

# ACCP Professional Leadership Development Program Capstone Presentations

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Program Directors

Miranda R. Andrus, Pharm.D., FCCP

Marcia L. Buck, Pharm.D., FCCP, FPPA, BCPPS

## 2023 ACCP Annual Meeting



# Capstone Group 1

## Increasing Student Engagement in ACCP at Schools and Colleges of Pharmacy

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*ACCP PROFESSIONAL LEADERSHIP DEVELOPMENT PROGRAM*

- *Lola Afolabi, PharmD, BCPPS*
- *Elias B. Chahine, PharmD, FCCP, FASCP, FFSHP, BCPS, BCIDP*
- *Katie Gatwood, PharmD, BCOP*
- *Tammy Malm, PharmD, MPH, BCPS*
- *Andrew Miesner, PharmD, BCPS*

# 2023 ACCP Annual Meeting



# Charge

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*“Develop a report to the Board of Regents that includes recommendations for engaging faculty advisors for student chapters, developing student chapter leaders, and a promotional campaign to encourage active members to share their ACCP stories with students, trainees, and colleagues.”*

# Background

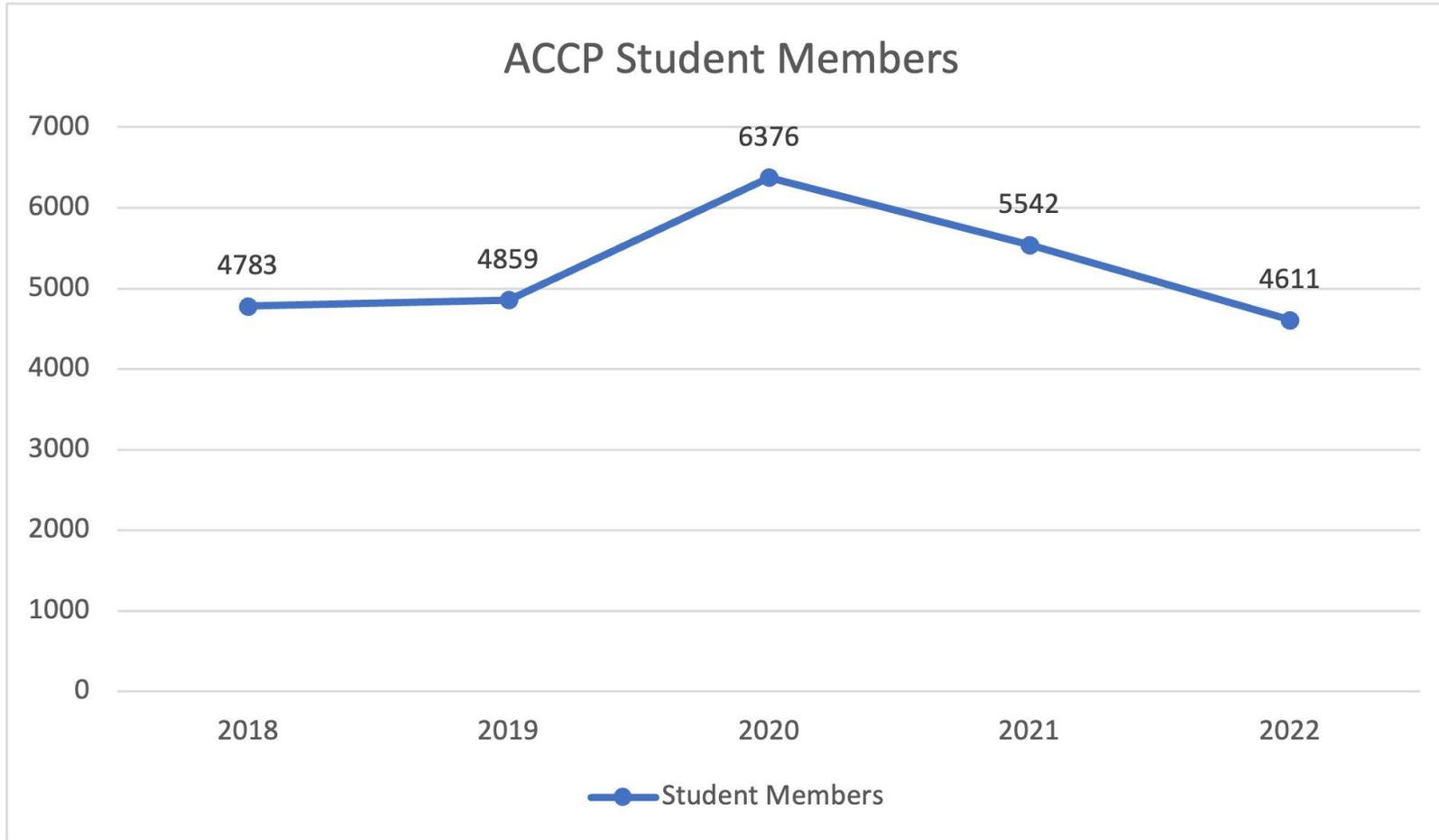
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- ACCP currently has over 4600 student members and 100 student chapters at Schools and Colleges of Pharmacy (SCOP)
- Student chapter (SCCP) development at each SCOP is at the discretion of ACCP members at that institution
- Each SCOP may have an ACCP faculty liaison and/or student liaison regardless of presence of SCCP chapter
- A survey of 8 SCOP found only 4% of students were ACCP members<sup>1</sup>
  - (7th of 8 national organizations)
- Membership in a professional organization as a student appears to impact decision to be a member after graduation<sup>2</sup>

1. *Curr Pharm Teach Learn.* 2017;9(4):543-550.

