2020-2021 LEADERSHIP PLAN

Kevin Fearon, RPh, FASCP
President
Executive Summary

This leadership plan offers continuity across leadership years and allows committees and workgroups to continue their efforts. The 2021 plan again categorizes leadership groups into 3 types: Standing committees, special interest groups, and ad hoc workgroups. As in the past, standing committees and special interest groups will stay the same year to year. Ad hoc workgroups may vary depending on the current president and their leadership plan.

The 2021 leadership plan consists of 13 standing committees, 6 special interest groups, and 8 ad hoc workgroups:

<table>
<thead>
<tr>
<th>Group Type</th>
<th>Category</th>
<th>Name</th>
<th>ASCP Staff Liaison</th>
<th>Committee Chair</th>
<th>Board Liaison</th>
</tr>
</thead>
<tbody>
<tr>
<td>Standing Committee</td>
<td>Governance</td>
<td>Board of Directors (BOD)</td>
<td>Chad Worz</td>
<td>Lisa Morris</td>
<td>TBD</td>
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<tr>
<td>Standing Committee</td>
<td>Governance</td>
<td>Council of Presidents (COP)</td>
<td>Kristen Cox/Jesse Spiro</td>
<td>Joanne Hirshfield</td>
<td>TBD</td>
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<tr>
<td>Standing Committee</td>
<td>Governance</td>
<td>Executive Committee</td>
<td>Kristen Cox/Jesse Spiro</td>
<td>Lisa Morris</td>
<td>TBD</td>
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<tr>
<td>Standing Committee</td>
<td>Governance</td>
<td>Finance Committee</td>
<td>Kristen Cox/Jesse Spiro</td>
<td>Rolf Schrader</td>
<td>TBD</td>
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<td>Governance</td>
<td>Personnel Committee</td>
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<td>Lisa Morris</td>
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<td>Governance</td>
<td>Nominations and Awards Committee</td>
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<td>Fellowship Selection Committee</td>
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<td>Elizabeth Pogge</td>
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<td>Political Action Committee (PAC)</td>
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<td>Blake Griese/TJ Griffin</td>
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<td>ASCP Policy Statement Review Committee</td>
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<td>Hedva Barenholtz Levy/Joanne Hirschfield</td>
<td>Hedva Levy</td>
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<td>Advisory Group</td>
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<td>Focus Group</td>
<td>Independent Consultant Pharmacist Operators Focus Group (CP Ops)</td>
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<td>Paul Rasa</td>
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<td>Focus Group</td>
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<td>Special Interest Group</td>
<td>Workgroup</td>
<td>Women’s Leadership Group</td>
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<td>Jan Allen/Avra Thomas</td>
<td>Diana Quach</td>
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<td>Educational Affairs</td>
<td>Deprescribing Workgroup</td>
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<td>Manju Beier</td>
<td>Rob Accetta</td>
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<td>Antimicrobial Stewardship and Infection and</td>
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<td>Prevention Control Committee</td>
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<td>Christina Polomoff/Macayla Landi</td>
<td>Addi Peluso</td>
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<td>Professional Affairs</td>
<td>Opioid Stewardship Workgroup</td>
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<td>Jen Urso/ Rob Accetta</td>
<td>Terri Fagan/Rob Accetta</td>
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<td>Health IT Workgroup</td>
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<td>Professional Affairs</td>
<td>Student/New Practitioners Workgroup</td>
<td>Ricardo Spencer</td>
<td>Erica Estus</td>
<td>Addi Peluso/Lisa Morris</td>
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<td>Professional Affairs</td>
<td>The Quality Impact Project</td>
<td>Christine Polite</td>
<td>Karmen Stephens</td>
<td>Lisa Morris/Diana Quach</td>
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<td>Professional Affairs</td>
<td>Pharmacist Operators</td>
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<td>Ad Hoc Workgroup</td>
<td>Professional Affairs</td>
<td>Task Force on Racial Equity and Cross-Cultural Education</td>
<td>Ricardo Spencer/ Chad Worz</td>
<td>Jerrica Dodd</td>
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</table>
ASCP Background Information

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 health care.

“Quality is never an accident; it is always the result of high intention, sincere effort, intelligent direction and skillful execution; it represents the wise choice of many alternatives.” - Willa A. Foster

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

Mission of ASCP
Promote healthy aging by empowering pharmacists with education, resources, and innovative opportunities.

