

Section of Clinical Specialists and Scientists Strategic Plan

SCSS Mission and Vision

Vision:

To represent clinical and scientific experts and advocate for practice advancement to improve patient care.

Mission:

As specialists and scientists, we will collaborate, educate, and innovate to advance pharmacy practice and optimize outcomes for patients of all backgrounds. Our Section serves as a professional home for growth, inclusion, and mentorship of pharmacists.

ASHP Strategic Priorities and Goals Supported

The Section supports the goals of ASHP's strategic plan for "Our Patients and Their Care" and "Our Members and Partners," specifically focusing on the unique needs of the Section members.

Our Patient and Their Care

- Improve the Health and Well-being of Patients by Optimizing Medication Therapy Outcomes Across the Continuum of Care
- Advance Pharmacy Practice Across the Continuum of Care
- Improve Patient Care by Enhancing the Well-being and Resilience of the Pharmacy Workforce
- Improve Health Outcomes Across Populations Through Public Health and Emergency Preparedness Efforts

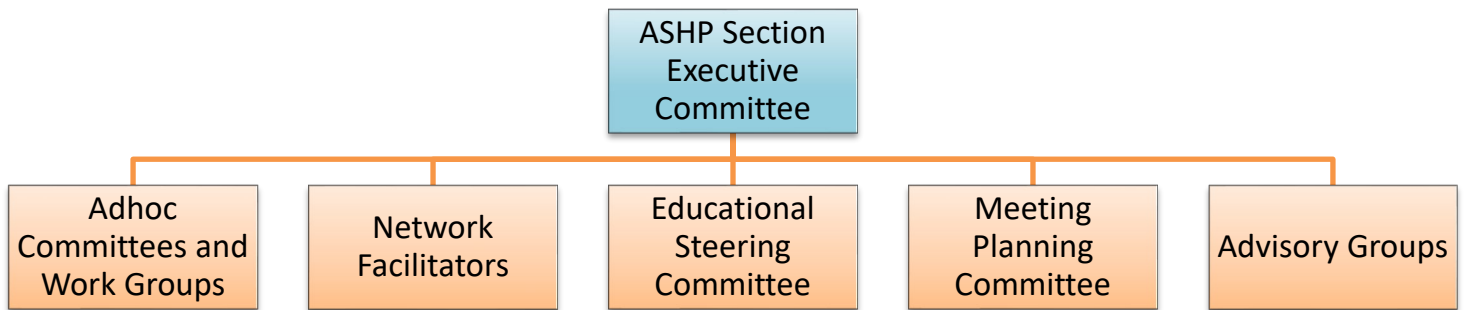
Our Members and Partners

- Advance Diversity, Equity and Inclusion Efforts
- Grow and Retain an Engaged and Diverse Membership
- Leverage Strong Sustainable Relationships to Expand ASHP Reach, Influence, and Impact
- Provide Products and Services to Meet Our Member and Customer Needs

Structure to Support ASHP Strategic Priorities and Goals

ASHP's strategic plan will be accomplished in the Section through the work of Section Advisory Groups (SAGs), committees and other working groups which will be assigned a critical area to focus on to meet the unique needs of the Section members. The Section Executive Committee will assign or reaffirm these critical areas annually and provide guidance for accomplishing the ASHP's strategic plan, through the use of objectives that accomplish the goals of ASHP's strategic plan.

Section of Clinical Specialists and Scientists Organizational Structure



2024-2025 Critical Areas and Objectives

Our Section volunteers and leaders will be asked to address the following critical areas through the continued development of resources to support all of our efforts in meeting the demands of today's health care environment.

Practice Advancement: Enhancing and broadening the roles of the pharmacy workforce in healthcare, with a focus on accountability.

