



Guideline for Committee on Nominations

To ensure that all willing and qualified potential nominees are considered for candidacy to ASHP elective office, the Committee on Nominations is charged with assembling a roster of nominees, recommended by our members and affiliated societies. A member or group submitting such a recommendation should provide a brief summary of the recommended individual's experience and accomplishments and should state why the Society would be well served by his or her election. Recommendations can come from ASHP state affiliate societies, councils, committees, or any single member or group of members.

ASHP will issue a "Call for Nominations" via various channels, to encourage affiliate societies, individual members or others to submit their recommendations at appropriate times. These may include:

- letters from Society headquarters to the membership
- letters to affiliated state chapters
- notices in Society publications including newsletters, email news services, Midyear Clinical Meeting daily newspapers, and other communication vehicles of ASHP

In addition to reviewing suggestions received from members and affiliated societies, the Committee on Nominations will also review the membership rolls for potential candidates, particularly rosters of councils, committees, and other ASHP leadership bodies. Nominees will be contacted by the Committee and provided additional information about holding elective office, and given an opportunity to formally accept or decline nomination.

Typical qualifications of a successful candidate include, but are not limited to:

- demonstrated leadership qualities and exemplary practice
- active interest in the affairs of the Society
- experience as chair or member of ASHP council(s) or committee(s) or commissions
- experience as elected official of the sections
- experience as an officer or director of a state affiliate society
- other relevant experience

Revised by the ASHP Board of Directors, September 15, 2014

Supersedes Guide for Committee on Nominations and Candidates for Elective Office approved by the ASHP Board of Directors, November 19, 1973



Guidelines for Candidates for Elective Office

Introduction

To ensure that a broad spectrum of willing and qualified potential nominees are considered for candidacy to ASHP elective offices the Board of Directors has charged the Committee on Nominations with carrying out an annual search process for the selection of candidates and assembling a roster of nominees. The source for potential nominees comes from individual members, affiliated state societies, councils, committees, and other ASHP leadership bodies. Once a slate of candidates for elective office is prepared the names are sent to the ASHP House of Delegates.

Policy

Receipt of the report from the Committee on Nominations the Society widely publicizes to voting members through all of its communication media (print and electronic) the names, background and qualification of all nominees. The *Election Bulletin* which contains information about each candidate is maintained on the ASHP website throughout the election season until voting closes.

Once the candidates for elective office are announced at the ASHP Summer Meetings it is expected that candidates for office will avoid activities that would be viewed as self-promotional or “campaigning” for election whether in print, through electronic media such as social networking forums or blogs, or actual statements by the candidate. Further, candidates should not endorse or encourage others or third parties to promote their individual candidacy for office. Any third-party announcements or other forms of broad communication that discusses the upcoming election should include all candidates for a particular office and their qualifications and should not promote the selection of a specific candidate.

Further, individuals who are candidates for office in the Society are expected to protect ASHP’s image, not to engage in any activity which might bring discredit to the Society, and not to participate in discussions or votes if a personal conflict of interest is involved. These individuals are advised to review the “*ASHP Policy on accepting Corporate Support and avoiding Conflicts of Interest*” and the “*ASHP Policies on Conflict of Interest, Disclosure, and External Business/Professional Activities for Board of Directors*”.

Approved by the ASHP Board of Directors, September 15, 2014

House of Delegates

HOUSE OF DELEGATES

REPORT OF THE

COMMITTEE ON NOMINATIONS

June 9, 2019

Boston, Massachusetts

Kimberley Benner (Chair), Alabama
Lisa Gersema (Vice Chair), Minnesota
Noelle Chapman, Illinois
Steven Riddle, Washington
Kethen So, California
Meghan Swarthout, Maryland
Lanita White, Arkansas
Molly Leber (1st Alternate), Connecticut
James Hoffman (2nd Alternate), Tennessee
Christopher Fortier (3rd Alternate), Massachusetts

ASHP COMMITTEE ON NOMINATIONS

Mister Chair, Fellow Delegates:

The Committee on Nominations consists of seven members of ASHP who were members of the House of Delegates at the time of their appointment. The Committee is appointed by the Chair of the House of Delegates and is charged with the task of presenting to you our best judgments about those persons who possess the tangible and intangible attributes of leadership that qualify them to serve as our officers and directors.

