

2010 - 2011 Annual Report

TSHP entered a new era during 2010-11 by achieving some of its most optimistic long range goals and continued to grow in stature as the preeminent state society of health-system pharmacists in our nation. The leaders and members of the organization stepped up to meet new demands and take advantage of new opportunities. The 'can do' attitude of TSHP was exemplified by its Board, Councils, Sections and Committees, all of which hit new levels of participation and laid the ground work for a truly amazing year to come.

The past 12 months have been a time of change. From passage of a national healthcare reform bill, to a devastating tsunami, through an economic recession, to numerous drug and device recalls for sterility issues, and drug shortages in hospitals, 2010-2011 will be remembered as a time of turmoil.

Leadership

The TSHP Board of Directors, which consists of the Presidents and Presidents-Elect of the local chapters plus the statewide officers (President, President-Elect, Immediate Past President, Secretary and Treasurer), met 4 times during the year under President Jim Wilson. The Executive Committee, which consists of the officers, met almost monthly to monitor finances and programs of the organization.

Administration

Some of the most notable developments occurred within the daily operations of TSHP. In the Summer of 2010 our members met President Wilson's challenge, and supported the organization sufficiently so that the mortgage on the headquarters office condo, which was originally acquired in 2007 for \$130,000, was paid off in full! At almost the same time, the Board of Directors approved acquiring the condo next door to the current office, which became available when the tenant left and the owner was interested in divesting himself of the property. Through use of reserve funds that had been built up over the years, we obtained the 2nd office for \$100,000, of which we currently owe less than \$60,000. The condo is currently leased on a short term basis. With the economy recovering, the outlook is good for continued occupancy until the time that TSHP will need the additional office space.

Also, with the approval of the Board, TSHP signed a contract to manage the New Mexico Society of Health-System Pharmacists during the year. NMSHP is similar to TSHP in

the dedication of its members and its position of leadership in clinical pharmacy services. We have been able to provide regular support to their Board of Directors, website and weekly newsletter with a nominal impact on the TSHP staff and operations. The opportunity to continue mutually beneficial programs and take advantage of the economies of scale are continuing to reveal themselves as we enter the second year of the contract.

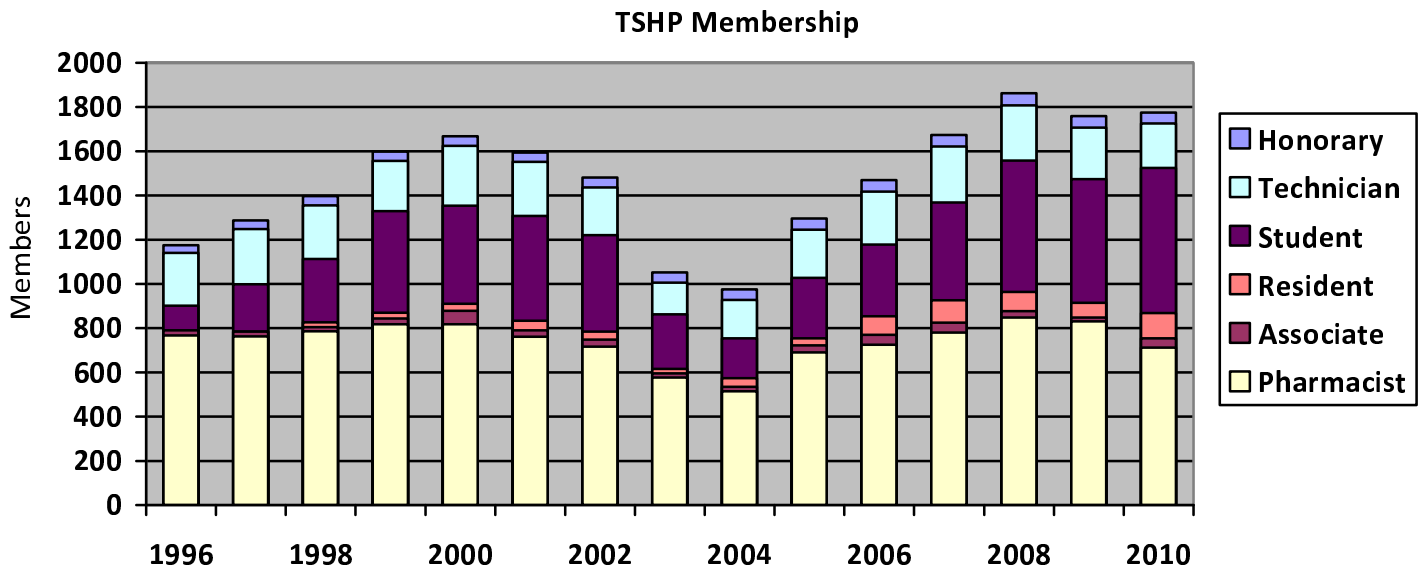
During the year, with changes occurring within the TSHP R&E Foundation, we found the time devoted to R&E activities actually decreased, from about 10% of total staff time to 7%. That permitted the leadership of both organizations to re-evaluate the TSHP management contract with R&E and ultimately reduce the management fee charged to our subsidiary sister organization.