Creed
In their role as medication therapy experts, consultant and senior care pharmacists:

✔ Hold their patients' interest 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)

1. 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.

2. 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.

3. To support and promote the ASCP Foundation, through which the Foundation can fund, coordinate and conduct educational programs and research.

4. To sponsor meetings and conventions for the educational and professional development of the membership.

5. To promote broader government, public, and professional understanding of consultant pharmacy practice through collective public information efforts.

6. To collect, preserve, and disseminate data and information of interest to the membership.

7. To represent the interests of consultant pharmacy practice before legislative, judicial, and administrative branches of government.

8. 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.
ASCP Strategic Priority Areas & Goals (3-Year Strategic Plan)

ASCP STRATEGIC PLAN 2019-2022

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:** April 2022

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**ENGAGE**

*Engage Pharmacists*

- Increase members to 54,911
- Increase revenue by 30%
- Deliver specific regional education by 2020

- Increase members by 300
- Track members in collaborative practice (150)
- Provide BCOP activities in regions

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**EMPOWER**

*Empower Members*

- Increase to 6 membership programs
- Establish Business Certification Program
- Increase website traffic by 30%
- Increase partnerships (advocacy and professional) 20%

- Publish 3 articles on senior care pharmacy practice (Foundation)
- Coordinate roles and tasks with DEA, CMS, Congress for members, (12 efforts)

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**EXPAND**

*Expand Impact*

- Increase university partners to 10
- Establish PAC, Advocacy and Foundation

- Donations and Support in excess of $1,000/year
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 direction 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 to the Annual Meeting and regional meetings.
9. Provide input to the policy & advocacy department on legislative and regulatory issues of relevance to your practice.
Standing Committees

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 Chairman of the Board of Directors.

<table>
<thead>
<tr>
<th>Officers</th>
<th>Directors</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chairman of the Board: Lisa Morris</td>
<td>Region A: Rob Acetta</td>
</tr>
<tr>
<td>President: Kevin Fearon</td>
<td>Region B: Deborah Milito</td>
</tr>
<tr>
<td>Secretary/Treasurer: Rolf Schrader</td>
<td>Region C: Rob Leffler</td>
</tr>
<tr>
<td>President-elect: Hedva Levy Barenholtz</td>
<td>Region D: Dana Saffel</td>
</tr>
<tr>
<td>Board Liaison: TBD</td>
<td>Region E: Joe Litsey</td>
</tr>
<tr>
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<td>Region F: Jason Sutton</td>
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<tr>
<td></td>
<td>Region G: Diana Quach</td>
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<tr>
<td></td>
<td>Region H: Teri Fagan</td>
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<tr>
<td>Board Staff</td>
<td>At Large: Greg Milanich</td>
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<tr>
<td>Executive Director/CEO: Chad Worz</td>
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<tr>
<td>CFO: Kelly Jennings</td>
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</tbody>
</table>

Action Items:
1. Conduct the Society’s business with a focus on the mission, vision, and goals in the strategic plan.
2. Monitor fiscal management and maintain fiduciary accountability for the organization, members, donors and contributors.
3. Promote and support the executive director and staff in efficient implementation of operational priorities.
4. Provide vision and direction for long range planning for the Society.
5. Provide guidance and support to volunteer leadership groups as board liaisons.
6. Request staff participation through the Executive Director. Do not go directly to staff with work requests. Staff report to the ED/CEO, not the board.
7. 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:
1. For new members, complete new board member orientation.
2. Complete annual board member training and review of the Board of Directors Manual.
4. Maintain confidentiality of BOD deliberations.
5. Respond to BOD list server emails in a concise and timely manner.
6. Participate in BOD scheduled and emergent conference calls.
7. Prepare for and attend BOD meetings.
8. Attend and interact with members, sponsors and vendors at the spring, state/regional and annual meetings.
9. Maintain vigilance in looking for potential ASCP sponsors and revenue opportunities.
10. Send thank you notes to sponsors and vendors.
11. Encourage and promote ASCP membership.
12. Mentor and foster leadership development and volunteerism among members.
13. Submit nominations for all ASCP awards and special recognitions.

