Leadership Plan
2023-2024

Deborah Milito Pharm D, BCGP, FASCP
President

“And though she be but little, she is fierce.” William Shakespeare

This leadership plan reflects the work of the members and staff of the American Society of Consultant Pharmacists (ASCP) that came before me and will continue under my leadership with the assistance of many individuals.

This plan categorizes ASCP’s working committees and groups into three (3) types: Standing Committees, Special Interest Groups, and Ad Hoc Workgroups. Typically, the Standing Committees and the Special Interest Groups remain the same, however, The Women’s Leadership Group is going to be absorbed by the Justice, Equity, Diversity and Inclusion (JEDI) Taskforce. In addition, the name of The MSL Advisory Committee is changing to The Medical Affairs Group (MAG) to be more inclusive of practitioners who may be considering a career change or students who may be interested in working in the pharmaceutical industry.

The Ad Hoc Workgroups may change depending on the President’s Leadership Plan. For the 2023-2024 time frame, I am moving the New Practitioner/Resident/Student/Student Ambassador’s
Workgroup from being a subcommittee of the Pharmacy Educators and Research Council (PERC) to their own Ad Hoc Workgroup. I will also be adding a Medication Optimization Workgroup.

For 2023-2024, my areas of focus are Education, Membership and Advocacy:

**Education** – I believe that the education of our members as to the educational offerings, services, and products that ASCP has to offer is vital. While serving as the President-Elect, I have utilized various social platforms to inform our members of what is available through a membership in ASCP. I intend to continue to inform the members of specific emails that are sent from ASCP staff, regional information, different types of committees, and other offerings that membership in ASCP includes. This information will be gathered from all committees and discussed at regional meetings.

A new and improved ASCP website is on my wish list, too.

*“Tell me and I forget. Teach me and I remember. Involve me and I learn.”* Benjamin Franklin

**Membership** – New Practitioners and Students are ASCP’s future. I am moving the New Practitioners/Students/Student Ambassador Workgroup to their own Ad Hoc Workgroup. I’m challenging this committee to have a student ambassador in 25% of pharmacy schools for 2023-2024. Currently, we have 4 ambassadors. This is a very energetic group that I think will grow quickly. Additionally, I am asking that ASCP members offer to speak at their alma maters or at a pharmacy school in their area to promote student membership in ASCP and to share all that ASCP has to offer. At each quarterly regional call, a report will be given by each delegate as to which school and who presented the information about ASCP. Connecting students with mentors, members in one state with a member in another state, staff with members, etc. is something that is very important to me.

*“The most important things in life are the connections you make with others.”* Tom Ford

**Advocacy** – In the post-Covid era, pharmacists are being seen as having played a key role in immunizing, testing and treating. One by one, ASCP members and staff were invited to the table at many federal agency meetings. Now is the time to be heard. I encourage all senior care pharmacists to be engaged in the Grassroots calls, COVID calls and Government Affairs Committee (GAC), etc.

*“…it is often the small steps not the giant leaps, that bring about the most lasting change.”* Queen Elizabeth II

In summary, I’m very excited and humbled to serve as your President. I feel that ASCP is in a very good place due to all the hard work by those who have come before us and will only become a more prestigious landing spot for all pharmacists who take care of our most vulnerable patients – our seniors.
COMMITTEES

The 2023-2024 leadership plan consists of fifteen (15) Standing Committees, six (6) Special Interest Groups, and six (6) Ad Hoc Workgroups. The special interest groups serve as think tanks and idea-generators for ASCP. The ad hoc workgroups are the workhorses of ASCP. These are temporary member-driven volunteer committees, tasked with a set of deliverables for the year as specified in the action plan.

<table>
<thead>
<tr>
<th>Group Type</th>
<th>Category</th>
<th>Name</th>
<th>Committee Chair</th>
<th>Board Liaison</th>
<th>ASCP Staff Liaison</th>
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<tbody>
<tr>
<td>Standing Committee</td>
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<td>Board of Directors (BOD)</td>
<td>Jeanne Manzi</td>
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<td>Joanne Hirschfield &amp; David Phillips</td>
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<td>Group Type</td>
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<td>Health IT Committee</td>
<td>Shelly Spiro and Lisa Morris</td>
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<td>Special Interest</td>
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<td>Dana Saffel</td>
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<td>Medical Affairs Group (MAG) (Formerly MSL Advisory Committee-MAC)</td>
<td>Stephanie Hernandez and Justin Rash</td>
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<td>Laura Finn and Manju Beier</td>
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<td>Avra Thomas</td>
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</table>
As our aging population grows, ASCP has the ability to lead in preparing pharmacists to provide medication management expertise and promote healthy aging across many venues of the healthcare continuum. As an organization, we need to let practitioners and consumers alike know that we are no longer the “best kept secret” in healthcare.

**Creed**
In their role as medication therapy experts, consultant and senior care pharmacists:
- Hold their patients’ interests above all others
- Take responsibility for their patients’ medication-related needs
- Ensure that their patients’ medications are the most appropriate, the most effective, the safest possible and are used correctly
- Identify, resolve, and prevent medication-related problems that may interfere with the goals of therapy

**Principal Objectives of the Society (Article III of the ASCP Bylaws)**
To promote and improve consultant pharmacy practice in health care institutions, long-term care facilities, managed care organizations, hospitals, hospices, home healthcare programs, industry programs and any other area in which consultant pharmacists are needed to advise patients and other health care professionals on drug therapy management.
• To define and develop the professional standards required of consultant pharmacy practice, including a Code of Ethics, and to provide for the recognition of practitioners through their demonstration of a core of knowledge of the practice, performance of high professional conduct, and conformance with the Code of Ethics of the Society.
• To support and promote the ASCP Foundation, through which the Foundation can fund, coordinate and conduct educational programs and research.
• To sponsor meetings and conferences for the educational and professional development of the membership.
• To promote broader government, public, and professional understanding of consultant pharmacy practice through collective public information efforts.
• To collect, preserve, and disseminate data and information of interest to the membership.
• To represent the interests of consultant pharmacy practice before legislative, judicial, and administrative branches of government.
• To advance public health and welfare through consultant pharmacy practice by maintaining a liaison with other societies, associations, and professions on issues of mutual concern.

