

# 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 six advisory groups.

The Executive Committee updated and approved a new Mission and Vision for the New Practitioners Forum this year, reflecting the ongoing growth and future direction of this membership component group.

**Forum Mission and Vision.** Recognizing that recent pharmacy graduates have unique and diverse professional needs, the ASHP New Practitioners Forum seeks to provide a community and collective voice for new practitioners as they transition into hospital and health-system pharmacy practice. Through innovative programming, educational resources, advocacy tools, networking events, and leadership opportunities, the Forum supports the integration of new practitioners into ASHP and empowers members to lead the future of pharmacy practice.

The ASHP New Practitioners Forum seeks to be the preferred organizational home for new practitioners practicing in hospitals and health systems. Through our dynamic programs and services, our knowledgeable and respected members will collaboratively develop, promote, and lead best practices supporting innovative practice models that provide optimal care to patients.

**Strategic Goals and Objectives.** The Executive Committee established four 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 needs and the effectiveness of Forum programs to meet these needs. (2) Provide programs and publications that meet the educational and informational needs of new practitioner members. (3) Utilize social media to effectively communicate with new practitioner members.
2. **Support the development of leadership skills and professionalism in new practitioner members.** Objectives: (1) Promote leadership and engagement opportunities for new practitioner members within the Forum and ASHP. (2) Provide programs and resources that promote leadership skill development and foster professionalism in new practitioner members.
3. **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. (3) Expand collaboration between Forum members and others in ASHP, including section and Student Forum members. (4) Promote initiatives and accomplishments of Forum members.
4. **Facilitate greater understanding and participation in professional policy development and advocacy by new practitioner members.** Objectives: (1) Generate awareness and encourage participation of new practitioner members in professional policy development. (2) Create awareness and support involvement of new practitioner members in advocacy. (3) Support new practitioner member engagement in practice advancement initiatives.

**2010–2011 Forum Highlights.** Landmark achievements consistent with these goals and objectives in 2010–2011 included (1) fully

## Executive Committee

John B. Hertig, Chair (North Carolina)  
 Jeffrey D. Little, Vice Chair (Kansas)  
 Linda W. Banares (California)  
 Jordan R. Covvey (Virginia)  
 Brandon J. Ordway (Minnesota)  
 Lisa M. Gersema, Board Liaison  
 Jill L. Haug, Secretary

implementing the new, multifaceted *Great eXpectations eXperience* program by hosting the second consecutive successful *Great eXpectations Live* program for new practitioners at the Midyear Clinical Meeting (MCM), holding the inaugural *Great eXpectations eConference* in April, and unveiling the web-based, on-demand *Great eXpectations Video* program; (2) awarding the fourth New Practitioners Forum Distinguished Service Award; (3) updating the Forum's Mission and Vision to more accurately reflect the continued evolution of the Forum and its members; and (4) developing member-generated, web-based video career profiles to spotlight the professional accomplishments of new practitioner members. These activities demonstrate the commitment of ASHP and the Forum to meeting the unique needs of over 4500 new practitioner members. The continual creation and provision of career development tools, leadership opportunities, and 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 Lindsey Kelley 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 the Forum's mission and helped advance the profession. The award was presented at the 2010 MCM.

**Advisory Groups.** The Chair of the New Practitioners Forum Executive Committee appoints Forum members to advisory groups in June, placing over 60 new practitioners in leadership positions. The advisory groups are charged with providing feedback, guidance, and assistance in achieving the Forum's strategic goals. Each group is chaired by a returning advisory group member, and an Executive Committee member serves as a liaison. The Executive Committee implemented several continuing quality improvement initiatives to assess and improve members' advisory group experience, including in-person status reports at the December Executive Committee meeting and midpoint surveys assessing both advisory group chair and advisory group member satisfaction.

**Advisory Group on Communications and Technology.** This group is charged with enhancing the Forum's image and outreach using various electronic communication tools. Priorities this year included developing a new web-based video profiles program to spotlight new practitioners in various practice initiatives, providing ongoing review and feedback regarding the Forum's engagement in social media, and discussing the importance of e-professionalism and exploring ways to provide education on this topic.