2. *Curr Pharm Teach Learn.* 2018;9(1):28-33.

# Background



## 2022:

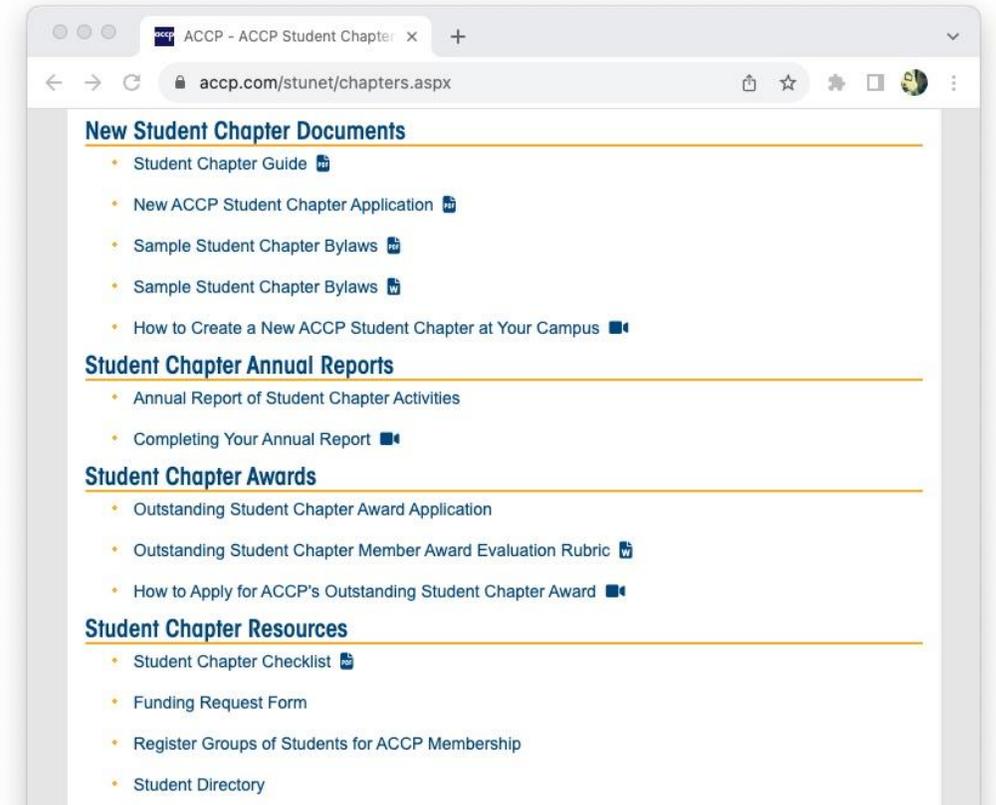
- 27.7% membership drop since 2020 to a 5-year low

## Matriculation to full membership:

- 1 year: 55.4%
- 5 year: 8.4%

# Background

- Tools available to student chapters
  - Student Membership slide show for recruitment (*last updated ~2017*)
  - Student recruitment brochures
  - Funding requests for informational sessions
  - Chapter guide
  - Chapter bylaws template
  - Outstanding Chapter Awards
  - ACCP graduation cord program
  - Liaison listserv



# Methods

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- A cross-sectional survey was created to assess student and faculty perceptions of the SCCP chapters at SCOP across the United States
- Student leaders at SCCP chapters received a 15-item questionnaire while faculty liaisons of SCOP received a 20-item questionnaire
- Questionnaires were disseminated electronically on December 19, 2022, with a reminder to complete them on January 3, 2023; the surveys closed on January 11, 2023

# Student Survey Results

## SCCP membership

57% inspired by peers

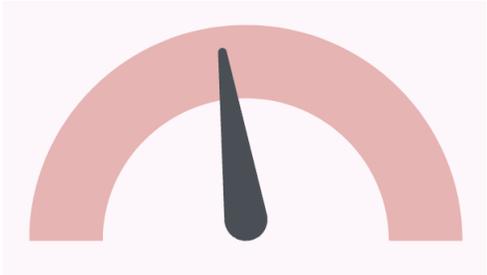
35% on own accord

5.4% inspired by faculty



Reasons for joining SCCP included leadership opportunities, smaller sized organization, approachability of faculty advisors/members

