

# CURRICULUM VITAE

**Michael J. A. Rouse, B.Pharm (Hons), MPS**

## **Personal and Contact Details:**

Full Name **Michael John Andrew Rouse**  
Contact Details 1701 Maple Lane, Wheaton, IL 60187  
Tel: (630) 653-1777; Mobile (630) 508-1776  
Personal email: rouse\_house@sbcglobal.net

## **Professional Qualifications:**

Bachelor of Pharmacy (Hons); M.P.S. (Zimbabwe)

## **Summary of Career and Achievements:**

My professional career has included working in hospital pharmacy and administration, community pharmacy management (at the individual pharmacy and corporate level), and for the U.S. national agency that accredits pharmacy education. The pharmacy chain that I co-founded with two other pharmacists, and for which I was chief executive for ten years, became Zimbabwe's largest and most successful. Through service to and leadership in numerous professional and statutory bodies - both nationally and internationally - I have contributed to a broad base of professional and inter-professional initiatives and innovations. I have been elected or appointed to leadership positions in the [International Pharmaceutical Federation](#) (FIP), the only global organization representing pharmacists and pharmaceutical scientists. When applying for permanent residence, I was approved in the category of "alien of extraordinary ability" by the United States Citizenship and Immigration Services. Work that I have published, co-authored, or to which I have contributed has been used to advance pharmacy practice and education in many countries. I am recognized as an authority in the areas of Continuing Professional Development (CPD) for pharmacists, global trends in pharmacy education, and quality assurance of pharmacy education.

Since attending an international pharmacy students' (IPSF) congress in Mexico in 1977, I have pursued a strategy to achieve maximum possible exposure to pharmacy practice and education around the world through travel and personal contact. I have travelled to nearly 70 countries, convened a number of international meetings and workshops, and attended approximately 100 international congresses and meetings, many as a keynote or invited speaker. I have used the experience, knowledge and expertise so gained to enhance the businesses and professional organizations with which I have been involved. I have added value to a range of enterprises as a result of my broad base of experience in pharmacy (both professional and political), extensive international exposure and connections, business and management expertise, and fervour for innovation and advancement of the pharmacy profession. On my part, this has required a clear vision, specific goals, high standards, commitment, perseverance and reliability.

## **Current/Recent National and International Leadership Positions**

- Founder/Convener, [International Forum for Quality Assurance of Pharmacy Education](#);
- Education Development Team Lead for Quality Assurance, [FIP Education Initiative](#) (FIPEd)

- Education Development Team Co-Lead for Continuing Education/Continuing Professional Development, [FIP Education Initiative](#) (FIPEd)
- Director and Past President, [Council on Credentialing in Pharmacy](#) (CCP), USA
- Member of the Advisory Board of PHAR-QA (Europe) <http://www.phar-qa.eu/>

### **Awards and Recognitions**

- International Pharmaceutical Federation (FIP) Distinguished Service Award (2008)
- Biltmore Who's Who

### **Current Employment (April 2001 – present):**

Accreditation Council for Pharmacy Education (ACPE)<sup>1</sup> ([www.acpe-accredit.org](http://www.acpe-accredit.org)), Chicago, Illinois, USA:

Current position: Assistant Executive Director, Professional Affairs and Director, International Services (January 2011 - )

Previous position: Assistant Executive Director, International and Professional Affairs

ACPE is the national agency for the accreditation of pharmacy degree programs and providers of continuing pharmacy education. ACPE accredits the Doctor of Pharmacy (PharmD) degree of approximately 135 colleges and schools of pharmacy in the US, and one school of pharmacy in Lebanon; it accredits approximately three hundred and fifty providers of continuing pharmacy education, the majority of which are US-based. In February 2011, ACPE launched its International Services Program; I am the Director of that program. Six pharmacy degree programs are certified by ACPE; they are in Saudi Arabia, India, Northern Cyprus, and United Arab Emirates. In 2015, ACPE implemented a collaboration with the American Society of Health-System Pharmacists (ASHP) to accredit education and training programs for pharmacy technicians. My primary responsibilities at ACPE are international activities, special projects, strategic initiatives, and liaison within the pharmacy profession.

Current and recent projects (2005-2015), with significant impact for the pharmacy profession in the United States and globally, include:

- Member of Steering Committee and Program Committee for the South Eastern Europe (SEE) Quality in Pharmacy Initiative;
- Consultant to the Turkish Pharmacists' Association on a long-term project to advance pharmacy practice and pharmacists' continuing professional development;
- Co-author of the report: "Establishing Accreditation Programs for Continuing Pharmaceutical Education and Training in Low- and Middle-Income Countries" published by Management Sciences for Health Systems for Improved Access to Pharmaceuticals and Services (SIAPS) Program with financial support from the US Agency for International Development (USAID). August 2014;
- Contributor to the report: "Recommendations for Advancing Pharmacy Education in the Democratic Republic of the Congo" published by Management Sciences for Health Systems for Improved Access to Pharmaceuticals and Services (SIAPS) Program with financial support from the US Agency for International Development (USAID). August 2014;
- Author of the of FIP's Global Framework for Quality Assurance of Pharmacy Education Second Edition (2014);
- Co-author of FIP's Technical Report on Continuing Education/Continuing Professional Development (2014).