Code of Ethics of the American Society of Consultant Pharmacists

Article I
The member will meet all standards of existing laws and regulations and provide the highest quality of pharmacist-related care and services that places the patient’s needs and interests foremost at all times.

Article II
The member’s primary goal and objective shall be the health and safety of the patient, in whose behalf every effort shall be exerted to assure the optimal level of safety and efficacy in the provision of patient-centered care and services.

Article III
The member will seek to uphold the highest ethical standards for the practice of pharmacy in the provision of professional service, in such a way as to reflect positively on our profession.

Article IV
The member will agree to practice pharmacy under terms and conditions which clearly provide for the proper exercise of professional judgment and skill, and which do not tend in any manner whatsoever to subvert the quality of professional services of the ethical conduct of the practice of pharmacy.

Article V
The member will determine that only those medications, medical products, medical devices, or digital therapeutics that meet standards of quality required by law and by sound professional judgment, and which are determined to be of therapeutic value for the patient, are dispensed and distributed.
Article VI
The member will respect the confidentiality of all clinical documentation, reports, and other communications relating to any patient’s medical condition or medication therapy; and shall in no case disclose such information without proper legal authorization.

Article VII
The member will not condone or participate in any transaction with any practitioner of another health profession, any other person, or entity whatsoever under which kickbacks are paid or caused to be paid, or which may result in financial exploitation of patients or their families in connection with the provision of medications, supplies, or services.

Article VIII
Members will seek continuously to refine and expand upon their professional knowledge, abilities, and skills, through the pursuit of meaningful continuing educational experiences.

Article IX
The member will, to the best of his/her ability, associate and affiliate with organizations insofar as they are directed toward the improvement of patient care and safety.

Reviewed, revised, and approved by the ASCP Board of Directors, June 2023.
Regions

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<tr>
<th>Region</th>
<th>Region A - Northeast</th>
<th>Region B - Mid Atlantic</th>
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ASCP Strategic Priority Areas and Goals (Strategic Plan)

ASCP STRATEGIC PLAN 2022-2026

Recognized expert providers of medication management. Improving the lives of older adults.

Vision: Recognized expert providers of medication management. Improving the lives of older adults.  
Mission: Promote healthy aging by empowering pharmacists with education, resources, and innovative opportunities.

Strategic Timeframe: October 2022 – April 2026

General Action Items for all Leadership Groups

Definition of Action Items
Under each Standing Committee, Special Interest Group, and Ad Hoc Workgroup are listed “action items” that are the basis of each group’s work. Since the Board has approved these action items as important to the work of ASCP, these should be followed; however, the committee should spend part of its first meeting using the action items to:

a) Set their yearly goals and meeting schedules,
b) Ensure that committee members understand the goals and requirements,
c) Discuss whether other items should be included and,
d) Ask for clarification if the action items and directions are unclear.
The Chair and Board liaison should prepare interim progress reports and participate in quarterly chair calls with the President to make sure their understanding of the action items is consistent with the leadership group’s work, direction and progress.

**General Action Items**
The following are general action items that apply to all leadership groups. These items should be addressed and become a part of the leader’s involvement in ASCP, both as individuals and as members of the leadership group.

1. Ensure leadership group ‘charges’ provide value to all ASCP members.
2. Encourage fellow ASCP members to become active in ASCP leadership groups or local ASCP chapters.
3. Provide ideas to the education department and the Educational Affairs Council relevant to consultant pharmacy and senior care pharmacy.
4. Nominate candidates for all of ASCP’s annual awards (see ASCP.com/awards).
5. Increase overall membership in ASCP by encouraging colleagues to join.
6. Nominate candidates for elected positions (Board of Directors, President-elect).
7. Encourage engagement among student pharmacists and ASCP members.
8. Encourage attendance at the Annual Meeting and regional meetings.
9. Provide input to the Policy and Advocacy Committee on legislative and regulatory issues of relevance to your practice.

**Standing Committees - Governance**
- I. Board of Directors (BOD)
- II. Executive Committee
- III. Personnel Committee
- IV. Finance Committee
- V. Nominating and Awards Committees
- VI. Council of Presidents (CoP)
- VII. Fellowship Selection Committee

**Standing Committees – Educational Affairs**
- I. Educational Affairs Council (EAC)
- II. Pharmacy Educators and Research Council (PERC)

**Standing Committees – Policy and Advocacy**
- I. Policy Review Committee
- II. DEA Taskforce
- III. Government Affairs Committee (GAC)
- IV. Political Action Committee (PAC)
Standing Committees – Professional Affairs
   I.  Health IT Committee

Special Interest Groups – Advisory and Focus Groups
   I.  Pharmaceutical Advisory Group (PHARMA)
   II. Home and Community Based Senior Care Pharmacists Focus Group (HCCP)
   III. Independent Senior Care Pharmacist Operators Focus Group (CPOPs)
   IV.  Long Term Care Pharmacy Operators Focus Group (LTC Rx)
   V.  Nursing Home Execs Focus Group (NH Execs)
   VI.  Medical Affairs Group (MAG)

Ad Hoc Workgroups
   I.  Antimicrobial Stewardship and Infection and Prevention Control Committee (ASIP)
   II. Medication Optimization Workgroup (MOW)
   III. Medication Safety and Transitions in Care Workgroup (MSTOC)
   IV.  Opioid Stewardship Workgroup (OSWG)
   V.  Justice, Equity, Diversity, and Inclusion (JEDI) Task Force
   VI.  New Practitioners/Residents/Students/Student Ambassadors Workgroup

Standing Committees – Governance
   I.  Board of Directors (BOD)
      The Board of Directors provides the vision, mission, goals, and guidance for the Society and
      sets Society policy. The Board of Directors will meet at the Annual Meeting as required by the
      bylaws and at other times at the call of the President or Chair of the Board of Directors.