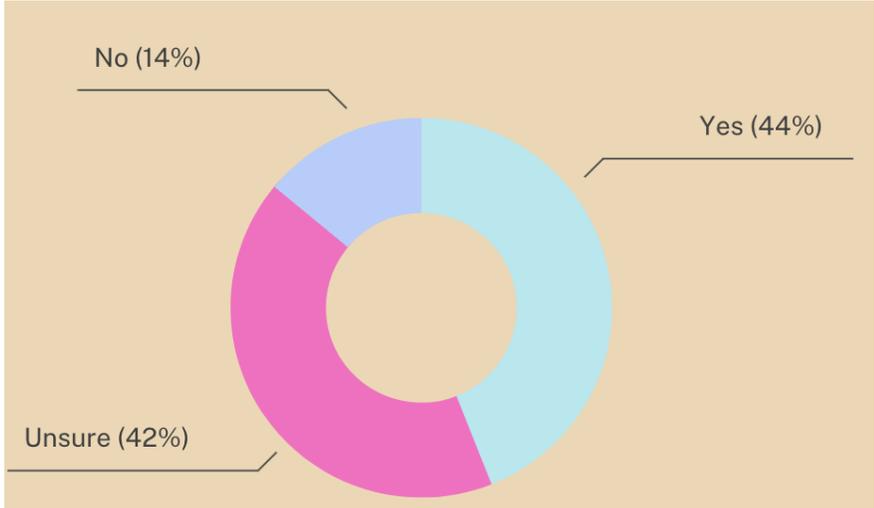
## ACCP engagement



46% of respondents are involved in ACCP organizational activities such as PRNs and other committee.

92% of respondents indicated their SCOP provided them with ample opportunities for leadership development

## Postgraduate membership plans



# Student Survey Results

## Vibrancy of SCCP



24% reported growth in membership



31% described large stable membership



45% reported difficulty recruiting new members and maintaining current members

## Recruitment activities

- Informational videos
- Recruitment emails
- Social media post
- Membership drive
- Invited speaker events
- Word of mouth

## Communication medium

52% identified social media sites for communication with SCCP chapter members, including the use of SCOP websites, Facebook® GroupMe® app, and emails

## Communication medium

71% of respondents indicated that a professional template post would increase use of social media account

# Faculty Survey Results

## Liaison Demographics

1-2 liaisons  
per  
chapter

Median  
chapter  
size of 21  
students

58%  
volunteered  
for role



Time served as liaison: 9 years (median)

58% voluntarily assumed the role

20% have not attended an ACCP  
Annual Meeting in the past 5 years

7 liaisons (24%) reported not having a  
student chapter

## Liaison roles

- Communicating information from ACCP
- Supporting event coordination and organization
- Serving as advisor/mentor

## Activities by chapters

- Clinical Pharmacy Challenge
- Clinical Research Challenge
- Residency/fellowship promotional event
- Guest speakers
- Fundraising events

# Faculty Survey Results

## Vibrancy of SCCP



57% rated their chapter as "somewhat engaged," while 17% rated their chapter as "very engaged"



33% of students remain members while in APPEs

## Student Interest



Liaisons reported declining interest in ACCP and professional organizations overall, especially since the COVID pandemic

## ACCP Support

50% reported feeling supported by ACCP

Resources listed as lacking included:

- Chapter onboarding and recruitment
- Clinical pharmacy development tools
- Career opportunity webinars
- Financial resources

Most liaisons (58%) have never used the ACCP Liaison Listserv, and several did not know it existed

- Strong interest in receiving a monthly email with tips to enhance student engagement

# Recommendations

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## 1. Provide a toolkit to all existing student chapters to supplement existing materials from ACCP

- Update current tools such as slideshows and brochures
- Faculty liaison and student leader beginning of the year “worksheets” for development of goals and roles
- Membership campaign tools: ACCP branded social media template posts, local needs surveys, how to develop and share videos of “local ACCP champions”
- Regular posts on liaison listserv on best practices on student group advising and mentoring

# Recommendations

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## 2. Offer faculty and student liaisons a regular joint development track at the ACCP Annual Meeting

- Faculty development related to mentoring student organizations
- Joint sessions with student liaisons for brainstorming with other chapters
- Inclusion of social elements at the meeting (e.g. leverage local attractions, multi-SCOP or regional dinners)
- Alternatively, build these elements onto the scaffolding of existing Emerge From the Crowd programming

# Recommendations

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## 3. Provide financial and other reward incentives to enhance participation and sustain membership

- Provide registration discounts to student leader-faculty liaison pairs attending Liaison Development programming
- Aggregate a list of travel support opportunities from PRNs
- Incentivize P4 membership in SCCP chapters with early announcement of cord program to P3s with involvement of the SCCP chapter in the cord awarding process
- ACCP “President’s List” recognizing students actively involved in PRNs and committees
- Early career practitioner 5 year membership milestone recognition (discount to membership, Annual Meeting, or ACCP store) to improve matriculation

November 12, 2023

# QUESTIONS?

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**2023 ACCP Annual Meeting**



# APLD Capstone Cohort #2

Scott Bolesta<sup>1</sup>; Christy Harris<sup>2</sup>; Sharmon Osae<sup>3</sup>; Jennifer Twilla<sup>4</sup>; Jon Wietholter<sup>5</sup>

<sup>1</sup>Wilkes University Nesbitt School of Pharmacy

<sup>2</sup>Massachusetts College of Pharmacy and Health Sciences

<sup>3</sup>University of Georgia College of Pharmacy

<sup>4</sup>Methodist University Hospital

<sup>5</sup>West Virginia University School of Pharmacy

## 2023 ACCP Annual Meeting





# Working in Teams

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1

## Goals

What do we need to achieve for the project to be successful?

2

## Roles

Who does what on the team?  
When? How?

3

## Relationships

How do we interact with each other? How do we work together best?

4

## Processes

How do we keep records, divide up tasks, make decisions, and take action?

