

ASHP New Practitioners Forum

The New Practitioners Forum is led by a five-member Executive Committee appointed each year by the ASHP President-elect and approved by the Board of Directors. The Executive Committee is responsible for advising the Board and ASHP staff on the overall direction of the Forum, including member services, programs, and resources. The Executive Committee Chair participates in ASHP's strategic planning process and serves as a voting new practitioner member in the ASHP House of Delegates. Each Executive Committee member serves as a liaison to one of the Forum's five advisory groups.

Strategic Goals and Objectives. The Executive Committee established five strategic goals, with accompanying objectives, to direct the Forum's operations:

1. **Serve the unique and evolving educational and informational needs of new practitioner members.** Objectives: (1) Conduct continual assessment and analysis of evolving professional needs and the effectiveness of Forum programs to meet these needs. (2) Provide programs and publications that meet the educational and informational needs of Forum members.
2. **Cultivate professionalism in new practitioners.** Objectives: (1) Expand collaboration between Forum members and others in ASHP, including section and Pharmacy Student Forum members. (2) Provide career development tools for new practitioners. (3) Promote initiatives and accomplishments of new practitioner members. (4) Encourage new practitioner involvement on the state affiliate level.
3. **Foster leadership skills in members of the New Practitioners Forum.** Objectives: (1) Promote leadership opportunities for New Practitioners Forum members within the Forum and ASHP. (2) Provide programs and resources that promote leadership skill development.
4. **Promote membership and active involvement in the ASHP New Practitioners Forum.** Objectives: (1) Recruit, retain and promote active involvement in the Forum. (2) Enhance visibility and awareness of Forum membership benefits.
5. **Cultivate awareness and engagement of new practitioners in practice advancement initiatives and advocacy.** Objectives: (1) Create awareness and support involvement of new practitioners in legislative and professional advocacy. (2) Promote involvement in public relations initiatives. (3) Foster awareness and engagement in professional teamwork and collaborative approaches to practice.

2008–2009 Forum Highlights. Landmark achievements consistent with these goals and objectives in 2008–2009 included hosting the third Great eXpectations conference for new practitioners, awarding the second New Practitioners Forum Distinguished Service award, offering a series of Webinars addressing new practitioners' unique career development needs, launching ASHP Connect, and enhancing the New Practitioners Forum Web page with a redesigned image and enhanced content. These activities demonstrate the commitment of ASHP and the Forum to meeting the unique needs of over 4000 new practitioner members. The continual creation and provision of career development tools, leadership opportunities, practice resources, and the identification of opportunities for collaboration with the ASHP practice sections also show support for this membership group. By meeting new practitioner needs, ASHP hopes to foster professional development in new practitioners that extends into greater involvement in ASHP and state and local health-system pharmacy organizations.

Distinguished Service Award. The Forum selected Christopher Fortier as the winner of the New Practitioners Forum Distinguished Service Award. Established in 2007, the ASHP New Practitioners Forum Distinguished Service Award recognizes a member of the Forum whose volunteer activities have supported

Executive Committee

Lindsey R. Kelley, Chair (Pennsylvania)
 Michael A. DeCoske, Vice-Chair (South Carolina)
 Teresa M. Cavanaugh (Kentucky)
 Ashley M. Garrett (Kansas)
 Elaine M. Ladd (Idaho)
 John A. Armitstead, Board Liaison (Kentucky)
 Jill L. Haug, Secretary

the Forum's mission and helped advance the profession. The award was presented at the 2008 Midyear Clinical Meeting (MCM).

Advisory Group Reorganization. The Chair of the New Practitioners Forum Executive Committee appoints Forum members to advisory groups in June each year, placing 60 new practitioners in leadership positions. The advisory groups are charged with providing feedback, guidance, and assistance in achieving the Forum's strategic goals. This year, the Executive Committee re-engineered the structure of the groups by appointing a returning advisory group member to the chair position and Executive Committee members to liaison roles in each advisory group.

Advisory Group on Membership and Outreach. This group is charged with advancing the objectives set forth in strategic goal 4. This year the group concentrated on identifying new potential member audiences and increasing the awareness of membership benefits that can assist new practitioners with their career development and daily practice needs through targeted communication strategies.

Advisory Group on Communications and Public Affairs. This group is charged with advancing the objectives set forth in goal 5. Priorities this year included increasing new practitioner involvement in ASHP grassroots advocacy efforts through collaboration with the ASHP Government Affairs Division and working with the ASHP Public Relations Division to promote ASHP initiatives.