---

<sup>1</sup> ACPE was founded in 1932 as the American Council on Pharmaceutical Education

- Co-author of the Council on Credentialing in Pharmacy's (CCP's) Resource Paper: Credentialing and Privileging of Pharmacists (2013-14) (co-published by three pharmacy journals);
- Served on the Host Committee for the Lifelong Learning in Pharmacy Conference June 2014 in Orlando, Florida (2013-14);
- Served on the Steering Committee to establish the Pharmacy Technician Accreditation Council (PTAC), a joint initiative of ACPE and the American Society of Health-System Pharmacists (2013-14);
- Coordinated the establishment of ACPE's International Services Program (2011);
- Drafted ACPE's International Quality Criteria for Certification of Professional Degree Programs in Pharmacy, adopted June 2012;
- Served as ACPE's member on the joint ACPE-American Association of Colleges of Pharmacy (AACCP) Project Management Team for the development and introduction of the Assessment and Accreditation Management System ([AAMS](#)), which was launched in November 2010;
- Led the revision and expansion of the evaluation instrument ("rubric") that is used by colleges and schools of pharmacy for self-assessment and by ACPE evaluation teams for the evaluation of accredited Doctor of Pharmacy (PharmD) degree programs.
- Exploring and piloting the introduction and implementation of a new model for lifelong learning and continuing professional development (CPD) for pharmacists;
- Co-authored a resource document entitled *Scope of Contemporary Pharmacy Practice: Roles, Responsibilities and Functions of Pharmacists and Pharmacy Technicians* for the Council on Credentialing in Pharmacy (adopted August 2008; published in several journals);
- Drafted FIP's *Global Framework for Quality Assurance of Pharmacy* (adopted by FIP in 2008). In 2009-10, I coordinated the validation of the Framework through a structured process involving 24 countries and approximately 90 evaluators. Subsequent work in India based on the Framework was nominated for a Human Resources for Health Award for Excellence at the Prince Mahidol Award Conference 2011/Second Global Forum on Human Resources for Health, Bangkok, Thailand, January 2011;
- Worked with FIP's Working Group on Public Policy to develop the FIP Policy Statement on Quality Assurance of Pharmacy Education, adopted in 2009;
- Co-developing with a staff member from the World Health Organization (WHO) a self-assessment instrument for use by colleges and schools of pharmacy. The instrument is still in draft form. It was field tested by schools of pharmacy in Nigeria in 2010; publication of the report from that exercise is pending;
- Spearheaded the development of a competency-based credentialing framework that now serves as the basis for discussions on credentialing in pharmacy in the United States;
- Contributing to the development and implementation of "*Pharmacy's Preferred Future 2015*";<sup>2</sup>
- Coordinated the compilation and analysis of comments submitted for the revision of the U.S. national standards for the professional pharmacy degree (PharmD) program, and co-drafted the revised Standards and Guidelines (adopted January 2006; effective July 1, 2007);
- Global Consensus on Social Accountability (GCSA): Member of the Standards and Accreditation Working Group to provide an inter-professional perspective on how

---

<sup>2</sup> A strategic initiative of the Joint Commission of Pharmacy Practitioners (JCPP). I was a member of one of the three taskforces that compiled background material for the discussions leading to the formulation of the Vision Statement. I am a member of the Implementation Steering Committee that is coordinating the implementation strategies to achieve the Vision.

global standards should be changed to incorporate social accountability of medical schools;

- Member of the Consensus Group developing a global In-Service Training (IST) Improvement Framework; the work is facilitated by the USAID Health Care Improvement (HCI) Project;

Participation in ACPE's core operations - including evaluation of schools and colleges of pharmacy, providers of continuing pharmacy education, and institutions/organizations providing education and training for pharmacy technicians - is a secondary area of responsibility. Until recently, I was responsible for Interim Accreditation Reports submitted by schools and colleges of pharmacy (this involves reviewing the report and recommending a course of action to the members of the ACPE Board of Directors) and annual monitoring of accredited programs in accordance with ACPE Policies and Procedures. I was the initial staff coordinator for ACPE's CPD Taskforce, which was later constituted as the CPD Steering Committee.

#### **Other recent achievements include:**

- Authorship of the 2002 White Paper on Pharmacy Technicians; the paper was endorsed by the 12 member organizations of the Council on Credentialing in Pharmacy (CCP) ([www.pharmacycredentialing.org](http://www.pharmacycredentialing.org)), and was published in at least four national pharmacy journals.<sup>3</sup> The paper served as the major resource document for a national invitational summit on pharmacy technicians held in May 2002; it has been widely cited and discussed, both in the USA and internationally, and is/was available for download from numerous websites
- During 2003, spearheaded the profession-wide discussions on the future education and training of pharmacy technicians and the possible development of national standards and a system of accreditation
- Established, and continue to coordinate, the *International Forum for Quality Assurance of Pharmacy Education*. For a number of years, the *Forum* operated under the auspices of the Academic Section of the International Pharmaceutical Federation (FIP) ([www.fip.org](http://www.fip.org) see Pharmacy Education/Quality Assurance), but for the past several years has operated under the WHO-UNESCO-FIP Pharmacy Education Taskforce (PET), which recently was reconstituted as the Education Development Team, a part of FIP's Education Initiative (FIP-Ed). Members of the *Forum* are involved or have a direct interest in the quality assurance of pharmacy education. Approximately 260 people from more than 60 countries, regional and international organizations have been involved. I have arranged and convened 14 meetings of the *Forum*: Singapore (2001); Nice, France (2002); Sydney, Australia (2003); New Orleans, USA (2004); Cairo, Egypt (2005); Salvador Bahia, Brazil (2006); Beijing, China (2007); Basle, Switzerland (2008); Istanbul, Turkey (2009); Lisbon, Portugal (2010); Hyderabad, India (2011); Amsterdam, The Netherlands (2012); Dublin, Ireland (2013), and Bangkok, Thailand (2014). The major project of the *Forum* to date has been the development, validation and revision of the Global Framework referred to earlier. The Framework identifies and articulates the core elements and principles of quality assurance that apply to pharmacy education globally. WHO and FIP have incorporated the *Quality Criteria* from the Framework for their joint publication *Institutional Self-Assessment in Pharmacy Education* (in draft).
- In 2007, appointed to the FIP Pharmacy Education Taskforce, which seeks to lead and coordinate global efforts to advance pharmacy education. This initiative

