



U.S. PUBLIC HEALTH SERVICE
Pharmacist Professional Advisory Committee

Department of Health and Human Services

Minutes of Meeting
06 April 2006
Office of the Surgeon General Conference Room
1300-1700

Members Present:

In Rockville:

RADM Robert Pittman (CPO), IHS-Rockville, MD
LCDR Renu Chhabra, FDA-Rockville, MD
LCDR Richard Glabach, HRSA-Rockville, MD
CDR Michael Long (Chair) BOP-Butner, NC

LCDR Laura Pincock (Vice Chair), FDA-Silver Spring, MD
LCDR Glenna Meade (Ex-Officio Executive Secretary), BOP-Washington, DC

Via Telephone:

CAPT James Bresette, IHS-Rockville, MD
CAPT Raelene Skerda (Ex-Officio Chair), BOP-Allenwood, PA
CDR Thomas R. Berry, FDA-Raleigh, NC
CDR Samuel Foster, IHS-White Earth, MN
CDR Patricia Garvey, FDA-Rockville, MD
CDR Robert McClelland, IHS-Elko, NV

CDR Nita Sood, CMS- Atlanta, GA
CDR Kimberly Zietlow, IHS-Red Lake, MN
LCDR Christopher Allen, CDC-Atlanta, GA
LCDR Tamara Close, IHS-Whiteriver, AZ
LCDR Jeffrey Newman, BOP-Springfield, MO
LCDR Peter Vermilyea, IHS-Winslow, AZ
LT Violette Geza, BOP-Bradford, PA

Members Absent:

CAPT George Havens, DHS-Washington, DC

LCDR Jeff Mouakket, HRSA-Dallas, TX

Guests*:

CAPT William Hess, FDA-Rockville, MD
CAPT Lillie Golson, FDA-Rockville, MD
CDR Steven Dittert, FDA-Nashville, TN
CDR Beth Fritsch, FDA-Rockville, MD
CDR Walter Holt, CDC-Atlanta, GA
CDR Denise Howell, FDA-San Pedro, CA
CDR Alice Knobon, FDA-Rockville, MD
CDR Lu Del Livingston, IHS-Zuni, NM
CDR Mark McClain, FDA-Hartford, CT
CDR Robert Steyert, FDA-Central Islip, NY
LDCR Christine Bina, FDA, Rockville, MD
LCDR Jennifer Fan, HCFA-Baltimore, MD
LCDR Louis Flowers, HRSA-Rockville, MD
LCDR Lori Garcia, FDA, Rockville, MD
LCDR Kenneth Hill, HRSA-Seattle, WA
LCDR Connie Jung, FDA-Rockville, MD
LCDR Brent Hobbs, IHS-Whiteriver, AZ

LCDR Paula LaPlant, FDA-Swanton, VT
LCDR Nina Mezu-Nwaba, FDA-Rockville, MD
LCDR Keith Olin, FDA-Rockville, MD
LCDR Dewrat Patel, FDA-Rockville, MD
LCDR Aaron Sigler, FDA-Rockville, MD
LCDR Brenda Stodart, FDA-Rockville, MD
LCDR Jaqueline Thompson, Office of the Secretary-Rockville, MD
LCDR Tara Turner, CMS-Baltimore, MD
LT Cedric Guyton, IHS-Whiteriver, AZ
LT Chris Jones, FDA-Rockville, MD
LT Emily Thakur, FDA-Rockville, MD
LT Karen Williams, HRSA-Rockville, MD (alt for LCDR Glabach)
Ms. Jeannette Joyner, Student, University of the Sciences, Philadelphia, PA

*Guests attending the meeting via call in are requested to email their rank, name, agency, and location information to the PharmPAC secretary at gmeade@bop.gov.

Call to Order: CDR Mike Long (mzlong@bop.gov)

CDR Long called the April Pharmacy PAC meeting to order. Minutes from the previous meeting were accepted with few edits.