**Advisory Group on Membership and Outreach.** This group is charged with advancing the objectives set forth in strategic goal 3 and focused on projects to expand collaboration between Forum members and the broader ASHP membership. Priorities this year included encouraging Forum advisory group members to volunteer and serve as student poster mentors at the MCM, creating a toolkit of best practices for state affiliates to promote new practitioner engagement, and developing a pilot program to recognize excellence

in research and practice innovation for new practitioners presenting a professional poster at the 2011 MCM.

**Advisory Group on Public Affairs and Advocacy.** This group is charged with advancing the objectives set forth in goal 4. Priorities this year included launching an advocacy video project that spotlights new practitioners from ASHP policy committees, providing feedback to enhance the Forum's web-based advocacy resources, collaborating with the ASHP Government Affairs Division to encourage new practitioner engagement with ASHP-PAC activities, and developing an advocacy program to be considered for the 2011 *Great eXpectations Live* program.

**Advisory Group on Leadership and Career Development.** This group is charged with advancing the objectives set forth in goal 2. Priorities this year included developing a webinar on advanced practice management degrees, writing a series of mini-articles focused on various career development topics, and developing a resource that will assist new practitioners with maintaining professionalism in the era of electronic communication.

**Advisory Group on Professional Practice.** This group is charged with advancing the objectives set forth in goal 1, specific to professional practice issues. Priorities this year included developing a clinical pearls session for the Pharmacy Student Forum programming at the 2010 MCM and subsequently repurposing the content from this program into a useful web-based resource for new practitioners and exploring the development of a resource highlighting important professional transitions encountered by many new practitioners.

**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 collaborating with the ASHP Research and Education Foundation to identify gaps in web-based research tools, developing sample protocols and model grant applications for the Foundation's website, and initiating the development of a web-based landmark trials resource that will potentially develop further through utilization of ASHP Connect and collaboration with the Section of Clinical Specialists and Scientists.

**Meetings and Programming.** For the second consecutive year, *Great eXpectations Live* was held at the MCM and was enormously successful. High-tech, interactive, fresh, and fun, the *Great X* program allows new practitioners the opportunity to learn, network, and move forward in their careers. This live event 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. ASHP hosted the *Great eXpectations eConference* on April 1, the first virtual conference offered in the pharmacy association world. Completing the *Great eXpectations eXperience* portfolio, *Great eXpectations Video* was launched in the spring with an initial offering of two continuing education video programs focusing on effectively presenting a professional poster and influencing change as a member of the health care team. These continuing education videos are available on-demand on the New Practitioners Forum website.

The 2010 MCM offered a variety of programs and opportunities for new practitioners. New practitioners participated in the residency showcase and personnel placement service. The all-day *Great eXpectations Live* program provided fifteen hours of continuing education targeted at new practitioners. The New Practitioner Lounge was available throughout the meeting, giving new practitioners a place to meet with peers in an informal setting and discover more about the New Practitioners Forum either by reviewing information placed in the lounge or by meeting with other members actively engaged with the Forum. Executive Committee members also represented the Forum in the ASHP Experience Membership booth.

The Forum added one webinar to its online library this year, *Pharmacy Service Initiation: Steps for New Clinical Pharmacy Leaders*. Forum webinars are recorded educational sessions on relevant practice topics, available for new practitioners to view at their convenience.

**Communications.** The Forum relies on ASHP Connect for new practitioner members to communicate on practice and career development issues. ASHP Connect provides members the convenience of only participating in discussions of interest and in ways they prefer to communicate.

All Forum members receive the ASHP New Practitioners Forum NewsLink once a month. This service 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 identify new practitioners to highlight on the webpage. In addition, Forum members receive an electronic message from the New Practitioners Forum Executive Committee once a month that highlights key programs and initiatives as well as provides an ongoing update of what the Executive Committee and Forum advisory groups are doing on behalf of members.

The Forum has its own area on the ASHP website 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, advocacy, clinical, precepting, and administrative and management resources to meet new practitioners' varying informational needs. This section of the website 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 for 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 volunteer to participate 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 six of the 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.

