

2024 ANNUAL REPORT

Many paths.
One home.





Vision

APhA inspires, innovates, and creates opportunities for members and pharmacists worldwide to optimize medication use and health for all.

Mission

As the voice of pharmacy, APhA leads the profession and equips members for their role as the medication expert in team-based, patient-centered care. APhA will accomplish this by

Advancing pharmacists' optimal roles in team-based, patient-centered care.

Providing opportunities for professional development, recognition, differentiation, and leadership.

Disseminating timely relevant information and state-of-the-art tools and resources.

Raising societal awareness about the role of pharmacists as essential in patient care for optimal medication use.

Creating unique opportunities for members to connect and share with peers across practice settings.

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Many Paths. One Home.

If you've read anything I've written over the past year, you'll know I end every blog post, editorial, and column with the phrase *For Every Pharmacist. For All of Pharmacy*. After all, APhA has been the home of pharmacy since 1852. That's a long heritage. Yet things have changed in the world. As our profession has shifted from primarily making medicines to making medicines work, the profession has become incredibly specialized. Generalist pharmacists are in high demand in positions throughout our health care system from manufacturing, to distribution, to health care technology, public health, health-systems operations, and C-suites, and in entrepreneurial ventures in sectors touching health care that didn't even exist a few years ago—let alone 172 years ago!

APhA has worked hard over the past year to institute new bylaws, policies, and processes to change with the changing times. After all, this is *your* association! And members have spoken very clearly—you want a place to come together, learn, and serve that is contemporary, crosses practice and science boundaries, and creates new opportunities for professional advancement. Throughout 2024, we celebrated the wonderful achievements of APhA's three academies and are excited to launch a new community structure that allows all of our members to engage on their terms to network and grow your professional career.

AMERICAN PHARMACISTS ASSOCIATION

APhA's advocacy efforts have directly resulted in changes to at least four dozen state laws and regulatory changes that are too many to count, and we've moved federal legislation related to coverage of the care services of pharmacists further than ever before. Consumers are advocating on our behalf because of APhA's leadership in coalition building and more effectively telling the story of pharmacists' impact.

But we all know that advocacy isn't enough! You expect more from your association. We are laser focused on ensuring that the experience you have as a member is distinct, of high

value, and fully supportive of your hectic life. Throughout 2024, we have worked hard to build substantial changes to the APhA experience. For one, you can engage in as many communities as you desire—no limits! Explore possible future career paths and network with innovators in the profession. As the leader in pharmacy-based immunizations, payment for pharmacist services, and supporting innovation, members will find even more comprehensive resources through pharmacist.com. APhA is your essential partner in career progression and professional fulfillment.

You will notice that APhA is making a major investment in pharmacy technicians, the essential contributors on pharmacy teams who ensure pharmacists can provide patient care. The 2025 APhA Annual Meeting & Exposition will mark the first time in history a national pharmacy association will place a pharmacy technician on its governing board. We are proud to also be a part of the Pharmacy Technician Certification Board and to be working with our partners to develop enhanced career pathways, improved wage scales, and more consistent work schedules for pharmacy technicians.

There is no doubt that we have work to do in the profession. Workplace issues and work-life balance continue to be a challenge, and APhA is leading the fight for our members to catalyze change. We are proud to partner with our state pharmacy association affiliates and state boards of pharmacy to address these challenges locally.

We are in your corner and on your side. APhA is truly for every pharmacist. For all of pharmacy. We are thankful you have entrusted us with your professional journey. After all, there are many paths we can take but one home for all of us: APhA.

About APhA

The American Pharmacists Association (APhA) is the first-established, largest, and most diverse national professional association representing pharmacists, pharmaceutical scientists, student pharmacists, and pharmacy technicians in the United States, and is the only organization advancing the entire pharmacy profession.