   Board of Directors and Board Staff

<table>
<thead>
<tr>
<th>Officers</th>
<th>Directors</th>
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<tbody>
<tr>
<td>Chair of the Board: Jeanne Manzi</td>
<td>Region A: Rob Accetta</td>
</tr>
<tr>
<td>President: Deborah Milito</td>
<td>Region B: Jennifer Devinney</td>
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<td>Treasurer: Rolf Schrader</td>
<td>Region C: Rob Leffler</td>
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<td>President-Elect: Marsha Meyer</td>
<td>Region D: Jeff Schneider</td>
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<td>Executive Director/CEO: Chad Worz</td>
<td>Region E: Jessica Androff</td>
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<td>Region H: Carrie McClughry</td>
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<td>At Large: Christina Polomoff</td>
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</table>
**Action Items:**
- Conduct the Society’s business with a focus on the mission, vision, and goals in the strategic plan.
- Monitor fiscal management and maintain fiduciary accountability for the organization, members, donors and contributors.
- Promote and support the executive director and staff in efficient implementation of operational priorities.
- Provide vision and direction for long range planning for the Society.
- Provide guidance and support to volunteer leadership groups as Board liaisons.
- Request staff participation through the Executive Director/CEO. Do not go directly to staff with work requests. Staff report to the Executive Director/CEO, not the Board.
- Review and approve the annual budget, major program/department plans, and pertinent organizational policies.

**Reporting Responsibilities:**
Quarterly (January, April, July, October), each Board Member will email a Board Liaison report for their appointed leadership assignments to the Board’s President.

**Individual Board Members Responsibilities:**
- For new members, complete the new Board member orientation.
- Complete annual Board member training and review of the Board of Directors Manual.
- Sign ASCP Disclosure of Bias or Potential Conflicts of Interest and Related Party Transactions annually.
- Maintain confidentiality of BOD deliberations.
- Respond to BOD list server emails in a concise and timely manner.
- Prepare for and attend BOD meetings; review and comment on financial performance.
- Actively participate in BOD scheduled and emergent conference calls and meetings.
- Organize quarterly Regional Meetings of state delegates from the Director’s region, with the purpose of bidirectional updates and communication between state and national levels.
- Attend and interact with members, sponsors and vendors at state/regional and annual meetings.
- Maintain vigilance in looking for potential ASCP sponsors and revenue opportunities.
- Send thank you notes to sponsors and vendors.
- Encourage and promote ASCP membership.
- Mentor and foster leadership development and volunteerism among members. Submit nominations for all ASCP awards and special recognitions.
II. Executive Committee (EC)

A leadership team that serves as a subcommittee of the BOD and is made up of all ASCP’s officers: President; immediate past President who also serves as Chair of the Board and presiding officer; President-elect; Secretary; Treasurer; and one elected member of the BOD. Members of the Board of Directors must have at least one year’s experience on the Board of Directors and will be nominated by the Board of Directors and elected by a majority vote of the Board of Directors and will be elected annually.

The Executive Committee shall serve as a leadership team to advise and assist the Chair of the Board and the President in the execution of their duties, including setting Board agendas, reviewing budgets, and making recommendations to the Board for action. The Executive Committee shall make no policy without Board approval.

The Executive Committee may make decisions regarding action only in emergency situations when a quorum of the Board of Directors cannot be arranged in a timely fashion. Actions of the Executive Committee shall be reported to the Board of Directors within five (5) working days and in all cases at the Board’s next meeting.

Executive Committee Members
Chair of the Board          Jeanne Manzi
President                  Deborah Milito
President-Elect            Marsha Meyer
Treasurer                  Rolf Schrader
Elected BOD Member         TBD
Executive Director/CEO     Chad Worz

Action Items:
• Ensure efficient and effective administration of Board operations.
• Advise, support and direct the activities of the Executive Director/CEO.
• Keep the Board fully informed of all matters relevant to the Board’s duties and functions.
• Make recommendations when appropriate to the Board.
• Work with the Executive Director/CEO to recruit and retain top talent to ASCP staff and volunteer leadership positions.
• Final selection of select ASCP award winners from candidates nominated.
III. Personnel Committee (PC)
The members of the Executive Committee conduct the duties of the Personnel Committee (PC). The PC shall function as a subcommittee of the BOD and shall report its deliberations and actions to the Board at regularly scheduled Board meetings.

Action Items:
- Prepare, disseminate, conduct and analyze Executive Director/CEO evaluations by Board members and staff.
- Prepare report of Executive Director/CEO evaluations for BOD.
- Prepare recommendations regarding areas of commendation and improvement for the Executive Director/CEO to be reviewed and considered by the BOD.
- Review and make recommendations related to Executive Director/CEO contract renewal for the BOD.
- Serve in an advisory capacity at the request of the Executive Director/CEO on personnel matters.

Personnel Committee Members
Chair of the Board        Jeanne Manzi
President              Deborah Milito
President-Elect        Marsha Meyer
Treasurer              Rolf Schrader
Elected BOD Member      TBD
Executive Director/CEO  Chad Worz

IV. Finance Committee
A leadership team that serves as a Standing Committee of the BOD whose purpose is to assist the Treasurer in monitoring and reviewing ASCP finances and investments as well as reviewing and making recommendations to the BOD for the annual budget process.

The Committee shall report to the Board and consist of nine (9) members. Three of whom are current Board of directors’ members and are voted upon each year by the full Board. These members shall serve for a one-year term. It shall also consist of six non-Board members with extensive knowledge of business and/or finance who are appointed by the Executive Committee to serve a three-year term. Appointees shall serve no more than two consecutive terms. The Finance Committee will assist the CFO, Treasurer and Board of Directors in matters related to understanding historical financial decisions.