# The Process

October 2022	November 2022	Dec 2022 - Apr 2023	May-Nov 2023
<p><b>ACCP Annual Meeting</b></p> <p>Capstone group introductions</p> <p>Selection of Chair and Secretary for Capstone project</p> <p>Set future meeting cadence</p>	<p><b>Capstone Mentoring Project Review</b></p> <p>Brainstorming ideas</p> <p>Division of duties</p> <p>Research of existing mentoring programs within ACCP and outside of ACCP</p>	<p><b>Mentoring Program and Guide Creation</b></p> <p>Reviewed/collated data received</p> <p>Mapped out a framework</p> <p>Each group member created sample items for inclusion</p> <p>Finalized information for initial Board review</p>	<p><b>Final Capstone Project Review, Submission, &amp; Presentation</b></p>

# Final Product

## Mentoring Program Goal

*Enhance mentees' success in the field of clinical pharmacy by building sustainable connections through shared experiences with a mentor that has similar interests, background, practice area(s), and/or lived experiences*

## Program

Alignment with ACCP Strategic Plan for Diversity, Equity and Inclusion

## Program Content Overview

- Mentoring program general workflow
- Sample mentor/mentee recruitment forms
- Web page design/content
- Sample Mentorship Program Guide

**Check out the Final Report!**



**Check out the Final Satisfaction Survey!**

# Lessons Learned



How individuals who do not know each other well can collaborate from a distance to achieve an excellent outcome.



Effectively integrate different strengths and perspectives to accomplish a common goal



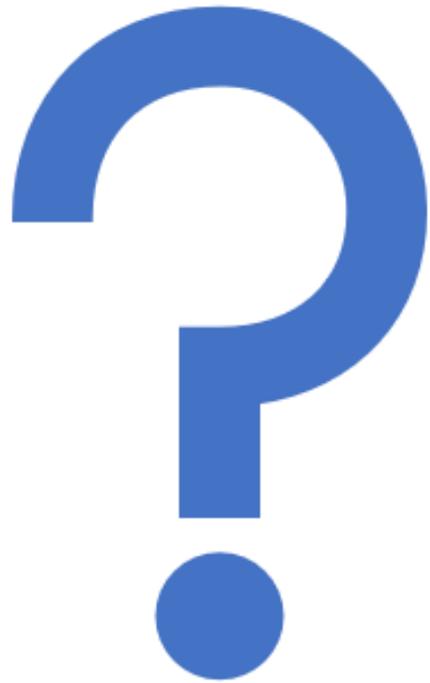
Make good use of everyone's time by ensuring deliverables are clear



How to quickly become a high performing team for a new project when everyone on the team is a leader in their day to day role



How to effectively collaborate with practitioners from across the US to put together a high-quality finished product



**What questions do  
you all have?**

## Capstone Group 3:

Engaging established members in identifying, encouraging, and nominating emerging experts and leaders

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Shubha Bhat, Pharm.D.

Emily Christenberry, Pharm.D.

Candice Garwood, Pharm.D.

Adriane Irwin, Pharm.D.

Doug Jennings, Pharm.D.

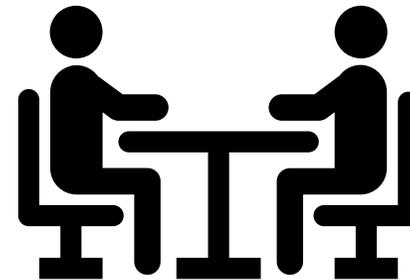
# 2023 ACCP Annual Meeting



# Mentorship

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- Encouragement can lead to application for or acceptance of nomination for elected office.
- Connections can expand pool of candidates for elected positions.
- Aligns with ACCP the 2021 ACCP Strategic Diversity, Equity, and Inclusion Plan.



# Capstone Group 3 Charge

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Develop recommendations for the structure and implementation of

- Ongoing social media campaign to engage established (mid- to late-career) ACCP members in identifying, sponsoring, and nominating early-career members for
  - Awards
  - Volunteer opportunities
  - Elected office
  - Including those from currently underrepresented groups

# Key Elements of a Social Media Campaign

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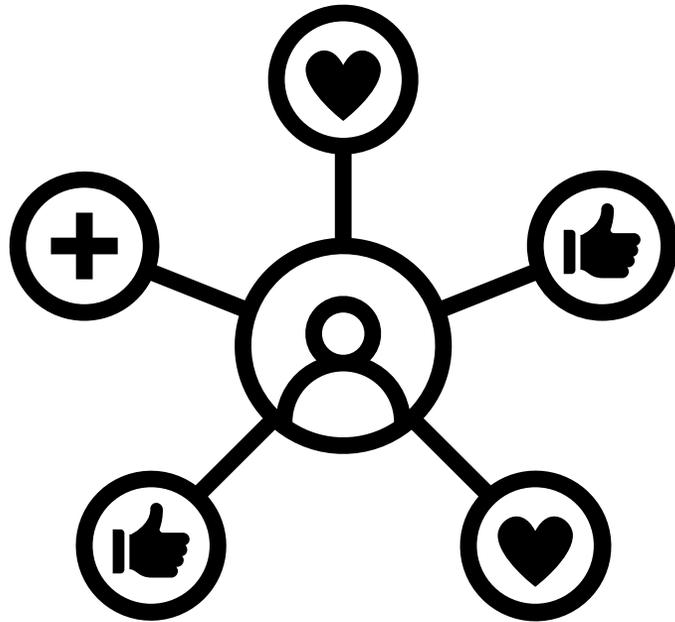
# Start with Who

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- ACCP Fellows are established mid-to-late career members



# What is the message?



## Guiding Questions:

- Be introspective
  - What is the legacy you want to leave in clinical pharmacy/ACCP?
  - Who helped you to get where you are?
  - How can you break down barriers to increase diversity in leadership and recognition?