Since APhA's founding in 1852 as the American Pharmaceutical Association, our expert staff and strong volunteer leadership—including many experienced pharmacists—allow us to deliver vital guidance and influence to help pharmacists, pharmaceutical scientists, student pharmacists, and pharmacy technicians find success and satisfaction in their work while advocating for changes that benefit them and their patients.

From our headquarters in Washington, DC, APhA prepares members to thrive at every career stage and in every pharmacy setting with world-class continuing education, transformative events, unique practice tools, and timely solutions to complex challenges. We're committed to helping them deliver outstanding patient care, receive due recognition, and work at their full scope of practice. Pharmacists play a critical role in helping patients overcome illness and live healthier lives through chronic disease management and the fully effective use of their medicines. APhA advocates at the national level to give pharmacists a voice in decisions that affect their future while promoting their undeniable value to health care teams. Our goal is to facilitate pharmacists' delivery of the highest quality patient-centered care.

How APhA works

The APhA Board of Trustees is responsible for broad direction-setting of the association and development of APhA's Vision and Mission statements and the Strategic Plan.

Policy for APhA—and the profession of pharmacy as a whole—is developed by the APhA House of Delegates. Comprised of delegates from state pharmacy associations, APhA's three membership academies, affiliated organizations, recognized pharmacy organizations, and ex-officio groups, the House of Delegates met in person during the APhA 2024 Annual Meeting & Exposition to debate and adopt policy proposals developed throughout the year to guide the association and the profession. The House of Delegate sessions are presided over by the Speaker of the House of Delegates, Brandi Hamilton, PharmD, MS, BCPS, FAPhA.

Day-to-day activities of 120 dedicated APhA professional staff are led by Michael D. Hogue, PharmD, FAPhA, FNAP, FFIP, executive vice president and CEO of APhA, and the senior management team.



Connecting through APhA

APhA members belong to one of three academies:

- » Practitioners in community, hospital, and more specialized areas belong to the APhA Academy of Pharmacy Practice & Management (APhA-APPM).
- » Scientists conducting research in pharmaceutical, clinical, academic, economic, and other areas of research belong to the APhA Academy of Pharmaceutical Research & Science (APhA-APRS).
- » Student pharmacists who are enrolled in a program at an accredited school of pharmacy belong to the APhA Academy of Student Pharmacists (APhA-ASP).

New APhA policy in 2024

The APhA House of Delegates is the forum that adopts official association policy.

In 2024, adopted policies included:

- » Artificial Intelligence Use in Pharmacy Practice
- » Cybersecurity in Pharmacy
- » Community Pharmacy Methadone Dispensing for Opioid Use Disorder
- » Pharmacists Roles in Sexually Transmitted Infection Prevention & Treatment in Underserved Patients
- » Access to Radiopharmaceuticals





interest communities. Professional communities include communities formed around a professional practice, professional identity, or practice setting. Special interest communities include budding professional communities, communities formed around hobbies, or nonpharmacy related interests. There will be 23 new Communities.



Membership Overview

In 2024, APhA introduced a new membership marketing campaign “Many Paths, One Home.” This campaign conveys the message that we recognize there are many career paths and specialties in the pharmacy profession. APhA is the only organization that advances the entire pharmacy profession. No matter what your area of focus is, and wherever your career path takes you, APhA is where you belong. We’re here for you and for all of pharmacy. Never stop learning, never stop connecting. This is where pharmacy unites!

APhA comprises more than 40,000 members who fall into the following member categories:

Pharmacists: **26%**
 New Practitioners: **27%**
 Student Pharmacists: **42%**
 Pharmacy Technicians: **5%**

Top five practice settings in APhA membership:

1. Students
2. Chain
3. Independent
4. Academia
5. Other

APhA also began the process of sunseting its Academies and SIGs to prepare for the APhA Communities launch in 2025! Communities will include professional communities and special

APhA Communities: (*not previously a SIG)

