



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*”.

House of Delegates

HOUSE OF DELEGATES

REPORT OF THE

COMMITTEE ON NOMINATIONS

June 12, 2022

Phoenix, Arizona

Donald Kishi (Chair), California
Kelly Smith (Vice Chair), Georgia
Joshua Blackwell, Texas
Rena Gosser, Washington
Lisa Mascardo, Iowa
Christy Norman, Georgia
Tyler Vest, North Carolina
Kristine Gullickson (1st Alternate), Minnesota
Dave Lacknauth (2nd Alternate), Florida
Maritza Lew (3rd Alternate), California

ASHP COMMITTEE ON NOMINATIONS

Madam Chair, Fellow Delegates:

The Committee on Nominations consists of seven members of ASHP who are appointed by the Immediate Past President. The Committee 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 more than 60,000 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 virtually since the last session of the House of Delegates: on January 11 and on March 18, 2022, via teleconference; and in person on April 20, 2022, at ASHP Headquarters. Review of nominees' materials was conducted continuously between March and April 2022 solely via secure electronic transmissions. This process has been reviewed for quality improvement and will be repeated for the 2022–2023 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.

Based upon recommendations from membership, state affiliates, and ASHP staff, the Committee contacted over 745 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: 15 accepted

A list of candidates that were slated was provided to delegates following the Committee's meeting on April 20, 2022.

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

Stephen F. Eckel, PharmD, MHA, FAPhA, FASHP, FCCP (Chapel Hill, NC)

Nishaminy (Nish) Kasbekar, PharmD, BSPHarm, FASHP (Philadelphia, PA)

Board of Directors

Jill S. Bates, PharmD, MS, BCOP, CPT, FASHP (Durham, NC)

Vickie L. Powell, PharmD, MS, BSPHarm, FASHP (New York, NY)

JoAnn Stubbings, BSPHarm, MHCA, RPh (Chicago, IL)

Jennifer Tryon, PharmD, MS, FASHP (Detroit, MI)

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

CANDIDATES FOR PRESIDENT 2023–2024

Stephen F. Eckel, PharmD, MHA, FAPhA, FASHP, FCCP (seckel@unc.edu) is the Associate Dean for Global Engagement at the UNC Eshelman School of Pharmacy. He is also an Associate Professor in the division of practice advancement and clinical education. In addition, he leads a two-year Masters of Science in Pharmaceutical Sciences with a specialization in health-system pharmacy administration. This degree collaborates with twelve hospitals across the country that sponsor the residency and includes an online option for working professionals. At UNC Medical Center, he is Residency Program Director of the two-year program in health-system pharmacy administration. He has worked with almost 250 residents over the years.

Eckel received his Bachelor of Science in Pharmacy and Doctor of Pharmacy from the University of North Carolina at Chapel Hill. He completed a pharmacy practice residency at Duke University Medical Center and then joined UNC Hospitals as a clinical pharmacist. Eckel also holds a Master of Healthcare Administration from the UNC Gillings School of Global Public Health.

Eckel has been very active in the North Carolina Association of Pharmacists, serving as Chair of the ASHP state affiliate, a term on the Board, and as President of the merged organization. He is a frequent author in *AJHP*, past chair of the ASHP Council of Pharmacy Practice, and past member of the ASHP Board of Directors. In 2015, the ASHP Foundation awarded him the Pharmacy Residency Excellence Preceptor Award. He is a Fellow of ASHP, APhA, and ACCP.

Statement:

The one constant of healthcare is change. While many pharmacists do not like change, it creates opportunities to be accountable for the medication-use process and to increase our involvement in the patient-centric practice of pharmacy. Now, more than ever, health-system pharmacists need to be innovative leaders within their spheres of influence. Employing skills like creativity, innovation, and problem solving can be the differentiator between whether we will create the future or wait for someone outside of the profession to do it.

I have focused my career on providing novel ideas to solve the challenges that face our profession and leveraging change and using creativity to help us meet our professional ideals. I have utilized the tools and direction ASHP provides the pharmacy profession and am committed to ensuring ASHP continues to provide the resources and guidelines needed for success.

I am also passionate and committed that our professional society remains diverse and inclusive for all. I will work with ASHP to continue their focus on implementing the recommendations from the Task Force on Racial Diversity, Equity, and Inclusion. We will not advance as an organization or profession until all of us are able to flourish at an individual level.

I am extremely honored to receive this nomination as ASHP has always been my professional home. There are many leaders who have utilized their skills in the past to bring health-system pharmacy to this point, and I am committed to do the same for future generations.