Even before the addition of the New Mexico contract and other programs, though, it became apparent that TSHP had reached a plateau in efficiency that required additional staff to move forward. We were fortunate to acquire the services of Leah Cody as Director of Communications during the Summer on what ultimately became an 80% FTE basis. Leah brings talents with meeting management, technology, graphic design and staff support that are a tremendous addition to our capabilities, allowing TSHP to offer even better services.

One newer service now offered is hosting of local chapter websites, with TSHP managing sites for the Gulf Coast and Central Texas Societies of Health-System Pharmacists. This has provided some continuity at a reasonable price for the local chapters and allowed their volunteers the time to devote to running the chapters, rather than being consumed by technology.

TSHP continued its role in coordinating the Texas Reception during the ASHP Midyear Clinical Meeting, where it remains 'the' outstanding social event of the conference. Special thanks is due to Texas Health Resources, the University of Houston College of Pharmacy, Texas Southern University College of Pharmacy and Health Sciences, Texas Tech University Health Science Center School of Pharmacy, The University of Texas at Austin College of Pharmacy, University of the Incarnate Word Feik School of Pharmacy, Gulf Coast Society of Health-System Pharmacists, Metroplex Society of Health-System Pharmacists, Austin Area Society of Health-

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System Pharmacists, Central Texas Society of Health-System Pharmacists, and Lubbock Area Society of Health-System Pharmacists for their significant financial support, which made the event possible.

TSHP also expanded its role as an ACPE accredited provider of continuing pharmacy education, by signing agreements with several health systems and two colleges of pharmacy to provide accreditation services for their programs. With the growing demands placed on providers by ACPE, increasing requirements and continual efforts by ACPE to enhance program quality, it is becoming harder for entities that only offer one or two programs a year to justify the time and cost of ACPE accreditation. TSHP is growing to meet that potential need by Texas health systems and other institutions.

A new award was added to the repertoire of recognitions given by the Society this year: the Pharmacy Residency Program Excellence award is designed to recognize outstanding residency programs for their efforts in educating tomorrow's pharmacy leaders. Texas Children's Hospital Pediatric Pharmacy Residency Program in Houston is the initial recipient of the award.

TSHP maintained an active leadership role in ASHP and other national organizations. TSHP Past President Diane Ginsburg served as ASHP President during the past year, and TSHP Past President Mike Sanborn is serving as a member of the ASHP Board of Directors.

Several TSHP members were part of the invited participants at the ASHP Pharmacy Practice Model Initiative in Dallas last Fall. The outcomes of the conference have been announced, and point to a new practice model for health-system pharmacy. During the coming months increasing information will be distributed and members will learn more about our potential future as the roles of pharmacists and technicians continue to evolve.

Texas was also represented at the C.R.E.S.T. Summit, held by the Pharmacy Technician Certification Board in the Spring, at which the educational requirements, specialization, certification and evolution of the pharmacy technician were discussed in depth. As with the ASHP PPMI Summit, recommendations will be forthcoming that will lead to the opportunity for significant change in the role and regulation of pharmacy technicians.