---

<sup>3</sup> The American Journal of Health-System Pharmacy, the Journal of the American Pharmacists Association, the Journal of Managed Care Pharmacy, and the Journal of Pharmacy Technology.

subsequently became a collaboration between FIP, WHO and UNESCO. The Taskforce has made one of its top priorities the quality assurance of pharmacy education. I lead the Quality Assurance Project Team and Advisory Group. It is envisioned that the *Framework* may be incorporated into a framework for quality assurance for education of health professionals endorsed by all three bodies.

- Authored a resource document on continuing professional development (CPD) as a new model for lifelong learning for pharmacists in the USA. Authored two articles on CPD that have been published in the peer-reviewed journals of the USA's largest pharmacy practitioner organizations – the Journal of the American Pharmacists Association and the American Journal of Health-System Pharmacy. The JAPhA article was used as the background material for CPD policy adopted by the American Pharmacists Association House of Delegates in April 2005. I co-authored a chapter on CPD for a book on pharmacists' roles in public health, and served as a reviewer for two other book chapters on CPD in publications of the American College of Clinical Pharmacy (ACCP). I have provided consultation to a number of pharmacy organizations on the subject, and co-chaired the steering committee that designed and managed CPD pilots for five states (Indiana, Iowa, North Carolina, Wisconsin and Washington) in 2006-2007. I was the Keynote Speaker at the 6<sup>th</sup> International Conference on Life Long Learning in Saskatoon, Canada (June 2005) <http://www.lllp.usask.ca/>
- Presented at national and international pharmacy meetings on a range of subjects, including education and training of pharmacy technicians, continuing professional development of pharmacists, accreditation standards for pharmacy education, global trends in pharmacy education, and quality assurance of pharmacy education;
- Drafted the Memorandum of Understanding between ACPE and the Canadian Council for the Accreditation of Pharmacy Programs (CCAPP), which was signed in October 2002. Completed a comprehensive study of CCAPP accreditation standards, policies and procedures. This resulted in a decision by ACPE's Board of Directors (June 2002) to recognize the accreditation decisions of CCAPP, from their inception in 1993 through June 2004. Many state boards of pharmacy have subsequently amended their policies and/or regulations regarding licensure requirements for Canadian pharmacy graduate
- Carried out a number of surveys and compiled information on:
  - education and accreditation systems for pharmacy in the USA and other countries
  - professional developments and trends in pharmacy globally
  - accreditation policies and practices in the USA
  - deployment, education, training, credentialing, accreditation and regulation of pharmacy supportive personnel in the USA and other countries
  - continuing education and continuing professional development models and requirements for pharmacists and other healthcare professionals around the world
- Co-drafted the policy statement on continuing professional development (CPD) of pharmacists that was adopted by the International Pharmaceutical Federation (FIP) in September 2002 [http://www.fip.org/www/uploads/database\\_file.php?id=221&table\\_id=](http://www.fip.org/www/uploads/database_file.php?id=221&table_id=)
- Drafted ACPE's Policy Statement on continuing professional development (CPD) of pharmacists, adopted by ACPE's Board of Directors in January 2004
- Drafted the guidelines for quality assurance and quality improvement of symposia and programs at the major international pharmacy conference (FIP). These guidelines were adopted by FIP's Board of Pharmaceutical Practice (BPP) in September 2003

- Drafted the framework for accreditation of FIP symposia and programs. This led to the first widespread accreditation of symposia and programs at the major international pharmacy conference (New Orleans, USA, September 2004)
- Planned and undertook a consultative visit to the Faculty of Pharmacy, University of Montreal to assist the Faculty in its consideration of a proposed transition to an entry-level Doctor of Pharmacy (PharmD) Degree. The University of Montreal subsequently decided to make this transition, and was the first faculty of pharmacy in Canada to have an entry-level PharmD
- Planned and undertook a consultative evaluation of the Faculty of Pharmacy, Kuwait University to assist the Faculty in its consideration of a proposed transition to an entry-level Doctor of Pharmacy (PharmD) Degree. Based on the consultation, the Faculty decided to retain its baccalaureate degree as the entry-level degree and add a post-baccalaureate PharmD
- Planned and undertook a consultative evaluation of the PharmD Program of the School of Pharmacy, University of Waterloo, Ontario, Canada (April 2010)
- Served as one of two consultants for a consultative evaluation of the PharmD Program of the College of Pharmacy, King Saud University, Saudi Arabia (February – May, 2011)
- Appointed to the Editorial Board of Pharmacy Education  
<http://pharmacyeducation.fip.org/contact/>
- Elected as a member of the Executive Committee of FIP's Academic Section (2007 – 2011)
- Appointed as a Member of the Advisory Group for Pharmine (Pharmacy Education in Europe) [www.pharmine.org](http://www.pharmine.org)
- Invited peer reviewer for 15 professional journals:
  - Journal of the American Pharmacists Association
  - American Journal of Health-System Pharmacy
  - Journal of Continuing Education in the Health Professions
  - Journal of Pharmacy Technology
  - The Annals of Pharmacotherapy
  - American Journal of Pharmaceutical Education
  - INNOVATIONS in Pharmacy
  - International Journal of Pharmacy Practice
  - Integrated Pharmacy Research and Practice
  - Pharmacy
  - Pharmacy Education
  - Public Health
  - Research in Social & Administrative Pharmacy
  - Indian Journal of Pharmaceutical Education and Research
  - Journal of Global Research in Education and Social Science