- Ensure pharmacist leadership and expertise in the design and implementation of virtual health technology.
- Advance efforts to help ensure that every patient has access to the clinical services of pharmacists.
- Accelerate the development and adoption of innovations in clinical pharmacy practice.
- Advance pharmacists' roles in pharmacogenomics, including education, leadership, integration in the electronic health record, and payment.
- Advance efforts to support pharmacists' roles in public and population health, and educate the public on the essential role of pharmacists in those fields.
- Promote and support board certification of pharmacy specialists.
- Promote and support credentialing and privileging of pharmacists.
- Advocate for pharmacists' prescriptive authority
- Advocate for the creation and development of advanced roles for pharmacy technicians.
- Advocate for the development of relevant Clinical Pharmacy Specialties
- Leverage innovative technologies through telehealth and virtual care that demonstrate pharmacist value as patient care providers.
- Encourage adoption of the recommendations of the ASHP Practice Advancement Initiative 2030.

Pharmacist Value: Develop and leverage resources to demonstrate the indispensable role of pharmacists and pharmacy services throughout the continuum of care and across diverse communities.

- Advance ASHP's strong ongoing commitment to increasing diversity by actively including and celebrating differences that may include race, gender, religion, sexual orientation, gender identity, ethnicity, nationality, socioeconomic status, language, (dis) ability, age, or political perspective

- Advocate for changes that improve social determinants of health for communities and promote health equity.
- Advocate for efforts that help eliminate health disparities among Black, Indigenous, and People of Color (BIPOC) and underserved populations.
- Promote care models that engage patients and families.
- Drive the creation and adoption of outcome measures that demonstrate the effective use of pharmacy resources.
- Highlight the contributions of the profession of pharmacy including those within underserved communities.
- Develop and maintain resources for creating, measuring and documenting patient care outcomes.

Clinical Expertise: Serve as subject matter experts when pharmacist input is needed. Create and curate the essential resources that pharmacists seek out for their clinical needs.

- Utilize ASHP's core strengths to foster and maintain the creation of evaluation methods, implementation processes, effective outcomes, clinical decision-making and other benchmarking tools.
- Assess, identify and develop Section programs, tools and resources related to practice and specialties that meet the needs of members from all backgrounds.
- Leverage the clinical expertise of pharmacists to improve outcomes and quality of life for patients.
- Identify resources to support the range of practice sites and clinical areas, including small, rural, and underserved settings.
- Lead initiatives to support pharmacists' efforts to improve patient care transitions.
- Utilize ASHP's core strengths including those in drug information and informatics to foster and maintain the creation of education for the workforce, evaluation methods, implementation processes, effective outcomes, clinical decision-making and other benchmarking tools that improve patient care
- Assist in developing high quality educational content around clinical pharmacy to include AJHP articles, digital media content and in person presentations.
- Continue to be a leader in developing and disseminating guidelines, best practices, and professional policies to elevate pharmacy practice in all patient care settings.

Professional Development and Growth: Strive to make the Section the professional home of choice for Clinical Specialists and Scientists through the creation of resources and experiences that foster success.

- Make ASHP an integral part in the careers of clinical specialists and scientists
- Provide education and resources to help the pharmacy workforce maximize leadership skills and abilities.
- Continuously expand and enhance member engagement and opportunities for collaboration for all membership segments.
- Facilitate the development of education aimed at helping pharmacists, student pharmacists, and pharmacy technicians address and effectively cope with the stress and burnout associated with demanding patient care environments.

- Provide a place where pharmacists of all backgrounds can network and exchange ideas.
- Foster efforts that help pharmacies maintain environments that are safe for staff and free from harassment, bullying, and intimidation.
- Provide resources to help pharmacists serve as leaders on interprofessional teams.
- Provide education and resources to help the workforce maximize leadership skills, clinical skills and team dynamics.
- Identify and develop tools, programs and resources to develop and enhance clinical leadership skills for current and future practice.
- Support pharmacists of all backgrounds in creating and maintaining sustainable clinical practices
- Continue to develop and disseminate the tools pharmacists need to succeed as practice and healthcare evolves.
- Promote the value and leadership of pharmacists from diverse backgrounds.
- Support and encourage continuing professional development of the pharmacy workforce.