Selection of nominees for ASHP office involves a series of very challenging decisions on the part of the Committee. Ultimately, those decisions are intended to permit the membership to select leaders with the professional, intellectual, and personal qualities of leadership that will sustain the dynamism and pioneering spirit that have characterized both ASHP and its nearly 50,000 members who provide patient care service across the entire spectrum of care.

First, the Committee must determine that a prospective nominee for office is an active member as required in the Charter. This is generally the easiest and most straightforward part of the Committee's work. The Committee must ascertain that each prospective nominee can perform the duties required of the office or offices to which he or she has been nominated. All nominees must be able to perform the duties of a Director, set forth in section 5.4 of the Bylaws. Presidential nominees must also be able to perform the duties of that office, set forth in article 4 of the Bylaws.

The more difficult part of the Committee's work is to assess those intangible qualities of emotional intelligence (empathy, self-awareness, self-regulation, social skills, and motivation), leadership, vision, engagement, and overall professional awareness that characterize the standout candidates – those truly able to provide leadership for ASHP and the profession. The Committee assesses the attributes of prospective candidates for office in areas such as:

- Professional experience, career path, and practice orientation.
- Leadership skills and leadership experience including but not limited to the extent of leadership involvement in ASHP and its affiliates.
- Knowledge of pharmacy practice and vision for practice and ASHP.
- Ability to represent ASHP's diverse membership interests and perspectives.
- Communication and consensus building skills.

There are no right or wrong answers to these criteria. Certain qualities may be weighed differently at various points in the evolution of the profession.

The Committee's year-long process of receiving nominations and screening candidates is designed to solicit extensive membership input and, ultimately, to permit the Committee to candidly and confidentially assess which candidates best fit ASHP's needs. The Committee has met twice in person since the last session of the House of Delegates: on December 4, 2018, at the Midyear Clinical Meeting in Anaheim, California; and on April 24, 2019, at ASHP headquarters; and met once via teleconference. Review of nominees' materials was conducted continuously between March and April 2019 solely via secure electronic transmissions. This process has been reviewed for quality improvement and will be repeated for the 2019–2020 nomination cycle.

As in the past, the Committee used various means to canvass ASHP members and state affiliates for candidates who they felt were most qualified to lead us. All members were invited via announcements in ASHP News and Daily Briefing, social media, online ASHP NewsLink bulletins, and the ASHP website to submit nominations for the Committee's consideration. Nominations from affiliated state societies were solicited through special mailings and the "state affiliate" edition of the online NewsLink service. At the 2018 Midyear Clinical Meeting, the Chair and ASHP Chief Executive Officer made themselves available to receive nominations personally in a location and at a time that were publicized in ASHP news publications and correspondence.

Based upon recommendations from membership, state affiliates, and ASHP staff, the Committee contacted over 625 individuals identified as possible candidates. Some individuals were invited to accept consideration for more than one office. Of the nominees who responded to the invitation to place themselves in nomination, the breakdown by office is as follows:

PRESIDENT-ELECT: 6 accepted

BOARD OF DIRECTORS: 18 accepted

A list of candidates that were slated was provided to delegates following the Committee's meeting on April 24, 2019.

The Committee is pleased to place in official nomination the following candidates for election to the indicated offices. Names, biographical data, and statements have been distributed to the House.

President-Elect

Lea S. Eiland, Pharm.D., BCPPS, BCPS, FASHP, FPPAG (Auburn, AL)

Thomas J. Johnson, Pharm.D., M.B.A., BCCCP, BCPS, FASHP, FCCM (Sioux Falls, SD)

Board of Directors

Leigh A. Briscoe-Dwyer, Pharm.D., B.S.Pharm., BCPS, FASHP (Valhalla, NY)

Dan D. Degnan, Pharm.D., M.S., CPPS, FASHP (West Lafayette, IN)

Rafael Saenz, Pharm.D., M.S., FASHP (Charlottesville, VA)

Jamie S. Sinclair, M.S., R.Ph., FASHP (Cedar Rapids, IA)

Mister Chair, this completes the presentation of candidates by the Committee on Nominations. Congratulations to all the candidates.