### **Summary of Professional Career (in Zimbabwe):**

- 1991 – 2001 Chief Executive Officer, Medix Group of Companies; group comprised 14 community pharmacies (in 4 different cities/towns), Medix Holdings (group head office), Dimex Computers (pharmacy, accounting and point-of-sale software development and support), MediNet (Electronic Data Interchange for healthcare applications)
- 1983 – 1991 Manager, Stability Pharmacy (city-centre pharmacy)
- 1981 – 1983 Manager, Mabelreign Pharmacy (suburban pharmacy)
- 1979 – 1981 Hospital Pharmacist/Hospital Administrator, Rusape Hospital (350-bed government hospital, with three 40-bed satellite clinics)

1978 Hospital Pharmacist Intern, Parirenyatwa Hospital (1200-bed government/teaching hospital)

**Detail of Professional & Business Experience (Zimbabwe, unless stated):**

Parirenyatwa Hospital, Harare (1978) Practice experience (internship) prior to licensure. Gained experience in all aspects of hospital pharmacy practice; was involved in the introduction of limited clinical pharmacy services on the hospital wards (an innovation for hospital pharmacy in Zimbabwe); introduced and/or improved existing systems for small-scale manufacturing within the pharmacy department, including quality assurance and sterile compounding, and the system for emergency pharmacy supplies for wards.

General Hospital, Rusape (February 1979 – April 1981)

As Hospital Pharmacist/Administrator in a government (public) hospital, had responsibility for all pharmacy services and general administration of a 350-bed hospital and its three satellite clinics ( $\pm 40$  beds each). Apart from functions handled by the Medical Director (medical services) and the Chief Nursing Officer (nursing and catering) all procurement, administrative, and personnel issues were my responsibility. Introduced a number of new systems and controls, and was successful in operating within the Medical & Surgical Budget allocated to the hospital - something that was seldom achieved in government hospitals.

Mabelreign Pharmacy, Harare (May 1981 – March 1983)

This was an established suburban community pharmacy. As pharmacy manager, I supervised a second pharmacist and eight other pharmacy personnel. Several systems improvements were introduced, including computerization of the company's 30-day credit system (accounts receivable), which accounted for approximately 50% of sales. Through a profit-share scheme, I purchased shares in the business, and in 1983 I bought out my business partner.

Stability Pharmacy, Harare (April 1983 – March 1991)

In 1983, became manager of Stability Pharmacy - a larger city centre pharmacy, open 365 days a year, with extended hours. The pharmacy employed three full-time pharmacists and a pharmacy technician, and part-time pharmacists to cover the extended hours. Under my management, the pharmacy turnover and profitability increased significantly, and the pharmacy became one of the busiest in the country. This was achieved through a complete re-organisation of the pharmacy, including improved purchasing and inventory management (in a situation of constant supply problems), and the introduction of new management systems. The relocation and redesign of the dispensary facilitated enhanced patient-pharmacist interaction and was a major contributing factor to the pharmacy's growth and higher profitability. In 1984/5 I investigated pharmacy (dispensing) software systems in South Africa, UK and USA. After working with software developers in South Africa (to effect required changes), I introduced Zimbabwe's first pharmacy software program. The enhanced customer service provided by the system was another positive development for the business. For a number of years thereafter I installed and supported this software in pharmacies around the country.

Development of the Medix Group of Pharmacies:

In the mid to late 80's my two partners (both pharmacists) and I established a number of other pharmacies. Initially there was a loose association between the pharmacies, with some co-ordination of buying, marketing and administration. By 1991, Stability was the largest of these pharmacies and, having taken on additional responsibilities for the financial and administrative operations of the "group," I felt that I could no longer efficiently manage the pharmacy. I established a head office for the group and became Group Chief Executive

Officer. Centralised functions included accounting (accounts receivable, accounts payable, general ledger, payroll – all computerized under my direction and design), personnel administration, marketing, and some purchasing. In 1993, the group was re-structured and all the business entities became wholly-owned subsidiaries of Medix Holdings.

Expansion continued in the 90's with the acquisition of a small pharmaceutical wholesaler and the establishment or acquisition of additional pharmacies. Originally based in Harare, Medix expanded into four other centres (Bindura, Bulawayo, Chegutu and Mutare). The Chegutu pharmacy was subsequently closed, and the group comprised 14 pharmacies located in Harare (9), Bulawayo (3), Mutare and Bindura when I left Medix to move to the USA<sup>4</sup>.

Locations for additional pharmacies had been identified or secured, but further expansion was suspended (at that time) due to the prevailing economic and political climate in the country. The staff establishment was 150, 36 of whom were pharmacists; the head office compliment was 24<sup>6</sup>. At the time, Medix was Zimbabwe's largest group of pharmacies with an estimated national market share of  $\pm 15\%$ <sup>6</sup>. Shortly after my departure, Medix merged its operations with a large, publicly-held retail company, operating in a complimentary field of business. I continued to serve on the Board of Directors of Medix Holdings until resigning in 2006.

### **Associated Business Activities:**

#### Dimex Computers

I established this company to install and support pharmacy software when the client base became too large for me to manage in addition to my other responsibilities. The company expanded to support point-of-sale (POS) software, accounts receivable and accounts payable systems, and engaged in hardware sales and support for standalone IT systems and small networks. It operated as a division of Medix Holdings, and primarily served the IT needs of Medix.