Nishaminy (Nish) Kasbekar, PharmD, BPharm, FASHP (kasbekan@pennteam.upenn.edu) is the Chief Pharmacy Officer at Penn Presbyterian Medical Center in Philadelphia, Pennsylvania. Kasbekar earned her Bachelor of Science in Pharmacy and Doctor of Pharmacy degrees 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 a clinical pharmacy specialist in infectious diseases, implementing an antimicrobial stewardship program. In her 25 years at Penn Medicine, she has led many strategic and programmatic initiatives expanding the scope, services, and influence of the pharmacy department in inpatient and ambulatory areas.

Her ASHP service includes Board of Directors (2019-2022); 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 over eight years. In addition, she has served as chair, Vizient Practice Advancement Committee; president, Pennsylvania Society of Health-System Pharmacists; president, Pennsylvania Pharmacists Association Educational Foundation; and president, Delaware Valley Society of Health-System Pharmacists. Kasbekar has also received numerous recognitions for her work and contribution to pharmacy, including the PSHP Pharmacist of the Year Award, Joe E. Smith Award, Sister M. Gonzales Duffy Award, and as a Fellow of ASHP. Kasbekar has also published and presented on a variety of topics, including leadership development, process improvement in healthcare, well-being and resilience, and innovative practice models.

Statement:

The pandemic has accelerated the pace of change in healthcare and fueled a paradigm shift in pharmacy, providing leaders a unique opportunity to work in dynamic and novel ways. The role of the pharmacist has also evolved from an under-utilized ancillary resource to a front-line healthcare worker integral during a challenging healthcare crisis. In addition, the increasing complexity of medications, rising drug costs, challenging regulations, focus on outcomes, and workforce shortages have put pharmacists at the center of navigating initiatives that provide safe and quality care.

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

- *Enable members to create innovative strategic models for practice advancement.*
- *Harvest an entrepreneurial spirit to leverage collaboration with disruptive innovators and vertical integrators to promote productive partnerships.*
- *Embrace digital technology to create new delivery models utilizing pharmacists outside of conventional norms.*
- *Invest in initiatives to create safe, high-quality, and equitable patient care by supporting programs focused on well-being, resilience, and elimination of healthcare disparities.*
- *Inspire and lead 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 deeply honored by this nomination and would consider it a privilege to serve the members as ASHP President.

CANDIDATES FOR BOARD OF DIRECTORS 2023–2026

Jill S. Bates, PharmD, MS, BCOP, CPT, FASHP (batesjill@gmail.com) is the National PHASER Pharmacy Program Manager for the Department of Veterans Affairs in Durham, N.C., and Associate Professor of Clinical Education at the UNC Eshelman School of Pharmacy. Dr. Bates received a bachelor's degree from Eastern Illinois University, a master's degree with a concentration in biochemistry and biophysics from Northern Illinois University, and a doctor of pharmacy from the University of Illinois at Chicago. Dr. Bates also completed two years of postgraduate work at Duke University Medical Center, the first year concentrating on pharmacy practice and the second as a resident in oncology pharmacy. She is certified through multiple organizations in precision medicine, pharmacogenomics, and precision oncology.

Throughout her 16-year career, Dr. Bates has cared for hundreds of patients within multiple practice settings. In her current role at the VA and in collaboration with other stakeholders, Dr. Bates leads a movement to develop and grow national programs in pharmacogenomics and precision oncology and establish pharmacy's role within these programs. Her involvement in ASHP has spanned over a decade. During this time, Dr. Bates has served as vice-chair and chair of the Council on Therapeutics, delegate to the House of Delegates, faculty for the Oncology Board Certification Review course, member of the Women in Leadership Task Force, chair of the Section of Clinical Specialists and Scientists (SCSS), and a member of multiple committees. In recognition of this service, Dr. Bates was designated ASHP Fellow in 2018 and awarded the SCSS Distinguished Service Award in 2019.

Statement:

Health is a state of physical, mental, and social well-being, and good health enables people to live abundant lives. Sustaining good health is relational; it requires multiple components working together, ideally in team-based care. As providers and treatment plan experts, pharmacists have tremendous responsibility. We must always focus on the welfare of humanity and the relief of suffering, as we pledged when entering the profession.