Action Items:
- Review ASCP financial reports.
- Advise the Board on financial matters and investments.
- Review ASCP annual budget trends and make recommendations to the BOD for budget planning process.
Finance Committee Members
Chair/Treasurer Rolf Schrader
Executive Director/CEO Chad Worz
CFO/Staff Liaison Chuck Molina
President-Elect Marsha Meyer
BOD Member Rob Accetta
BOD Member Jeff Schneider
BOD Member Christina Polomoff
Member Arnie Cammeyer
Member Lisa Morris
Member Gerald Roesener
Member Jim McMackin
Member Dana Saffel
Member Richard Whitesell

V. Nominating and Awards Committees
Standing leadership groups to be appointed no later than 30 days prior to the Annual Meeting, as described below. President appoints the Nominating Committee and will work collaboratively with the President-elect to appoint both the Nominating Committee and the Awards Committee.

A. Nominating Committee
✓ The Nominating Committee shall consist of a maximum of eight (8) appointed members, ideally representing the different Regions.
✓ Committee appointees must have current or prior BOD experience and at least three (3) are recommended to be from the Council of Presidents.
✓ A staff member shall be appointed as the contact person to support the activities of the Nominating Committee.

This leadership group is responsible for identifying and interviewing potential elected leaders for ASCP. The work of this group results in the make-up of the ballot for BOD and President-elect positions. Active dialogue and debate via e-mail communication and conference calls are essential for this group’s deliberations. Strategic considerations should be made regarding nomination and selection of positions.

Action Items:
• Review and update current ASCP Board leadership position descriptions for posting on the ASCP website for elections.
• Determine and submit the final selection of Board of Directors’ candidates to the ASCP Executive Director/CEO.
• The Committee will be formed 30 days prior to the Annual Meeting and will assist ASCP staff in the Board nomination process.
• Dates to be determined for 2024 election process.

Nominating Committee Members

<table>
<thead>
<tr>
<th>Committee Chair/Chair of the Board</th>
<th>Jeanne Manzi (Region A)</th>
</tr>
</thead>
<tbody>
<tr>
<td>President</td>
<td>Deborah Milito (Region B)</td>
</tr>
<tr>
<td>Member</td>
<td>Kevin Fearon (Region C)</td>
</tr>
<tr>
<td>Member</td>
<td>Diana Quach (Region G)</td>
</tr>
<tr>
<td>Member</td>
<td>Terri Fagan (Region H)</td>
</tr>
<tr>
<td>Member (from CoP)</td>
<td>Sharon Clackum (Region D)</td>
</tr>
<tr>
<td>Member (from CoP)</td>
<td>Lisa Morris (Region F)</td>
</tr>
<tr>
<td>Member (from CoP)</td>
<td>Hedva Barenholtz Levy (Region E)</td>
</tr>
</tbody>
</table>

B. Awards Committee

By convention, the Awards Committee shall consist of a maximum of eight current and/or prior Board members appointed by the President. Members may or may not be the same members as on the Nominating Committee. One staff member should be a member of this Committee. For continuity, the immediate past Chair of the Board will serve as Chair of the Awards Committee, after completion of their 3-year term as Officer.

This group is responsible for evaluating nominations received across all award categories and forwarding and/or voting on award winners as indicated. Active dialogue and debate via e-mail communication and conference calls are essential for this group’s deliberations. Strategic considerations should be made regarding the awards process.

Action Items:
• Call for nominations.
• Dates for nominations, award elections and related activities, to be determined.
• The calls for nominations are to be included in ASCP Now and stand-alone emails, with special emails sent to past award winners, BOD, BOT, and committee chairs.
• Compilation of award nominee documents by staff (CV, Bio, letters of support, face sheet, etc.).
• Langsam Award candidates forwarded to the Foundation BOT; All Archambault nominees are forwarded to Archambault subcommittee.
• For the remaining Awards, the appropriate group will vote and select award winners. Award winners will be notified by committee.
• Nominees not selected for awards will be notified by the Executive leadership.
<table>
<thead>
<tr>
<th>Award</th>
<th>Selection</th>
<th>Final Vote</th>
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</thead>
<tbody>
<tr>
<td>Richard Berman</td>
<td>Awards Committee selects all qualified candidates</td>
<td>Board</td>
</tr>
<tr>
<td>Armon Neel</td>
<td>Awards Committee selects all qualified candidates</td>
<td>Board</td>
</tr>
<tr>
<td>Herb Langsam</td>
<td>Awards Committee selects all qualified candidates</td>
<td>Foundation BOT</td>
</tr>
<tr>
<td>Hall of Fame</td>
<td>Executive Committee</td>
<td>Board</td>
</tr>
<tr>
<td>President's Standing Ovation</td>
<td>ASCP President</td>
<td>ASCP President</td>
</tr>
<tr>
<td>Next Gen-Rx</td>
<td>Awards Committee selects the top three (3) candidates</td>
<td>Peers</td>
</tr>
<tr>
<td>Women's Spotlight</td>
<td>Awards Committee selects the top three (3) candidates</td>
<td>Peers</td>
</tr>
<tr>
<td>Educator of the Year</td>
<td>Awards Committee selects one (1) candidate from each category</td>
<td>Peers</td>
</tr>
<tr>
<td>Archambault</td>
<td>Archambault Subcommittee</td>
<td>Past Archambault Recipients</td>
</tr>
</tbody>
</table>

**Awards Committee Members**

**Committee Chair/Immediate Past Chair of Board**
- Hedva Levy

**Chair of the Board**
- Jeanne Manzi

**President**
- Deborah Milito

**Executive Director/CEO**
- Chad Woz

**Member (from CoP)**
- William Simonson

**Member**
- Rob Leffler

**Member**
- Joanne Hirshfield

**Member**
- Dana Saffel

**Member**
- Addi Peluso

**Archambault Sub-Committee:**

- Judith Beizer
- Ed Davidson
- Nicole Brandt
VI. **Council of Presidents (COP)**
A standing leadership group comprising ASCP’s past and current Presidents. The COP serves as a resource to the Board of Directors on issues of importance to the Society. COP members represent a repository of ASCP history, culture, and experience. The COP, like all members, is encouraged to volunteer for committees, council, or task force assignments.