Innovation: Supporting and facilitate innovative approaches to pharmacy practice

- Enhance and expand pharmacists' roles as providers of comprehensive medication management in all settings.
- Identify and address the unique needs of pharmacists who practice and provide leadership in rapidly evolving or particularly challenging settings (e.g., small, rural, and underserved settings; ambulatory care clinics and other primary care settings; specialty pharmacy; multihospital systems; community pharmacy) to ensure that ASHP products and services meet the current and future needs of those members and their patients.
- Support pharmacists in creating and maintaining sustainable clinical practices that address patient needs across the continuum of care.
- Anticipate and prepare for new and emerging alternative sites of care.
- Lead efforts to design optimal medication-use systems and clinically oriented pharmacy practices in innovative patient care models, including the hospital-at-home model.
- Promote and share best practices of Artificial Intelligence (AI) and AI-enabled clinical-decision support systems that improve patient care

Core Activities & Framework for Fulfilling Objectives

Executive Committee Activities

Section Chair:

With input from executive committee, chair holds additional responsibility to:

- Draft Chair's messages to Section
- Develop, Lead and Conduct monthly and in person meetings with assistance from the Section Director
- Annually appoint the leadership and members of Section committees, advisory groups and other working groups
- Represent Section during ASHP Policy Week
- Represent Section in the ASHP House of Delegates
- Represent Section at the ASHP Annual Strategic Planning Retreat

Executive Committee:

Section Alignment and Logistics

- Review/modify/approve/retire standing committees and work groups.
- Review/modify/approve SAG charges
- Evaluate/Modify Network Facilitators positions on an annual basis
- Select and complete Executive Committee projects on annual basis
- Approve all appointments to Section Committees and other bodies of the Section
- Continually review development of ASHP policy and provide input
- Distinguished Service Award oversight and selection
- Review section surveys and other data
- Review status of Section Strategic Plan at Midyear Clinical Meeting, Summer Meetings and at least quarterly
- The Section Chair Executive Committee Liaison will give a progress report from their appointed Advisory Group or Committee at the Section Executive Committee's meetings, with a submission of an annual report of that group's activity provided at the Summer EC meeting

Section Communication

- Serve as liaisons to Section component groups
- Maintain a SCSS Communication & Marketing Plan
- Build awareness of the Section and its activities.

Identify and Contribute to Executive Committee Projects

- Select 1-3 projects for the upcoming year at Summer Meeting
- Select and Prioritize projects and areas of member needs

Foster Collaboration Internally and Externally

- Collaborate with ASHP and other appropriate organizations strategically
- Facilitate and encourage cross collaboration within the Section and when appropriate with other ASHP Sections and Forums
- Share “best practices” of innovative practice models

Support Member Development, Engagement, and Satisfaction

- Expand and enhance member engagement opportunities.
- Continue to increase member recruitment and retention by providing timely, relevant, and high-quality programs and services in key practice and professional areas.
- Continue to identify and implement ways to increase diversity in membership, member engagement opportunities (e.g., committees, councils, advisory groups), and leadership positions.
- Enhance and promote the value of ASHP membership and overall membership experience.
- Seek feedback in the interest of continuously evolving, innovating and enhancing member services.
- To continue to increase brand member satisfaction, member growth and retention by anticipating member needs in practice and providing benefits, services and experiences that meet those needs.
- Spotlight ASHP members’ contributions to patient care, best practices in pharmacy practice models (including A.I.) and accomplishments through all ASHP communication channels.
- Continue to build ASHP brand loyalty and member satisfaction by providing benefits, services, and experiences that assist members in meeting their professional needs throughout their careers.
- Continuously listen to and seek member and prospective member feedback in order to provide timely and responsive member resources, advocacy, and services.

Advocacy

The Section is a critical member component group of ASHP and supports the policy development process, specifically focusing on the unique needs of the Section members. Section members on ASHP councils are involved in policy development and all SAG members are encouraged to review and comment on draft policies relevant to their critical area.