# What is the Message?

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## Guiding Questions:

- Identify people in your circle
  - Who are the people in your sphere of influence that you can “pay-it-forward?”
  - Do you have an ability to “open a door of opportunity” for younger members?



# What is the Message?

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## Guiding Questions:

- Engage with residents and students
  - How can you help with professional identity formation?
  - What is the role of ACCP in your career?
  - What practice transformations have you witnessed in your career? What is your vision for the future of pharmacy?



# How to Disseminate the Campaign?

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- The group created a list of diverse, established “Fellow” members of ACCP
- Contacted 25 members requesting content for social media campaign
- Received 8 responses/headshots with answers to “guiding questions”
  - Written and video responses received

# Example

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Who are the people in your sphere of influence that you can pay-it-forward?

# Sharon See

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- My focus has been to mentor and encourage women faculty to work toward and apply for promotion, join pharmacy organizations such as ACCP, seek leadership positions, and pursue FCCP.
- I am especially motivated to help women colleagues pursue promotion to full professor after I read an article in the Chronicle of Higher Education titled, “Why there so few women professors?” which cited a statistic that of all full professors in the United States, only 36% are women. This is a dismal number!
- I’ve made a point to seek out colleagues to encourage them to start thinking about it and help them see their worth. The intentional act of demonstrating care for a colleague and expressing confidence in their potential can serve as the impetus for them to believe in themselves and pursue higher goals.



# Next Steps

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- Deliverables shared with ACCP for use
  - At the annual meeting
  - On Facebook, X, or Instagram



# Questions

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November 12, 2023

# **APLD Capstone Project 4: Highlighting the ACCP Foundation's Expanded Mission**

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Presented by: Jacinda Abdul-Mutakabbir, PharmD, MPH  
University of California-San Diego Skaggs School of Pharmacy  
and Pharmaceutical Sciences

**2023 ACCP Annual Meeting**



## Group 4



- Jacinda Abdul-Mutakabbir, PharmD, MPH, AAHIVP: UCSD Skaggs School of Pharmacy and Pharmaceutical Sciences
- James Coons, PharmD, FCCP, FACC, BCCP: University of Pittsburgh School of Pharmacy
- Shellie Fravel, PharmD, BCPS: Iowa College of Pharmacy
- Emily McCoy, PharmD, FCCP, BCACP: Auburn University Harrison College of Pharmacy
- Branden Nemecek, PharmD, BCPS: Duquesne University School of Pharmacy

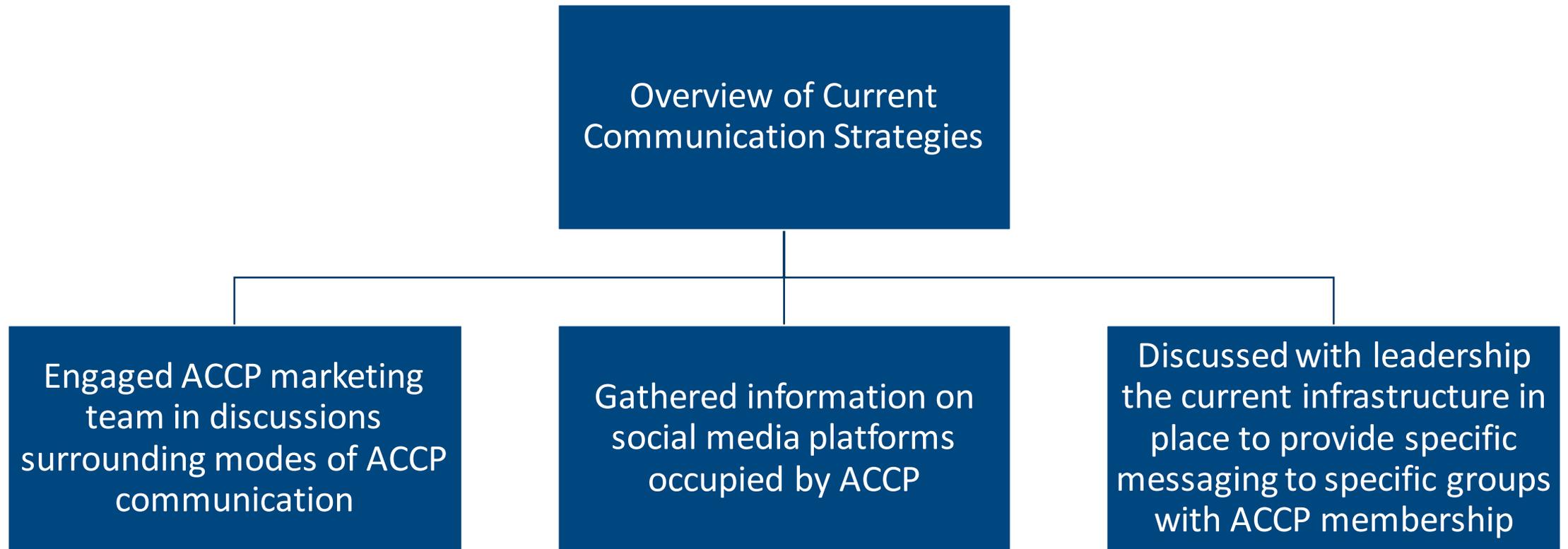
# ACCP Designated Charge

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- Develop recommendations for a multimodal communication plan to enhance ACCP member awareness of the Foundation's expanded mission
- The communication plan should include initiatives detailed in the Foundation's current strategic plan, such as:
  - Development programs
  - Grants
  - Scholarships
  - Awards