For the third year, the New Practitioners Forum Executive Committee charged all advisory groups to participate in a Targeted Recruitment Initiative. This initiative focuses on identifying peers who are either currently members of ASHP but not involved or who are not members of ASHP and recommending them for an involvement opportunity in the Forum. Through this endeavor, 151 new practitioners were recommended for advisory group positions, 42 were recommended for educational program coordination, and 22 were recommended for executive committee or policy committee appointments. Each nominee was sent a personalized message encouraging them to consider greater involvement in these activities at the recommendation of their peer.

**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.

**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. Three visits were held this year, with approximately 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.

**ASHP's Next Top New Practitioner Interviewer Competition.** The New Practitioners Forum held a competition for the second consecutive year to identify a new practitioner interviewer for the daily ASHP E-News Video Update at the 2010 MCM. The winner, Isha John, was selected by judges from a number of video interview submissions. The competition allowed new practitioners the opportunity to gain greater visibility and recognition in the ASHP member community, meet with key thought leaders, and further develop personal communication skills.

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#### **Advisory Group on Communications and Technology**

Tegan Williams, Chair (Virginia); Jeff Little, Executive Committee Liaison (Kansas); Emily Waite (Alabama); Jessica Larva (Indiana); Andrew Laegeler (Texas); Jared Anderson (Wisconsin); Sadie Cox (Ohio); Melissa Ortega (Florida); Christina Martin (Kansas); Sara Parli (Kentucky); Lindsey Childs (Florida); Adam Harris (Alaska)

#### **Advisory Group on Membership and Outreach**

Ashley Mains, Chair (Kansas); John Hertig, Executive Committee Liaison (North Carolina); Shirley Lee (Maryland); Audrey Kennedy (Texas); Brandon Conforti (Pennsylvania); Linda Ho (Texas); Angela Bingham (Maryland); Nicole Metzger (Georgia); Lindsay Justin (Kansas); Jessica Winter (West Virginia); Brittany Warrick (Kentucky); Andrea Bishop (Indiana)

#### **Advisory Group on Public Affairs and Advocacy**

Kayla Hansen, Chair (North Carolina); Jeff Little, Executive Committee Liaison (Kansas); Matthew Jenkins (Pennsylvania); Meghan Davlin (Maryland); Lindsay Davison (New York); Nicholas Bennett (Missouri); Rachel Root (Minnesota); Sarah Phanco (North Carolina); Matt Sapko (Ohio); Jason Chou (North Carolina); Elaine Mebel (Pennsylvania); Stephanie Swain (Iowa)

#### **Advisory Group on Leadership and Career Development**

Katherine Palmer, Chair (California); Brandon Ordway, Executive Committee Liaison (Minnesota); Katie McKinney (Ohio); Rola Kaakeh (Michigan); Becky Natali (Texas); Garrett Eggers (Pennsylvania); Kristen Hillebrand (Ohio); Tara Gleason (Missouri); Stephen Davis (Pennsylvania); Eric Wombell (Missouri); Kunal Patel (Texas); Katherine Miller (Oregon)

#### **Advisory Group on Professional Practice**

Meredith Mulvanity, Chair (Florida); Jordan Covvey, Executive Committee Liaison (Virginia); Jessica Brady (Louisiana); Angela Shogbon (Georgia); Adam Pate (Arkansas); Mallory Heath (Oregon); Michael Armahizer (Pennsylvania); Paul Tran (Missouri); Janene Marshall (Illinois); Allison King (Missouri); Erin Reichert (Ohio); Joseph Woolery (Florida)

#### **Advisory Group on Science and Research**

Josh Cirulli, Chair (Pennsylvania); Linda Banares, Executive Committee Liaison (California); Danijela Stojanovic (Texas); Candace Sampson (Virginia); Cassie Barton (Vermont); Karen Berger (Florida); Andrea Nigg (Ohio); Clare Rupprecht (Illinois); John Hammer (Maryland); Jennifer Gass (Texas); Zara Risoldi Cochrane (Nebraska); Kathryn Connor (New York)