#### MediNet

This business enterprise, conceived by me, was Zimbabwe's first electronic data interchange (EDI) company designed specifically to serve the health sector. Its main focus of activity was to facilitate the electronic exchange of information (e.g. insurance data, benefit eligibility, and claims) between service providers and healthcare insurers. The company was still in its establishment phase when I moved to the USA, and it had not expanded into other service areas - such as managed health care consultancy and drug utilisation monitoring - in accordance with my original vision for the company.

### **Personal Focus Areas during Business/Professional Career:**

#### Professional Development (Standards of Practice, Education, Ethics and Legislation)

Throughout my career, major focus areas have been innovation and advancement of the profession, not only within my own businesses, but also on a national and international basis. I have been involved extensively in professional associations and working groups within Zimbabwe, United States, and internationally. My involvement has included the drafting and review of legislation (pharmacy and other health-related areas), ethical and disciplinary matters, practice and educational standards, national drug policy, professional programs and activities (such as Pharmaceutical Care and Drug Abuse), competency-based

---

<sup>4</sup> All data as at March 2001



frameworks for education, training, professional development, and credentialing. I drafted *Good Pharmacy Practice (GPP) Standards* for Zimbabwe, the proposed changes to the Pharmacist Professional Conduct Regulations, and amendments to the Pharmaceutical Society of Zimbabwe Constitution and Code of Ethics. During my presidency of the Pharmaceutical Society, I established two new standing committees; the first dealing with discipline, professional conduct and ethics, and the second providing a liaison between representatives of the pharmaceutical sector and healthcare funders/insurers.

While at Medix, I introduced the *Pharmacy Self Care (PSC) Programme* (a patient healthcare information and education program developed by the Pharmaceutical Society of Australia) (<http://www.psa.org.au/supporting-practice/self-care>). Recognizing the impact of malaria on public health in Zimbabwe, I worked with my Director of the Self Care Program at Medix to design and introduce a Malaria Fact Card. This was the first “fact card” approved by the PSC Program to be designed outside Australia. In collaboration with the Commonwealth Pharmaceutical Association (CPA), the International Pharmaceutical Federation (FIP) and the World Health Organization (WHO), the Malaria Fact Card has been successfully modified for use and launched in several countries.

#### Information Systems and Technology

This has been a major personal interest, and an area in which I have striven for innovation and development (often against severe restraints in Zimbabwe, a developing country that lacked sophisticated IT infrastructure and expertise). In the early 80's I directed the computerization of the systems for accounts receivable and general ledger. Accounts payable and payroll followed later. I personally designed and developed several of the software applications and enhancements using Dbase III Plus and Clipper compiler. In 1985, I introduced pharmacy software to Zimbabwe, which incorporated patient profiles, prescription records, medication/medication, medication/food, and medication/condition interactions, and comprehensive reporting.

In 1995, I was project manager for the installation of a point-of-sale (POS) system in the Medix pharmacies - the first pharmacies in Zimbabwe to have a fully integrated POS system with bar coding, scanning and card reading functionality. Through an automated process, transactions from the branch pharmacies were uploaded overnight to corporate head office. Updated accounts payable, accounts receivable, and stock information was then downloaded to the branches. The system provided improved inventory management and credit control, and extensive sales and marketing information. It was the most comprehensive POS system for a retail pharmacy business in Zimbabwe, and more advanced than most (or all) retail systems for similar sized businesses. I also designed and programmed several customized reports for the POS system and interfaces between accounts receivable, accounts payable and POS systems. I developed a credit-rating system for our credit customers.

In 1999, I was project manager for the development of Medix's own Windows-based pharmacy (dispensary) software. The system was introduced to give Medix a competitive advantage and to enable it to respond rapidly to market changes and needs. The goal was also that Medix would be the first group of pharmacies with the capability to submit prescription claim transactions electronically to healthcare funders and insurers. In 1999, Medix launched its website, the first community pharmacy website in Zimbabwe.

### **Professional Achievements:**

As a student, I was instrumental in the formation of the Zimbabwe Pharmacy Students' Association and was its Founder President (1976-7). In 1977, I attended the International Pharmaceutical Students' Federation (IPSF) Conference in Mexico City, Mexico, thus establishing international pharmacy contacts for Zimbabwe at a student level.

After graduation, I became an active member of the Pharmaceutical Society and held a number of positions at local branch and national levels, including a three-year term as national President. I was instrumental in the formation of the National Pharmaceutical Council of Zimbabwe (an "umbrella" organisation of all the national pharmacy-related organizations) and was elected as its president for two terms. I served on several other pharmacy-related committees in Zimbabwe.

In 1986, I became an individual member of the International Pharmaceutical Federation (FIP) and have attended all but one of the annual congresses since 1986. From 1986-1996, I served regularly as Zimbabwe's delegate on the FIP Council (FIP's "house of delegates") and on the Steering Committee of the Community Pharmacy Section (CPS). In 1990, I was invited to become a member of the CPS Executive Committee to "represent" developing countries. In this capacity, I instituted a project to study pharmacy practice, education and regulation in developing countries. My report from this project became the basis for a training manual that has been endorsed by FIP, CPA and acknowledged by the World Health Organization (WHO). The material has been used in several countries.

In 1996, I was elected as one of the nine Vice-Presidents on the Board of Directors ("Bureau") of FIP, and was re-elected for a second term in 2000. In 1997, I was appointed as a Director of FIP's Foundation for Education & Research, and was re-appointed in 2004. I resigned in 2008, having served for 11 years. I was a member of FIP's Board of Pharmaceutical Practice (BPP) (1996-2004), and served on the Strategic Planning Team. I have contributed to a number of other FIP committees (including Academic Section Executive Committee) and working groups.