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 chairman of the board and presiding officer; president-elect; secretary-treasurer; and one elected member of the BOD. The Executive Committee shall serve as a leadership team to advise and assist the Chairman 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 5 working days and in all cases at the Board’s next meeting.

Action Items:
1. Ensure efficient and effective administration of Board operations.
2. Advise, support and direct the activities of the Executive Director/CEO.
3. Keep the Board fully informed of all matters relevant to the Board’s duties and functions.
4. Make recommendations when appropriate to the Board.
5. Work with the Executive Director/CEO to recruit and retain top talent to ASCP staff and volunteer leadership positions.
6. Final selection of select ASCP award winners from candidates nominated.

<table>
<thead>
<tr>
<th>Executive Committee</th>
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</thead>
<tbody>
<tr>
<td>Chairman of the Board:</td>
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<tr>
<td>President:</td>
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<tr>
<td>President – Elect:</td>
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<tr>
<td>Secretary/Treasurer:</td>
</tr>
<tr>
<td>Elected BOD Member:</td>
</tr>
<tr>
<td>Executive Director/CEO:</td>
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</table>
Personnel Committee
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:
1. Prepare, disseminate, conduct and analyze ED/CEO evaluations by board members and staff.
2. Prepare report of ED/CEO evaluations for BOD.
3. Prepare recommendations regarding areas of commendation and improvement for the ED/CEO to be reviewed and considered by the BOD.
4. Review and make recommendations related to ED/CEO contract renewal for the BOD.
5. Serve in an advisory capacity at the request of the ED/CEO on personnel matters.

Personnel Committee
Chairman of the Board: Lisa Morris
President: Kevin Fearon
President – Elect: Hedva Levy Barenholtz
Secretary/Treasurer: Rolf Schrader
Elected BOD Member: TBD
Executive Director/CEO: Chad Worz

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 is made up of the ASCP Secretary/Treasurer and six members appointed by the President. The Budget and Finance Committee will assist the CFO, Treasurer and Board of Directors in matters related to understanding historical financial decisions.

Action Items:
1. Review ASCP financial reports.
2. Advise the Secretary/Treasurer and Board on financial matters and investments.
3. Keep the Board fully informed of all matters relevant to the financial status of the society.
4. Identify strategies for generating new revenue, as well as weaknesses and threats.
5. Make recommendations when appropriate to the Board.
6. Identify revenue opportunities consistent with the vision and mission of ASCP.
7. Review ASCP annual budget trends and make recommendations to the BOD for budget planning process.
Finance Committee

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<tr>
<th>Chairman-Secretary/Treasurer:</th>
<th>Rolf Schrader</th>
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<tbody>
<tr>
<td>CFO:</td>
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<td>Member:</td>
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<td>Lynn Conner</td>
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<td>Member:</td>
<td>Rob Leffler</td>
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<td>Member:</td>
<td>Jason Sutton</td>
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Nominations and Awards Committee:

Standing leadership groups appointed by the Past-President that convenes at the Annual Meeting or soon thereafter. ASCP by-laws indicate the nominating committee be selected by the President no later than 30-days prior to the annual meeting. Nominations Committee shall consist of at least five (5) members, one from each of the five (5) regions. Committee appointees must have current or prior board of director’s experience.

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. List serve dialogue and conference calls are essential for this group’s deliberations. Active dialogue and debate must precipitate selection and strategic considerations should be made regarding nomination and selection of positions.

The Awards Committee appointees shall consist of current and/or prior board members appointed by the Past-President. List serve dialogue and conference calls are essential for this group’s deliberations. Active dialogue and debate must precipitate selection and strategic considerations should be made regarding the awards process.

Action Items Nominating Committee

1. Review and update current ASCP board leadership position descriptions for posting on the ASCP website for elections.
2. Determine and submit the final selection of board of directors’ candidates to the ASCP CEO no later than March 1, 2021.
3. Committee will be formed 30-days prior to the annual meeting and will assist ASCP staff in the board nomination process.

Action Items Awards Committee

1. The call for nominations will be the period April 1 – April 15.
2. 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.