**Action Items:**
- Serve in an advisory capacity to the Board of directors, the Executive Committee, and the Executive Director/CEO upon request.
- Engage with students and new members at meetings.
- Identify candidates for ASCP’s elected offices and awards during the call for nomination periods.

**Council of Presidents Members**

<table>
<thead>
<tr>
<th>Chair</th>
<th>Hedva Barenholtz Levy</th>
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</thead>
<tbody>
<tr>
<td>Staff Liaison</td>
<td>Valerie Hill</td>
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</tbody>
</table>

**Members:**

<table>
<thead>
<tr>
<th>Jeanne Manzi</th>
<th>Ross Brickley</th>
<th>Tom C. Snader</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hedva Barenholtz Levy</td>
<td>Steven Feldman</td>
<td>Rolf K. Schrader</td>
</tr>
<tr>
<td>Kevin Fearon</td>
<td>Mark Sey</td>
<td>Steven B. Loevner</td>
</tr>
<tr>
<td>Lisa Morris</td>
<td>William Simonson</td>
<td>Jerome L. Fine</td>
</tr>
<tr>
<td>Joanne Hirshfield</td>
<td>Dianne Tobias</td>
<td>Milton S. Moskowitz</td>
</tr>
<tr>
<td>Chad Worz</td>
<td>David Kazarian</td>
<td>Mark I. Abrams</td>
</tr>
<tr>
<td>Joe Marek</td>
<td>Jan Allen</td>
<td>Allen G. Odell</td>
</tr>
<tr>
<td>Nicole Brandt</td>
<td>Ralph F. Kalies</td>
<td>Robert I. Hayes**</td>
</tr>
<tr>
<td>Sharon Clackum</td>
<td>Brian A. Kahan</td>
<td>Larry Neimerow**</td>
</tr>
<tr>
<td>Jeffrey Delafuente</td>
<td>Lynn F. Williams (Connor)</td>
<td>Jacob M. Machbitz**</td>
</tr>
<tr>
<td>Sean Jeffrey</td>
<td>Tim E. Bien</td>
<td>John Kaufman**</td>
</tr>
<tr>
<td>Penny S. Shelton</td>
<td>Herb Langsam**</td>
<td>Allan Kratz**</td>
</tr>
<tr>
<td>Albert Barber</td>
<td>K. Scott Carruthers</td>
<td>Richard S. Berman**</td>
</tr>
<tr>
<td>Shelly Spiro</td>
<td>Charles R. Maples</td>
<td>Diane Crutchfield</td>
</tr>
<tr>
<td>Judith Beizer</td>
<td>Nelson E. Showalter</td>
<td>Steve R. Adams</td>
</tr>
<tr>
<td>Lee Meyer</td>
<td>Jack E. Sassone**</td>
<td></td>
</tr>
<tr>
<td>Joseph Gruber</td>
<td>Elliot D. Tertes</td>
<td></td>
</tr>
<tr>
<td>Robert J. Miller**</td>
<td>Arnold B. Cammeyer</td>
<td>**Deceased</td>
</tr>
</tbody>
</table>

VII. **Fellowship Selection Committee**
ASCP recognizes selected active members with fellowship status in the Society, designated by the post-nominals Fellow of the American Society of Consultant Pharmacists (FASCP). This recognition honors the Fellow’s excellence in pharmacy leadership, practice, and education as demonstrated by their sustained involvement with and contributions to ASCP on a national, regional and state level, and the ASCP Foundation. Also considered is involvement with other
professional pharmacy and health-related organizations and professional pharmacy accomplishments.

The Fellowship Selection Committee will determine eligible candidates based on the scoring on the information submitted by candidates on the fellowship application form. Fellows are recognized at the Annual Meeting and are awarded a certificate.

**Action Items:**
- Review the Fellowship application for accuracy and relevance.
- Applications will be accepted year-round, but the cut-off date for the current year will be August 31 of every year.
- Consider the applications from August 31-October 1 each year. Send the final list to ASCP staff by October 1.
- Honor the successful candidates at the Annual Meeting.

**Fellowship Selection Committee Members**
- **President** Deborah Milito
- **Board Volunteer** Rob Accetta
- **Appointed Fellow/Chairperson** Rob Leffler
- **Board Chair** Jeanne Manzi
Standing Committees—Educational Affairs

I. Education Advisory Council (EAC)

This standing leadership group meets in person at the Annual Meeting and regularly via conference calls and email communication throughout the year. EAC consists of members that broadly represent the business, practice, research, and policy interests of the society. Leadership team includes a chair, vice chair, and immediate past chair. Each leadership role is for a 3-year commitment to ensure continuity of the council.

EAC supports the development of educational opportunities for senior care pharmacists through recruitment of content experts, adherence to ACPE and BPS standards for accredited educational activities, support of guidelines for quality education development and delivery, and review of educational activities.

Action Items:

- Participate as a peer reviewer for CPE and BCGP accredited activities in accordance with ACPE and BPS standards.
- Based on needs annual assessment data, assist staff in determining educational topics delivered through meetings, webinars, state and regional meetings and online learning.
- Review and recommend sessions received through the annual call for submissions.
- Assist in assessing Annual Meeting sessions during the live meetings.
- Ensure that BCGP education is a primary focus of educational offerings.
- Review session titles, descriptions, learning objectives, assessment questions for nationally organized meetings early enough to meet the marketing deadlines.
- Identify new speakers and assist staff with creating a speakers bureau database of content experts.
- Assist with session slide reviews and act as speaker liaisons where required.
- Ensure that submissions are exceptional presentations and worthy of acceptance through the call for submissions process.
- Explore opportunities to create programming for specific state requirements (Florida, North Carolina, etc.) advance practice certifications (jointly with PERC).
- Evaluate the opportunity to repurpose educational offerings for other interprofessional audiences (e.g., nurse practitioners).
- Propose candidates for the Peter P. Lamy Memorial Lecture.
II. **Pharmacy Educators and Research Council (PERC)**

This standing leadership group meets regularly via conference calls and email communication throughout the year. The PERC consists of members that broadly represent the organization with a focus on higher education (academia) and research. The leadership team for PERC includes a chair, vice chair and immediate past chair. Each leadership role serves a staggered 3-year term to promote continuity. PERC members serve as advisors to the ASCP education staff and assist with ASCP Foundation activities as needed.