### **ADDITIONAL INFORMATION & DETAIL:**

#### **Languages:**

- English (fluent)
- French (limited)

#### **Professional Memberships:**

- American Association of Colleges of Pharmacy (AACP); Global Pharmacy Education Special Interest Group (past committee member for SIG)
- American Pharmacists Association (APhA)
- Commonwealth Pharmaceutical Association (CPA) (past)
- International Pharmaceutical Federation (FIP)
- Pharmaceutical Society of Zimbabwe (PSZ) (past)

#### **Publications and Research:**

1. Meštrović A, Rouse MJ. Ensuring quality of pharmacists' continuing education - pillars of quality based on science, practice and ethics; *American Journal of Pharmaceutical Education*. 2015;79(3): article 45.
2. Tofade T, Duggan C, Rouse M, Anderson C. The Responsibility of Advancing Continuing Professional Development and Continuing Education Globally. *American Journal of Pharmaceutical Education*. 2015; 79(2): article 16.

3. Rouse M. Committed to Quality; Committed to Change. Interview. Published in Serbian as "Posvećenost kvalitetu i posvećenost promenama." Informator. March 2015 edition (238).
4. Rouse MJ, Vlasses PH, Wadelin JW, Zarembski DG. (SIAPS/Accreditation Council for Pharmacy Education). Establishing Accreditation Programs for Continuing Pharmaceutical Education and Training in Low- and Middle-Income Countries. Management Sciences for Health. 2014.
5. Tofade T, Rouse MJ, Bruno AF, Bates I. What FIP<sup>Ed</sup> is Doing Regarding CPD/CE Initiatives Globally. Poster. 74<sup>th</sup> FIP World Congress of Pharmacy and Pharmaceutical Sciences 2014; Bangkok, Thailand; August/September 2014.
6. Rouse MJ, Meštrović A, Bruno AF. Quality Assurance of Pharmacy Education: The FIP Global Framework 2<sup>nd</sup> Edition. Poster. 74<sup>th</sup> FIP World Congress of Pharmacy and Pharmaceutical Sciences 2014; Bangkok, Thailand; August/September 2014.
7. Tran D, Tofade T, Thakkar N, Rouse MJ. US and International Health Professions' Requirements for Continuing Professional Development. *American Journal of Pharmaceutical Education*. 2014;78(6): article 129.
8. Co-Author. Credentialing and privileging of pharmacists: A resource paper from the Council on Credentialing in Pharmacy. Council on Credentialing in Pharmacy. 2014. Co-published by the American Journal of Health-System Pharmacy, Journal of the American Pharmacists Association and Consultant Pharmacist.
9. Author. Quality Assurance of Pharmacy Education: the FIP Global Framework 2<sup>nd</sup> Edition. International Pharmaceutical Federation. The Hague, The Netherlands. 2014.  
[http://www.fip.org/files/fip/PharmacyEducation/Quality\\_Assurance/QA\\_Framework\\_2nd\\_Edition\\_online\\_version.pdf](http://www.fip.org/files/fip/PharmacyEducation/Quality_Assurance/QA_Framework_2nd_Edition_online_version.pdf)
10. Co-Author. Continuing Professional Development/Continuing Education in Pharmacy: Global Report. International Pharmaceutical Federation, The Hague, The Netherlands. 2014.  
[http://www.fip.org/files/fip/PharmacyEducation/CPD\\_CE\\_report/FIP\\_2014\\_Global\\_Report\\_CP\\_D\\_CE\\_online\\_version.pdf](http://www.fip.org/files/fip/PharmacyEducation/CPD_CE_report/FIP_2014_Global_Report_CP_D_CE_online_version.pdf)
11. Tofade T, Rouse MJ, Bruno AB, Bates I. Developing a Global Strategy for Professional Education: Evidence first? Poster. Lifelong Learning in Pharmacy Conference, Orlando, Florida, USA. June 2014.
12. Baumgartner JL, Rouse MJ, Kondic AM. ACPE Survey of US State Boards of Pharmacy Members on Continuing Professional Development Models for Life Long Learning. Poster. Lifelong Learning in Pharmacy Conference, Orlando, Florida, USA. June 2014.
13. Baumgartner JL, Rouse MJ, Travlos DV. CPD Steering Committee: Summary of Key Achievements and Proposed Future Plans. Poster. Lifelong Learning in Pharmacy Conference, Orlando, Florida, USA. June 2014.
14. Anderson C, Bates I, Brock T, Brown A, Bruno A, Gal D, Galbraith K, Marriott J, Rennie T, Rouse MJ, Tofade T. Highlights from the FIP<sup>Ed</sup> Global Education Report. *American Journal of Pharmaceutical Education*. 2014;78(1): article 4.
15. Meštrović A, Rouse MJ. Ensuring Quality of Pharmacy Education: Pillars of Quality Based on Science, Practice and Ethics. Poster. Asian Association of Schools of Pharmacy (AASP) Conference, Singapore. November 2013.
16. 2013 FIP<sup>Ed</sup> Global Education Report. Contributor.
17. Tofade T, Tran D, Rouse MJ. Continuing Professional Development Frameworks in Health Professions Across the Globe. Poster. FIP Congress, Dublin, Ireland. September 2013.
18. Vlasses PH, Patel N, Rouse MJ, Ray MD, Smith GH, Beardsley RS. Employer Expectations of New Pharmacy Graduates: Implications for the Pharmacy Degree Accreditation Standards. *Am J Pharm Educ*. 2013;77(3): article 47.