American Academy of Colleges of Pharmacy (AACP): LCDR Louis Flowers, Liaison
(lflowers@hrsa.gov)

AACP Guests:

Lucinda L. Maine, PhD, RPh, Executive Vice President

William Lang, Vice President, Policy and Advocacy

Elizabeth Ross, Director of PharmCast and Student Affairs

LCDR Louis Flowers (AACP Liaison) dual venture with AACP includes collaboration in disseminating information to the colleges of pharmacy about pharmacy practice in PHS. AACP guests provided the following insight:

- ◆ Pharmacy Education Trends → Dr. Maine
 - Emergence of pharmacy schools – 3 categories (see AACP website for the most up-to-date information on schools of pharmacy)
 - Affiliate
 - Associate – pre-candidate status; eager to involve the University Point of Contact Program (UPOC)
 - Accredited
 - Two new schools of Pharmacy applied for accreditation – now >100 in the U.S.
 - 72 accredited colleges in the mid-1980's; 84 accredited schools in 2002; Currently 94 colleges are accredited.
 - Rapid growth attributed to greater faculty resources and quality experiential education
 - Distributed learning – on-line Pharm.D.
 - 50 students finishing courses this Spring for a completely on-line Pharm.D. program through Creighton University
 - Explosive growth in enrollment has been observed with the development of satellite campuses – the University of Florida experienced double enrollment with the addition of 3 satellite campuses simultaneously. The first class graduates Spring 2006.
 - A substantial number of schools are using distributed learning for at least some of their education. to expand enrollment and make clinical experience available to students.being
 - Scrutinized by the Accrediting Body – still closely watching distributed learning expansion to ensure it is not abused.
 - Viewed as more demanding by faculty
 - Pharmacist roles in health care:
 - Varied, exciting, message linked pharmacists to patient safety – “Unsung Heroes” on PBS portrays roles of pharmacists in a one hour documentary presentation. A 20-minute recruitment piece is being broadcasted into various high schools and educational programs; a copy of the DVD will be provided to the PharmPAC; a teacher’s guide is also available.
 - Public Health Pharmacist roles in state and county positions
 - HHS funding currently supports several rural outreach programs for clinical pharmacists. Research involving the need of expanded roles of pharmacists in federally supported settings is greatly needed. AACP can provide points of contact for prospective research studies.
 - American Pharmacists month is October 2006
 - Pharmacy Manpower project – survey of pharmacists

- The last census of pharmacists was almost 15 years ago
 - New data collection efforts include an aggregate demand index tracking system (to include new graduates as well as alumni)
 - data collection and survey of pharmacy for future projections (currently ~10,000 pharmacy graduates per year)
 - aging pharmacists, fewer hours worked, increase in part-time employment
 - No statistics regarding career path trends is available at this time
 - Update to the 2000 report to Congress - Jim Coltis (HRSA) – will provide the best projections based on current enrollment
 - Dr. Maine offered to forward (through LCDR Flowers) a short essay on pharmacy written by Ed O’Neal, “The national shortage of pharmacists will continue if pharmacists relinquish their role in drug distribution in dispensing to automation and technicians—and finally get after the problems with medication use that exist and are so prevalent in our society.” This view is in contrast to previous (1995) proclamations of work overpopulated health care work force projections.
 - Post-graduate accredited residency training is growing interest and could be developed as recruitment strategy to prospective PHS officers. The demand for residencies is expected to increase as the annual number of graduates increase.
- ◆ Pharmacy Schools, Enrollment → Elizabeth Ross
- Shortages of pharmacists continue to push high salaries and increase publicity
 - Increase in applications – National average of students accepted is ~3.5 on a 4.0 scale
 - Increase in previous college work and bachelor degrees
 - 0 to 6 Programs
 - Peak numbers are up during application cycles
 - Demographics (applicants)
 - Median age = 23
 - Female =70%
 - Male = 30%
 - Minorities account for approximately 14% of those enrolled
- ◆ Cross Issues → William Lang
- Key policy issues
 - Educational outcomes focus on 3 core areas
 - Pharmaceutical care - Pharmacist role broadened in health promotion and disease prevention
 - Systems management
 - Public Health - Federal Resources under-stressed and under-funded; Mr. Lang stressed the importance of increasing awareness and interest in colleges and school of pharmacy with a variety of state and federal programs. Mr. Lang offered assistance in increasing visibility to students and colleges.
 - Dr. Maine added that strategies and goals have been identified in collaboration with LCDR Flowers and AACP staff to disperse information to colleges about the UPOC interest in developing strong relationships between the colleges and PHS:
 - AACP has a Student Affairs Department rather than a student listserv or student membership services
 - Career options web page has been updated to reflect a current overview of PHS options
 - Dr. Maine subscribes to the Student listserv designed for those interested in the Public Health Service
 - Schools offering Masters in Public Health (MPH) and Dual degree programs (with MPH) are growing
 - Other avenues in post graduate study in the area of Public Health focus on health outcomes analyses. Masters and PhD programs in Social

