

House of Delegates

REPORT OF THE COMMITTEE ON NOMINATIONS

June 3, 2018

Denver, Colorado

John Pastor III (Chair), Minnesota
John Armitstead (Vice Chair), Florida
Kimberley Benner, Alabama
Steven Riddle, Washington
Meghan Swarthout, Maryland
David Weetman, Iowa
Lanita White, Arkansas
Noelle Chapman (1st Alternate), Illinois
Kethen So (2nd Alternate), California
Molly Leber (3rd Alternate), Connecticut

ASHP COMMITTEE ON NOMINATIONS

Madam 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 45,000 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 5, 2017, at the Midyear Clinical Meeting in Orlando, Florida; and on April 19, 2018, at ASHP headquarters; and met once via teleconference. Review of nominees' materials was conducted continuously between March and April 2018 solely via secure electronic transmissions. This process has been reviewed for quality improvement and will be repeated for the 2018–2019 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 2017 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 650 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: 7 accepted

BOARD OF DIRECTORS: 23 accepted

CHAIR, HOUSE OF DELEGATES: 14 accepted

A list of candidates that were slated was provided to delegates following the Committee's meeting on April 19, 2018.

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

Kathleen S. Pawlicki, B.S.Pharm., M.S., R.Ph., FASHP (Southfield, MI)

Philip J. Schneider, Pharm.D., B.S., FASHP (Olathe, KS)

Board of Directors

Kristina (Kristy) L. Butler, Pharm.D., B.S.Pharm., BCACP, FASHP, FOSHP (Portland, OR)

Nishaminy (Nish) Kasbekar, Pharm.D., B.S.Pharm., FASHP (Philadelphia, PA)

Pamela K. Phelps, Pharm.D., FASHP (Minneapolis, MN)

Jamie S. Sinclair, B.S.Pharm., M.S., FASHP (Cedar Rapids, IA)

Chair, House of Delegates

Melanie A. Dodd, Pharm.D., Ph.C., BCPS, FASHP (Albuquerque, NM)

Casey H. White, Pharm.D., M.B.A., BCCCP, BCNSP, BCPS, FASHP (Cookeville, TN)

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

CANDIDATES FOR PRESIDENT 2019–2020

KATHLEEN S. PAWLICKI, B.S.Pharm., M.S., R.Ph., FASHP (kathleen.pawlicki@beaumont.org) is Vice President and Chief Pharmacist at Beaumont Health in Michigan. After earning her B.S.Pharm. (Ferris State University), she completed an ASHP-accredited residency and an M.S. in Pharmacy Administration (Wayne State University [WSU]). Pawlicki has championed improved medication management by advancing pharmacist and technician roles at small, medium, and large hospitals. She values continual advocacy for regulatory issues surrounding pharmacy practice through leadership in state associations and as a member of the Michigan Board of Pharmacy.

Pawlicki's ASHP service includes Board of Directors; Chair, Section of Pharmacy Practice Managers; Council on Pharmacy Management; House of Delegates, Committee on Nominations; Task Force on Organizational Structure; and Chair, Task Force on Caring for Patients Served by Specialty Suppliers. In 2018 she was awarded the Michigan Pharmacist of the Year award. Previous accolades include the MSHP Joseph A. Oddis Leadership Award and WSU College Excellence in Teaching Award.

Statement:

As a profession, we have weathered various changes in healthcare and through hard work achieved a prominent place as the medication expert. As healthcare, technology, and society continue to evolve, we must remain diligent to further cement our future in caring for patients. Practice transformation, with a willingness to embrace new roles, leverage advanced technology, and navigate the unknown, will be critical to our success. The future world of healthcare will necessitate us to think and act differently. To be successful, we must:

- *Embrace new and evolving roles for both pharmacists and technicians, thinking beyond our current biases on how and where we practice.*
- *Leverage advanced technology, such as machine learning, predictive analytics, and automation, to transform highly manual processes into highly reliable automated systems and to allow for innovative approaches to clinical medication management.*
- *Support our teams' well-being through recognition and training on resiliency and effective work-life integration.*
- *Advocate for our role on the patient care team.*

It will be important for us to design our fate and how we effectively change our behaviors and mindset to embrace these new possibilities. I would be honored to focus my energy and creativity in leading ASHP into the future.

PHILIP J. SCHNEIDER, Pharm.D., B.S., FASHP (phil.schneider@olathehealth.org) is Director of Pharmacy, Olathe Medical Center, Olathe, Kan. He earned his B.S. and Pharm.D. from the University of Iowa and completed an internal medicine residency at the Medical University of South Carolina. In his 28 years with Olathe Health, he has led many programmatic and technological initiatives that have resulted in robust practice model expansion and optimal drug use.

