmacists' impact on drug-related health care.

Most recently, as Senior Director, Professional Affairs, with the CPhA, Jim was responsible for a significant portfolio of programs and services supporting the Association and its members. In this role, he continued to support the documentation of the value of pharmacists' services to health care and to develop resources, including technology, that would facilitate innovative practice. Specific initiatives included working with Human Resources Development Canada (HRDC) to examine the human resources issues in pharmacy (shortage and demand) and the development of the Association's relationship with new practitioners.

Throughout his career, Jim has always played an active role as a part-time U of T faculty member, most recently in hospital pharmacy administration courses. He has been recognized by student evaluations as an "above-average teacher who incorporates practical ideas into lectures and causes students to think 'big picture' about their future practice, the profession, and the health care system". Jim will continue this activity with the U of T in the capacity of Associate Professor of Pharmacy (Social/Admin) during his term as CSHP Executive Director.

Jim Mann has published and presented extensively to the profession and mentored many individual pharmacy practitioners in their attempts to optimize patient-oriented practice; his contributions have been formally recognized by many pharmacy organizations over the years. We look to him for his strong history of leadership and management skills to assist Council in maximizing the potential of the Society in supporting the needs of its members. We are optimistic that his demonstrated innovative approaches to identifying new opportunities for success will strengthen and guide the Society.

Jim Mann is viewed as one of the pillars of hospital pharmacy in Canada and we are most pleased that he has chosen to apply his skills and dedication to our Society. We welcome Jim and keenly anticipate a close working relationship with him in continuing to advance hospital pharmacy practice.