Our patients are central to the welfare of humanity. Our service is guided by treatment plan expertise and the culturally universal golden rule to “do unto others as you would have them do unto you.” Compassion should be our benchmark—both for patients and for ourselves. Burnout is at crisis levels within the field, and we must care for our own to maintain a thriving community that provides optimal care for others. The “square of common good” philosophy emphasizes creating systems and relationships that focus on respect, integrity, and compassion to best attain justice.

We also face a pressing need to ensure that all persons have access to pharmacist care. Leading public health efforts that prioritize integrity-based healthcare policies and pricing practices is key. Recognizing that 80% of healthcare spending is focused on preventable chronic diseases, we should advocate for and integrate foundational healthy behaviors within comprehensive medication management.

It is a true honor to be considered for the ASHP Board of Directors. If elected, I pledge to uphold values that support the advancement of pharmacy practice and good health for all persons.

Vickie L. Powell, PharmD, MS, BSPHarm, FASHP (Vip9006@nyp.org) is the Site Director of Pharmacy Operations at New York-Presbyterian Hospital. The hospital is affiliated with two of the nation's

leading medical colleges: Columbia University College of Physicians and Surgeons and Weill Cornell Medical College. The hospital and its academic affiliates share a commitment to pursuing clinical excellence, engaging in groundbreaking biomedical research, outstanding medical education, and providing prevention and wellness services to the community. Vickie is a clinical assistant professor of pharmacy at Long Island University and a guest lecturer at the Touro College of Pharmacy.

Vickie received a Bachelor of Science degree in Pharmacy from Xavier University of Louisiana; a Master of Science degree in Pharmacy Administration from Long Island University, New York, and a PharmD degree from Howard University, Washington DC. She is a fellow of ASHP, a BPS Employee Advisory Council member, and is currently working with ACCP on the upcoming Bridging Pharmacy Education and Practice Summit.

Vickie is the past president of the New York City Society and New York State Council of Health-System Pharmacists (NYSCHP). She remains active in both organizations and recently chaired NYSCHP's inaugural DEI committee. Vickie's sustained ASHP service includes: delegate to the House of Delegates, member of the Council on Education and Workforce Development, ASHP Policy-Process CQI Special Committee, Board of Canvassers, ASHP Committee on Nominations, Council on Pharmacy Practice, ASHP Task Force on Racial Diversity, Equity, and Inclusion, and the Certified Pharmacy Executive Leaders Advisory Committee, and chair of the ASHP Advocacy and PAC Advisory Committee.

Statement:

"Change will not come if we wait for some other person or if we wait for some other time. We are the ones we've been waiting for. We are the change that we seek." –Barack Obama

The role of the pharmacist will change considerably over the coming years. We must continue collaborative advocacy efforts to achieve pharmacist provider status in all states and expand legislators' awareness of the pharmacist's role on the healthcare team. We must work with other organizations to standardize a professional identity for pharmacists beyond dispensing and highlight our many contributions to medication safety. We must continue education on healthcare disparities, cultural diversity, equity, and inclusion.

I am passionate about the importance of mentoring, and I am a living testimony to the 'power of mentoring. "Alone we can do so little, together we can do so much." (Helen Keller). The achievements of any organization stem from the cumulative efforts of our teamwork. To sustain growth and continuity, we must actively recruit, mentor, and groom members to take on leadership roles. Being a good pharmacist is not just a matter of mastering the scientific principles but also having the will and spirit to serve others.

I challenge you to adopt the motto, "Each One Teach One." If we each commit to mentor one other person, our organization will continue to thrive. I am honored to be slated on the ballot and would be grateful for the opportunity to serve.

JoAnn Stubbings, BSP Pharm, MHCA, RPh (joanns@uic.edu) is Clinical Associate Professor Emerita, Department of Pharmacy Practice, University of Illinois Chicago College of Pharmacy. A graduate of Ohio State University College of Pharmacy (BS) and University of Mississippi School of Pharmacy (MHCA), she has experience in the pharmaceutical industry, consulting, academia, ambulatory care

pharmacy, and specialty pharmacy. She built one of the first accredited health-system specialty pharmacies at the University of Illinois Hospital and Health Sciences System. She currently works for the College of Pharmacy on accreditation, strategic planning, and new program development, such as a Bachelor of Science in Pharmaceutical Sciences and six new areas of concentration. Her passions include public policy and mentoring students, pharmacists, and technicians. She frequently speaks and publishes on specialty pharmacy, healthcare reform, pharmacist provider status, payment for services, the 340B Drug Pricing Program, Medicare Part D, and Risk Evaluation and Mitigation Strategies.

