



2025 ANNUAL REPORT

In Our Pharmacy Era: TPA Tackles Tough Topics to Promote, Preserve Pharmacy Profession

The theme of the Texas Pharmacy Association's 2025 Conference & Expo, "In Our Pharmacy Era," proved to be a refrain that captured the essence of the entire year. Members rallied around that theme at the conference in Austin and embraced the message as we tackled tough topics to promote and preserve the pharmacy profession.

Advocacy

Advocacy was a major focus for the Association in 2025, with the 89th Texas Legislature meeting from January through May. TPA was well-prepared to fight for pharmacy, and we worked closely with all pharmacy advocates to advance priorities. Hundreds of members showed up on March 25 for Pharmacy Day at the Capitol, demonstrating that pharmacy is a force to be reckoned with. The crown jewel for pharmacy this year was the passage of Senate Bill 1236 by Sen. Bryan Hughes (R-Tyler), which is among the most significant pharmacy benefit manager (PBM) reform bills ever passed in our state.

As always, TPA's advocacy extended beyond the state Capitol. We celebrated the attorney general's opinion that Texas PBM laws apply to all commercial plans, met regularly with many state regulatory agencies, and engaged with federal lawmakers as well. Importantly, TPA engaged in a robust public relations campaign that generated dozens of news media interviews and articles highlighting the value of Texas pharmacists and the challenges they face. This caught the attention of lawmakers raised our profile.

Profession

TPA provided a variety of resources and championed a number of solutions to advance pharmacy practice. In response to member demand, the Association unveiled an all-new Texas Multistate Pharmacy Jurisprudence Examination (MPJE) Review Course, launched a new Collaborative Practice Package, and made available a Pharmacy Practice Guidebook with tips for medical billing.

We championed the role of community health workers (CHWs) in pharmacies, particularly in rural and underserved areas, to supplement pharmacy revenue and enhance patient care by addressing non-medical drivers of health. Thanks in part to a grant from PTCB, TPA trained more than 20 CHWs and certified half of its staff as CHW instructors. TPA began developing curriculum needed by independent pharmacies to optimize their CHWs' work with patients.

Thanks to TPA's intense advocacy efforts, pharmacy and CHWs feature prominently throughout the state's rural health transformation plan. TPA worked hard to include pharmacy in this program, with members testifying before the Texas Health and Human Services Commission (HHSC) and meeting with numerous elected officials.

The Association also hosted a number of online town hall events to keep members informed about developments in compounding, state legislative matters, federal program changes, PBM audits, and more.

Membership

From education and events to networking and news, our goal is to serve and empower our members. But our staff and elected leadership cannot do it alone. It's been said that community only works when people choose to show up—and show up you did, volunteering to serve on councils and committees to make your voices heard and lend a helping hand. We celebrated members' achievements through awards and recognized outstanding students through scholarships.

Association Vitality

The state of our Association is strong. Membership among pharmacists is stable, finances are healthy, and our staff is committed to supporting the profession, our members, and the patients they serve. Thank you for joining us in our noble mission. Together Pharmacy Advances!



Advocacy

Positioning pharmacy as part of the health care solution

Triumph of Teamwork: The 89th Legislature

The 2025 Texas legislative session was a major success for Texas pharmacists, as the Texas Pharmacy Association worked closely with all pharmacy advocates to pass priority pharmacy benefit manager (PBM) reform legislation with overwhelming support from legislators. TPA was engaged to the end of the session on June 2, pushing to advance pharmacy-friendly legislation. While there were some disappointments, pharmacy worked as a united team to score major accomplishments for pharmacists in Texas and the millions of patients they serve.



PBM Reform Benefits Pharmacy

The legislative highlight for pharmacy this year was the passage of TPA's priority pharmacy benefit manager (PBM) reform legislation, Senate Bill 1236, signed into law by Gov. Abbott. This legislation will address abusive business practices of PBMs by requiring contract fairness and transparency, ensuring compliance with existing PBM laws, and prohibiting unfair fees.

Pharmacy Day at the Capitol

On March 26, TPA hosted Pharmacy Day at the Capitol, drawing more than 450 attendees from across Texas, including many non-members. TPA was recognized with resolutions in both the Texas Senate and House, with a powerful presence of white coats filling the Capitol. TPA scheduled more than 150 legislative meetings to advocate for pharmacy.

Student-Led Advocacy

Caitlyn Lucore, chair-elect of TPA's Academy of Student Pharmacists, joined fellow University of Texas at El Paso pharmacy students for a Walgreens pharmacy tour with the office of Congresswoman Veronica Escobar. TPA Member Ahmed Jallad welcomed the group, which demonstrated the value of pharmacists, technicians, and community health workers (CHWs).



