

FLORIDA X^TIMES



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Q1 2022

Message from the President

Embracing Diversity, Inclusion, Belonging and Equity

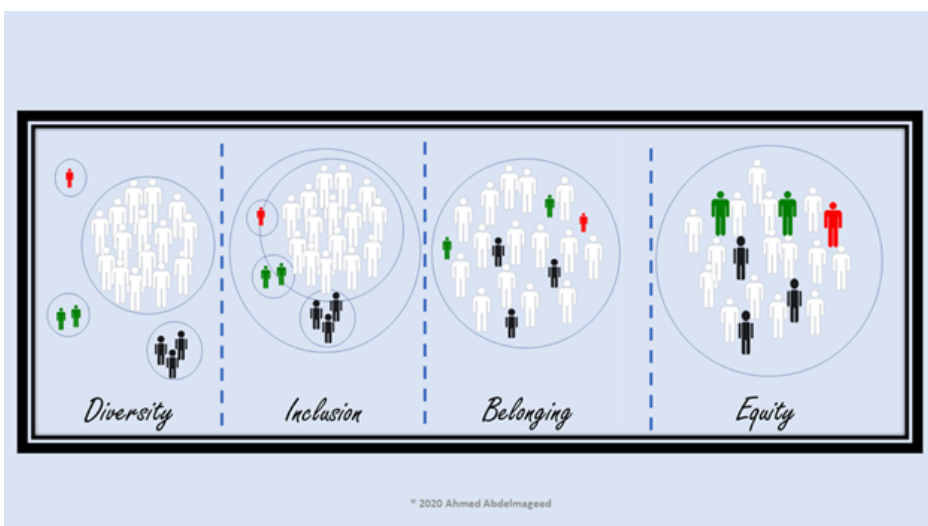
We all feel the need to be accepted for who we are and we all want to be treated fairly. It does not seem like it is too much to expect from each other, but the reality is, we all have our conscious and unconscious biases, which may contribute to stereotyping and in some cases to discrimination. Fortunately, the waves of diversity, inclusion, belonging and equity are getting stronger whether in the workplace or in the community. Let's examine the distinctions between these terms in the context of FSHP.

- Diversity refers to representation of our members' visible and non-visible dimensions that can be used to differentiate them from others in the Society.
- Inclusion refers to valuing and leveraging our members' differences by making every member feel that they are a part of the Society.
- Belonging refers to the feeling of security and support among our members that translates into a sense of full acceptance within the Society.
- Equity refers to creating fairness by providing adequate resources and opportunities to our members based on their unique needs.

Take a look at the illustration below and reflect on the distinctions between these terms. Instead of settling with having different groups working independently within FSHP, let's establish a culture of equity where all members can grow together to achieve their full potential while keeping their unique characteristics.



Elias Chahine, PharmD
FSHP President



Message from the President continued

At the beginning of my term as President, and with the blessing of the Executive Committee and the Board of Directors, I have created an ad hoc committee on diversity, equity and inclusion with the ultimate goal of establishing a culture of equity within FSHP. I have asked John E. Clark, PharmD, MS, FASHP, FFSHP to lead the following charges:

1. Recruit several members including students, residents, junior practitioners and pharmacy leaders from various regional societies who represent the diversity of FSHP to serve on the committee.
2. Submit an official statement to the Board of Directors reflecting FSHP's commitment to diversity, equity and inclusion.
3. Recommend ways to assess diversity, equity and inclusion among FSHP members, speakers, award recipients and leaders.
4. Implement at least one strategy to improve diversity, equity and inclusion among FSHP members, speakers, award recipients and leaders.

Let's wish this committee great success in completing the charges. Let's become more aware and mindful of personal and organizational blind spots. Let's oppose stereotyping and discrimination. Let's make FSHP a place where everyone feels they belong while keeping their unique characteristics rather than a place where everyone feels they should absorb into the dominant group so that they can belong.

Elias B. Chahine, PharmD, FCCP, FASCP, FFSHP, BCPS, BCIDP
FSHP President

MEMBER SPOTLIGHT

Anessia Ellerson, BS, RPhT, CPhT

**Workplace**

New York Presbyterian
Hudson Valley Hospital

Location

Cortlandt, New York

Dream Job

Educator/Motivator

Favorite Quote

"Without struggle, there is no progress"

Anessia Ellerson BS, RPhT, CPhT is currently a traveling pharmacy technician participating in a training program at New York Presbyterian Hudson Valley Hospital. Prior to this role, she worked as an Oncology Technician at UF Health Jacksonville.