19. Anderson C, Bates I, Bruno A, Futter B, Rouse M, Whitmarsh S. 2012 FIP Global Pharmacy Workforce Report. Part 4: *Pharmacy Education*. Wuliji T (Ed). International Pharmaceutical Federation.  
<http://www.fip.org/static/fipeducation/2012/FIP-Workforce-Report-2012/?page=hr2012>.
20. Brock TP, Brown AN, Rennie T, Rouse MJ. Global pharmacy education: are we nearly there yet? *International Pharmacy Journal*. Vol 28, No.1. June 2012.
21. Rouse M. New approaches for lifelong learning needed. *DOSIS*. Vol 28; No. 2/2012.
22. Anderson C, Bates I, Brock T, Brown AN, Bruno A, Futter B, Rennie T, Rouse MJ. Needs-Based Education in the Context of Globalization. *American Journal of Pharmaceutical Education*. 2012; 76(4): article 56.
23. Guimarães Morais JA, Cavaco AM, Rombaut B, Rouse MJ, Atkinson J. Quality assurance in European pharmacy education and training. *Pharmacy Practice* 2011; 9(4): 195-199.
24. Anderson C, Bailey R, Bates I, Bhojraj S, Brock T, Rouse M, et al. Transforming Health Professional's Education. *The Lancet*. 2011; 377, 1236.
25. Anderson C, Brock T, Bates I, Rouse M et al. Transforming Health Professional Education. *American Journal of Pharmaceutical Education*. 2011; 75(2): article 22.
26. Rouse M, Tofade T. To Infinity and Beyond: A New Look at the CPD Cycle? Poster presentation. 9<sup>th</sup> International Conference on Life Long Learning in Pharmacy; Rotorua, New Zealand, June/July 2012.
27. Rouse M, Suresh B, Whitmarsh S. Quality assurance in pharmacy education: a cornerstone for strengthening the pharmacy workforce in India. International Pharmaceutical Federation (FIP) Pharmacy Education Taskforce. Nominated for a Human Resources for Health Award for Excellence, Prince Mahidol Award Conference 2011/Second Global Forum on Human Resources for Health, Bangkok, Thailand, January 2011.  
[http://www.who.int/workforcealliance/forum/2011/19\\_India.pdf](http://www.who.int/workforcealliance/forum/2011/19_India.pdf)
28. Schlaifer M, Rouse M. Scope of Contemporary Pharmacy Practice: Roles, Responsibilities, and Functions of Pharmacists and Pharmacy Technicians. Letter. *Journal of Managed Care Pharmacy*. 2010; Vol. 16, No. 7: 507-8.
29. Dopp A, Moulton J, Rouse M, Trewet C. Continuing professional development for pharmacists in public health. Chapter 19. *The Pharmacist in Public Health: Education, Applications, and Opportunities*. Truong H-A, Bresette J, Sellers J (Eds). American Pharmacists Association © 2010.
30. Dopp A, Moulton J, Rouse M, Trewet C. A five-state continuing professional development pilot program for practicing pharmacists. *American Journal of Pharmaceutical Education*. 2010;74(2):article 28.
31. Paolini N, Rouse M. Scope of contemporary pharmacy practice: Roles, responsibilities, and functions of pharmacists and pharmacy technicians: Executive summary. *American Journal of Health-System Pharmacy*. 2010; 67:1030-1. (Also published by *The Consultant Pharmacist*. 2010; Vol. 25. No. 6, and online by *Pharmacotherapy*.)
32. Rouse M, Maddux M. Conceptual framework for pharmacists' professional development: Implications for future planning. *Journal of the American Pharmacists Association*. 2010; 50(3): 343-6.
33. Anderson C, Bates I, Futter B, Gal D, Rouse M, Whitmarsh S. Global Perspectives of Pharmacy Education and Practice. *World Medical & Health Policy*. 2010; Vol. 2: Issue 1, Article 2.
34. Albanese N, Rouse M. Scope of Contemporary Pharmacy Practice: Roles, Responsibilities, and Functions of Pharmacists and Pharmacy Technicians. *Journal of the American Pharmacists Association*. 2010; 50: e35–e69.