**Action Items:**
- Develop and foster research collaboration among members that align issues related to older adults. Provide support to other workgroups regarding research efforts.
- Support programming for the Annual Meeting that includes but is not limited to 3 educational programs focused on academia and promotion of post-graduate opportunities in senior care pharmacy.
- Review submitted posters for Annual Meeting and oversee the abstract submission process and poster guidelines for The Robert J. Miller Research and Education Poster Session. Additionally, review and select top posters for the Annual Meeting.
- Collaborate with ASCP leadership and the New Practitioners/Residents/Students/Student Ambassadors Workgroup to strengthen relationships with student chapters and college faculty at pharmacy schools and assist in senior care pharmacy programming for students.
- Develop and apply a communication plan between ASCP and faculty advisors to promote student resource webpage and ASCP Student Member activities.
- Update the ASCP Geriatric Pharmacy Curriculum Guide for targeted release in 2024.
Standing Committees—Policy and Advocacy

I. Policy Review Committee

This group is appointed by the President and charged with updating/adding policy statements for the organization.

Action Items:
1. Review 25% of the existing ASCP policies, position statements, and guidelines annually.
2. Create new statements as needed or requested by the Board of Directors, Executive Director/CEO, and/or the Policy Review Committee.
3. Complete remaining activity from previous year’s activity.
4. Work with ASCP staff to ensure new policies/positions/guidance documents are posted to ASCP website.

II. DEA Task Force

The DEA Task Force is charged with monitoring proposed changes to the Controlled Substances Act and promulgated regulations that affect long-term care pharmacy practice. The task force will develop strategies to work with the DEA and other stakeholder groups to ensure ASCP’s voice is heard and considered by the DEA and other policymaking bodies. The task force will make suggestions to the Board of Directors for policy statements as needed.

Action Items:
- Work with DEA Policy Section on revised LTC pharmacy regulations.
- Work with stakeholders in educating legislative and regulatory staff on controlled drug access barriers and why new legislation and/or regulation may be necessary.
  - Diversion and misuse awareness vs. opioid shortages and availability.
- Engage the grassroots network to continue tracking and communicating instances of controlled drug access barriers.

III. Government Affairs Committee (GAC)

The chair of the ASCP-PAC Board will also serve as the chair of the Government Affairs Committee, and members of the ASCP-PAC Board also serve in the capacity of Government Affairs Committee members. However, members appointed to the Government Affairs Committee are not ASCP-PAC Board members, have no ASCP-PAC oversight authority, and have no vote on matters brought before the ASCP-PAC Board for decision. The ASCP-PAC Board remains a separate leadership group and will continue to set ASCP-PAC policies and approve contributions.

Action Items:
- Maintain ongoing grass-roots activities.
- Assist in the formulation of ASCP’s legislative and regulatory priorities and communications.
• Continue to build outreach by focusing on key ASCP legislative and regulatory initiatives yet allow for flexibility in local implementation (e.g., visits with federal elected officials while at home campaigning, media events showcasing senior care pharmacy services in which elected officials or candidates for election are invited, or medication safety in an assisted living or CCRC, etc).
• Respond to legislative and regulatory issues in a timely manner.
• Maintain and modify as needed an annual fundraising plan for the Advocacy Fund.
• Review new or revised ASCP Policy statements as requested by the Policy Review Committee.

IV. **Political Action Committee (PAC)**

A standing leadership group that convenes at the Annual Meeting and minimally twice yearly. Board of Trustees of the ASCP-PAC, as designated by the Committee’s bylaws is: six (6) ASCP members nominated by the President and confirmed by the BOD; an elected Treasurer, the Executive Director/CEO, and the Vice President of Pharmacy Practice and Government Affairs. Electronic mail and conference calls are also expected for this group’s deliberations as needed.

This Committee is empowered to solicit, directly or indirectly, and accept, voluntary personal contributions, and to make expenditures in connection with the attempt to influence the selection, nomination, or election of any individual to any Federal office. In addition to ASCP-PAC duties, the six (6) ASCP-PAC Board of Trustee members, and the Board Liaison, will be appointed to the Government Affairs Committee. The ASCP-PAC Board Chair will serve as Chair of the Government Affairs Committee. Trustee members are appointed to a three-year term on a staggered basis with two members appointed or re-appointed each year.

**Action Items:**
• Educate ASCP members about the function and purpose of the ASCP-PAC.
• Develop a strategic annual plan identifying fundraising efforts and participate in ASCP-PAC fundraising events.
• Provide oversight of the distribution of ASCP-PAC funds to insure consistency with ASCP’s legislative goals.

**Political Action Committee (PAC) and Government Affairs Committee Members**

<table>
<thead>
<tr>
<th>Role</th>
<th>Name</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chair</td>
<td>Dan Lynch</td>
</tr>
<tr>
<td>Executive Director/CEO</td>
<td>Chad Worz</td>
</tr>
<tr>
<td>CFO</td>
<td>Chuck Molina</td>
</tr>
<tr>
<td>VP of Pharmacy Practice &amp; Government Affairs</td>
<td>Arnold Clayman</td>
</tr>
<tr>
<td>Senior Director of Policy and Advocacy</td>
<td>Jim Lewis</td>
</tr>
</tbody>
</table>
Standing Committees—Professional Affairs

I. Health Information Technology (HIT)

The intent of this standing Committee is to keep ASCP a cutting-edge organization through product and program development focusing on key themes. As a standing Committee, the goal is to support committee work and individual members regarding health information technology (IT) issues, and ideally, to support members becoming informed about health IT and who can assist other ASCP committees.