Advisory Group on Leadership and Career Development. This group is charged with advancing the objectives set forth in goals 2 and 3. Its priorities in the past year included identification of topics addressing career and leadership development for the Forum's Webinar series, exploring collaborative opportunities with the ASHP Research and Education Foundation's Center for Health-System Pharmacy Leadership, and creating a series of succinct articles focusing on leadership and career development issues for the Forum's Web page.

Advisory Group on Professional Practice. This group is charged with advancing the objectives set forth in goal 1, specific to professional practice issues. Its priorities this year have been identifying Web content pertinent to new practitioners' practice needs and highlighting new practitioners who have demonstrated practice success.

Advisory Group on Science and Research. This group is charged with advancing the objectives set forth in goal 1, specific to science and research issues. Priorities this year included identifying science and research topics for Web site enhancement, including the development of specific resources for assist new practitioners in research endeavors. The advisory group is exploring opportunities to collaborate with the ASHP Research and Education Foundation.

Meetings and Programming. The third conference specifically for new practitioners, Great eXpectations, was held August 22–24 in New York City and was enormously successful. High-tech, interactive, fresh, and fun, the conference allowed new practitioners to learn, network, and move forward in their careers. It offered

skill-building sessions in three learning tracks: Fine Tuning Your Clinical Skills, Mentoring and Leadership, and Advancing Your Career. Attendees also had many opportunities to mix and mingle with fellow new practitioners from across the country.

The 2008 MCM offered a variety of programs and opportunities for new practitioners. New practitioners participated in the residency showcase and CareerPharm's Personnel Placement Service (PPS). For the third consecutive year, a one-day educational track for new practitioners was offered. The highly attended sessions, planned in cooperation with the Forum, included: "Making the Transition from Clinician to Manager," "Developing a Rigorous Medication-Use Evaluation Program: Applying the Principles of Descriptive Research," and "Achieving Excellence in Your Clinical Practice." A reception just for new practitioners was held immediately following the programming. The New Practitioner Lounge was available throughout the meeting, giving new practitioners a place to meet with peers in an informal setting. The Forum's Executive Committee and advisory group members were in the Lounge throughout the week, providing members an opportunity to talk with these leaders about the Forum. Executive Committee and advisory group members also represented the Forum in the ASHP Experience Membership booth and in PPS.

The Forum hosted several live Webinars throughout the year, including: "New Practitioner Leadership: The Challenges and the Triumphs," "Going the Distance: Pointers on Preparing for the BCPS Exam," "Preceptors: Making Music with our Students," and "The Amazing Race: Successfully Navigating the Midyear as a New Practitioner." The Forum recognizes that practitioners early in their careers cannot always attend national meetings, and these Webinar programs allow new practitioner members to take advantage of ASHP educational programs from a distance.

Communications. In February, the Forum launched its own electronic discussion group with the new ASHP Connect electronic communication tool. This technology allows new practitioner members the ability to self-select discussion areas of interest. The Forum created the following seven group discussion areas: Postgraduate Year 1 (PGY1), Postgraduate Year 2 (PGY2), Fellows and Other Post-Graduates, Science and Research, Professional Practice, Career Development, and Open Discussion. ASHP Connect provides members the convenience of only participating in discussions of interest and will assist in reducing the volume of e-mails members receive from ASHP.

The Forum's existing listserver continues to be used by new practitioners posting inquiries and responses on clinical practice issues and career development topics directly from their e-mail boxes. In addition, twice a month all members of the Forum receive the ASHP New Practitioners Forum NewsLink, which provides information relevant to recent graduates, communicates deadlines, and helps recruit members for greater involvement in the Forum. The NewsLink has enabled the Forum to recruit new practitioner authors, advisory group members, and volunteers for various outreach efforts and to identify new practitioners to highlight on the Web page.

The Forum has its own area on the ASHP Web site where new practitioners can find information pertinent to their needs, such as updates on Forum activities, career development resources, leadership opportunities, and a personal message from the Forum Executive Committee. Efforts have focused on making the site a clearinghouse for career development, clinical, precepting, and administrative and management resources to meet new practitioners' varying informational needs. This section of the Web site also highlights each member of the Executive Committee and allows Forum members to communicate directly with these leaders.