- » Academia*
- » Ambulatory Care Practice
- » Board Certified Pharmacists*
- » Health System Pharmacy*
- » Industry/Medical Affairs*
- » Community Pharmacy Practice*
- » Compounding
- » Care of Underserved Patients
- » Diabetes Management
- » Immunizing Pharmacists
- » International*
- » Medication Management
- » New Professionals*
- » Pain, Palliative Care and Addiction
- » Pharmacist*
- » Pharmacy Technicians*
- » Preceptors
- » Public Health
- » Quality-Based Care
- » Radiopharmaceuticals
- » Research and Science*
- » Student Pharmacists*
- » Transitions of Care





▲ (From left): Michael Baxter, APhA Vice President, Government Affairs; University of Pittsburgh School of Pharmacy faculty and students; Douglas Huynh, APhA Director, Congressional Affairs; and Corey Whetzel, APhA Fellow.

Government Affairs

In 2024, there was an unprecedented realization among consumers, other health care providers, and policymakers that pharmacists are essential to America's public health and health care teams. Significant progress has been made to advance federal and state legislation to recognize and pay for pharmacist-provided patient care services. Federal agencies and state legislatures also took major steps toward regulating vertically integrated health care companies and PBMs.

APhA influence in 2024:

- » **100+ meetings** by APhA with elected officials/congressional staff.
- » **34+ congressional** comment letters/testimony.
- » **30+ federal** regulatory comment letters.
- » **42+ state** legislative/regulatory comment letters.

Advancing recognition of pharmacist-provided patient care services

In 2024, federal legislation that would pay for pharmacist-provided patient care services under Medicare Part B (medical services) has advanced further in the legislative process than

it has in over a decade. The Equitable Community Access to Pharmacist Services Act (ECAPS), H.R. 1770, S. 2477, was introduced in the U.S. House by Reps. Adrian Smith (R-NE) and Brad Schneider (D-IL) and garnered more than 148 bipartisan cosponsors, which represents a more than 100% increase from the 59 cosponsors in the last session of Congress. In addition, while there was no companion bill last year, S. 2477 was introduced in the U.S. Senate by Sens. John Thune (R-ND) and Mark Warner (D-VA) with 29 bipartisan cosponsors. These federal bills would provide Medicare Part B reimbursement for many services that pharmacists

successfully provided during the pandemic, including testing, treating, and immunizations for common respiratory illnesses such as COVID-19, flu, pneumonia, RSV, and group A streptococcus (strep), as allowed under states' scope of practice.

For the first time ever, legislation to pay pharmacists under Medicare Part B, ECAPS, received a "score" from the Congressional Budget Office of \$2.3 billion over 10 years. The score anticipates that 40% of the increased utilization cost to receive test, treat, and immunizations services at pharmacies



▲ APhA Executive Vice President and CEO Michael D. Hogue meets with Rep. Pete Aguilar (D-CA), Chair of the House Democratic Caucus, in his Capitol Hill office.



▲ **APhA President Alex C. Varkey chats with Rep. Hakeem Jeffries (D-NY), House Minority Leader.**

will be offset by preventive health savings. The potential passage of legislation paying for pharmacist-provided patient care services has been trending upward, and ECAPS was under consideration to be included in an end-of-year health care package.

State accomplishments

Aligning pharmacists' scope of practice with their education and training has also continued to be a top priority for the Government Affairs team in their efforts to update state laws and regulations.

- » **Payment:** APhA assisted eight states in gaining payment for new pharmacist-provided patient care services paid and/or recognizing pharmacists as "Other Licensed Practitioners" to open up this billing pathway under Medicaid. In addition, eight states have passed laws/implemented regulations or policies to pay pharmacists for providing patient care services.
- » **Scope of practice:** APhA worked successfully with 20 states and the District of Columbia to sign into law or implement regulations expanding state scope of practice.

- » **PBM reform:** APhA worked successfully with 22 states to sign into law or implement regulations that increase oversight of PBMs or to implement reforms of harmful PBM business practices.