Action Items:

• Collaborate with NCPDP, HL7 and all standards development organizations in representing ASCP.
• Assist ASCP staff and other standing committees with identifying HIT issues and opportunities for consultant pharmacists across the continuum of care that align with state and national initiatives (e.g., Federal HIT interoperability 2020-2025 roadmap, telemedicine/telepharmacy).
• Provide regular updates to ASCP membership regarding HIT issues via regular calls/virtual meetings.
• Monitor, support and advise on a pilot program to operationalize interoperability of the clinical pharmacist recommendations.
• Educate and inform committees and members about pertinent healthcare quality measures that provide reimbursement opportunities for pharmacists involved in primary care (PQA Measures Overview and PQA Measure Descriptions and FAQs).
• Explore the role of pharmacogenomics in senior care pharmacy.
Special Interest Groups – Advisory and Focus Groups

I. Pharmaceutical Company Advisory Group (PHARMA)
A standing leadership group that meets regularly as scheduled by the Committee by video/teleconference. PHARMA consists of members that represent the organization with a focus on ensuring the relationship and engagement of major stakeholders is continually improved. Additionally, national, and regional account managers from pharmaceutical companies with interests in senior care will be invited to advise the members assigned to this Board. The members of this group are advisors to the ASCP meetings and membership and will assist with working with The ASCP Foundation as well.

Action Items:
• List ways (both current and potential) that the pharmaceutical industry would prefer to engage with ASCP members, either at their practice settings or at ASCP-sponsored events.
• List outcomes or key performance metrics (other than increased sales) that the pharmaceutical industry uses to measure the value of their interaction with ASCP and its members.
• List ways that ASCP can provide more value to the pharmaceutical industry.

II. Home and Community Based Senior Care Pharmacists Focus Group (HCCP)
A standing leadership group that meets regularly as determined by the appointed chair by video/teleconference. HCCP consists of members practicing in a private practice senior care pharmacist role that represents the organization with a focus on improving the relationship, engagement and offerings to members with these interests. In addition, a task force has been created this year with additional Action Items, and members are encouraged to volunteer for the REACH Task Force, as well as participate in the HCCP Focus Group.

Action Items:
• Serve as a resource to the organization determining ideas important to these members’ practice setting.
• Establish goals and next steps for a “community health ambassador group” to work with other organizations that support community-based pharmacists.
• Provide a list of three educational topics relevant to pharmacists who consult with community-dwelling older adults, such as reimbursement options and collaborative practice agreements.

III. Independent Senior Care Pharmacist Operators (ICPs)
A standing leadership group that meets regularly as determined by the appointed chair by video/teleconference. CP Ops consists of members that represent pharmacists engaged in independent consulting pharmacist operations in any senior care pharmacy environment (ie, Assisted Living, Skilled Nursing Facilities, Developmentally Disabled, Corrections, and self-insured employers).
**Action Items:**
- Continue the activities of the previous group meetings with respect to priorities such as EHR access and remote consulting.
- Provide virtual and live (at the Annual Meeting) networking meetings to share ideas and proven models regarding operating an independent consulting firm (e.g., reviewing regional demographics, market differences, market acceptances, competition, flexibility, etc.)
- Provide a list of three educational topics to provide cutting edge education and information in this area of practice.

**IV. LTC Pharmacy Operators (LTC Rx)**
A standing leadership group that meets regularly as determined by the Committee chair by video/teleconference. LTC Rx consists of members that broadly represent pharmacists engaged in operations in any senior care pharmacy environment (i.e., Assisted Living, Skilled Nursing Facilities, Meds to home, retail pharmacies).

**Action Items:**
- Leverage LTC Pharmacy’s impact on COVID abatement through vaccinations, testing and education. Create document that summarizes pharmacy opportunities in immunization and the impact on nursing facilities.
- Convey the value of Admission Medication Reviews (AMR) to nursing facilities and methods of capturing in operational practice.
- Codify cognitive activity completed by pharmacist in the dispensing process: interventions on missing information, allergies, dosage adjustment and other therapies. Create recommendations for pharmacy software vendors to capture these activities to quantify and differentiate from retail practice.
- Identify specific knowledge and skills needed by operational pharmacists to improve the lives of seniors: ensure this is included in core competencies for consultant pharmacists.

**V. Nursing Home Executives Focus Group (NH Execs)**
NH Execs consists of members practicing in a nursing home executive role that represent the organization with a focus on ensuring the relationship, engagement and offerings to these major stakeholders is continually improved.

**Action Items:**
- Serve as a resource to the organization determining ideas important to these members’ particular practice setting. Continue ad hoc conference calls to engage and support nursing home executive members.
- Provide a list of three educational topics regarding trends in research, disease, health system, and/or regulation relevant to the nursing home setting.

*This group meets once a year at the Annual Meeting.*
VI. **Medical Affairs Group (MAG)**

This advisory group consists of members that represent the organization with a focus on improving the relationship, engagement and offerings to these major stakeholders.

**Action Items:**

- Provide an avenue to connect pharmacy students or those practitioners who are transitioning to careers with pharmaceutical companies.
- Annual review and update of ASCP website information developed by the MAG committee.
- Support the development of disease state education provided by pharmaceutical companies to membership (e.g., podcasts, clinical tools, etc.).
- Provide a list of five (5) actionable ideas for AM and the Regional Meetings collectively to ASCP staff regarding engagement of Medical Affairs departments at pharmaceutical companies.
  - Education “to” perspective.
  - Education “from” perspective.
  - Innovative ways to create dialogue between Medical Affairs departments at pharmaceutical companies and other members and membership groups within ASCP and outside in practice settings.
- Recommend activities, engagements and educational sessions that would appeal to Medical Affairs departments at pharmaceutical companies in terms of membership and in meeting attendance.
Ad Hoc Workgroups

I. Antimicrobial Stewardship and Infection and Prevention Control Committee (ASIP)
The intent of this workgroup is to help ASCP stay a cutting-edge organization through product and program development focusing on Antimicrobial Stewardship issues in senior care pharmacy practice, across all settings where older adults reside.