Finances

TSHP has finished each of the last few years on a solid financial footing. Despite investing in a physical plant and support equipment such as computers and projectors, we've been able to grow our reserves and operating cash. Total assets of the Society amounted to \$477,485 at the end of February, 2011, which includes approximately \$100,000 in investments, two offices worth over \$235,000 and a staff of just over 3.0 FTEs. (Include 2/28/11 Balance sheet)

Membership

Following a slight decrease last year (to 1759 total mem-

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bers), overall membership grew in 2010 to 1775 individuals. Despite the number, there remain many health-system pharmacists and technicians who have not chosen to affiliate with TSHP. With their dues support and active involvement, so much more could be accomplished for the entire profession, given what great strides have been made by our solid core of members. If each member would make a sincere effort to share what they find of value in TSHP membership with a colleague during the coming month, it could provide a significant and immediate boost in our ability to serve and represent.

COUNCILS

Communications Affairs

The Council on Communications Affairs, under Chair Shane Greene and Vice Chair Pamela Dyer-Price, met 5 times during the year and continued efforts to improve the TSHP website and general communications to the membership. Besides routine upkeep, the website has added a regular daily news feature, expanded use of forms for submission of reports and data as well as applications such as for Council and Committee appointments. Experimentation with the TSHP Facebook page and some limited attempts to utilize Twitter were undertaken during the year. A challenge has been to find appropriate information for publication on a Facebook page that does not duplicate information that is already being delivered by the website, e-mail and other communications mechanisms within TSHP. The Council is actively engaged in developing a mechanism to help provide all members more information on the activities of the various Councils and Section Executive Committees, through an enhanced 'intra-organizational' communications effort. The goal is to have current information on what each entity is working on posted on the TSHP website so that members will be able to know at any time what priorities the Society is dealing with. The council experimented with the use of a "Go To Meetings" electronic service for holding Council meetings, and found it to be useful for certain meeting activities. In a trial that overlapped both communications and educational affairs, two webinars were held in the Spring of 2011 to learn about the methodology of providing live and recorded webinars to pharmacists and technicians while they are working within their hospitals. A demonstration of a program broadcast from Fort Worth to facilities in Fort Worth, Lubbock and Albuquerque proved successful enough that a statewide program will be tried in the com-

ing months, open to all TSHP members for free continuing education.

A survey was undertaken of the membership to evaluate multiple modes of communication and ask to determine the frequency in which that method was utilized for work-related news. (Rating scale: Frequently, Occasionally, Rarely, Never, N/A)

The membership was also asked to rate the current areas of communication received from TSHP as one of four options: Not Enough, Just Right, Too Much, Not Applicable

During the year staff continued to work with local chapters to attempt to obtain news and information concerning local activities for publication in the TSHP E-News. A growing corps of "local chapter reporters" is now providing information that appears in the newsletter as it is sent in.

Publications

TSHP maintained its weekly electronic newsletter, the TSHP E-News, with slight revisions to format during the year. Four issues of the TSHP Journal were published under the direction of Editor Jeff Copeland and the Editorial Advisory Board, which served a valuable function in reviewing the articles submitted for consideration. Five issues of the TSHP/UT College of Pharmacy/Drug Information Service's "Drug Information Alert" were published during the year, as well.

Education Affairs

The Council on Education Affairs, with leadership from Bob Talbert, Chair and Jeff Copeland, Vice Chair, met 5 times during the year, with most of their work planning the Annual Seminar concluded by September. An extremely strong and innovative program has been established for 2011, using some non-traditional topics that will bring value to our attendees. The 2011 Seminar has incorporated a number of changes – some as the result of feedback from previous seminars while others are the result of working with the facility booked for this year's meeting. The Opening General Session has been moved back to Friday from Saturday morning. A Reverse Expo, developed by the Sections of Pharmacy Management and Industry, has been incorporated in an attempt to provide suppliers with one-on-one time with clients and potential customers they have identified as important to their success. TSHP is committed to working with our industry associates and is undertaking this new program to see if that can better meet the needs of all