Schneider has served ASHP in a variety of capacities, including Treasurer (2010–2016); Board of Directors (2004–2007); Chair, Council on Organizational Affairs; Committee on Nominations; and state delegate for many years. He is past Treasurer and Presidential Officer of the Kansas Society of Health-System Pharmacists (KSHP). He received the Kansas Council of Health-System Pharmacy's Legacy Award, KSHP's Harold Godwin Award for Outstanding Achievement, and the Kansas Health-System Pharmacist of the Year award. He has served as mentor to many pharmacy students and residents.

Statement:

The Oath of a Pharmacist states: "I vow to devote my professional life to the service of all humankind through the profession of pharmacy." We live this oath through our dedication to patients and through professional organization involvement. The role of professional organizations in this pursuit cannot be understated. ASHP has shaped me personally and professionally, and I am dedicated to the ongoing success of ASHP and its membership.

ASHP is a critical leader in the advancement of pharmacy. This is exhibited through multifaceted opportunities for members as well as in collaboration with external stakeholders. ASHP pursues excellence through advocacy, networking, and education, and serves as our collective voice in optimizing the impact of pharmacy on safe, effective, evidence-based, and affordable medication therapy. I am ready to lead ASHP in these pursuits.

I have been fortunate to serve ASHP in a number of capacities, including two terms as Treasurer. Being nominated to serve as your next President is a great honor. If elected, I would work fervently with the ASHP staff, Board, and membership to further advance health-system pharmacy. Together, we can live the virtues included in the Oath of a Pharmacist. Thank you for the opportunity to serve you.

CANDIDATES FOR BOARD OF DIRECTORS 2019–2022**KRISTINA (KRISTY) L. BUTLER, Pharm.D., B.S.Pharm., BCACP, FASHP, FOSHP**

(kristina.butler@providence.org) is the Manager of Clinical Pharmacy Specialists for Providence Medical Group Oregon Region. She earned her B.S.Pharm. and Pharm.D. from Oregon State University (OSU)/Oregon Health & Sciences University and completed a primary care residency through Providence Health & Services in Portland. Prior to her current position, Butler practiced as an ambulatory care clinical pharmacy specialist for 13 years.

Her service to ASHP includes Chair, Section of Ambulatory Care Practitioners; Chair, Council on Public Policy; Consensus Recommendations Panel Member, Ambulatory Care Conference & Summit; and delegate, House of Delegates. Butler has also held several leadership positions with the Oregon Society of Health-System Pharmacists (OSHP), including Annual Seminar Co-chair, Secretary, and President. She is a fellow of ASHP and OSHP, and a recipient of OSHP Pharmacist of the Year, OSHP Pharmacy Practitioner of the Year, and OSU College of Pharmacy's Outstanding Young Alumni Award.

Statement:

Ideal team-based care allows each expert to practice at top of scope, collaborating for a common goal: the patient's care. Pharmacists must position ourselves as key members of the healthcare team to ensure that every patient in every setting has access to the appropriate level of pharmacy services.

Similarly, as healthcare faces countless challenges — and opportunities — it requires highly functional teams of leaders who each contribute their expertise for a common goal: the quadruple aim. The pharmacy enterprise is uniquely qualified to lead and transform medication-use systems and continue to advance practice to meet the needs of our patients and the changing healthcare environment.

I believe that pharmacists must fully embrace our role as medication experts and leaders, and take accountability for all areas of medication use with individual patients and healthcare delivery as a whole. This belief is the foundation of my career as an ambulatory care clinician and administrator, and my service to the profession with ASHP. I am honored to be nominated for the Board of Directors and to have the opportunity to continue to passionately serve patients, pharmacy, and ASHP, and to advance the role of pharmacists and technicians in patient care and leadership teams.

NISHAMINY (NISH) KASBEKAR, Pharm.D., B.S.Pharm., FASHP (kasbeka@uphs.upenn.edu)

is Director of Pharmacy at Penn Presbyterian Medical Center in Philadelphia. Kasbekar earned her B.S.Pharm. and Pharm.D. from the Philadelphia College of Pharmacy and Science and completed residencies in pharmacy practice and infectious diseases at the Hospital of the University of Pennsylvania. She began her career providing direct patient care as an ID Clinical Specialist and as an administrator focused on creating entity and corporate inpatient and ambulatory patient-centered pharmacy services while also implementing a pharmacy residency program and automation for safe medication use.