Action Items:
- Complete annual update of the antimicrobial toolkit and immunization reference cards.
- Work with ASCP staff to develop or revise marketing material for the toolkit and cards.
- Identify quality measure(s) as they relate to Antimicrobial Stewardship. Continue to collaborate with quality improvement organizations (PQA).
- Provide education on Antimicrobial Stewardship, Infection Prevention and Control, and Immunizations via workshops, webinars, etc.

II. Medication Optimization Workgroup
Evolving to help with many new ASCP initiatives around deprescribing and medication optimization.

Action Items:
- Select a group to review changes to PimsPlus.org.
- Liaison to USDen (with Executive Director/CEO) – promoting/participating in opportunities with this deprescribing group.
- Liaison to D2D – AMDA and ASCP’s monthly webinars on deprescribing topics – help select topics and cultivate speakers.
- Participate in topic development for education sessions on this topic.
- Explore pharmacogenomics.

III. Medication Safety Transitions of Care (MSTOC) Workgroup
The intent of this workgroup is to help ASCP remain a cutting-edge organization through product and program development focusing on transitions of care issues in older adults.

Action Items:
- Publish updates to MED-PASS booklet.
  - Finalize reviews of newly drafted sections (Adherence Tools, Falls, and Post-MI).
  - Plan to publish an updated booklet with new sections.
- Develop webinars for ASCP members highlighting topics pertinent to medication safety or transitions of care.
  - Two (2) webinars to be presented:
    i. Topics to be determined by corresponding sub-committee.
    ii. Accredit webinars for CE and ideally BCGP credit.
• Develop case vignettes highlighting medication safety or transitions of care to be submitted for publication in *The Senior Care Pharmacist*.
  • Three (3) cases, aiming for publication quarterly.
    i. Cases will highlight common pitfalls, challenges, and lessons learned.
• Identify quality measure(s) as they relate to TOC. Continue to collaborate with quality improvement organizations (PQA).
• Publish MSTOC Position Statements in *The Senior Care Pharmacist*.
  • MOUD Position Statement (extension of 2021-2022 charge).


IV. **Opioid Stewardship Workgroup (OSWG)**

The intent of this workgroup is to help ASCP remain a cutting-edge organization through product and program development focusing on opioid stewardship.

**Action Items:**

• In collaboration with ASCP staff, develop a CE accredited Opioid Stewardship webinar series (minimum of two [2] webinars) or Annual Meeting session(s).
• Review toolkit for required updates including:
  o Validation of links with focus on clinical content and DEA regulations* sections. (*if final rule published).
  o Consider the potential to expand content to include sections addressing community-dwelling older adults that would be of value to community (retail) pharmacists, PACE, home health and home care practice settings, etc.
• Prepare materials focused on quality measures for older adults regarding analgesic use/pain management to be used by ASCP in its work with quality development organizations (i.e., PQA; guidance to be provided).
  o Provide feedback on existing quality measures; conduct a gap analysis of existing quality measures; identify new quality measures (if appropriate).
• Support Policy Review Committee in finalizing a guidance document on Opioid Analgesic Use in LTPAC Settings.

V. **Justice, Equity, Diversity and Inclusion (JEDI) Task Force**

ASCP’s JEDI Task Force will focus on engagement, research, programming, and education to begin shifting behaviors to cultivate inclusive and equitable environments that celebrate differences in the senior care pharmacy community and promote diversity. This task force welcomes ALL members with a variety of interests and perspectives to have honest discussions about JEDI, including racial equity, women’s leadership, socio-economic rights, LGBTQIA issues, and more.
Action Items:

*Engagement*
- Improve ASCP’s engagement with NPhA and collaborate with other pharmacy organizations to encourage more Black and minority pharmacists to consider consulting and senior care pharmacy.
- Evaluate and address organizational policies that contribute to systemic racism and are not inclusive, including evaluating ASCP’s administrative team and Board of Directors for racial and ethnic diversity.
- Help improve engagement and reach of ASCP’s current DEI programming, including ASCP’s Women’s Leadership Seminar Series and Cultural Ally Book Club.

*Research/Policy*
- Work with National Minority Quality Forum on projects that address health inequity.

*Programming and Education*
- Develop programs designed to improve cross-cultural competency among members and enhance their ability to deliver racially and ethnically sensitive patient-centered care to older adults and caregivers. Identify programming to educate pharmacists about health and racial inequities and to fill gaps in clinical knowledge regarding cultural, racial, and ethnic diversity among older adults (eg, health behaviors, clinical response to drug therapy, etc).

VI. **New Practitioner/Resident/Student/Student Ambassador Workgroup**
This group is charged with orienting, involving and nurturing members during the critical time from pharmacy school through five (5) years post-graduation with a goal of embedding students and young practitioners in the committees and culture of ASCP, facilitating long-standing membership, and molding future leaders in the organization. This workgroup encourages students, residents, and pharmacist members both “young” and “experienced” to participate.

**Action Items:**
- Develop list/create plan for strategies to create meaningful (e.g., of value) interactions among ASCP student members and ASCP student chapters.
  - Develop communication plan to track and publicize via student member social media venues and e-blast virtual student chapter events to invite all student members. Utilize existing workflow of ASCP’s Fellow in residence.
  - Identify two (2) student topics for resource material (e.g., short PDFs, brief videos) to be posted on the student resource webpage each year. Work with ASCP staff to create this material.
  - Serve as resource for ASCP staff to update existing student webpage resources as indicated (eg, biennially).
  - Ensure a student meet-up event is scheduled at each Regional and Annual Meeting. Identify ASCP member to serve as facilitator at these events.
• Develop recommendations/create plan to promote student involvement in ASCP committees and to coach committee chairpersons to use students when appropriate.
  o Explore potential for Student Region Ambassadors program – gauge interest; identify committee responsibilities that would minimize additional workload for ASCP staff.
  o Increase Ambassadors to 25% of the Regions.
• Develop wording for committee chair orientation to encourage utilization and mentoring of students and young practitioners who volunteer for committees.