TPA Pushes for Immunization Expansion

TPA supported key legislation to ensure pharmacists and pharmacy technicians can continue immunizing patients ages 3 years and older. Notably, TPA and the Texas Medical Association worked together to draft language acceptable to both professions, though it did not pass the Senate.



Regulatory Agencies

TPA members provided comments to influence a number of Texas State Board of Pharmacy rules. TPA also regularly attended meetings of the Texas Pharmaceutical Initiative and established regular meetings with the Department of Health and Human Services (HHS), Texas Department of Insurance (TDI), and other key agencies.



Media Campaign Boosts Pharmacy

During the legislative session, TPA launched a strategic public relations campaign to counteract misleading narratives from PBMs, resulting in TPA and pharmacy issues being featured in widespread press coverage across Texas. Later in the year, TPA's PR campaigns also highlighted how Texas pharmacists are primed to play a critical role in rural health transformation.

PharmPAC Fundraisers

TPA's political action committee, PharmPAC, welcomed Rep. Donna Howard to its luncheon at the 2025 TPA Conference & Expo. Various TPA local affiliates and individuals held creative PharmPAC fundraisers (ranging from dinners to a skeet shoot) to support elected officials and candidates for office who are pharmacy-friendly and support the profession.

Federal Advocacy

Members traveled to Washington, D.C. in the spring to participate in the National Community Pharmacists Association (NCPA) Congressional Pharmacy Fly-In. TPA members had the opportunity to meet with members of Congress and their staff to advocate for pharmacy- and patient-friendly federal legislation including pharmacy benefit manager (PBM) reform. CEO RoxAnn Dominguez traveled to the nation's capital in mid-September to advocate for the profession. The National Alliance of State Pharmacy Associations (NASPA) also advocates for pharmacists and patients.



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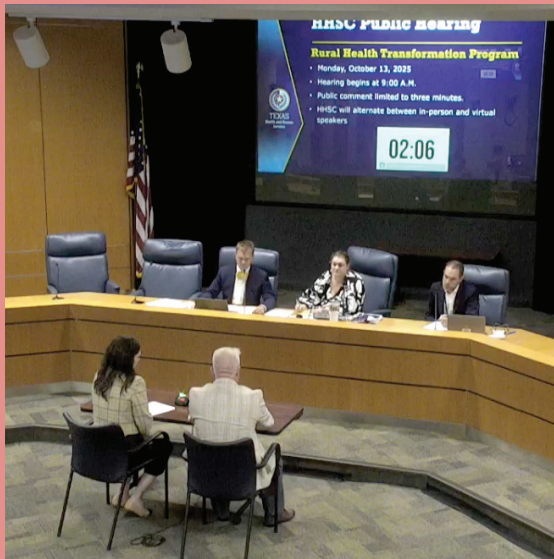


Profession

Providing resources and solutions to advance pharmacy practice

TPA Highlights Pharmacy's Role in Rural Health Transformation

Thanks to the Texas Pharmacy Association's intense advocacy efforts, pharmacy features prominently throughout the state's rural health transformation plan, which was submitted for federal funding in early November. Although pharmacists were not originally part of the plan, TPA worked hard to include pharmacy in this application, with members testifying before the Texas Health and Human Services Commission (HHSC) and meeting with numerous elected officials. Our statewide media campaign highlighted the need for pharmacy to be a key part of the solution in rural health care. We believe no other state showed up as strongly or as strategically for pharmacy as we did in this process. Pharmacy's voice is being heard!



TPA Unveils New Texas MPJE Review Course

Members asked, and TPA delivered! The Association spearheaded an all-new Texas Multistate Pharmacy Jurisprudence Examination (MPJE) Review Course, which was released in mid-2025. The comprehensive webinar offers 8 hours of CE credit.

2025 TPA Conference & Expo

Pharmacists, student pharmacists, and technicians from across the state gathered July 18–20 in Austin for Texas' premiere industry event where pharmacy took center stage. No matter their age or practice area, everyone was "in their pharmacy era" the entire time! A video presentation featured members describing what it was like to practice in their pharmacy era.



Wellness

TPA continued its commitment to members' wellness and well-being with regular reminders and tips, including a major focus in the spring issue of our magazine.



Town Hall Meetings Inform

TPA initiated town halls to review proposed TSBP sterile compounding rules, to review the results of the 2025 Texas legislative session, to provide independent pharmacists with details of new major Medicaid legislation and Most Favored Nation drug pricing, and to hear an insider's perspective on PBM audits.