35. Anderson C, Bates I, Beck D, Brock TP, Futter B, Mercer H, Rouse M, Whitmarsh S, Wuliji T, Yonemura A. The WHO UNESCO FIP Pharmacy Education Taskforce. *Human Resources for Health*. 2009; 7:45.
36. Whitmarsh S, Futter W, Rouse MJ, Bates I, Anderson C. A Case Study in Terminology: the FIP Pharmacy Education Taskforce. *American Journal of Pharmaceutical Education*. 2010; 74(7):article 134.
37. Anderson C, Bates I, Bruno A, Futter B, Rouse M, Whitmarsh S. 2009 FIP Global Pharmacy Workforce Report. Part 4: Pharmacy Education. Wuliji T (Ed). International Pharmaceutical Federation. [www.fip.org/hr](http://www.fip.org/hr).
38. Anderson C, Bates I, Rouse M et al. Action! Update on the Global Pharmacy Education Consultation. *International Pharmacy Journal*. 2008; 22 (2):6-8
39. A Global Framework for Quality Assurance of Pharmacy Education. International Pharmaceutical Federation Pharmacy Education Taskforce. 2008. <http://www.fip.org/files/fip/PharmacyEducation/Global%20Framework%20Final%20DRAFT.pdf>
40. Anderson C, Bates I, Beck D, Brock T, Futter B, Mercer H, Rouse M, Wuliji T, Yonemura A. The WHO UNESCO FIP Pharmacy Education Taskforce: Enabling Concerted and Collective Global Action. *American Journal of Pharmaceutical Education*. 2008;72(6): article 127.
41. Rouse M. Resource document: Scope of Contemporary Pharmacy Practice: Roles, Responsibilities, and Functions of Pharmacists and Pharmacy Technicians. The Council on Credentialing in Pharmacy. © 2008  
[http://www.pharmacycredentialing.org/Contemporary\\_Pharmacy\\_Practice.pdf](http://www.pharmacycredentialing.org/Contemporary_Pharmacy_Practice.pdf)
42. Anderson C., Bates I., Beck D., Brock TP., Futter B., Mercer H., Rouse M., Whitmarsh S., and Wuliji T. The Pharmacy Education Taskforce: FIP and WHO move forward in developing pharmacy education. *International Pharmacy Journal*. 2007; 22: 3-5.
43. Moulton J, Rouse M, Legreid Dopp A. Continuing Professional Development (CPD): Implementation of a state-based pilot. *Journal of the American Pharmacists Association*. 2007; 47 (2): 202.
44. Anderson C, Bates I, Rouse M et al. FIP Roundtable Consultation on Pharmacy Education: Developing a Global Vision and Action Plan. *International Pharmacy Journal*. 2006; 20 (2):12-3.
45. Rouse M. Continuing professional development in pharmacy. *American Journal of Health-System Pharmacy*. 2004; 61:2069-76  
[http://www.pharmacycredentialing.org/Files/CPD\\_AJHPOct04.pdf](http://www.pharmacycredentialing.org/Files/CPD_AJHPOct04.pdf)
46. Rouse M. Continuing professional development in pharmacy *Journal of the American Pharmacists Association*. 2004; 44:517-520. (Also published in the *Journal of Pharmacy Technology Journal of Pharmaceutical Technology*. 2004; 20:303-306)  
[http://www.pharmacycredentialing.org/Files/CPD\\_JAPhA\\_M\\_R\\_Comment.pdf](http://www.pharmacycredentialing.org/Files/CPD_JAPhA_M_R_Comment.pdf)
47. Resource document: Continuing Professional Development in Pharmacy. The Council on Credentialing in Pharmacy. © 2004.  
<http://www.pharmacycredentialing.org/Files/cpdprimer.pdf>
48. Rouse M. White paper on pharmacy technicians 2002: Needed changes can no longer wait. *American Journal of Health-System Pharmacy*. 2003; 60:37-51.  
[http://www.ashp.org/s\\_ashp/docs/files/advocacy/TechnicianWhitePaper.pdf](http://www.ashp.org/s_ashp/docs/files/advocacy/TechnicianWhitePaper.pdf)  
(also published in the *Journal of the American Pharmaceutical Association* Jan/Feb 2003, the *Journal of Pharmaceutical Technology* Jan/Feb 2003, and the *Journal of Managed Care Pharmacy* Jan/Feb 2003)
49. Good Pharmacy Practice (GPP) in Developing Countries: Recommendations for Step-Wise Implementation. International Pharmaceutical Federation, 1997.  
<http://www.fip.org/files/fip/Statements/latest/Dossier%20003%20total.PDF>
50. Survey of Pharmacy Practice, Education and Regulation in Developing Countries (FIP Good Pharmacy Practice Project) (1994 - 1995) (*unpublished; results presented*)

*at the annual congress of the International Pharmaceutical Federation, The Hague, The Netherlands, 1998)*

51. Smith Kline Beecham Award (1988/9) ("Analysis of Prescription Data in Zimbabwe") (*unpublished; results presented at Joint Congress of the Pharmaceutical Society of Zimbabwe and the College of Primary Care Physicians of Zimbabwe, May 1989*)

### **Book/Chapter Reviews**

1. American College of Clinical Pharmacy. Clinical Faculty Survival Guide. Chapter 21. Continuing Professional Development and Lifelong Learning.
2. American College of Clinical Pharmacy. Resident Survival Guide. Chapter 10. Lifelong Learning as a Professional Obligation.

### **Professional Service Activities:**

- Member of Editorial Board of International Journal of Pharmaceutical Education
- Invited Peer Reviewer for 15 journals (listed above)

### **Computer Literacy:**

Extensive experience with computers for ± 35 years, including:

- Microsoft Windows; Microsoft Office - Word, Excel, Outlook, and PowerPoint (extensive); Access (limited); Internet Explorer
- System design and programming (dBase III+; Clipper compiler)
- Accounts payable, accounts receivable, point-of-sale and general ledger software
- Various pharmacy (dispensing) software systems
- MS-DOS (extensive) & UNIX (limited)
- Lotus (experienced, but use Excel now in preference)
- Other word-processing packages (Word Perfect, WordStar)
- Corel Draw 7 (limited)
- Numerous other software packages (e.g. utilities, anti-virus, spyware blockers, photo editing, etc.)

### **Other Interests:**

- Active member of Northside Community Church (NCC) (prior to leaving Zimbabwe); served on the Leadership Committee of NCC, and was involved in other capacities both at NCC and previous churches; now a member of Glen Ellyn Bible Church, Glen Ellyn, Illinois
- Former member of Young Presidents' Organisation (YPO) (Harare Chapter) (international organisation for young business executives and entrepreneurs) ([www.ypo.org](http://www.ypo.org)); member of Zimbabwe Chapter's Executive Committee
- Past member of Round Table (Rusape Chapter); officer in chapter
- Watching & playing sport
- Travel

### **References:**

An extensive list of persons willing to provide references can be supplied on request.