Policy Week and the House of Delegates

Policy Week is held each year as the kick off to ASHP policy making process and is the foundation of our advocacy efforts. Members of ASHP's five policy-recommending councils and the Commission on Affiliate Relations, which are appointed by the ASHP President, spend two days deliberating the profession's most pressing issues. The results of these deliberations are reviewed by the Board of Directors and then approved by the House of Delegates during its session at the Summer Meeting in June. These policies are a key part of ASHP's advocacy efforts and form the basis of our outreach to decision makers like Congress, quality organizations, and other stakeholders. The Executive Committee Chair or their designee represents the Section several times a year: Policy Week in the Fall, the Regional Delegate Conference in Spring and the House of Delegates in the Summer. It is the duty of the Executive

Committee Chair or their designee to represent the interests of the Section and to provide insight to the needs and perspective of the Section when necessary during these events. The Executive Committee should review and discuss all policies presented that are relevant to their Sections' strategic priorities and voice any recommended amendments during the open comment period for the proposed policies for the year.

Pharmacy Advance Initiative

ASHP's Pharmacy Practice Advancement Initiative (PAI) aspires to transform how pharmacists care for patients by empowering the pharmacy team. Through PAI, our Section, ASHP and the ASHP Research and Education Foundation work to optimize care via pharmacist-provided comprehensive medication management, integrate pharmacy enterprise for convenient and cost-effective care, harness data to improve patient health, adopt personalized targeted therapies, increase public health opportunities in social determinants of health, chronic illnesses and addiction and advance pharmacy technician roles.

Section Advisory Groups, Committees and Work Groups

The Section of Clinical Specialists and Scientists is a critical component group of ASHP and core activities will further support achievement of ASHP strategic plan through key processes and standing committees. Committees are formed on an as-needed basis to accomplish specific needs as required by the Section Executive Committee or ASHP Board of Directors. The Committee on Nominations is one such standing committee of the Section.

ASHP's Section Advisory Group (SAGs), Committees and Work Groups are ways for members participate with ASHP and colleagues who share the same interests. SAG and Committee appointments occur on an annual cycle and the deadline to submit interest and information for appointment consideration is in the Spring. The activities below provide a typical framework for fulfilling SAG objectives. While these activities have been proven effective, it will ultimately be up to the SAG Chair to adopt these tactics or identify other avenues to achieve their goals. Select Work-groups and Ad-hoc Committees are established by the Executive Committee as needed and based on the Section's needs. The continued need of the Section Advisory Group is evaluated each year by the Section Executive Committee.

Marketing

- Web Pages and Resource Center
 - Maintain current and relevant material
 - Promote Section activities and resources through ASHP and Section vehicles
- Member Spotlights
 - Volunteer members to participate in Member Spotlights

Networking Activities

- Each SAG shall work within their advisory group and if applicable, develop one Midyear Clinical Meeting Networking Session lead by Network Facilitators.
- Network Facilitators shall develop topics for discussion for the Section specific networking session at the Midyear Clinical Meeting

- Advisory Groups and Committees may also host virtual networking opportunities throughout the year including virtual town halls and social media events.

Developing Content and Resources

- Publication in AJHP that focuses on issues central to the Section Advisory Group, Committee or Work Group
- Develop or update resources or tools for members to use such as webinars or other web-based resources

Professional Development

- Develop and maintain programs that engage future leaders and connect past section leaders with opportunities to contribution to the Section and ASHP

ASHP Policy Process

- Routinely provide feedback and advise on potential ASHP policy issues, as well as contribute to the development of ASHP policy related documents.

Advocacy

- Contribute to ASHP's advocacy priorities by participating in legislative days and bringing issues at the local and national level that matter most to Section to the attention of ASHP's Advocacy Division.

Section Advisory Groups

Composition:

- All members will be active ASHP members
- Appointments will be made on an annual basis by the Chair of the Section Executive Committee and approved by the Executive Committee.
- Members will include the Chair and Vice-Chair of the Section Advisory Group, a Section Executive Committee Liaison and members. Informal leadership structure also includes Secretary and Immediate Past Chair roles supporting the advisory group leadership.
- Members appointed to the committees below shall have the following preferred experience:

Emerging Sciences: Members should have knowledge of, or interest in, emerging or innovative areas of pharmacy practice including but not limited to biotechnology, digitceuticals, precision medicine, translational research, or comparative effectiveness research.