# Approach to Address ACCP Communication Limitations

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# General Recommendation



Tailor communication to targeted groups



Utilize methods to capture the attention of students, residents, fellows, graduate students, and early career/junior faculty



Find channels to expand diversity, equity, and inclusion in members who engage with Foundation initiatives



Focus on messaging to appeal to non-research focused members

# Suggested Communication Modalities

## Email

- Tailor messaging to targeted groups

## Social Media

- Use current platforms and consider expansion to TikTok and YouTube
- Consider separate accounts for the Foundation

## Live Meetings

- Maximize every interaction
  - Badge pick up
  - Student Sessions
  - PRN Leadership Sessions
  - Swag
  - Round tables

# Consider Specific Messaging for the Following Categories

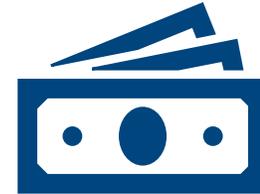
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Communicating information related to specific Foundation initiatives



Communication to enhance member awareness of the Foundation's expanded mission



Communication related to the Foundation's funding needs

# I. Communicating information related to specific Foundation initiatives



**Student & Resident Research Awards Open NOW!!!**

YOU are eligible if you are currently...

- Enrolled in a Pharm.D., Graduate degree, or a dual Pharm.D./Graduate degree program
- Enrolled in a professional pharmacy degree program outside the U.S.
- Completing a pharmacy residency training program

**\$5,000-\$40,000 Grants Available!!!**

**Apply Here!!!**

Online application opens: May 15, 2023  
Application submission deadline: September 1, 2023  
Award decisions announced: November 15, 2023

**ACCP Foundation**

## Junior Investigator Research Awards: OPEN NOW!

Junior Investigators are ACCP Members who meet the following criteria:

-  Fellow, Associate, or Full Member in Good Standing
-  Full-time Professional Appointment and <6 Years Since Completed Education/Training
-  In a Fellowship Training Program

**Learn More**



**SCAN ME**

**Submission Deadline: September 1, 2023**

**Awards Decisions Announced: November 15, 2023**

# II. Communication to enhance member awareness of the Foundation's expanded mission

13000 W. 87th St. Parkway, Suite 100  
Lenexa, KS 66215-4530  
Telephone: (913) 492-3311  
[www.accp.com](http://www.accp.com)



## ACCP Update

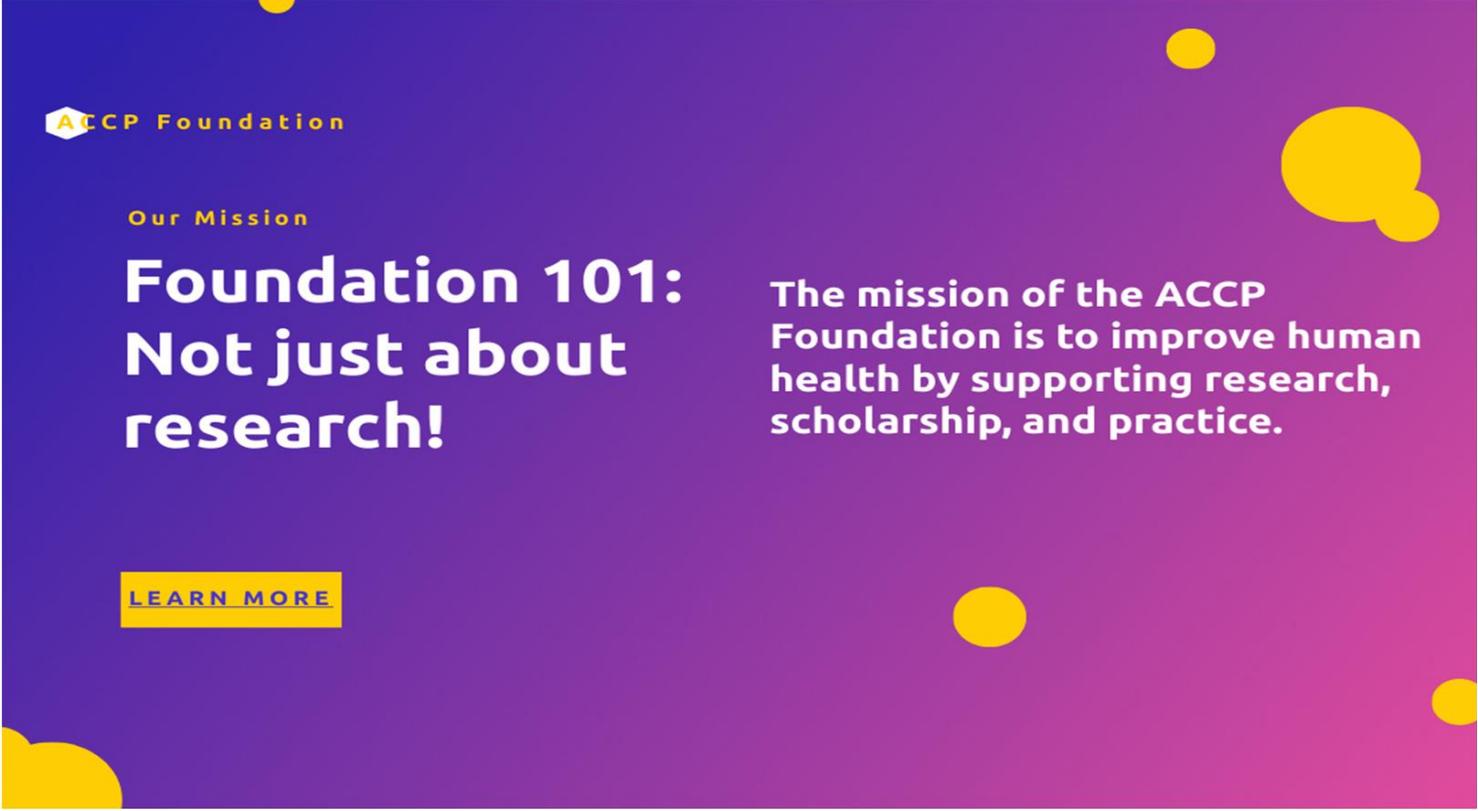
### ACCP Expands the Foundation's Mission