CANDIDATES FOR PRESIDENT 2020–2021

Lea S. Eiland, Pharm.D., BCPPS, BCPS, FASHP, FPPAG (eilanls@auburn.edu) is a Clinical Professor and Associate Department Head of Pharmacy Practice, Auburn University Harrison School of Pharmacy, and Clinical Professor of Pediatrics, University of Alabama at Birmingham School of Medicine. She received her Pharm.D. from The University of Texas at Austin and completed an ASHP-accredited pediatric specialty residency at Texas Tech University. Her practice experience includes the pediatric ICU, general pediatric inpatient, and pediatric ambulatory care settings.

Eiland's service to ASHP includes the Board of Directors; Chair and Director-at-Large of the SCSS; Chair, Council on Education and Workforce Development; Women in Pharmacy Leadership Steering Committee; EVP/CEO Search and Screen Committee; Task Force on Pharmacy's Changing Demographics; and as a state delegate. Eiland is an Auburn SSHP faculty advisor, is a Past President of ALSHP, and received the ALSHP Pharmacist of the Year Award.

Statement:

ASHP's tagline is "Pharmacists advancing healthcare." From an organizational level to the member level, we advance healthcare by improving medication utilization and patient outcomes. Healthcare is rapidly changing in structure, technology, patient populations, and relationships in part due to the consumerization of medicine and wellness care models. To support our patients and members as well as lead during this healthcare transformation, ASHP must:

- *Advocate for our patients and profession.*
- *Anticipate potential changes to the profession and transparently adapt to the evolving needs of our members and patients.*
- *Continually assess members' needs in order to support their responsibilities and well-being.*
- *Support future roles in the profession by providing innovative services and resources for our members' growth as pharmacists, students, and technicians.*
- *Continue seeking strong collaboration with other organizations regarding healthcare activities to benefit our patients, members, and profession.*
- *Remain the paramount pharmacy organization others seek for input and partnership in pharmacy-related opportunities or concerns.*

I am grateful for this nomination and would be honored to serve as your ASHP President. I thank each of you for your contributions to ASHP, our profession, and the advancement of healthcare today.

Thomas J. Johnson, Pharm.D., M.B.A., BCCCP, BCPS, FASHP, FCCM (thomas.johnson@avera.org) is Assistant Vice President of Hospital Pharmacy, Avera Health, Sioux Falls, S.D. He earned his Pharm.D. from North Dakota State University and completed an ASHP-accredited residency at St. Alexius Medical Center/NDSU in Bismarck, N.D. He has served in multiple roles over his professional career including clinical practice, academia, research, and leadership. Johnson has consistently championed advancing optimal patient outcomes through the progressive use of pharmacy staff within healthcare teams. His current role at Avera spans from rural through tertiary settings.

Johnson has served ASHP in multiple roles including Treasurer (2016–2019); Board of Directors (2011–2014); Council on Education and Workforce Development; Council on Therapeutics; Committee on Nominations; Task Force on Organizational Structure; Practitioner Recognition Committee; and as a state delegate for many years. Johnson is a Past President of SDSHP and 2005 SDSHP Pharmacist of the Year.

Statement:

The future of the pharmacy profession is dependent upon our ability to make a difference. Can we make a difference in the lives and health of patients — both for individuals and populations as a whole? Can we make a difference in the financial bottom line of our local health systems or the national health system? Can we effectively convince others that we make a difference? I believe the answer is “Yes!”, but there remain significant opportunities for us to do even more.

Let’s take advantage of these opportunities to make a difference for our patients and our healthcare system through our common membership and engagement in ASHP.