3. Compilation of award nominee documents (CV, Bio, letters of support, etc.) will be in the period April 16 – April 30.

4. Award winner chosen May 1 – May 22

5. The appropriate group will vote and select award winners in June, with award winners notified at the end of June.

6. Nominees not selected for awards will be notified and encouraged to apply the next year.

<table>
<thead>
<tr>
<th>Award</th>
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<td>Herb Langsam</td>
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<td>Executive Committee</td>
<td>Board</td>
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<td>ASCP President</td>
<td>ASCP President</td>
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<td>Next Gen-Rx</td>
<td>Awards Committee</td>
<td>Peers</td>
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<td>Women's Spotlight</td>
<td>Awards Committee</td>
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<td>Awards Committee</td>
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<tr>
<td></td>
<td>Subcommittee</td>
<td>Recipients</td>
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**Nominations and Awards Committee**

| Past President/Chairman of the Board: | Lisa Morris |
| President:                           | Kevin Fearon |
| Executive Director/CEO:             | Chad Worz    |
| Member:                             | TBD          |
| Member:                             | TBD          |
| Member:                             | TBD          |

**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 committee, council, or task force assignments.
**Action Items:**
1. Serve in an advisory capacity to the board of directors, the executive committee, and the executive director upon request.
2. Engage with students and new members at meetings.
3. Identify candidates for the ASCP elected offices and awards during the call for nomination periods.

**Council of Presidents**

**Chair:** Lisa Morris

**Members:**

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

ASCP recognizes selected active members with fellowship status in the Society, designated by the post-nominals FASCP (Fellow of the American Society of Consultant Pharmacists). 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 state and national 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 asked to stand for recognition at the Annual Meeting and are awarded a certificate.

**Action Items:**
1. Review the Fellowship application for accuracy and relevance.
2. Applications will be accepted year-round, but the cut-off date for the current year will be August 30 of every year.
3. Consider the applications from August 30-October 1 each year. Send final list to ASCP staff by October 1.
4. Honor the successful candidates at the Annual Meeting.

**Education Advisory Council (EAC)**

A standing leadership group that meets regularly as scheduled by the Committee Chair by video/teleconference and has 1 live meeting. List server dialogues and conference calls are also expected for this group’s deliberations.

The EAC will consist of members that broadly represent the business, practice, research, and policy interests of the society. The EAC will utilize a 3-member leadership team (chair, vice chair, immediate past chair) with an expected 3-year term for continuity of the council. The Executive Director of BCGP will be asked to provide an appointee from the BCGP Professional Development Committee to ensure ASCP programming meets the needs of BCGPs.

The EAC will draft session descriptions, goals and objectives, and identify potential speakers. The EAC has the final responsibility for vetting submitted sessions. The members of this group are advisors to the ASCP education staff and will assist with educational offerings (e.g. annual meeting, regional meetings, webinars, etc.).

**Action Items:**

1. Based on needs assessment data, assist staff in determining educational programmatic themes for national meetings, which will then foster the subject matter for state/regional meetings.
2. Review the call for submissions.
3. Assist in assessing annual meeting sessions during the live meetings.
4. Insure that BCGP education is a primary focus of educational offerings.
5. Review ACPE sessions submitted and accredited by ASCP as needed (ie: Regional Meetings, AGS).
6. Review session titles, descriptions, learning objectives, assessment questions for nationally organized meetings early enough to meet the marketing deadlines.
7. Identify new speakers and assist staff with creating a speakers bureau database of “expert content” groups.
8. Assist with session slide reviews and act as speaker liaisons where required.
9. Ensure that submissions are exceptional presentations and worthy of acceptance through the call for submissions process. Quality, not cost savings, should drive the acceptance decision.
10. Explore opportunities to create program for specific state requirements (Florida, North Carolina, etc) advance practice certifications. (jointly with PERC)
11. Evaluate the opportunity to repurpose educational offerings for other interprofessional audiences (e.g. nurse practitioners).
12. Propose candidates for the Lamy Lecture.

**Pharmacy Educators & Research Council (PERC)**
A standing leadership group that meets regularly as scheduled by the Committee Chair by video/teleconference. The PERC consists of members that broadly represent the organization with a focus on education and research. The PERC will employ a 3-member leadership team (chair, vice chair, immediate past chair) with an expected 3-year term. Terms for the PERC will be staggered initially with the goal being to establish 3-year terms (unless appointed by the president to serve as vice chair). The members of this group are advisors to the ASCP education staff and will assist with working with the Foundation as well.