Her ASHP service includes Chair, Section Advisory Group on Multi-Hospital Pharmacy Executives; Chair, Council on Pharmacy Practice; Women in Pharmacy Leadership Steering Committee; *AJHP* Editorial Board; and delegate to the ASHP House of Delegates for the last eight years. Additionally, previous leadership roles include Chair, Vizient Practice Advancement Committee; President, Pennsylvania Society of Health-System Pharmacists; and President, Pennsylvania Pharmacists Association Educational Foundation.

Statement:

As the healthcare landscape evolves, unique opportunities are being presented to our profession at a rapid pace. The increasing complexity of medications, rising drug costs, challenging regulations, and focus on outcomes have put pharmacists at the center of navigating initiatives that provide safe and quality care.

ASHP, my professional home, has been at the forefront in tackling these healthcare challenges and forecasting new roles that position our pharmacy leaders to prime our healthcare systems for sustained success.

As we look to the future, healthcare delivery will be significantly re-engineered, and the below focus areas will be important for ASHP:

- *Enabling members to create innovative strategic models for practice advancement*
- *Harvesting an entrepreneurial spirit such that optimal collaboration with disruptive innovators and vertical integrators will allow for leveraged partnerships*
- *Embracing technology to create new delivery models utilizing pharmacists outside of conventional ways*
- *Inspiring and leading the professional development of the younger workforce for effective succession planning*

As ASHP members, our unity of thought and continued pursuit of professional excellence will allow us to move forward strategically, creatively, and in a transformative way. I am honored by this nomination and would consider it a privilege to serve the profession.

PAMELA K. PHELPS, Pharm.D., FASHP (pphelps2@fairview.org) is System Director of Acute Care Clinical Pharmacy Services at Fairview Health Services in Minneapolis, Minn. She is Adjunct Associate Professor at the University of Minnesota College of Pharmacy. A University of Minnesota alumna, she began her career as a clinical pharmacy specialist in critical care. She is PGY1 Residency Program Director at the University of Minnesota Medical Center, having graduated 147 residents.

Phelps' service to ASHP includes Chair, Council on Therapeutics; ASHP Advisory Committee for the *Pharmacy Forecast*; chapter author for the *Pharmacy Forecast*; editor and author for ASHP's *Smart Infusion Pumps* book; ASHP Task Force on Accountable Care Organizations; Minnesota state delegate; and ASHP Council on Educational Affairs. She has served as a Chair and on the Executive Board for the Vizient (UHC) Pharmacy Council. Phelps has served in many state affiliate roles, including President and Board member of the Minnesota Society.

Statement:

For our profession to win, we must help pharmacists navigate the day-to-day frontline challenges, strategize for the future, and curate young practitioners to assume both big-L and small-l leadership roles. Winning as a residency director is seeing my residents go on to achieve wonderful things for our shared profession. It is giving presentations at national and local meetings and feeling as though I have created some sense of meaning and purpose. It is creating lifelong relationships forged by a love of the profession. And, it is using the gift of leadership and influence to advance the profession as a whole. We are facing unprecedented challenges, but every challenge, seen in a different light, brings opportunities for new victories.

Winning isn't an end game, however; it's a continuous process. As we consider what winning looks like for our profession, we must create bold policy strategies that drive the profession forward, support our membership in assuming new patient care roles, bolster our support for technician development and advancement, protect the public from exorbitant drug costs, become part of the opioid crisis solution, and ensure public access to pharmacists' care.

I would be honored to serve as an ASHP Board member.

JAMIE S. SINCLAIR, B.S.Pharm., M.S., FASHP (jsinclair@mercyare.org) is Director, Pharmacy Services for Mercy Medical Center, Cedar Rapids, Iowa. She earned her B.S.Pharm. from Massachusetts College of Pharmacy and her M.S. from the University of Minnesota, and 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 for over 20 years she has held health-system leadership positions. She has dedicated her career to advancing pharmacy practice; implementing/optimizing technologies; leading medication safety initiatives; and developing students, residents, and pharmacist practitioners and leaders.

Sinclair has served ASHP in numerous capacities, including: 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. She is a member of the Iowa Pharmacy Association and past Treasurer and President of the Minnesota Society of Health-System Pharmacists.

Statement:

We, the health-system pharmacy profession, embody a patient-centric philosophy. If we prioritize this value, then our patient-specific, organizational, and professional goals will follow. And in doing so, we must:

- *Lead the adoption of new medication therapies and technologies while being agile when disruptors enter our area of expertise. We must lead the evaluation of new technologies and consider all disruptors potential opportunities to improve the well-being of the patients we serve.*
- *Continue our advocacy to improve transparency within the pharmaceutical industry. Medication costs and shortages can introduce unintended consequences when access to optimal medications is not available.*
- *Continue the pursuit of provider status. We must promote interprofessional relationships and invite other disciplines to advocate on our behalf for provider status.*
- *Ensure we prepare pharmacists for the increased level of accountability that will accompany the elevation of the profession with provider status.*

I consider this profession a privilege. I am grateful for my ASHP home and the people I have met; they have fulfilled me professionally and personally. I am humbled to be slated and would be honored to serve on the ASHP Board to further support and advocate for our patients and our profession.

