



TEXAS TECH UNIVERSITY
HEALTH SCIENCES CENTER
School of Pharmacy

Expanding the Role of Health System Pharmacy: Input = Output

Arthur A. Nelson, Jr., R.Ph., Ph.D.
Texas Tech University
Health Sciences Center



Tx Pharmacy RabbleRouser



- Definition: Passionate Orator
- Synonyms: Firebrand, Agitator, Demagogue
 - Firebrand: *Person Who Incites Radical Change*
 - Agitator: *Person who disturbs, causes trouble*
 - Demagogue: *Person Who Seeks Support By Appealing To Prejudices Rather Logical Arguments*



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“If You Have An Important Point To Make,
Don’ t Try to be Subtle or Clever. Use A Pile
Driver! Hit the Point Once. Then Come Back
and Hit It Again. Then Hit It A Third Time With
A Tremendous Whack.”

Sir Winston Churchill





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The Profession Of Pharmacy Is Facing *The Perfect Storm*



Pharmacy's Perfect Storm

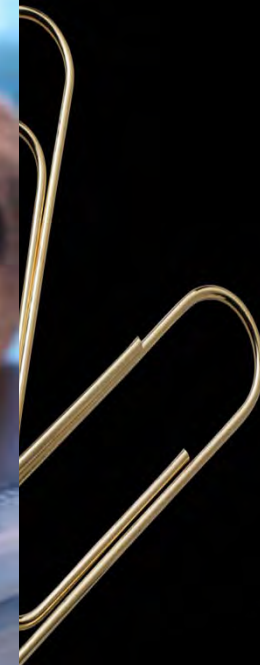
- Payment System Based on Selling Products That Are Essentially Commodities
 - Major Changes In Academic Programs Influencing Quality of The Future Workforce Quality
 - Realities Of Economic Value With Current Scope Of Practice & Reimbursement



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Payment System Based On Selling And Distributing Products That Are Essentially Commodities

Payment Systems Based On Selling Products That Are Commodities



Changing Systems Of Dispensing

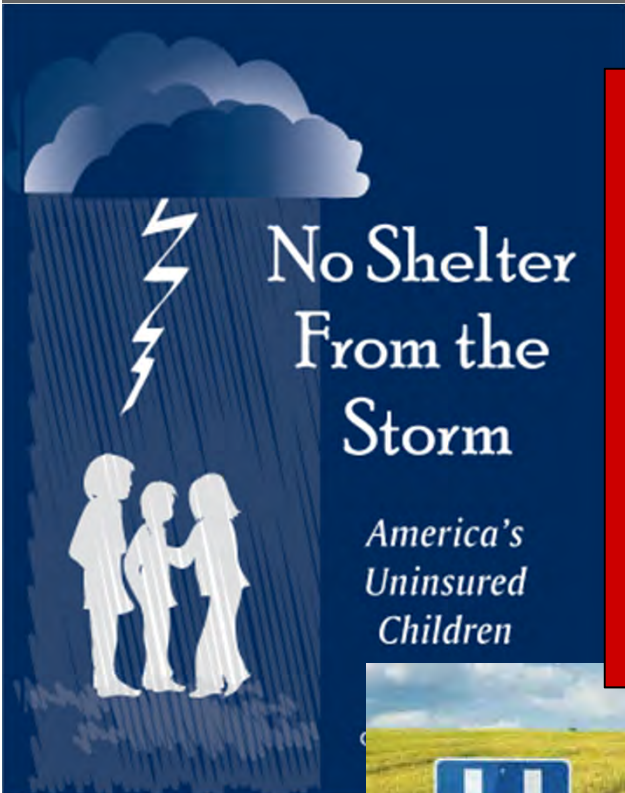


“Both The Retail Drugstore Industry and Hospital Industry Are Devising New Ways Of Preparing & Delivering Prescription Medicines That Do Not Necessitate The Hands-On Involvement Of A High-Priced Pharmacists.”