Administrative Science and Pharmaceutical Health Services Research
are offered at many schools of pharmacy.

- ◆ Dr. Maine thanked the PAC for the opportunity to share information and expressed continued support from AACP.
- ◆ Guests are welcomed all to attend AACP meetings including the July 2006 conference to be held in San Diego, CA. The winter meeting is focused on outreach and advocacy issues.

Readiness Update: RADM (Upper Half) John Babb

- ◆ Deployment – room to improve
 - No equipment caches waiting
 - Minimal training funds
 - No team training
- ◆ Readiness Teams to be established – target date is June 1st, the start of hurricane season
 - Team Structure – 5 month rotations (one-fifth of the Corps will be on-call every 5 months)
 - 5 Rapid Response teams (6 pharmacist roles on each team)
 - 10 Secretary’s Emergency Response Teams (SERT)
 - 5 Applied Public Health teams (consisting of 46 members each, including 4 physicians each; divisible)
 - 5 Mental Health teams (consisting of 26 members each; divisible)
 - Tier Structure
 - Tier 1 – deployable within 12 hours of notification
 - Tier 2 – deployable within 36 hours of notification
 - Tier 3 – deployable within 72 hours of notification
 - Change the current one role assignment to allow designation of several roles (e.g., administrative, logistic, etc.) Note the skill determination section on OFRD website when selecting deployment roles.
 - Teams assembles by Rapid Deployment Team Leaders (with agency agreement)
 - Agency question: Who are “mission critical” employees? (mission critical positions include those where the agency operation cannot support the absence of an officer for a 2 week period, duty stations where the pharmacy vacancy rate is 25% or higher, officers on long-term training orders, officers on international assignment, etc.)
 - Approx 850 officers designated as mission critical by their respective agencies: these officers will only be deployed in the case of a catastrophic event.
- ◆ Rapid Deployment Teams – 4 geographic centers to decrease transportation, training, and resource burdens:
 - Washington/Baltimore
 - Atlanta/Butner/Raleigh-Durham
 - Dallas/Oklahoma City
 - Phoenix/Albuquerque
- ◆ Future Readiness
 - Establishment of Tier 2 Mission Team, similar to Rapid Deployment Force; 100 additional officers will be added to each team (upon recruitment of ~600 more officers)
 - Health and Medical Response Team (HAMMER Team) – dedicated Health and Medical Response Team continuously deploy, train, and train others
 - Deployable within 4 hours
 - 315 officers / 5% of the Corps
 - 50 to 100 will be current active duty; slots will be available for recruitment efforts
 - 3 year service commitment
 - Locations: DC, Oklahoma, and Arizona areas; For continuation of clinical duties, Oklahoma and Arizona members can work with IHS on an “on loan” deployable status; DC area officers can work with DC and Montgomery County

- ◆ PharmPAC Leads presented RADM Babb with a model Admiral's Cover. The inscription on the bottom read, "RADM John Babb – in appreciation of your guidance as acting CPO from July 2005 through February 2006 from the Pharmacy PAC."