The ACCP Foundation was originally founded in 1981 as the ACCP Research Institute. Its role as the philanthropic arm of the American College of Clinical Pharmacy (ACCP) has since transformed, **expanding its focus beyond research alone** to fully reflect ACCP's mission and the interests of today's 18,000 members. In doing so, the Foundation has established itself as the leading charitable organization committed to advancing *clinical pharmacy research, scholarship, and practice*—and ultimately, bettering human health.

Your support today will amplify our shared commitment to **improving patient outcomes**.

[Click here to access additional information related to the Foundation's expanded mission.](#)

Dedicated to Excellence in Clinical Pharmacy Practice, Research, and Education



ACCP Foundation

Our Mission

## Foundation 101: Not just about research!

The mission of the ACCP Foundation is to improve human health by supporting research, scholarship, and practice.

[LEARN MORE](#)

# III. Communication related to the Foundation's funding needs

■ ACCP Foundation



“Short testimonial about how funding from the Foundation has helped them.”

Name  
Title/Organization

A graphic with a dark blue background featuring a geometric pattern of light blue lines. At the top center is a yellow circle. Below it, the text 'ACCP Foundation' is written in white. The main title 'WHY GIVE?' is in large, bold, yellow capital letters. Below the title, the text 'Your support today will amplify our shared commitment to improving patient outcomes!' is written in white, with 'outcomes!' on a new line. At the bottom, the text 'Find out more [here!](#)' is written in yellow, with 'here!' underlined.