Zelmer, WA, Pharmacy's Future: Transformation, Diffusion, and Imagination. Am J Health-System Pharm, 67:1199



Subverted Professional Responsibilities Due To Shortages & Salaries



PLEASE
SIGN OUR
LOG BOOK IF
YOU WISH TO
TALK TO OUR
PHARMACIST



Many Critical Patient Care
Roles Of Pharmacists
Subverted To Less
Qualified Health Personnel
Due To Pharmacist
Shortage Or Pharmacists'
Salaries

- *Questions About Your Medications – Ask Our Nurses*
- *Rural Hospitals Pharmacies*
- *OBRA 90 Counseling & Medicare Part D*



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Major Changes In Academic Programs Influencing Future Workforce Quality

Major Changes In Academic Programs Influencing Future Workforce Quality



● Pharmacy Schools & Graduates By Year

(Source: AACP.org 2011 Enrollment Data and ACPE Newsletter Fall 2009)

Year	# Colleges/Schools	# Entry Grads/Yr
1995	71	7,837
2000	82	7,260
2005	92	8,268
2011	124	13,000 (est)
2015	135-141 (est)	16,000 (est)

Major Changes In Academic Programs Influencing Quality Future Workforce



- **Downturn** In Applicants As Number Of Seats Increase Nationally
 - Inflation in GPA (*Grades Dependent on Inst*)
 - Less Time In College PrePharmacy Education (*Maturity of Applicants*)
- Pharm.D. Students Taught At An **Undergraduate** Level – Not Mastery
- Colleges & Schools' **Dependence On Tuition** For Institution's Operations

Training Pgms Based On Today's Practice & Hours Served Rather Than Outcomes



- If We Train Today's Pharmacy Students & Residents For Today's Pharmacy Practice, How Will We Have Pharmacists Prepare For Tomorrow's Practice Needs?
- Do All Students & Residents Require The Same Time To Be Prepared For Practice?





**Academic Abilities With
Caring Attitude; Rigorous
Academic & Training P gms**



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Realities Of Pharmacists' Economic Value With Current Reimbursement & Scope Of Practice

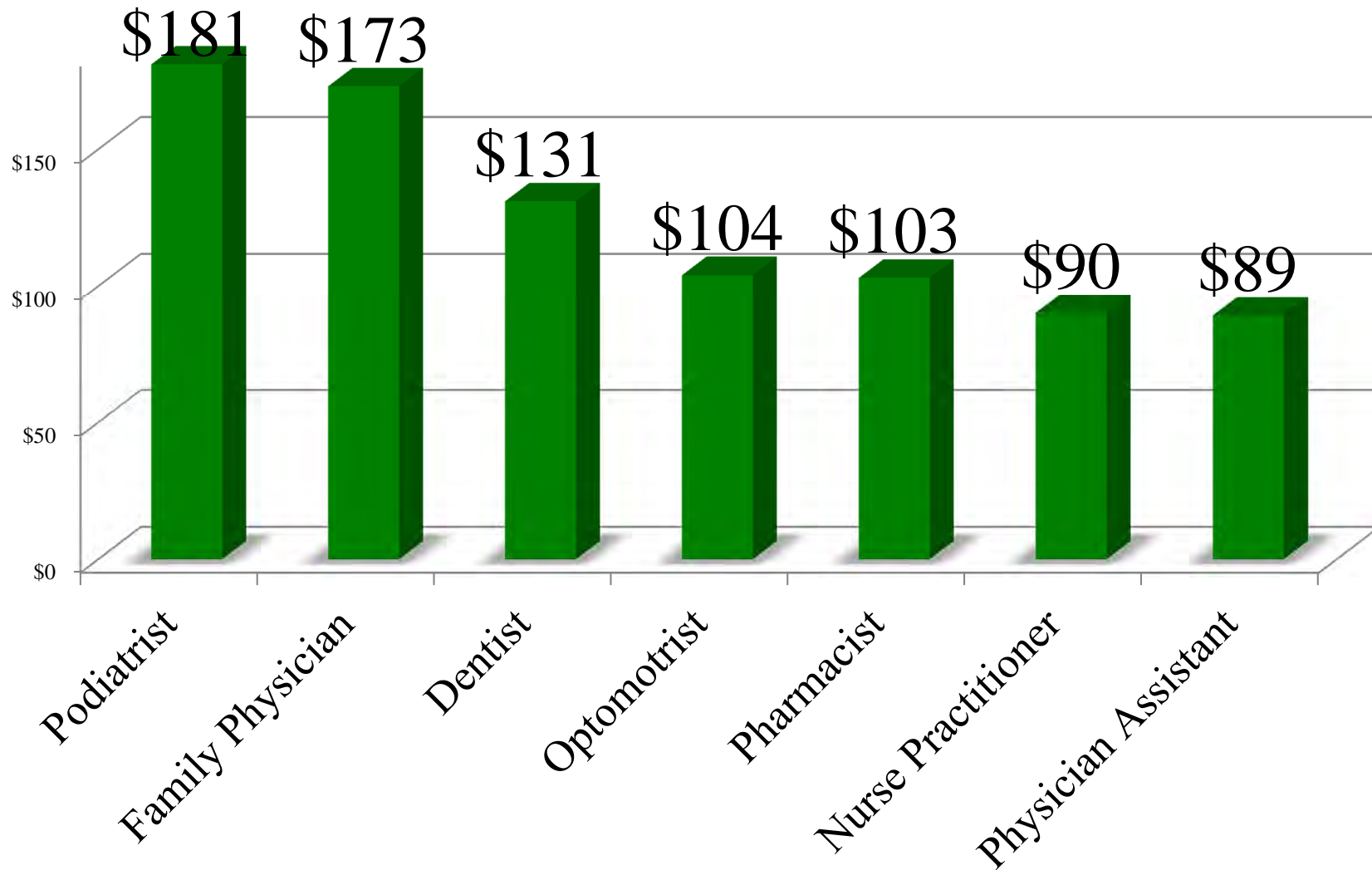
Realities Of Pharmacists' Economic Value With Reimbursement and Scope of Practice