CPO Report: RADM Robert E. Pittman

- ◆ Agencies have received copies of Transformation documents and are in the process of preparing their comments. The Secretary will meet with agency directors during the month.
- ◆ CPO Meeting
 - Transition document being prepared for the Surgeon General to ensure that no break between CPO appointments will occur in the future. (to include the recommendation of a CPO Select)
- ◆ COSTEP, Junior COSTEP, and Senior COSTEP selections are progressing
 - 5 to 6 Senior COSTEPs selected to BOP
 - 4 Senior COSTEPs for IHS
 - 31 Junior COSTEPs
- ◆ Traditionally, the president-elect for the APhA Academy of Students of Pharmacy (ASP) is the Junior COSTEP for the CPO. However this summer, a member of the ASP Executive Council will replace
- ◆ Congratulations to RADM (Upper Half) Babb on his promotion
- ◆ 500 officers will be funded for Commissioned Officers Association (COA) meeting this year
- ◆ Awards
 - PHS Unit Commendation Award → January 2004 Pharmacy Special Pay Subcommittee
 - Assessment of Variable Special Pay (VSP) and Accession Bonus report "The Impact of Special Pay and Accession Bonus on the Recruitment and Retention of PHS Pharmacy Officers"
 - CDR Rob Tosatto
 - CAPT Richard Lawson
 - CDR Beth Fritch
 - LCDR Dev Patel
 - LCDR Marci Kiester
 - LCDR Bradley Bishop

Section Lead Comments:

Recruitment Section → CAPT Bresette (jamesbresette@ihs.gov) / LCDR Chhabra (chhabrar@cder.fda.gov)

- ◆ Student Programs (LCDR Chhabra on behalf of CDR Kreamsner)
 - Volunteers needed:
 - Need volunteers and former COSTEPs in the area to speak at Junior COSTEPs to speak at monthly student lecture series at the FDA; Contact CDR Kreamsner at kreamsnerm@fda.hhs.gov
 - Handout *Pharmacy's Best Kept Secret* brochures at annual PHS judged science fairs
- ◆ Web Accessible Collaboration System (WACS) update LCDR Karen Williams (karen.c.williams@hrsa.hhs.gov)
 - Site is now secure
 - Parameters for access and data entry have been assigned depending upon classification of user [student, preceptor, or University Point of Contact (UPOC)]
 - Activity report processing is available

- Subsection volunteer area is accessible
- Site design / slogan is undecided
- Plan to present WACS demonstration at COA Meeting
- CAPT Bresette commended the hard work of those involved in the development of WACS and noted that full implementation is scheduled for June 2006.
- ◆ Pharmacists in Action – Please e-mail digital images of pharmacists in action to CDR Elizabeth Girard (elizabeth.girard@fda.hhs.gov) to be posted on the PharmPAC website.
- ◆ University Point of Contact (UPOC) → CDR Peter Vermilyea (peter.vermilyea@ihs.gov) / CDR Beth Fritsch (fritschb@cder.fda.gov)
 - Updating UPOC listing for posting onto PAC website
 - Updating UPOC Program Policy and Procedures
 - Requirements for enrollment
 - UPOC will be opened to inactive reserve officers
 - Unit Commendation Award for participation
 - Looking for UPOC to present Excellence in Public Health Service PharmPAC student award at the following universities:
 - Massachusettes College of Pharmacy (CDR Long)
 - Perdue University
 - Butler University
 - Need UPOC for Northeast Ohio University – contact CDR Fritsch, CAPT Bresette, and CDR Vermilyea if able to participate
- ◆ Associate Recruiter Program (ARP)→LCDR Christine Bina (binac@cder.fda.gov)
 - Quarterly meeting with all Associate Recruiter Program Category Leads was held
 - Previously discussed staff policy was signed this week by the Assistant Secretary for Health (ASH) and will be in place shortly to provide guidance to Associate Recruiter (AR) and AR Leads
 - There will be no funding for small events for the remainder of the fiscal year
 - Applications submitted through January have been processed
 - 1075 ARs across all categories; 210 are pharmacists
 - Received applications for AR Lead position; awaiting review
 - LCDR Bradley Bishop was commended for the creation of a website ARP reference request form