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parties involved. The Seminar is becoming more 'compact' with a Friday through Sunday afternoon focus. Previous attempts to hold programming on Mondays and even multiple options for Sunday afternoon programming have been eliminated in an attempt to allow members to come and go quicker, obtaining the CPE they need with the least amount of time and cost. Because of requests from residency programs, a growing attention paid by ASHP to continuing education programming for preceptors, and the desire to provide attention to the different needs of general pharmacy preceptors from those who work primarily with residents, two preceptor training events are being held this year – one in conjunction with Alcalde for residency preceptors, and the second, traditional JCIP program, for general practitioners on Sunday. This has allowed moving that event to Sunday, since it is of importance, but will not take time from the previous placement of the program on Saturday to facilitate residency preceptors from obtaining their required education. There are also an increased number and offerings for the various educational tracks. The Seminar now includes specialty programming on clinical, management, technician, student and new practitioner tracks, in addition to general practice issues. Any seminar registrant is welcome to attend any program during the meeting, but by placing programs relating to practice types, sites and interest in a 'track' the Council hopes to meet the majority of members' interest during the meeting.

Professional Affairs

The Council on Professional Affairs, led by Chair Larry Egle and Vice Chair Jennifer Hillman, met 5 times, and built upon the work of the previous two years in identifying information concerning reimbursement for pharmacists and innovative practice settings, which has been posted to the TSHP website. The Council is considering development of a "Fellows" program for TSHP patterned after similar programs within other state societies, and is working on an expanded position paper on the role of the pharmacist with an eye towards expanded scope of practice. Analysis of additional educational requirements necessary for pharmacists to engage in expanded practices, and the types of services that institutional pharmacists could most logically grow into are being reviewed. As a preliminary step in that process, the Council considered what basic requirements should be in place and tentatively agreed that a pharmacist engaging in an expanded practice setting should complete a Residency program or acquire 3 to 5 years of practice experience, in

addition to completing an appropriate BPS exam, ACPE certificate program or demonstrating competency through a testing mechanism. The Council was the primary group responsible for gathering and reviewing data concerning drug take-back and disposal systems in anticipation of having to deal with the issue legislatively or in a regulatory format. Congress passed a bill directing the DEA to develop regulations to permit take back of unused controlled substances, and the position of TSHP was reflected in a Texas Pharmacy Congress position paper on the subject that was shared with the agency as well as Texas legislators and agencies considering potential drug disposal laws or rules for our State. The Council conducted a survey of Texas hospital pharmacies to attempt to determine the level of knowledge pharmacists hold regarding drug disposal systems and costs, and found the level of understanding to vary widely. The Council believes that this issue will continue to be of concern to the public, from both an environmental and drug safety perspective, and will monitor future developments in this area.

Organizational Affairs

The Council met 4 times and was Chaired by Tammy Cohen, with the assistance of Vice Chair Glenn Anderson. The Council reviewed and approved proposed amendments to the Bylaws of the East Texas and Metroplex societies, as well as amendments to the TSHP Bylaws governing the composition and selection of the TSHP Student Section Executive Committee. The student section bylaws amendments will be presented during the TSHP Business meeting on Sunday, April 17 during the Annual Seminar, and submitted to the membership for formal vote following the meeting. The council discussed and coordinated a discussion of leadership and member involvement with the TSHP Board of Directors. The results of that January meeting are being considered to help find ways to maintain the leadership development support TSHP provides members and local chapters. The Council has attempted to obtain 'job descriptions' for local chapters to help provide guidance to the locals when identifying future leaders, and is currently working on a method to bring local chapters' organizational years into more conformity with that of TSHP. The Council reviewed the TSHP Board Leadership Manual during the year to be sure it remained current and relevant.

Public Affairs

Annual reports on the activities of the Council on Public Affairs are always "interim" during odd numbered years, in