Stubbings served ASHP as the inaugural chair of the Section of Specialty Pharmacy Practitioners (SSPP), co-authored the first ASHP National Survey on Specialty Pharmacy Practice, and served as chair of the SSPP Committee on Nominations and as a delegate to ASHP's House of Delegates. She currently serves on the SSPP Educational Steering Committee. As a delegate she introduced a proposal that became ASHP Policy 2031, Continuity of Care in Insurance Payer Networks. She received ASHP's Distinguished Service Award for the SSPP in 2021 and the 2022 Board of Directors' Award of Excellence.

Statement:

My vision for pharmacy practice is to achieve integrated pharmacy services across the continuum of care to ensure access and equity for patients and providers. Patients should have access to pharmacy services where they receive care without restrictions imposed by insurance networks. Culture, race, disability, socioeconomic status, sexual orientation, or other social determinants of health should not restrict patients' access to pharmacy services. Likewise, health-system pharmacists and pharmacies should have access to pharmacy and provider networks.

Pharmacist provider recognition is an issue that needs ASHP's continued involvement and advocacy. Progress is being made at the state level and with the recent introduction of H.R. 7213. Another important issue for ASHP is the development and support of the pharmacy workforce. I support advanced training and roles for pharmacy technicians, layered learning training models for pharmacy students, and an increase in pharmacy residencies to allow nearly all pharmacy students to match to a residency if they desire. A third issue is the impact of corporate pharmacy on the practice of pharmacy. We must protect our profession and practice model from being managed by outside business interests and advocate for PBM reform, DIR fee fairness, 340B continuity, and access to payer networks. Finally, ASHP should continue to be our professional home and support our need to lead fulfilling professional and personal lives, including issues related to diversity, equity, inclusion, burnout, mental health, and work-life balance.

I am honored to be among the esteemed candidates nominated for the ASHP Board of Directors.

Jennifer Tryon, PharmD, MS, FASHP (jtryon2@hfhs.edu) is the Chief Pharmacy Officer at Henry Ford Health in Detroit, Michigan, leading inpatient, outpatient, and health plan pharmacy teams for the integrated delivery network. Having practiced pharmacy in community hospitals, academic health systems, and integrated delivery networks, she has broad perspectives on unique challenges across health-system pharmacy. Committed to teaching, Jennifer has lectured in multiple schools of pharmacy and is an Associate Faculty for the ASHP Foundation's Pharmacy Leadership Academy. She has been the Residency Program Director for multiple HSPAL and postgraduate year-1 residency programs and has enjoyed training over 100 pharmacy residents. Jennifer received her MS from the

University of Wisconsin and her PharmD from the University of Iowa College of Pharmacy. She completed a two-year health-system pharmacy administration residency at the University of Wisconsin Hospital and Clinics.

Jennifer has served ASHP as the Chair of the Section of Pharmacy Practice Leaders, the Council on Pharmacy Management, and section advisory groups and served in the House of Delegates. She is Past President of the Oregon Society of Health-System Pharmacists and has held other elected positions in multiple pharmacy associations.

She chairs the Autonomous Pharmacy Advisory Board and has a passion for innovative models to advance healthcare. She is frequently invited to present on leadership and business of pharmacy topics within the United States and internationally. Jennifer was honored with the 2021 Distinguished Service Award for the ASHP Section for Pharmacy Practice Leaders and was named a 2020 Emerging Industry Leader by *Managed Healthcare Executive*.

Statement:

The headwinds we face in healthcare today demand revised and innovative approaches. As delivery models evolve from fee-for-service to value based, pharmacy professionals are well-positioned to address the medication needs of patients in a way that improves outcomes. Our unique skills can be leveraged to address diverse healthcare challenges such as physician shortages in primary health, achieving quality standards for value-based care, workforce shortages, escalating drug costs, health disparities, and inconsistencies in the pharmacy supply chain. As a profession, we should continue to build on advancements of telehealth adoption resulting from our COVID-19 response and leverage technology to best meet the needs of patients in traditional and emerging settings. This will enable more patient-facing interaction and top of license activities.

ASHP has long served as the collective voice for health-system pharmacy and can provide advocacy support for members' creative solutions to these fluctuations in pressure. The national scope and influence of ASHP are vital to ensure that pharmacy professionals are empowered through legislative policy and the sharing of best practices. It is an opportune time to address these challenges as a profession, and ASHP plays a vital role in our success.

Throughout my career, ASHP has been my professional home. It would be an honor and a privilege to serve on its Board.