Communications → CDR Sood (Nita.Sood@cms.hhs.gov) / CDR Foster (Samuel.foster@ihs.gov)

- ◆ IHS Migration → CDR Foster / LT Thakur / CDR Sood
 - Attempt to create a user friendly system; report is forthcoming
- ◆ Picture Dilemma auth from patients
 - pictures will be stored along with the associated authorizations
 - administrative section of PAC website non-viewable to public (password protected) to be used as an archive
 - transfer of administrative rights important as officers leave
 - feasibility will be investigated further
- ◆ Public Health Workgroup – Medicare Part D- May 13 deadline
 - separating out the Medicare Part D training by CDR Greg Dill
 - Web attachment will be available for PHS pharmacists to review; listserv message and Powerpoint presentation sent out
 - question and answer session with CDR Dill planned for May PAC meeting to address necessary issues
 - Medication Therapy Management
 - CDR Dill will work with the Workgroup to create instruction

Administration→CDR Garvey (garvey@cder.fda.gov) / LT Geza (vgeza@bop.gov)

- ◆ Membership
 - Nominations received – May 31st is deadline for membership nominations.

- 4 – FDA
 - 1 - BOP
 - 1 – NIH
 - Current openings
 - 4 – FDA
 - 1 – BOP
 - 1 – Office of the Secretary
 - 1 - NIH
 - Submit nominations to LT Geza via e-mail, fax, or postal mail; all nominations received to date have been for Commissioned Corps Officers; civil servants employed in an HHS agency are encouraged to apply as well
- ◆ PAC Honor Awards – winners will be announced at the upcoming COA Meeting in Denver
 - good response noted – 19 nominations received for all 4 awards
- ◆ PAC Student Award
 - 29 nominations received (two more possible)
 - 21 POCs agreed to present the awards; 8 more are pending
- ◆ Agency Liaisons → CDR Walter Holt (walter.holtjr@cdc.hhs.gov)
 - **ASCP** (American Society of Consultant Pharmacists) → CDR Livingston (lwhite@abq.ihs.gov)
 - report pending midyear meeting
 - **ASHP** (American Society of Health-System Pharmacists) → LCDR Olin (keith.olin@fda.hhs.gov)
 - Listserv message regarding the entry of comments on Pharmacists Roll in Public Health. Click on the ASHP website link, “Best Practices –Comments;” Deadline is April 17th
 - ASHPAdvantage.com offers free Pharmacy CE
 - ASHP Summer Meeting is June 25-28

Career Development → CDR Sood (Nita.Sood@cms.hhs.gov) / LCDR Mouakket (jeff.mouakket@hrsa.hhs.gov)

- ◆ Readiness status update Pharmacy Category – CDR Dittert (steve.dittert@fda.hhs.gov)
 - Current and last month (in parentheses) statistics:
 - Readiness = 72.5% (75.7%)
 - expiration of BLS and PPD noted
 - Calling efforts
 - Officers that were contacted realized basis readiness standards were not met; reasons included:
 - extended leave (maternal/paternal) periods or change of duty stations
 - duty station change
 - separation/retirement
 - difficulty in obtaining medical exam (IHS)
 - PAC addressed the process of contacting the individuals delinquent in Basic Readiness qualifications: comments were variable regarding the efficacy of the contact procedure
 - officer has responsibility vs. reminder system (lack of funding)
 - Transformation requirements will increase readiness compliance (penalties, separation)
 - Agency specific e-mail system concerns
 - Possible solutions discussed
 - CDR Dittert will investigate on possibility of quicker notification / list of officers dropping out of basic requirement standards
 - Increase report parameters to include months in the future in order to alert officers ahead of time regarding expiring qualifications
 - General monthly reminder e-mail via listserv
- ◆ PharmPAC Charter → LT Geza (vgeza@bop.gov)