**Action Items:**
1. Identify and develop a research grant proposal for the ASCP Foundation that aligns to a national medication-related issue related to seniors (Transitions of Care: Medication Management, Opioid Stewardship) by collaborating with the ASCP Medication-Safety & Transitions of Care work group and their existing work.
2. Submit three (3) educational programs for Annual Meeting 2020 for academia, preceptors and/or students.
3. Review submitted posters for Annual Meeting and oversee abstract submission process and poster guidelines. Additionally, review and select top posters for Annual Meeting.
4. Reestablish and build relationships with student chapters and college faculty at pharmacy schools around the country and assist in senior care pharmacy programming.
5. Encourage the student chapter’s faculty member review the curriculum guide and suggest changes.

**Political Action Committee (PAC)**
A standing leadership group that convenes at the Annual Meeting and Spring Conference, minimally twice yearly. Board of Trustees of the PAC, as designated by the Committee’s bylaws is: 6 ASCP members nominated by the ASCP President and confirmed by the ASCP BOD. List server 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 PAC duties, the 6 PAC Board of Trustee members, and the Board Liaison, will be appointed to the Government Affairs Committee. The PAC Board Chair will serve as Chair of the Government Affairs Committee. Trustee members are appointed to a three-year term.

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

**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 PAC oversight authority, and have no vote on matters brought before the ASCP PAC Board for decision. The PAC Board remains a separate leadership group and will continue to set PAC policies and approve contributions.

**Action Items:**
1. Expand grass-roots activities.
2. Assist in the formulation of ASCP’s legislative priorities and communications.
3. Continue to build outreach by focusing on key ASCP legislative 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.).
4. Develop a fundraising plan for the Advocacy Fund.
5. Collaborate with the DEA Task Force and the Opioid Stewardship Workgroup to develop a position statement addressing the use of opioids with regards to the regulations impacting use. (e.g. MDS Part J, reduced manufacturing of opioids resulting in limited access, automated dispensing systems, etc.)

**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:**
1. Finalize ASCP’s NABP Model Guideline Rules.
2. Work with stakeholders in educating legislative and regulatory staff on controlled drug access barriers and why new legislation and/or regulation may be necessary.
   a. Diversion and misuse awareness vs. opioid shortages and availability
3. Engage the grassroots network to continue tracking and communicating instances of controlled drug access barriers.
4. Collaborate with the GAC and the Opioid Stewardship Workgroup to develop a position statement addressing the use of opioids with regards to the regulations impacting use. (e.g. MDS Part J, reduced manufacturing of opioids resulting in limited access, automated dispensing systems, etc.)
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 and guidelines annually and create any new ones as needed or requested by the Board of Directors and/or CEO.
2. Complete any remaining activity from previous year’s committee.

**Special Interest Groups**

**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 Foundation as well.

**Action Items:**
1. Continue the dialogue with pharmaceutical advisory board from the initial meeting in 2017.
2. Provide a list three educational topics regarding trends in research, disease, health system, and regulation.
3. Identify and provide a list of emerging speakers and thought leaders and their associated areas of practice.
4. Provide a list of five, actionable improvement ideas for AM, Forum and the Regional Meetings collectively to ASCP staff regarding exposition hours and function, educational opportunities, engagement opportunities, electronic and print marketing opportunities and packing opportunities for regional/chapter and national meetings.

**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:**
1. Serve as a resource to the organization determining ideas important to their particular practice setting.
2. Provide a list of three educational topics regarding trends in research, disease, health system, and/or regulation relevant to the nursing home setting.

**Home and Community Based Consultant Pharmacists Focus Group (HCCP)**
HCCP consists of members practicing in a private practice senior care pharmacist role that represent the organization with a focus on ensuring the relationship, engagement and offerings to these major stakeholders is continually improved.

**Action Items:**
1. Serve as a resource to the organization determining ideas important to their particular practice setting.
2. Establish a “community health ambassador group” to interact with other organizations serving pharmacists in the community.
3. Provide a list of three educational topics relevant to how pharmacists in the community consult to patients, including how to get reimbursed via billing codes and collaborative agreements.