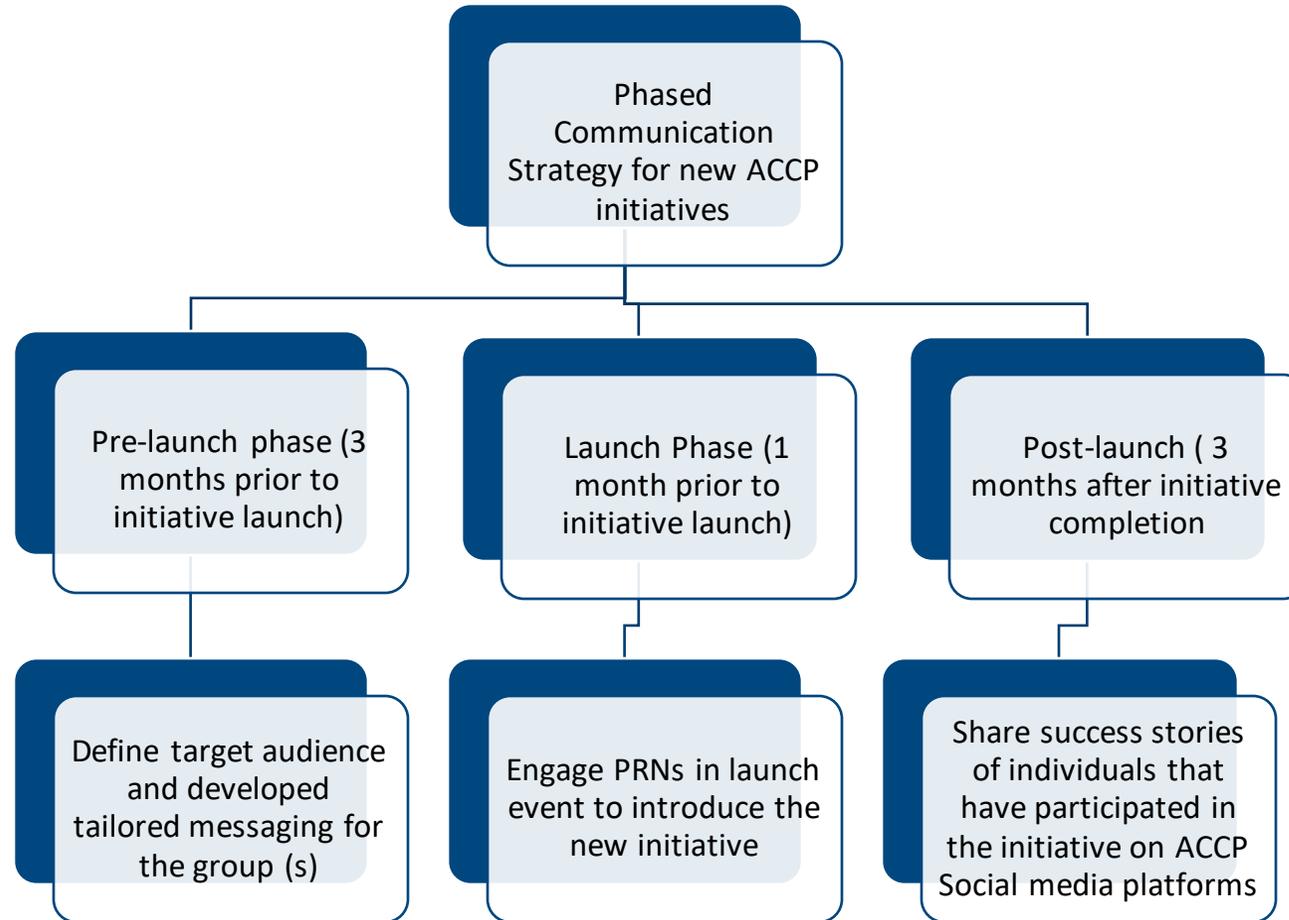
ACCP Foundation

## WHY GIVE?

Your support today will amplify our shared commitment to improving patient outcomes!

Find out more [here!](#)

# Suggested Timeline for Communications



# Experiences Gained

## Capstone

- Understanding of effective mass communication strategies
- See colleagues put their skills to work creating brief visually appealing messaging
- Learn how successful groups have leveraged social media in campaigns (timed blasts/retweets)

## Academy

- Learn the "why" behind decisions that have been made in ACCP
- Applied texts to practice of leadership
- Networking!



Questions?

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# ACCP Professional Leadership Development Program Graduation

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Program Directors

Miranda Andrus, Pharm.D., FCCP

Marcia L. Buck, Pharm.D., FCCP, FPPA, BCPPS

**2023 ACCP Annual Meeting**



# Our Mentors

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- John M. Allen
- Julie Banderas
- P. Brandon Bookstaver
- Allison M. Chung
- M. Lynn Crismon
- Tyree H. Kiser
- Jill M. Kolesar
- Stuart T. Haines
- Tracy Hagemann
- Jimmi Hatton Kolpek
- M. Shawn McFarland
- John E. Murphy, III
- Jean M. Nappi
- Suzanne A. Nesbit
- Edith A. Nutescu
- Leigh Ann Ross
- Sharon See
- Nancy L. Shapiro
- C. Edwin Webb
- Lynda S. Welage

# Our Faculty

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- John M. Allen
- Julie Banderas
- Jerry L. Bauman
- Jeffrey R. Bishop
- P. Brandon Bookstaver
- Amie D. Brooks
- Larisa H. Cavallari
- Allison M. Chung
- M. Lynn Crismon
- C. Lindsay DeVane
- Brian L. Erstad
- Elizabeth A. Farrington
- Jill M. Kolesar
- B. Joseph Guglielmo
- Stuart T. Haines
- M. Shawn McFarland
- Ila M. Harris
- Brian A. Hemstreet
- Joanna Q. Hudson
- Paul T. Kelly

# Our Faculty

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- Jimmi Hatton Kolpek
- William A. Miller
- John E. Murphy, III
- Jean M. Nappi
- Suzanne A. Nesbit
- Kathy D. Pham
- Leigh Ann Ross
- Sharon See
- C. Edwin Webb
- Lynda S. Welage

# 2022-2023 APLD Graduates

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- Jacinda C. Abdul-Mutakabbir, Pharm.D., MPH, AAHIVP
- Titilola M. Afolabi, Pharm.D., BCPPS
- Shubha Bhat, Pharm.D., BCACP
- Scott Bolesta, Pharm.D., FCCP, BCCCP
- Elias B. Chahine, Pharm.D., FCCP, BCIDP, BCPS
- Emily J. Christenberry, Pharm.D., BCGP, BCPS
- James C. Coon, Pharm.D., FCCP, BCCP, FACC
- Michelle A. Fravel, Pharm.D., FCCP, BCPS

# 2022-2023 APLD Graduates

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- Candice L. Garwood, Pharm.D., FCCP, BCACP, BCPS
- Katie S. Gatwood, Pharm.D., BCOP
- Christy S. Harris, Pharm.D., BCOP
- Adriane N. Irwin, Pharm.D., FCCP, BCACP
- Douglas L. Jennings, Pharm.D., FCCP
- Tamara Malm, Pharm.D., MPH, BCPS
- Emily K. McCoy, Pharm.D., FCCP, BCACP
- Andrew R. Miesner, Pharm.D., BCPS

# 2022-2023 APLD Graduates

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- Branden D. Nemecek, Pharm.D., BCPS
- Sharmon P. Osae, Pharm.D., BCACP
- Jennifer Twilla, Pharm.D., FCCP, BCPS
- Jon P. Wietholter, Pharm.D., FCCP, BCPS

# Congratulations!

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**2023 ACCP Annual Meeting**