Ellerson recently earned her Advanced Certified Pharmacy Technician (CPhT-Adv) certification. She completed certificates in sterile compounding, immunization administration, technician product verification, controlled substances diversion prevention and medication history. She is a licensed technician in multiple states as well.

Her involvement within the Florida Society of Hospital Pharmacists is widespread. She serves as the Vice Chair of the Technician Affairs Council and as the Technician Liaison for the Education Affairs Council. She is also the Northeast Society's technician representative for the Executive Committee. Ellerson is passionate about advocacy and education. She hopes to promote technician professional development and help technicians understand their value in the day to day operations within pharmacies.

Ellerson is constantly on the go. Outside work, she is an "all around volunteer mom." She likes spending time with her kids while volunteering at their football or basketball practices. She also enjoys reading her Bible and going to church.

MEDICATION SAFETY PEARL

Institute for Safe Medication Practices Publishes Updated 2022-2023 Targeted Medication Safety Best Practices for Hospitals

Beatriz Jimenez Cadilla, Pharm.D., BCACP, Nisha M. Mathew, Pharm.D., MBA, BCPS

The Institute for Safe Medication Practices (ISMP) has updated its Targeted Medication Safety Best Practices for Hospitals based on continued reports of medication safety problems that cause fatal and harmful outcomes to patients. This allows hospitals and health systems to prioritize their medication safety efforts for patient safety. The three new best practices that have been added to the 2022-2023 list are:



Best Practice #17: Safeguard against errors with oxytocin, utilizing the below 5 steps-

- Use standard order sets for prescribing oxytocin for a standardized clinical approach to labor induction/augmentation and control of postpartum bleeding
- Standardize to a single concentration bag size for both antepartum and postpartum infusions
- Express as standard oxytocin infusion doses, concentrations and rates that align with dose-error reduction software in smart infusion pumps
- Provide oxytocin in ready to use form with labels on both sides of bag to avoid confusion with IV fluids or magnesium.
- Only bring oxytocin infusion bags to bedside when it is prescribed and needed
- **Why?** ISMP has received 52 errors involving oxytocin over 10 years with a quarter of all reported errors resulting in maternal or fetal harm including death. An analysis of these errors revealed prescribing errors, look alike drug packaging and names, preparation challenges, administration errors and communication gaps with 44% of errors resulting from the dispensing phase.

MEDICATION SAFETY PEARL

Best Practice #18: Maximize the use of barcode verification prior to medication and vaccine administration by expanding use beyond inpatient care areas

- Implement barcode use to short stay patient areas (clinics, procedural areas, emergency rooms, radiology etc.)
- Routinely evaluate compliance and medication safety metric data to assess effectiveness of safety technology
- **Why?** Look alike products being stored adjacent to each other, with similar dosages of use, similar caps and stylized labels have resulted in errors including incorrect patient errors. Barcode medication administration systems are designed to catch medication errors at the point of administration.



Best Practice #19: Layer numerous strategies throughout the medication-use process to improve safety with high-alert medications

- Establish a multi-step robust process that evaluates the risks involved in each high-alert medication using internal and external information and address system vulnerabilities of the medication use process
- Avoid reliance on low leverage risk reduction strategies, bundle with mid- and high-leverage risk reduction strategies while applying inter-professional collaboration and utilize process measures to assess effectiveness
- Limit the use of independent double checks for high alert medications
- **Why?** High-alert medications top the list of drugs involved in moderate to severe patient outcomes when an error occurs. Organizations' attempts to prevent errors may be limited to low leverage risk-reduction strategies, relying on staff vigilance or education to keep patients safe, or focus on a single step or single practitioner in the medication-use process. The goal is to engage hospitals to reassess their current list of high-alert medications and enact robust error-prevention strategies within the medication-use process, along with monitoring outcomes to decrease risk of patient harm.

MEDICATION SAFETY PEARL



A nationwide short survey is being conducted to assess current level of implementation for newly established best practices. The online survey may be accessed at: www.ismp.org/ext/847 and will allow ISMP to collect benchmark data. Deadline to complete is April 1, 2022

With the addition of three new best practices, ISMP has archived the following best practices:

- **Best Practice #4:** Ensure that all oral liquid medications that are not commercially available in unit dose packaging are dispensed by the pharmacy in an oral syringe or an enteral syringe that meets the International Organization for Standardization (ISO) 80369 standard, such as ENFit.
- **Best Practice #5:** Purchase oral liquid dosing devices (oral syringes/ cups/droppers) that only display the metric scale.
- **Best Practice #10:** Eliminate all 1,000 mL bags of sterile water (labeled for "injection," "irrigation," or "inhalation") from all areas outside of the pharmacy.