**Independent Consultant Pharmacist Operators (CP Ops)**
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 (Assisted Living, Skilled Nursing Facilities, Developmentally Disabled, Corrections, and self-insured employers).

**Action Items:**
1. Provide a list of the top three educational topics regarding trends in research, disease, health system, and regulation.
2. Continue the activities of the previous group meetings with respect to priorities such as eHR access and remote consulting.
3. Draft a statement regarding remote dispensing for presentation to the ASCP Board of Directors regarding how it should work operationally as well as the potential implications to pharmacist consultant regulations.
4. Appoint a member to the Membership Development Committee.

**LTC Pharmacy Operations Pharmacists (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 (Assisted Living, Skilled Nursing Facilities, Meds to home, retail pharmacies).

**Action Items:**
1. Provide a list of the three educational topics regarding trends in research, disease, health system, and regulation.
2. Identify specific knowledge and skills needed by operational pharmacists to improve the lives of seniors: Core competencies??

**Women’s Leadership Group**

This special interest group is open to all ASCP members and is intended to foster women in pharmacy to achieve leadership positions in business and organizations with the potential goal of business ownership.

**Action Items:**

1. Identify educational needs to promote leadership abilities.
2. Continue the development of mentoring program.
3. Identify and incorporate key ambassadors into the charges to encourage transparency and assist in the identification of opportunities for growth.
4. Complete a plan with a focus on positivity, open communication and support from within the group to achieve the goal of breaking barriers to leadership positions.

**Ad Hoc Workgroups**

**Deprescribing Workgroup**

The task force will meet at the Annual Meeting. Work will be accomplished by Zoom conference calls. Much has been written and discussed regarding polypharmacy in older adults and its attendant consequences of increased risk of adverse drug reactions and potentially avoidable hospitalizations. Over the last two decades, explicit and implicit criteria for potentially inappropriate medications have been developed and implemented to address this polypharmacy burden. As a recent editorial in JAMA Internal Medicine succinctly articulated “Polypharmacy – Time to Get Beyond Numbers,” the art and science behind systematically discontinuing targeted medications has come. Deprescribing is a stepwise reduction of unnecessary or potentially inappropriate medications in concert with patient and family goals.

**Action Items:**

1. Define Deprescribing and what it includes during the medication regimen review.
2. Add ASCP to the clinician list on the “Choosing Wisely” campaign with resources for the senior population as well as practitioners.
3. Develop and foster a relationship with the Canadian team of deprescribing .org.
4. Investigate the potential for a research grant illustrating the benefits of deprescribing by pharmacists as part of an interdisciplinary team.

**Antimicrobial and Infection Control Stewardship Workgroup**

2020-2021 Leadership Plan
The intent of this short-term workgroup is to help ASCP to continue to stay a cutting-edge organization through product and program development focusing on key themes.

**Action Items:**
1. Act as an advisory board to ASCP staff re: antimicrobial stewardship, infectious disease, vaccinations, and regulations/policies including ideas for new products, product updates, and educational programming.
   a. Ongoing development/a vaccination program/reference card for seniors
   b. Review and update the antimicrobial toolkit
2. Assess existing programs and identify gaps in knowledge base for ASCP members.

**Medication Safety Transitions of Care (MSTOC) Workgroup**
The intent of this short-term workgroup is to help ASCP to continue to stay a cutting-edge organization through product and program development focusing on key themes.

**Action Items:**
1. Complete annual updates/corrections to the MSTOC online toolkit
2. Update the Med-Pass TOC booklet
3. Develop a position statement for use of MOUD (medications for opioid use disorder) or MAT (medication-assisted treatment) during TOC; Suggested policies for accepting prescriptions for methadone, buprenorphine, naltrexone, etc.; Safe handling administration, storage, destruction; Policy addressing the mandate in some states that naloxone injectable device be dispensed with any opioid Rx

**Opioid Stewardship Workgroup (OSW)**

**Action Items:**
1. In corroboration with ASCP staff, develop a CE accredited Opioid Stewardship webinar series conducting a minimum of 2 webinars.
2. Work with ASCP staff to develop an Opioid Stewardship Toolkit Resource Landing Page
3. Consider expansion of toolkit content in a minimum of one of the following currently published “Special Considerations” sections:
   a. Hospice
   b. Pharmacogenomics
   c. Opioid Treatment Programs / Medication Assisted Treatment
4. Review toolkit for required updates including validation of links with focus on clinical content and DEA regulations (pending publication) sections.