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which the Texas Legislature is in session. As members know, the State is facing significant challenges in finances, with no clear indication at the writing of this report as to what the final outcome would be. Numerous issues have been filed that would impact healthcare and the practice of pharmacy, ranging from consolidation of all health licensing boards to prescribing by nurse practitioners and dispensing by physicians for profit. Prior to the 2011 Legislative Session, the Council monitored potential legislation and issues that were anticipated to arise, and closely watched bills throughout the Session. Lobbyist Brad Shields kept members up-to-date with weekly Bill Tracking reports on the TSHP Website, and the TSHP E-News addressed issues as they arose in Austin or Washington. Under the Chairmanship of Stewart Wirebaugh, the Council only met officially twice during the year, but with the nature of the legislative cycle, that could change at a moment's notice. In most instances, TSHP has long-standing legislative policy positions, and the Session becomes a time to see that those are followed, attempting to influence both the good as well as the bad bills that arise. While there was not a single priority issue that TSHP sought to introduce this session, we strongly supported legislation that would establish a pilot Medication Therapy Management program within the Medicaid program, a bill to add a technician as a member of the Board of Pharmacy, budget issues designed to maintain the level of support and reimbursement for the Medicaid program, and opposition to measures such as dispensing by physicians and consolidation of licensing boards. TSHP once again cooperated with other pharmacy-related organizations throughout the session, including Texas Pharmacy Association and the Texas Federation of Drug Stores, to accomplish our goals.

Membership Development

The Membership Development Council is a new addition to the cadre of groups that help direct the activities of TSHP. Approved by the members in bylaws amendments following the 2010 Annual Seminar, the Council is chaired by Glenn Anderson with the help of Vice Chair Jennifer Hillman. The Council has met twice and is in the process of developing an 18-month plan to address membership growth and retention. They have reviewed previous activities and will be working in the months to come on a plan to establish clear goals and plans to achieve them.

SECTIONS

Student Section

The TSHP Student Section continued its active outreach to the community with its statewide antibiotic awareness and medication safety programs during the year. Under the leadership of Chair Jaclyn Priest and Vice Chair Avery Ritter Elias, the Section Executive Committee (SSEC) met at least once a month on Sunday evenings to plan the Annual Seminar student programming, develop 2 posters that were presented at the ASHP Midyear Meeting and TSHP Annual Seminar, approve student chapter awards and work on revisions to the SSEC Bylaws. The formation of the SSEC, since the inception of the Section, has been problematic. The original Bylaws called for appointment of the Section Executive Committee by the TSHP President-Elect. However, the President-Elect often doesn't know the best candidates, and there are always challenges to identifying a Chair and Vice Chair in a manner that will allow the Section to begin operating as soon as possible after the Annual Seminar. Consequently, using input from past Chairs of the Student Section, and in conjunction with the Council on Organizational Affairs, the Executive Committee drafted an amendment that will allow the current year's Executive Committee to elect the Chair and Vice Chair for the coming year during their last meeting of the organizational year, and permit the student chapters to name their representatives to the Executive Committee at their local level. It is hoped that this method will help assure continuation of strong statewide leadership as well as local control and input into the Section's leadership.

Technician Section

The TSHP Technician Section took an aggressive and active approach to the role of the pharmacy technician this year, developing a brochure on the Section for distribution through hospitals and educational institutions, as well as a PowerPoint presentation designed to be shown to high school students as well as technician students emphasizing the role of the pharmacy technician and the opportunity for a career as a technician. The Section Executive Committee also developed a preliminary list of technician duties for hospitals that is nearly finalized to be shared with the Board of Pharmacy, as well as a 'job description' for local chapters which have technician members on their Boards of Directors. The Section is extremely pleased with the support that most of pharmacy is now giving to adding a technician to

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the Board of Pharmacy and is hopeful that the legislation now pending in Texas will be considered favorably. The Section was led by Chair LiAnne Webster and met five times during the past year.

Industry Section

The Executive Committee of the TSHP Industry Section, under Chair Amy Whitfield, took an active role in implementing change within TSHP during the past year. In conjunction with the TSHP Pharmacy Management Section and Education Affairs Council, the Industry Section Executive Committee helped create and design TSHP's first "Reverse Expo" that will be held during the 2011 Annual Seminar. Based on similar formats, the Reverse Expo attempts to bring decision-makers identified by industry partners together with company executives and representatives to talk about products and services. Following the meeting the event will be evaluated to determine if this is a viable method to allow time for the two groups to meet in a mutually beneficial setting. With the establishment of the Expo, the Executive Committee recommended that the use of the "bingo cards" used for the past few years as a "traffic builder" in the Exhibit Hall be discontinued for 2011 to see if the traffic patterns hold up and maintain exhibitors' support of the event. The Section developed a membership brochure to be shared with exhibitors and other potential members, describing the benefits of associate membership in TSHP. The Executive Committee also carefully considered feedback and input received during the past few years concerning the best ways to promote associate membership. It was acknowledged that few industry members maintain membership, and a recommendation was made to the TSHP Board of Directors, which agreed, that the total local and state dues for associate membership should be reduced to \$95. The amount was chosen as one that could be handled by most representatives' expense accounts, and would reflect the appropriate value of benefits and support provided. The Executive Committee is looking forward to working with TSHP local leaders during the coming year to identify ways in which representatives can become more involved with local chapters, particularly given the changes that have occurred during the past few years in terms of industry support for programming and meetings. The Executive Committee also considered other ways to enhance the Exhibit for TSHP members as well as exhibitors. The group agreed that investment in a 'lead retrieval system' would not be productive at the present time, but that additional consid-