CANDIDATES FOR CHAIR, HOUSE OF DELEGATES, 2018–2021

MELANIE A. DODD, Pharm.D., Ph.C., BCPS, FASHP (mdodd@salud.unm.edu) is Department Vice-Chair and Associate Professor, Department of Pharmacy Practice and Administrative Sciences, The University of New Mexico (UNM) College of Pharmacy. A Purdue University, UNM, and Presbyterian Healthcare Services residency program graduate, she began her career with the NM Medicaid DUR Program. She is now a pharmacist clinician with prescribing authority at the UNM Senior Health Clinic and a consultant hospice pharmacist. She is responsible for geriatric teaching activities with Pharm.D. and interprofessional students and residents. She has played an active role in development of new pharmacist clinical practice models, credentialing processes, and pharmacist reimbursement at UNM.

Dodd's ASHP service includes Chair and Vice-Chair, Council on Public Policy; Chair, Section of Ambulatory Care Practitioners; Pharmacy Practice Model Initiative delegate; and NM delegate to the House of Delegates. She is Past President of NMSHP and faculty advisor for the UNM SSHP.

Statement:

My vision is to have pharmacists providing direct patient care to all patients throughout the continuum of care as essential members of interprofessional teams. In addition, I believe it is important that we embrace and advocate for the expanding roles of pharmacists and support the ASHP Practice Advancement Initiative. Pharmacist recognition as providers is a core component to achieving this vision. Through ASHP's leadership, including the vision and efforts of the House of Delegates and our grassroots efforts, we can be successful in advancing healthcare. ASHP policy development is a core component of establishing and communicating our practice vision to our professional colleagues, our patients, and the community at large. Through my experiences as a pharmacist clinician, pharmacy educator, and administrator, and my service to SSHP, NMSHP, and ASHP, including chairing the Council on Public Policy and Section of Ambulatory Care Practitioners and being a delegate to the House of Delegates, I feel I am well positioned to chair the House of Delegates and represent the membership. I am humbled and honored by this nomination and committed to providing leadership to ASHP and the House of Delegates to continue to advance the practice of pharmacy and provide high-quality patient care.

CASEY H. WHITE, Pharm.D., M.B.A., BCCCP, BCNSP, BCPS, FASHP (CWhite@crmchealth.org) serves as Director of Pharmacy at Cookeville Regional Medical Center in Cookeville, Tenn. He earned his Pharm.D. from the University of Tennessee and his M.B.A. from the University of Memphis. White completed residency training at the Veterans Affairs Medical Center in Memphis. He is also a clinical instructor for the University of Tennessee, Lipscomb University, and Union University.

White has served in a number of capacities within ASHP, including the Council on Therapeutics; Chair, Section of Clinical Specialists and Scientists; and delegate to the House of Delegates for the past 10 years. He has also served as President of the Tennessee Society of Health-System Pharmacists (TSHP) and the Tennessee Pharmacists Association (TPA). White is a past recipient of the Pharmacist of the Year and Innovative Pharmacy Practice awards with TSHP and Young Pharmacist of the Year award with TPA.

Statement:

The ASHP House of Delegates (HOD) serves a vital role as a collaborative body gauging the needs and challenges of members, enacting professional policies to help guide the organization's priorities, and providing direction to advance the success of ASHP and its members. Only through embracing diverse

member perspectives can the HOD be successful in synthesizing actionable policies that shape our professional future.

As Chair, I will preserve the positive changes in HOD efficiency realized in recent years.

Additionally, I will focus on the following priorities:

- 1) Increasing transparency for the membership on actions that result from HOD recommendations*
- 2) Fostering improved communication strategies, including virtual opportunities to engage members and strengthen our efficiency and responsiveness*
- 3) Being a thoughtful and insightful leader who listens to all member viewpoints, facilitates consensus on important issues, and provides passionate representation on behalf of the HOD at the ASHP Board of Directors table*

Nomination for this position is an incredibly humbling honor. I have the utmost respect for the dignity and responsibility inherent in the chairmanship of the House of Delegates and will always strive to uphold it. I truly believe in the policy process, and I am grateful for the opportunity to serve.