Specifically, we should:

- *Embrace technology in a thoughtful and purposeful way to simplify and streamline our professional practice.*
- *Leverage our skills as the medication experts to fully integrate into patient care teams across our health systems.*
- *Advocate for legislation and regulation that enhances and expands our ability to provide optimal patient care.*
- *Tell our story — clearly, concisely, and convincingly — to the public, payers, administrators, and other providers so that everyone is requesting our services.*

I would be honored and thrilled to serve as your President. Let’s make a difference together!

CANDIDATES FOR BOARD OF DIRECTORS 2020–2023

Leigh A. Briscoe-Dwyer, Pharm.D., B.S.Pharm., BCPS, FASHP (Leigh.Briscoe-Dwyer@WMCHealth.org) is the Vice President of Network Pharmacy for the Westchester Medical Center Health Network, a 10-hospital system located in Valhalla, N.Y.

She received her Bachelor of Science in Pharmacy from Albany College of Pharmacy and her Doctor of Pharmacy degree from St. John's University. She is a certified pharmacist immunizer, is a Board Certified Pharmacotherapy Specialist, and has been named a Fellow of ASHP.

Briscoe-Dwyer is a Past President of both the Long Island Society of Health-system Pharmacists and New York State Council of Health-system Pharmacists. She has served ASHP in a number of capacities, including the FASHP Recognition Committee, Council on Public Policy, Committee on Nominations (including a term as Chair), and the PAC Advisory Committee. She has served as a member of the House of Delegates for 14 years.

Statement:

The only thing that is higher than a purpose is a shared purpose — and it is clear that the problems facing the profession today can no longer be solved by individuals. Thus, the role of ASHP in providing guidance and advocacy is more important than ever. The fact that ASHP has a seat at the table when discussing key issues such as drug shortages, drug pricing, and the opioid epidemic signifies that the organization has credibility. ASHP speaks for all pharmacists who want to practice at the top of their license, regardless of practice setting. We need to continue developing advocacy as a professional obligation and provide guidance for members so we can share a consistent message.

Medications touch nearly every patient in health systems, and no healthcare system can truly be successful without active, engaged pharmacist participation. I have worked for over 30 years to ensure that pharmacists are visible members of the healthcare team, that they take accountability for outcomes, and that they continuously work to advance the role of the profession in the tumultuous world of healthcare today.

It would be an honor to serve the profession I love on the Board of Directors of ASHP.

Dan D. Degnan, Pharm.D., M.S., CPPS, FASHP (ddegnan@purdue.edu) currently serves as Associate Director for the Professional Program Laboratory and is a Clinical Assistant Professor of Pharmacy Practice (Courtesy) at Purdue University College of Pharmacy. Degnan has an appointment with Regenstrief Center for Healthcare Engineering at Purdue as a Clinical Research Associate with research interests in the areas of pharmacy automation and high-reliability healthcare. Before coming to Purdue, Degnan served as the Medication Safety Officer at Community Health Network in Indianapolis.

Degnan earned his Pharm.D. from Purdue University. He completed a specialty residency in pharmacy administration and an M.S. in Pharmacy Administration at the University of Wisconsin.

Degnan's service to ASHP includes Chair, Council on Organizational Affairs; Chair, Committee on Nominations; Chair, Section of Inpatient Care Practitioners; and state delegate to ASHP from Indiana for many years. Degnan has served in many state affiliate roles, including President of the Indiana Society.

Statement:

Embracing the issues that face our profession and curating effective and meaningful ways to improve them should be the work of all of us, including ASHP. Moving forward, ASHP should enhance its efforts to move the profession forward in the following areas:

- *Aligning pharmacist care delivery with patient needs and matching reimbursement schemes.*
- *Promoting a rich environment for innovation and growth in postgraduate residency programs.*
- *Focusing on development of robust clinical well-being, resilience, and burnout mitigation resources, including profession-specific research on the issue.*
- *Developing the concepts of professionalism, ethics, and caring in pharmacy so that the narrative and context around a patient's care are viewed as critical to the provision of care.*

My personal and professional philosophy includes a longstanding commitment to the principles of servant leadership, lifelong learning, and demonstrating an empathetic approach to helping others. These principles have been applied throughout my career and lend themselves to the concept of a constant pursuit of excellence. ASHP and our profession deserve no less.