eration should be given to ways to improve the experience following the 2011 meeting. Improved recognition of Section members, with an "Industry Section" ribbon during the Seminar will be incorporated this year in an effort to clearly identify those companies and representative which go "above and beyond" in support of TSHP.

Pharmacy Management Section

Chaired by Tammy Cohen, the Pharmacy Management Section engaged in a variety of projects to serve the TSHP members involved or interested in hospital pharmacy management. A complete management education track has been incorporated in the 2011 Seminar, with unique programming. The Executive Committee worked on developing a ListServ or other mechanism to enhance rapid communications among Section members, and continues to search for a viable mechanism to allow that to occur. The Committee visited with members of the New Practitioner Section to discuss the feasibility of developing a 'management mentor' arm for the current TSHP Mentor Program, designed to assist recent graduates identify potential mentors who have management expertise for those interested in that area of practice. The Committee has been engaged in helping identify an accurate list of current pharmacy directors, and is working with TSHP staff to develop services that can appeal to management, such as continuing education accreditation, career centers, networking and regional meetings to discuss topics of mutual concern. The Section has worked closely with Texas Hospital Association on the issue of Medicaid drug pricing as well as the Joint Committee on Internship programs on issues related to internships within Texas hospital pharmacies. The Section is interested in developing a 'cross reference' of regulations and guidelines from the Board of Pharmacy, Joint Commission and CMS, but has not had the opportunity to begin this needed reference tool yet.

New Practitioner Section

The newest TSHP Section, the New Practitioners, was started during the past year, following approval of bylaws amendments by the membership in the Summer of 2010. Chaired by Andy Laegeler, the Executive Committee met 7 times during the year and continued and expanded the successful Mentor Program, enrolling 86 mentees and 55 mentors. A social opportunity has been planned for mentors and their mentees during the Annual Seminar on Friday evening, April 15 at the New Practitioner/Student Recep-

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tion. Pins have been distributed to all mentors for ease of identification. The Section coordinated trips to 4 of the State's Colleges/Schools of Pharmacy during the Fall to discuss the life of the new graduate, residency programs, the ASHP Mid-year meeting, and other aspects of dealing with graduation and transitioning to practice. A PowerPoint presentation has been developed by the Section to supplement the presentations. A comprehensive New Practitioner Educational track has been designed for the 2011 Annual Seminar, as well as a membership booth and outreach programs. The basis for the Section is a representative from each TSHP local chapter, which will serve as a conduit for information and a way to involve new practitioners on both the state and local levels. During the year, the Section grew by more than 50% as a result of outreach and an aggressive membership campaign.

The Future

At the end of the current organizational year, TSHP was achieving new milestones. The TSHP/R&E Poster Competition, which has been a strong, active program for many years, enrolled a record 101 participants for 2011, pushing our physical abilities to display the offerings to the limit.

The TSHP Councils and Committees, the primary 'entry route' for individuals wishing to become more involved in TSHP, were at a level of only a few individuals actively participating just a few years ago. This year over 108 volunteers have stepped forward, indicating an interest in becoming more active and taking a leadership role within the Society.

We are, once again, close to selling out all available exhibit space for the Annual Seminar, and a total advance registration for the Seminar exceeds our previous record for advance registrations by 25%.

If reviewing history is a way to predict the future, TSHP's future as the organization representing health-system pharmacy practice, clinical and patient-centered issues, and the changing role of today's pharmacist and pharmacy technician is truly vibrant and alive.