- *A Majority of Pharmacists' Function As:*
 - A Distributor of Commodities
 - Providing Limited Counseling (*In Retail and In Hospitals*)
 - Unpaid Consultants Of Simple Information

Average Annual Salaries For 2011

In \$1,000's (Source: ©2011 Salary.com)



2011 Average Family Medicine Physician Compensation

(Source MedScape .com 10/1/2011)



Family Medicine Compensation by Geographic Area



* Includes Alaska

** Includes Hawaii



Realities Of Pharmacists' Economic Value With Reimbursement and Scope of Practice



- Pharmacists' Salaries Are About 14% Above Average For Nurse Practitioners and Physicians' Assistants
- Pharmacists Salaries Are Increasing by 2%-3% Per Year With ANP and PA's Increasing By 5%-10% Per Year



Education and Training Of NP's and PA's



- The Family Nurse Practitioner track consists of 48 semester units (Post 2-Yr BSN), including 630 clinical hours.



- The Physician's Assistant Track consists of 121 semester units, including 1440 clinical hours.

Realities Of Pharmacists' Economic Value With Reimbursement and Scope of Practice



- Even With Prescriptive Authority & Ordering Lab Tests, *Legal Limits* On Diagnosis & Performing Procedures *Reduces Economic Value* To Health Care System
- *Cost Avoidance “Cop”* Is Not A Long-Term, Viable Role For Pharmacists

The Perfect Storm For Pharmacy





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How Can YOU Make A Difference In Pharmacy's Future?

How Do We Find Happiness In Our Careers? (Fredrick Herzberg)



Powerful Motivator Isn't Money

Powerful Motivators Are Opportunities To:

- Learn
- Contribute to Others
- Grow In Responsibilities
- Be Recognized For Achievements

Over The Rainbow Strategy



Getting To “Over A Rainbow” SWOT Analysis



Strengths:

Opportunities:

Weaknesses:

- Dependence On Selling Commodities
- Practitioners Who Don't Use Their Full Training & Knowledge
- Curriculum That Doesn't Develop Mastery Learning Of Pt Care Skills & Compassion

Threats:

- Oversupply of Pharmacists
- Reduction In Quality of Students Admitted To Schools
- Reimbursement Primarily From Selling Commodities
- Legal Limits To Scope of Practice

Getting To “Over A Rainbow” SWOT Analysis



Strengths:

- ✓ Pharmacist Clinician Status
- ✓ Well-trained, dedicated workforce

Opportunities:

- ✓ Healthcare Reform
- ✓ Emphasis On Cost Containment

Weaknesses:

- Dependence On Selling Commodities
- Practitioners Who Don't Use Their Full Training & Knowledge
- Curriculum That Doesn't Develop Mastery Learning Of Pt Care Skills & Compassion

Threats:

- Oversupply of Pharmacists
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Over A Rainbow Strategy: You Are Our Future



Patients – We Listen & Respond

People – Our Main Resource

Teamwork – Our Major
Strength

Integrity – At The Core Of Our
Lives

Innovation – The Key To Our
Future

Performance – Focus On
Continuous Improvement

Society & Community –
Responsible Citizenship

Source: QI OPTIO Group

Over A Rainbow Strategy



Hearts & Minds Of Pharmacists

“There Cannot Be A True Revolution In Pharmacy Unless Its Practitioners Believe In The New Paradigm & Are Committed To Live It In Their Professional Practice.”

New Paradigm

“The Pharmacist Is Responsible For Helping A Patient Make The Best Use Of Their Medicines”

Zelmer, WA, Pharmacy's Future: Transformation, Diffusion, and Imagination. Am J Health-System Pharm, 67:1199

You Can Make A Difference Depending On Your Perspective



Storms and Rainbows



NO Storms
NO RAINBOWS