It is an honor to be on the slate of candidates for the ASHP Board of Directors. I would truly appreciate the opportunity to serve on the ASHP Board of Directors.

Rafael Saenz, Pharm.D., M.S., FASHP (rsaenz@virginia.edu) is the Administrator, Pharmacy Services for the University of Virginia, Assistant Dean of VCU School of Pharmacy, and RPD for the UVA M.S./HSPA residency. He received his Pharm.D. from VCU and completed the M.S./HSPA residency from the University of Wisconsin Hospital and Clinics.

Saenz's service to ASHP includes member and Chair, Council on Education and Workforce Development; Section of Pharmacy Practice Managers Programming Committee; ASHP Advisory Group on International Residency Accreditation; Task Force on Organizational Restructuring; Pharmacy Technician Stakeholder Group; and Pharmacy Forecast Advisory Group. He has served as President of VSHP. Rafael was appointed to the Virginia Board of Pharmacy in 2015 and is currently serving as Chair.

Statement:

In health-system pharmacy, change is inevitable. While the practice is rewarding and enriching, recent developments pose new threats to the profession. Drug shortages, payment models, and workforce issues that challenge health-system executives can be addressed through proactive and creative action by health-system pharmacy leaders. Despite posing risks to the profession, these threats have provided us an opportunity for practice to evolve. ASHP should continue to focus on clinical and practice-based research, providing member guidance for emerging challenges, and direct advocacy efforts to advance contemporary and meaningful legislation that will secure the future of our profession.

Further, I believe that ASHP should expand its efforts to establish pharmacy technician training standards across the country. A strong pharmacy technician workforce is crucial to our ability to provide patient care. Close partnerships with state affiliates to address boards of pharmacy and disparities in practice acts will lead to us achieving our goals. Helping states learn from each other will vastly improve the outcomes desired by those attempting to make a positive change for patients.

Jamie S. Sinclair, M.S., R.Ph., FASHP (jsinclair@mercyare.org) is Director, Pharmacy Services for Mercy Medical Center, Cedar Rapids, Iowa, and Adjunct Assistant Professor at the University of Iowa College of Pharmacy. Sinclair earned her B.S.Pharm. from Massachusetts College of Pharmacy and M.S. from the University of Minnesota. She completed an ASHP-accredited residency at Methodist Hospitals of Memphis. Sinclair has practiced in academic and community-based settings, beginning as a critical care pharmacist, and has held health-system leadership positions for over 20 years. Her passions include developing technicians, pharmacist practitioners, and leaders; implementing/optimizing technologies; and fostering interprofessional relationships.

Sinclair's service to ASHP includes Council on Pharmacy Practice; Chair, Commission on Affiliate Relations; Committee on Nominations; Women in Pharmacy Leadership Steering Committee; ASHP/ISMP Medication Safety Certificate Faculty; and state delegate (Iowa and Minnesota). She is a member of the Iowa Pharmacy Association and Past Treasurer and President of the Minnesota Society of Health-System Pharmacists.

Statement:

As experts and leaders in medications and medication-use systems, we have a responsibility to:

- *BEND — alter something that exists into a new creation to better serve the profession.*
- *BREAK — take something that is whole and reassemble in a more functional way.*
- *BLEND — combine two or more current models in a transformative way to support a paradigm shift.*

Opportunities I see for our profession and ASHP include:

- *Bend credentialing frameworks and expand them to pharmacists. We can move closer to provider status, increasing patient access to pharmacists' cognitive skills and improve the well-being of patients.*
- *Break industry models to improve transparency related to medication costs and shortages.*
- *Blend our knowledge with artificial intelligence to develop the future roles of pharmacists and technicians.*

As we bend, break, and blend we must:

- *Maintain our patient-centric values.*
- *Enhance and expand our interprofessional relationships.*
- *Foster well-being and adaptability within our pharmacy workforce to manage ambiguity and "bounce forward" during adversity.*

I am grateful for my ASHP home and the people I have met who have challenged me and fulfilled me. I am humbled to be slated and would be honored to serve the ASHP Board and advocate for our patients, membership, and profession.