



MICHIGAN PHARMACISTS ASSOCIATION

NEW PRACTITIONER COMMITTEE 2015 ANNUAL REPORT

Committee Members: Jackie Morse, chair; Jennifer Hagerman, Board liaison; Eric Roath, MPA staff liaison; Mina Alsaraf; Abby Bigelow; Ashley Builta; Susan DeVuyst-Miller; Sarah Hill; Kanika Kapoor; Stephanie LaPointe; Sarah Mahoney; Brooke McComb; Amy Parker; and Lisa Salvati

Meeting Dates: Feb. 5, 2015, and Sept. 11, 2015

I. Progress Report for 2015 Committee Charges

Charge #1: Assist in the development and promotion of an MPA mentorship program.

The Committee has been working to develop the MPA Pharmacy Mentor Network. The Committee has provided suggestions as to how the program will be organized, what information to gather from mentors and mentees, and methods to market the program. The program was aimed for launch in September 2015 but may be delayed until later in the fall of 2015. The Committee has set a target of 100 mentors enrolled in the program by 2016.

Charge #2: Evaluate 2015 new practitioner programming at the MPA Annual Convention & Exposition and offer recommendations for the 2016 MPA Annual Convention & Exposition.

Given the lack of opportunities for a formal social at the Convention, it is recommended that MPA set a time and location for a “New Practitioner Meetup” similar to what is done at the American Pharmacists Association (APhA) Annual Meeting. A location in Greek Town could be identified as the meet-up location following the college and student socials. The Committee recommended a start time between 8 and 9 p.m.

The Committee reviewed feedback from the student/new practitioner programming and provided suggestions for 2016 programming. The Committee requested that, if possible, the Association seek continuing education (CE) accreditation for these topics, as they may be of interest to practicing pharmacists.

- **Work-life transitions for new pharmacists** – DeVuyst-Miller, LaPointe, Mahoney and Builta
- **Career Pathways** – Jeff Bates
- **CV Workshop for New Practitioners** – Hagerman and LaPointe

These CE topics will be submitted and approved via the conventional CE approval process. The Committee reiterated the need for a break between CE events; even if attendees get marginally less CE or programs have staggered start times. The Committee also noted that this would be a courtesy to speakers, who would have fewer audience members leaving early, and would promote networking during the time between CE events.

Charge #3: Evaluate the delivery of the New Practitioner Exchange and make recommendations for improvement.

The Committee continues to solicit articles from the new practitioner community and publish the electronic newsletter on a quarterly basis. Feedback for the *Exchange* has been positive, and it has one of the higher open rates as compared to other MPA publications. The Committee requests that the open rates for the publication be part of the information that is reviewed regularly in Committee meetings.

Charge #4: Evaluate the feasibility of conducting an association-wide recruitment event in conjunction with the MPA Local Association Development Committee (LADC).

The Committee will be conducting an Oktoberfest Event in conjunction with the Michigan Pharmacy Political Action Council (PAC) and LADC to fulfill this charge. The date of Oct. 17 was selected for the event. Any expenses associated with the event will be covered by Pharmacy PAC. Revenue from the event will also go to support Pharmacy PAC. The New Practitioner Committee will coordinate with LADC to promote attendance at the event.

Charge #5: Develop innovative mechanisms through the eyes of the members for marketing new practitioner membership as well as innovative mechanisms to recruit new practitioner members.

The Committee reiterated the need to remove the new practitioner exclusivity rate for individuals who had participated as Student MPA members. They also recommended introducing new practitioner rates in a format similar to APhA where the rates increase steadily over a 5-year period. The Committee was interested in seeing what the cost per member (contribution margin) was for each class of member.

The Committee also recommended considering a resident pharmacist rate at the Convention, as residents generally have less income and a lack of need for CE (as do most first-year practitioners). The Committee suggested looking into a registration type that would prevent the registrant from claiming CE for the event.

Additional suggestions for promotions included setting up a booth to promote new practitioner activities at the Convention and to check with the colleges to see if there is an opportunity to promote MPA membership and involvement at the end of the P4 academic year.

Charge #6: Continue to evaluate the student-to-new practitioner model and offer recommendations to improve the new practitioner retention rate.

The Committee has offered input into the creation of the CareerConnect membership package, and is working with staff to develop material that would be valuable for students transitioning into practice.

Charge #7: Develop a career service program as part of new practitioner membership, including a CV review service, live CV interviewing workshop and a career page on the Web site for all members.

As part of the development of the CareerConnect program, Committee members have volunteered to help create content for the service that meets what was outlined in this charge. It is recommended that charges 6 and 7 be consolidated next year, as outlined in the recommendations at the end of this report.

Charge #8: Consider the House of Delegates resolution(s) referred to the Committee by the MPA Executive Board.

The Committee considered “Resolution 15-03: Development of Best Practices for Dispensing of High-alert Opioids.” The Committee recommended supporting the language with amendments to read as follows:

“The MPA establish or participate in an interdisciplinary task force to develop best practices to promote optimal access to opioids; a safe, systematic process for dispensing opioid medications; and appropriate management of patients on opioid therapy.”

II. Other Committee Activities

No additional activities to report.

III. Recommendation(s) for Next Year

- Charge #1 – Evaluate and promote the MPA Pharmacy Mentorship Network.
- Charge #2 – Evaluate student/new practitioner educational programming at the 2016 MPA Annual Convention & Exposition and offer recommendations for the 2017 MPA Annual Convention & Exposition.
- Charge #3 – Continue to publish, distribute and identify authors for the *New Practitioner Exchange*.
- Charge #4 – Evaluate the new practitioner events conducted through the Association and make recommendations for improvement.
- Charge #5 – Evaluate mechanisms for marketing new practitioner membership and offer recommendations for improvement.
- Charge #6 – Evaluate the efficacy of the CareerConnect program and work with MPA staff to implement improvements and new content to be included in the program.
- Charge #7 – Consider the House of Delegates resolution(s) referred to the Committee by the MPA Executive Board.
- Charge #8 – Submit annual Committee progress report to the MPA Executive Board by Oct. 1, 2016.

IV. Recommendation(s) for Next Year’s Committee Members

The following individuals are recommended for appointment to the 2016 New Practitioner Committee based on participation in 2015 and on nominations from sitting Committee members. Please note that there are two nominees for chair, as the current chair will be stepping down from the Committee.

- **Nominees for Chair:**
 - Stephanie LaPointe
 - Sarah Mahoney
- **Nominees for Committee Members:**
 - Mina Alsaraf
 - Lauren Anderson
 - Ashley Builta
 - Susan DeVuyst-Miller
 - Jon Doellner

- Benjamin Greathouse
- Sarah Hill
- Kanika Kapoor
- Steven Kaurala
- Benjamin Korman
- Brooke McComb
- Victor Nguyen
- Amy Parker
- Vince Procopio
- Lisa Salvati

Respectfully submitted,

Jackie Morse, chair, and Eric Roath, MPA staff liaison