Advancing federal PBM oversight and reform

In Congress, APhA launched the campaign to end PBM harmful practices and continued to lead federal efforts to increase congressional and regulatory scrutiny of PBMs, and pass federal PBM reform legislation banning spread pricing in Medicaid managed care, delinking PBM compensation from Part D drug prices, and increasing transparency on PBM pricing methods that is expected to be signed into law soon.

Extending pandemic authorities

APhA worked with the HHS secretary to secure an additional extension of federal

Public Readiness and Emergency Preparedness (PREP) Act authorities for pharmacy teams through 2029, which includes:

- » **Coverage for COVID-19 vaccines, seasonal influenza vaccines, and COVID-19 tests.** PREP Act immunity from liability for pharmacists, pharmacy interns, and pharmacy technicians to administer COVID-19 and seasonal influenza vaccines (to those individuals 3 and over, consistent with other requirements), and COVID-19 tests, regardless of any U.S. government agreement or emergency declaration.

Successful year for APhA-PAC

In 2024, APhA-PAC generated more than **\$43,818** in total contributions from **more than 600 members**. APhA-PAC supported 12 members (six Democrats and six Republicans), with \$46,500 in distributions in 2023. It received contributions from all 50 states.



"Pharmacists are the MVPs of local health care. It's time that Congress take action to ensure coverage for pharmacists' services so that trusted professional pharmacy personnel have the time to spend with their patients and improve the health of their communities."

—Michael D. Hogue, APhA Executive Vice President and CEO





Professional Affairs

The Professional Affairs team is at the forefront of advancing pharmacy practice through its leadership in a variety of practice-based initiatives and efforts. Staff members facilitated, collaborated, moderated, and presented at numerous conferences, meetings, and learning collaboratives in 2024, and created more than 100 [*ENGAGE posts*](#) bringing awareness to important practice issues.

Facilitated and hosted

- » APhA Health Plan and Pharmacist Learning Collaborative
 - » Comprised of representatives from both health plans and pharmacists who bring varying diversity among geographies, patient populations, expertise, and personal attributes, this collaborative gathered on a monthly basis to hold focused discussions and share learnings on topics relevant to coverage for pharmacists services (e.g., contracting, credentialing).
- » APhA, Surescripts, and AHIP Care Team Evolution Summit (Washington, DC)
 - » The Care Team Evolution Summit in July brought pharmacy and health plan representatives together to describe innovative approaches to care delivery and build strong partnerships for better care. Industry leaders attended workshops and held conversations about how new reimbursement models and successful partnerships can improve patient care and expand its availability.

- » APhA and Canadian Pharmacists Association (CPhA)
 - » Annual meeting between APhA and CPhA leadership (staff and volunteers)
- » APhA and CDC Community of Practice
 - » [*APhA and CDC select Community of Practice Teams to advance health equity and prevent heart disease and stroke*](#)
- » Pulse on Practice and Policy
 - » [*PrEP, PEP, and Beyond: Pharmacists' role in ending the HIV epidemic*](#)
 - » [*A Heart to Heart on Pharmacy Interventions in Cardiovascular Care*](#)

Presentations delivered

- » Alliance for Quality Improvement and Patient Safety 2024 Patient Safety Evaluation System Summit
 - » Removing Workforce Barriers: Pharmacy Workplace and Well-being Reporting
- » White House Gender Policy Council's White House Convening on Access to Contraception
 - » Discussed the Biden-Harris Administration's efforts to strengthen access to affordable, high-quality contraception