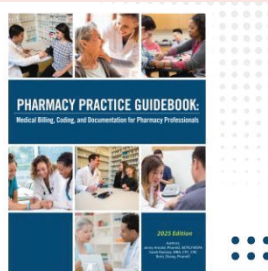
Discussion Points

- The importance of understanding your contract
- Points of negotiation even with a "take it or leave it" contract
- Proactive approaches to PBM contract compliance
- Current trends in third-party payer audits practices and effective response strategies
- How to respond to the PBM audits documentation requirements
- Common PBM audit practice issues and proposed findings



Credentialing & Billing Support

Many pharmacy services and CHW services are billable under the medical rather than pharmacy benefit. TPA is exploring solutions to help pharmacies navigate credentialing and billing processes efficiently. TPA made available to members a Pharmacy Practice Guidebook, which offers guidance for medical billing, coding and documentation for pharmacy professionals.



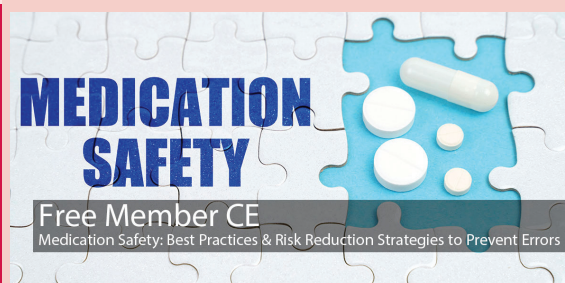
Free Monthly CE Webinars

TPA continued offering free monthly member continuing education (CE) sessions covering topics ranging from the mechanics of mental health and chronic care management to COPD inhaler updates and HIV care. Members and non-members alike also had the opportunity to earn credit from on-demand webinars available via TPA's online CE catalog.



Advancing Collaborative Practice

TPA members expressed a strong demand for standardized collaborative practice agreements (CPAs). TPA developed and launched a Collaborative Practice Package that contains specific resources for pharmacists to develop a collaborative practice with physicians. Collaborative practice opportunities strengthen pharmacists' roles as integral health care providers.





Membership

Serve and empower our members



Independent Pharmacy Academy

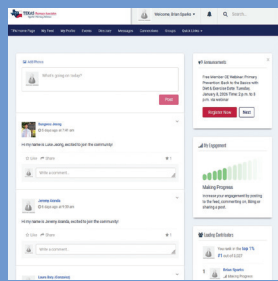
TPA's Independent Pharmacy Academy (IPA) continued to unite and strengthen the voice of independent pharmacy in Texas for more robust and effective advocacy, as well as to advance independent community pharmacy practice. The Academy hosted several webinars to keep members informed about practice issues and federal changes affecting the profession.

Student Pharmacists

Student members engaged in advocacy and many other events. TPA leaders and staff visited Texas pharmacy schools to visit with student pharmacists, support TPA-ASP chapters, encourage involvement, and participate in white coat ceremonies. TPA's Professional Recovery Network (PRN) also visited several campuses to discuss substance use and mental health.

Online Community Takes Shape

TPA launched a brand new online community in 2025 to provide members with a dedicated, secure forum to share ideas and interact with each other. TPA also continued to grow its social media presence, engaging both members and non-members to expand the Association's reach and enhance its image among Texas pharmacy professionals.



Association Vitality

Strengthening the organization to thrive for the long term



Fiscal Footing

Membership totals held strong in 2025, helping contribute to TPA's solid financial footing. Total assets increased by 4% and revenues increased by 8% compared to 2024. The Texas Pharmacy Foundation also increased its assets, ensuring its ability to fulfil its mission to advance the profession of pharmacy through research and scholarships.

House of Delegates Provides Forum for Input

Our House of Delegates—the voice of the membership—met during the 2025 TPA Conference & Expo. The House considered five resolutions and approved two: one supporting ongoing efforts to expand the pharmacists' role in ordering and administering childhood vaccinations to patients pursuant to an evidence-based immunization schedule, and another to ensure minimum PBM reimbursement to cover pharmacy acquisition costs plus a reasonable dispensing fee. Two other resolutions were referred to the Board or councils.



Members Share Insights

TPA held two leadership retreats, where participants gathered to make their voices heard and contribute to TPA's continued vitality.

Members shared ideas and insights during meetings of the Association Affairs Council, Public Policy Council, and Financial Affairs Council.



Honoring the Best Among Us

TPA honored its 2025 award winners during its annual Awards Dinner at the 2025 TPA Conference & Expo. Congratulations to these exceptional members! The dinner also recognized 20 student pharmacist scholarship winners who represent the future of the profession and possible future Association leaders.