Clinical Leadership: Members should have knowledge, experience or interest in leading clinical pharmacy practice initiatives.

Emergency Medicine: Members are involved in the care of emergency medicine patients.

Pediatrics: Members are involved in the care of pediatric patients.

Section Advisory Group and Committee Charges

Clinical Leadership: Advise ASHP regarding opportunities to enhance the development of leadership skills among clinical specialists and scientists. Identify and develop tools, promote programs, and resources to enhance clinical leadership skills development and applications for current and future health system practice including efforts to incorporate principles of diversity, equity, and inclusion and well-being and resilience. Identify opportunities that will help the pharmacists grow as clinical leaders and provide recertification opportunities for Certified Pharmacy Executive Leaders.

Emerging Sciences: Assess, identify, develop and update tools and resources to assist pharmacists in practice areas where emerging sciences issues may impact patient care and/or pharmacy practice, including provisions for diversity, equity, and inclusion as well as wellbeing and resilience. Identify opportunities for the pharmacy workforce and practice sites to ensure safe and effective use of medications and related therapies where emerging science may be a part of practice. Advise the Executive Committee on opportunities where ASHP should be involved.

Emergency Medicine: Assess and update current ASHP programs, tools, and resources related to emergency medicine and determine member needs related to this specialty, including considerations for diversity, equity, and inclusion as well as well-being and resilience. Encourage and determine the extent of pharmacy workforce integration into health-care teams. Identify opportunities for departments of pharmacy at hospitals and health-systems to optimize safe and effective use of medications in prehospital settings, emergency department, and other critical access areas. Identify and develop future programs/resources that enhance the ability of members to meet patient needs. As a group of specialists and scientists, we work to collaborate, educate, and innovate to advance care of patients from all backgrounds.

Pediatrics: Identify, assess and update current ASHP programs, tools, and resources related to pediatrics and determine member needs related to this specialty. Encourage and determine the extent of pharmacist integration into health-care teams that provide patient care services where pediatric patients are treated. Identify opportunities for departments of pharmacy at hospitals and health-systems in ensuring safe and effective use of medications in pediatrics including considerations for diversity, equity, and inclusion and well-being and resilience. Assess emerging policy issues related to pediatrics and advise the Executive Committee on opportunities where ASHP should be involved.

Meeting Planning Committee: The Meeting Planning Committee is charged with identifying key topics that meet the educational needs of Section members and contribute ideas and resources to educational programs provided at ASHP Meetings, including considerations for diversity, equity, and inclusions as well as well-being and resilience. For those submitting proposals for ASHP meetings, they will identify experts that can most effectively deliver information on the prioritized topics, including those able and willing to serve as program chairs (PC) for topics. Committee members will be required to complete a Disclosure of Financial Relationships Form prior to their involvement in planning educational activities.

Educational Steering Committee

Charge: The Educational Steering Committee is charged with identifying and developing educational resources and experiences that meet the needs of the Section members. These activities include prioritizing clinical and leadership areas of need and creating content in the form of programming for ASHP national meetings, webinars, and other forms of engagement to meet those needs, including provisions for Diversity, Equity and Inclusion as well as Wellbeing and Resilience. For those submitting proposals for ASHP meetings, they will identify experts that can most effectively deliver information on the prioritized topics, including those able and willing to serve as program chairs (PC) for topics. Committee members will be required to complete a Disclosure of Financial Relationships Form prior to their involvement in planning educational activities.

Network Facilitators: Assess emerging issues related to key topics in specialty and identify, share, and develop resources to enhance the ability of members to meet patient needs. Serve as a content matter expert for appointed specialty and advise Executive Committee on any issues related that practice area.

Committee on Nominations: To review candidates for the Section Executive Committee and to slate the most qualified for the Section elections.