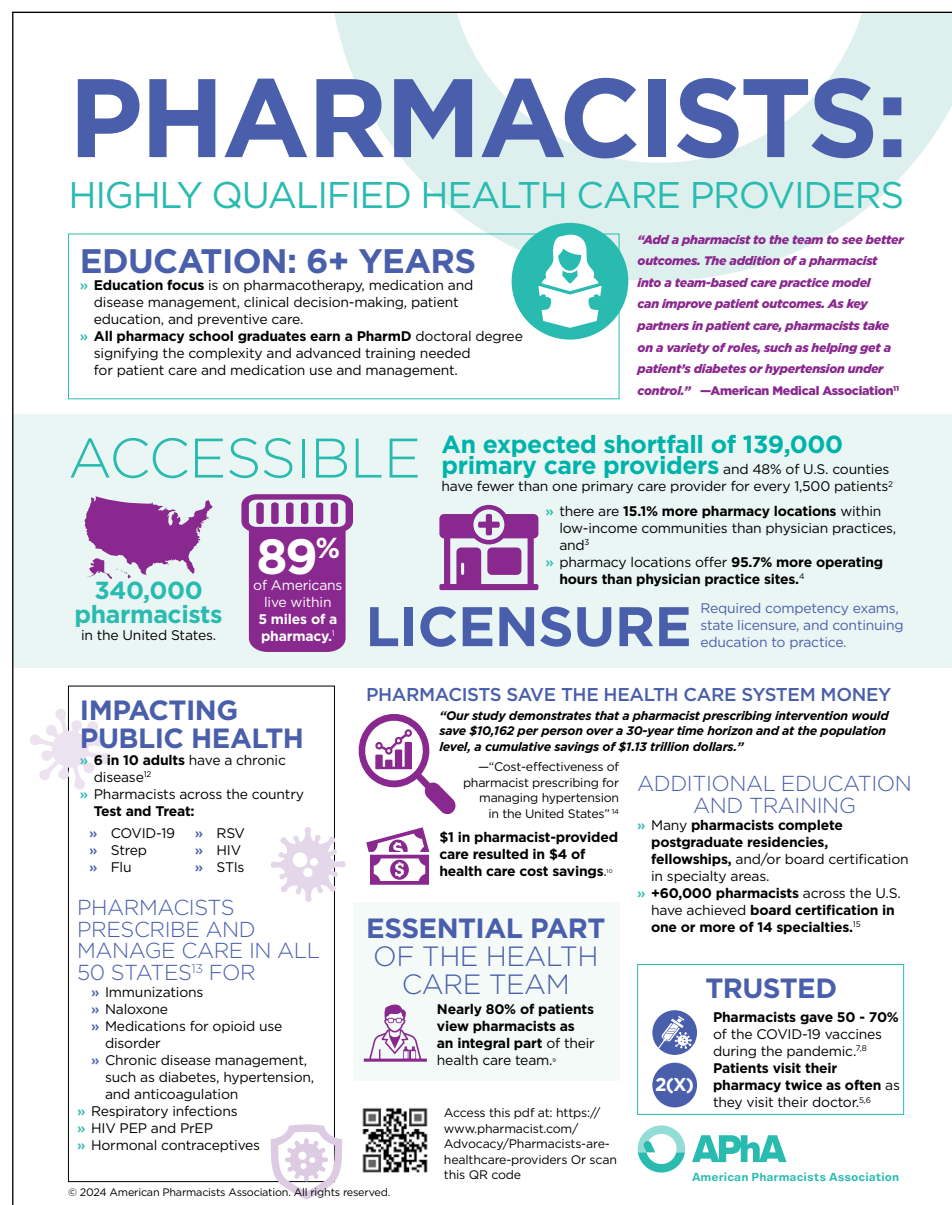
- » White House meeting on [Accessible Consumer Choices Report](#)
- » America's Health Insurance Plan and Surescripts
 - » Increasing Access to Care Through Care Transformation
- » CDC Opioid Rapid Response Program and ASTHO Opioid Preparedness National Partner Convening
 - » Drug Shortages: Perspectives from DEA and Pharmacies
- » American College of Obstetricians and Gynecologists Maternal Immunization Summit 2024
 - » Shining a Light on the Landscape of Maternal Vaccines
- » National Pharmaceutical Association
 - » Guardians of Health, Champions of Vaccines: Your 2024 Immunization Update
- » National Foundation for Infectious Diseases
 - » Roundtable on Adult Immunization in the United States
 - » Increasing Adult Vaccine Uptake: Drivers and Opportunities
- » National Immunization Conference
 - » Charting the Future for Immunization Together: Building on Centuries of Protecting the Public
 - » Applying Pharmacists Communication Competencies to Increase Vaccine Confidence
- » Align Summit: Advancing Provider-Health Plan Partnerships for Optimizing Medication Outcomes
 - » Learnings from the Care Team Evolution Summit
 - » Enrolling and Credentialing Pharmacists as Health Care Providers Within Health Plans