Reference:

1. Institute for Safe Medication Practices (ISMP). ISMP Targeted Medication Safety Best Practices for Hospitals; 2022. <https://www.ismp.org/guidelines/best-practices-hospitals>.

FSHP STUDENT CHAPTER HIGHLIGHT

LECOM-Bradenton Student Society of Health-System Pharmacists (LECOM-Bradenton FSHP-SC)

The FSHP Student Chapter of LECOM in Bradenton, FL leads in providing members and students engagement opportunities to develop their professional careers with insights into residencies, healthcare workshop (volunteering), clinical knowledge, and service. They are supported with the Sarasota Regional Society of Health-System Pharmacists (SRSHP). This year, we had the honor to speak with the current chapter president Sabrina Alahmad, on how her team and faculty were able to think outside of the box during the challenges of a partly virtual COVID realm, which stimulated their creative side to increase their involvement.

- The chapter supports their members in poster competitions and artistic design fundraisers.
- Highlighting the nuance of residencies and how to interview was a huge component of success with more than average-sized attendance meetings.
- Poison control and medication safety events are a critical pillar of their chapter's achievements for the last few years.
- Key to their mission to advance the profession of pharmacy was seen with their lecture series hosted by an array of phenomenal FSHP leaders to encourage policy and legislative affairs at the student level. Gratitude was extended to past president Jeff Bush, current President Elias Chahine, & operations director Tamekia Bennett
- True to their mission, they have enthusiastically advertised the wonderful programs like the Mentee-Mentor events, FSHP townhalls, and applications to join committee panels or council positions,
- We are proud of their initiative and excitement at the most recent FSHP annual, as LECOM student members served as volunteers. Challenged themselves at the Annual Quiz bowl. Represented their school with poster demonstrations. And they are twice as eager to join again at the upcoming Annual Reception this summer!
- Sabrina and her chapter have inclusively targeted all students and cemented an impact on their messaging by showcase the best of Florida health-system pharmacy.

<https://www.facebook.com/groups/96801631840>

<https://sop.bradenton.lecomsga.org/student-clubs/fsHP-SC/>

https://www.instagram.com/lecomfl_fshpsc/

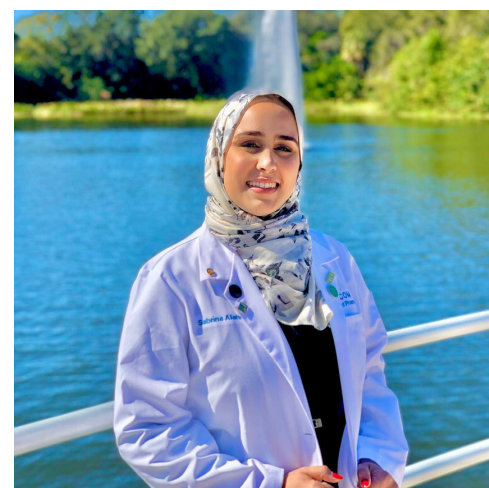
FSHP STUDENT CHAPTER HIGHLIGHT

Leadership Development



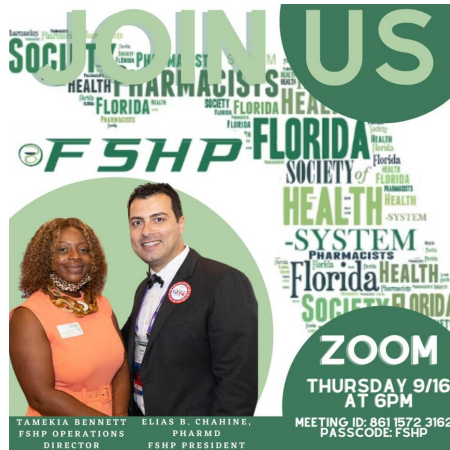
FSHP Mentor/Mentee Program

Our Mentorship Program Motto is: "In Learning You Will Teach, In Teaching You Will Learn." We are seeking pharmacy student members that are interested in valuable learning experiences through working with our very own pharmacist members.