New Practitioners Forum Column. Members of the Forum are contributing authors to the New Practitioners Forum column in the *American Journal of Health-System Pharmacy*. The topics, pertinent to the needs of practitioners just starting their careers, have included a variety of career and professional development topics, such as residency training, legislative advocacy, and developing clinical practices. The column offers new graduates the chance to

learn about writing for a professional journal and increases their awareness of opportunities for new practitioners in ASHP.

Outreach. Forum members desire to mentor students and share experiences with peers. To this end, Forum leaders participated in various student outreach initiatives throughout the year to promote ASHP membership, provide information on pursuing residencies, promote the value of involvement in professional organizations, and explain how to become more engaged in professional endeavors on the local, state, and national level. Forum leaders also represented the Forum at each of the six regional residency conferences during the Spring, promoting the Forum and encouraging peers to become involved in the many opportunities ASHP offers exclusively for new practitioners.

Section Collaboration. Forum members share common professional and career development needs, but their varied practice needs are addressed through involvement in the ASHP pharmacy practice sections. Many new practitioners hold positions on section committees and advisory groups.

Mentor Exchange. This program provides the opportunity for new practitioners to seek guidance and professional development advice from more experienced practitioners. Use of this members-only benefit from ASHP continues to grow, with several hundred mentors and mentees participating.

Membership Video. The Forum developed and continues to distribute a membership video, *Get Connected!*, that demonstrates the numerous ways one can get involved with ASHP, depending on one's interests. The video is available on the Forum's Web page, is shown at numerous events, and is distributed through multiple channels throughout the year.

ASHP Resident Visit Program. For many years ASHP has invited residents in accredited programs to visit ASHP headquarters. These all-day visits give residents an inside glimpse of ASHP operations and an opportunity to learn about the many ways to get involved in ASHP and the resources available to them as new practitioner members. Multiple visits are held each year, with more than 100 residents participating. ASHP has redesigned this program in recent years. Now, participants not only learn but actively participate and provide feedback to ASHP on issues of importance.

Advisory Group on Membership and Outreach

Rebecca Nick-Dart, Chair (Pennsylvania); Ashley Garrett (Kansas); Benjamin Anderson (Pennsylvania); Andy Laegeler (Texas); Ashley Dalton (California); Ashley Tyler (South Carolina); Daisy Dai (Wisconsin); Brandon Trollinger (Maryland); Veronica Moore (Ohio); Lakesha Butler (Illinois); David Jarnot (Washington); Danielle Patrick (Ohio)

Advisory Group on Communications and Public Affairs

Sarah Elliott, Chair (Washington); Michael DeCoske (South Carolina); Sarah Bush (South Carolina); Nicole Cerussi (Pennsylvania); Christine Corsberg (Tennessee); Davina Dell-Steinbeck (Missouri); Lindsay Garris (District of Columbia); Jack Iskander (Wisconsin); Annalise Jenson (Maryland); Jeff Little (Pennsylvania); April Puhl (Virginia); Morgan Roberts (Maryland)

Advisory Group on Leadership and Career Development

Joel Marrs, Chair (Oregon); Elaine Ladd (Idaho); Leslie Hamilton (Tennessee); Kavish Choudhary (Oregon); Amy Hyduk (Indiana); Raenna Nerpel (New Jersey); Justin Konkol (Oregon); Brandon Ordway (Wisconsin); Majid Tanas (Washington); Mahsa Sharifi (Florida); Abbie Williamson (North Carolina); Helen Marshall (Washington)

Advisory Group on Professional Practice

Scott Bergman, Chair (Illinois); Lindsey Kelley (Pennsylvania); Allison King (Missouri); Angelina Sagarsee (Indiana); Joshua Howell (Texas); Meredith Toma (Oklahoma); Julie King (Virginia); Joseph LaRochelle (Maryland); John Hertig (Ohio); Mark Triboletti (Illinois); Melissa Meekins (Ohio); Stephanie Thune (Arizona)

Advisory Group on Science and Research

Sacha Pollard, Chair (Michigan); Teresa M. Cavanaugh (Kentucky); Kimberly Day (Missouri); Amy Dill (Ohio); Amy Kendrick (North Carolina); Olga Hilas (New York); Marantha Short (Kentucky); Ali McBride (Florida); Rima A. Mohammad (New York); Erin Bedard (Tennessee); Jillene Beuke (Minnesota); Manouchkathe Cassagnol (New York); Anne Sutherland (New York)