- See attachments
 - Attachment 1 - Charter (clean copy)
 - Article 2 mistake? – should read, “In carrying out its responsibilities, the PharmPAC operates in a **staff** capacity to reflect the wording of the Model Charter
 - Attachment 2 - Charter with tracked changes
 - Majority voted to accept the charter with the minor change above
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- ◆ PharmPAC Honor Award proposal for the Responder of the Year Award - see attachment 3
 - Current award language also fulfills OFRD requirements
 - Discussion regarding the variety awards available relieved concerns for the inability of “Mission Critical” pharmacists to compete
 - Award incentives, merits, and criteria factors will need to be re-evaluated as Transformation initiatives are implemented (e.g., HAMMER Team eligibility and participation)
 - Majority voted to accept the proposal which will be included next year (FY '07)

New Business: CDR Mike Long (mzlong@bop.gov)

- ◆ Encouraged all officers to complete the online survey regarding PHS related services (OCCO, OCFAM, CCMS, etc) to assist in identifying strengths and weaknesses and ultimately improve quality of service
- ◆ Mentoring Program → CDR Sood (Nita.Sood@cms.hhs.gov)
 - Mentoring Program being revamped
 - Mandatory mentoring for new calls-to-active-duty beginning May 2006
 - List of topics will be posted to website by April 28th
 - Mentoring will be addressed at the May 11th PharmPAC Meeting
 - RADM Lawrence to discuss mentoring
 - Dissemination of accurate information is essential to strengthen the Category
 - Brief presentation will be given by CAPT Golson
 - Feedback on topics is requested, especially that of the viewpoint of officers possessing less than one year of active duty service in PHS

Closing Comments: CDR Mike Long (mzlong@bop.gov)

- ◆ Next Meeting will be held on May 11, 2006 at the Reyes Building (Chapman / Thompson Avenue); details of location are forthcoming
- ◆ RADM Pittman Promotion Ceremony
 - April 24th at the Humphrey Building
 - Reception is being arranged
 - Details are forthcoming

Next Meeting Date:

11 May 2006 from 1300 to 1600 EST, Reyes Building; Agenda and call-in information will be distributed prior to the meeting.

Useful Links and Contact Info:

- ◆ Emails: PharmPAC@list.nih.gov
PHS-Pharmacists@list.nih.gov
PHS-RX-JOBS@list.nih.gov
PHS-Rx-Students@list.nih.gov

- ◆ Listservs: PHS Pharmacists <https://list.nih.gov/archives/phs-pharmacists.html>
 - PHS Rx Students <https://list.nih.gov/archives/phs-rx-students.html>
 - OFRD Pharmacists <https://list.nih.gov/archives/ccrf.html>
 - RPh Job Vacancies <https://list.nih.gov/archives/phs-rx-jobs.html>
 - CCMIS <https://list.nih.gov/archives/ccinformation-l.html>
 - CC Vacancies <https://list.nih.gov/archives/ccvacancies-l.html>

 - ◆ Websites: PharmPAC <http://hhs.gov/pharmacy>
 - DCP <http://dcp.psc.gov>
 - USPHS <http://www.usphs.gov>
 - OFRD <http://oep.osophs.dhhs.gov/ccrf>
 - PHS-1 DMAT <http://teams.fema.gov/dmat>
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--Respectfully Submitted,

_____/_____
 LCDR Glenna L. Meade, Executive Secretary Date

_____/_____
 CDR Michael Long, Chair Date

_____/_____
 RADM Robert E. Pittman, CPO Date

Enclosures:

- Attachment 1 (Charter)**
- Attachment 2 (Charter with tracked changes)**
- Attachment 3 (Responder of the Year Award)**