**Health Information Technology (HIT) Workgroup**
The intent of this short-term workgroup is to help ASCP to continue to stay a cutting-edge organization through product and program development focusing on key themes.

**Action Items:**
1. Collaborate with NCPDP, HL7 and all standards development organizations in representing ASCP.
2. Assist ASCP staff and other standing committees with identifying the Health IT 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)

3. Monitor, support and advise on a pilot program to operationalize interoperability of the clinical pharmacist recommendations.

**Senior Care Consultant Pharmacist Workgroup:**
This group consists of consultant pharmacists working independently or for a long-term care pharmacy company.

**Action Items:**
1. Maintain a current policy and procedure for remote consulting.
2. Work with the ASCP staff to develop educational programs resulting in a certificate program, centered on the Core Competencies identified in the previous workgroup.
3. Continue the development of Core Competencies for Senior Care pharmacists for practice settings other than the nursing center and prioritize the group from choices of: assisted living, hospice, palliative care, physician’s office, pharmacy operations, etc.
4. Develop an algorithm demonstrating the transition from opioid to non-opioid medications. – add to the toolkit in Opioid Stewardship. Find one available? Reference the CDC article: “Characteristics of Initial Prescription Episodes and the Likelihood of Long-Term Opioid Use,” March 17, 2017 – Marylee Grosso and Jen Urso from Opioid Stewardship will collaborate
5. Begin to explore a structure to ASCP’s offerings in terms of BASIC--- MODERATE---ADVANCED for pharmacist’s looking to improve their practice through tools available from ASCP. With EAC members?

**The Quality Impact Project**
This is a work group tasked with measuring the impact of senior care pharmacists.

**Action Items:**
1. Assemble key information providers
2. Identify various practice areas where pharmacists are managing medications and impacting patient outcomes/utilization.
3. Create a tool to measure outcomes consistently across practice areas.
4. Gather data and utilize the tool to analyze raw data
5. Provide measurable outcomes resulting from consultant pharmacist intervention
6. Research potential grants/opportunities of support to create this study and get it published

For background information, information about the first Fleetwood Project can be found here [https://www.drugtopics.com/pharmacy-news/study-demonstrates-value-consultant-pharmacists](https://www.drugtopics.com/pharmacy-news/study-demonstrates-value-consultant-pharmacists)

**Student and New Practitioner Launchpad Work Group**
This is a group charged with orienting, involving and nurturing members during the critical time from pharmacy school to 5 years post-graduation with a goal of embedding students and new
practitioners in the committees and culture of ASCP, facilitating long standing membership, attracting new members and molding future leaders in the organization

**Action Items:**
1. Identify ways to involve ASCP with student chapters (i.e. graduation cords, invitations to meetings, etc.)
2. Create outreach to students and new practitioners and assist in involving them in current committees. Goal to have at least 1 student and 1 new practitioner on each committee
3. Mentor students and new practitioners on the “ins and outs” of serving on committees/being involved in a national organization/have regular meetings via zoom to update students and new practitioners
4. Identify areas of need in new practitioners as they begin to refine their careers/look for opportunities in medication management of older adults and channel these new practitioners to potential resources
5. Provide feedback for staff on the meeting mentor program at the Annual Meeting

**Racial Equity & Cross-Cultural Education Workgroup**
1. **Engagement** – Improve ASCP’s engagement with NPhA; Try to encourage more Black pharmacists to consider consulting and senior care.
   1. ASCP CEO to add signature on NPhA’s CEO Action for Diversity and Inclusion letter
   2. Evaluate racial diversity of ASCP’s administrative team and Board of Directors
   3. Evaluate and address organizational policies that contribute to systemic racism and are not inclusive
   4. Create brief diversity statement for ASCP
2. **Research/Policy** – Work on projects around health inequity (i.e. work with Gary Puckrein/NMQF)
3. **Education** – Develop programs designed to improve cross cultural competency for members and improve patient-centered care for Black seniors and families.
   1. Develop programming to educate pharmacists on health and racial inequities
   2. Develop programming to help pharmacists who have experienced racism in the workplace