Represented APhA at meetings, conferences, and events sponsored by the following organizations

- » AACP Integrate 2024
- » National Council for Prescription Drug Programs Annual Technology and Business Conference
- » PQA Annual Meeting
- » National Hypertension Control Roundtable Healthier Moms, Healthier Babies, Healthier Nation: Preventing and Controlling

Hypertension During Pregnancy by Implementing Evidence-based Strategies Summit

- » Canadian Pharmacists Association Transforming Primary Care in Canada: A CPhA Summit
- » ASHP Commission on Credentialing
- » CDC Immunization Services Division Policy Meeting on Increasing Vaccines Access for the Vaccines for Children Program
- » Minnesota Health Plan and Provider Summit Quarterly Summit



▲ APhA produced the Pharmacists are Health Care Providers [infographic](#)

- » Alliance for Safe Online Pharmacies 2024 All-Hands Annual Meeting
- » XiFin Pharmacy Solutions and Drug Store News: Forging the Future of Pharmacy

Conducted professional and member engagement

The Professional Affairs Team partners with federal agencies and national organizations, including pharmacy and other health care associations, to advocate for pharmacists' patient care services. Team members directly serve on a variety of external coalitions, committees, and work groups—many of which are interprofessional—to position pharmacists as the medication expert and patient care providers. The team also collaborates with pharmacy organizations to advance the profession in key strategic areas within pharmacy practice. In 2024, the team's involvement with partner groups includes but is not limited to:

- » AACP Professional Affairs Committee
- » CDC National Center for Infectious Respiratory Diseases
- » Academia Community Transformation Pharmacy Collaborative
- » American Disease Prevention Coalition
- » Association of Immunization Managers



▲ The Anne L. Burns Community-Based Pharmacy Residency Award for Community-Based Residency Excellence in Precepting recognizes a community pharmacy residency director or preceptor who has demonstrated excellence in precepting, mentoring, leadership, and program administration. Anne is pictured on the right.

- » Council on Credentialing in Pharmacy
- » Good Health WINS
- » Joint Commission of Pharmacy Practitioners
- » Million Hearts Initiative
- » National Adult Influenza and Immunization Summit
- » Providers Clinical Support System
- » United States Pharmacopoeia
- » Unity Consortium

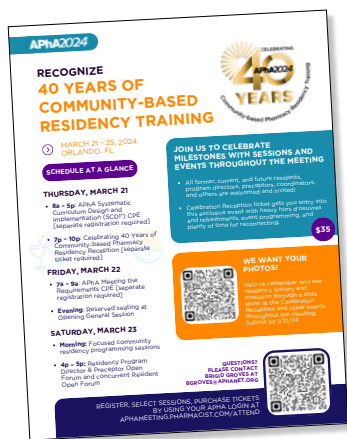
accredit PGY1 CPRPs and advocates for this program type in the accreditation process.

Celebrating 40 years of community residency training

- » Celebrated with reception during APhA2024, at which more than 200 attendees reunited to honor the accomplishments of community-based residency training over the past 40 years.
- » At the reception, APhA and the APhA Foundation recognized Anne Burns' dedication to community-based residency growth by re-naming and endowing an award in her honor now known as the [Anne L. Burns Community-Based Pharmacy Residency Award](#).