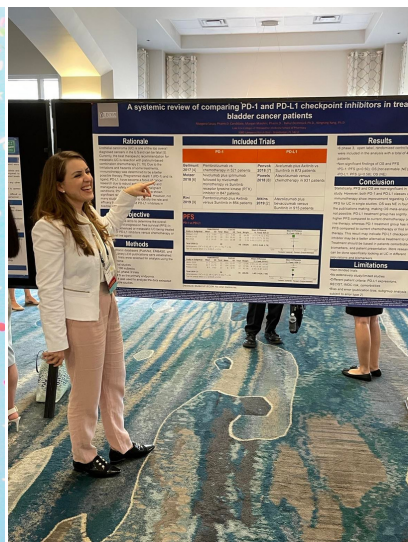


FSHP STUDENT CHAPTER HIGHLIGHT

Advocacy Events



Clinical Skill Events



MORE THAN JUST DRUGS

- Create a 1 minute video
 - Why you chose pharmacy
 - What patient care means to you
 - What your future plans are in moving the field of pharmacy forward
- Share and post on social media – winner will have all expenses paid for MIDYEAR
 - To win: Exec team will vote on funniest or most impactful video
 - ALL MEMBERS QUALIFY!
 - MUST Tag us on Social Media Platforms
 - IG: @lecomlibres
 - FB: LECOM-Bradenton FSHP-SC
 - USE #MorethanJustDrugs
- Next month meeting: 11/18 at 6pm

AMBULATORY CARE NETWORKING EVENT

On Thursday February 24th, the FSHP Ambulatory Care Forum hosted a Virtual Networking Event. A total of 33 attendees logged in to the event to listen to our subject matter experts Drs. Michael Schuh, Marcus Campbell, and Faaria Quadri whom led small group discussions on best practices in Polypharmacy, Diabetes, and Cardiology. Innovative practice designs were discussed and ways to overcome challenges in advancing Amb Care pharmacy practice within clinics. Huge thanks to our Networking Task Force Members – Drs. Elaina Rosario (co-lead), Marcus Campbell (co-lead), Faaria



Quadri, Heather Randles, Jennifer Kearns, and Jay Blake for all of their hard work in planning the networking session and making the event a great success! Congratulations to Dr. Nishi Karamsadkar of Tampa General whom was randomly selected as our participation winner for the session and won free registration to the upcoming Ambulatory Care-focused FSHP Fall Meeting in October 2022. Be sure to keep an eye out for the next Amb Care networking opportunity and join the FSHP Amb Care Facebook Group [HERE](#) to stay in the loop on all upcoming Amb Care related activities within FSHP. The Amb Care forum will be recruiting new members during the summer and we look forward to our upcoming Spring Webinar – stay tuned so you don't miss a beat!

MENTOR-MENTEE SPOTLIGHT



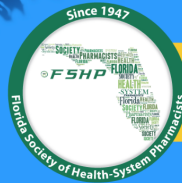
FSHP mentor Dr. Nicole Aromolaran and Eve Kankam

I have an interest in pharmacy informatics and FSHP's mentor/mentee program was able to match me with Dr. Aromolaran. I truly appreciate my mentor-mentee relationship with her over this past year. She's given me great insight and feedback, especially as I move closer to becoming a licensed pharmacist. It's nice to have someone who can critique and give tips on improvement, specifically during my P4 year. She has helped me by looking over presentations I've given and providing me with feedback on them. She taught me ways on how to get my foot in the door as a pharmacist. It was reassuring knowing I had someone who understood my goals and could be an encouraging role model. Having this opportunity allowed me to be more confident in my abilities and learn how to handle challenges that were presented with her guidance. I would recommend students take advantage of the mentor-mentee program and use their suggestions in becoming better future pharmacists. I was happy that I was able to finally meet Dr. Aromolaran in person at the FHSP annual meeting this year. It was really an awesome experience being able to network with different pharmacists and learn more about what is available to us as future pharmacists.



TOGETHER TOWARDS *Tomorrow*

August 5-7, 2022
Disney's Swan and Dolphin Resort, Orlando



FLORIDA SOCIETY OF HEALTH-SYSTEM PHARMACISTS
56TH ANNUAL MEETING



**Check out the
Pharm So Hard podcast!**

**LEARN ABOUT
PHARMACIST
PROVIDER STATUS!**

*Visit our social media to
find out more*



Linked  **facebook**   **Instagram**

@FSHPofficial

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