Community-based pharmacy residency programs

- » APhA continues to support [community-based pharmacy residency programs](#) (CPRP) nationwide by providing training programs, networking opportunities, and information to residency program directors, coordinators, preceptors, and residents, and partners with the American Society of Health-System Pharmacists to



"APhA's Professional Affairs small yet mighty team has a long-standing tradition of representing the association and the profession of pharmacy at a variety of events, on coalitions, and through many activities. This year was no exception! The team takes pride in assuring our members' voice—the voice of the pharmacist—is heard and respected nationwide."

*Brigid K. Groves, PharmD, MS
Vice President, Professional Affairs*



2024 Immunization Update

Spring

- » 2024 Immunization Champion Awards recognized four national winners and three honorable mentions for their contributions to the immunization neighborhood.
- » APhA's Professional Affairs Team conducted eight regional focus groups with 70 participants on key vaccination issues to gain further insights into reaching and influencing individuals in a position to increase childhood vaccination rates in local communities.
- » APhA's Professional Affairs Team hosted the [Pandemic Vaccination: Planning Now to Help Your Community webinar](#) for members to learn planning strategies for the future.



[enhanced Satellite Media Tour \(eSMT\)](#) informing patients about the critical role of the pharmacist in providing immunization services. The campaign had a reach of close to 15 million people.

Fall

- » APhA collaborated with the Department of Human Health Services in their "Risk Less. Do More." campaign to create a [conversation guide and patient tools](#) designed for pharmacists.
- » APhA and the University of Pittsburgh School of Pharmacy released [two new maps](#) that visualize where community pharmacies offer immunization services in the United States: one for patients and one for health care professionals.

Summer

- » Provided 625 enrollments to 2 CPE credit hour training programs for 1,000 pharmacists, student pharmacists, or pharmacy technicians serving targeted communities and addressing health equity. Participants were identified through our partnerships with minority pharmacy associations, extension service partners, state pharmacy associations, schools and colleges of pharmacy, and other sources.
- » APhA's Education Team's 2024 Adult Immunization Campaign focused on arming pharmacists with the tools and resources they need to keep their communities healthy. Part of the campaign involved an

Recommended Adult Immunization Schedule for ages 19 years or older		UNITED STATES 2025
Vaccines in the Adult Immunization Schedule*	Notes	How to use the adult immunization schedule
COVID-19 vaccine	COVID-19 vaccine (mRNA or inactivated)	1. Determine if the vaccine is recommended for your patient.
Human papillomavirus (HPV) vaccine	HPV vaccine (quadrivalent or bivalent)	2. Determine if the vaccine is recommended for your patient.
Hepatitis A vaccine	Hepatitis A vaccine (inactivated)	3. Determine if the vaccine is recommended for your patient.
Hepatitis B vaccine	Hepatitis B vaccine (inactivated)	4. Determine if the vaccine is recommended for your patient.
Measles, mumps, and rubella (MMR) vaccine	MMR vaccine (inactivated)	5. Determine if the vaccine is recommended for your patient.
Polio vaccine	Polio vaccine (inactivated)	
Tetanus, diphtheria, and pertussis (Tdap) vaccine	Tdap vaccine (inactivated)	
Varicella vaccine	Varicella vaccine (live, attenuated)	
Yellow fever vaccine	Yellow fever vaccine (live, attenuated)	
Zoster vaccine	Zoster vaccine (live, attenuated)	

▲ APhA representatives reviewed and evaluated the 2025 Advisory Committee on Immunization Practices Adult Immunization Schedule, along with the Advisory Committee on Immunization Practices, American College of Physicians, American Academy of Family Physicians, American College of Obstetricians and Gynecologists, American College of Nurse-Midwives, American Academy of Physician Associates, and Society for Healthcare Epidemiology of America.

- » APhA Professional Affairs Team cohosted Getting Prepared for the Fall and Winter Viral Respiratory Season webinar with CDC, ASHP, CPESN, and NCPA.
- » APhA awarded four grants to residents for continuous quality improvement projects related to delivery of immunizations in any pharmacy setting. Grant recipients will have the opportunity to present at APhA2025.

Year Round

- » [Vaccine Confident](#) site received 14,638 visits.
- » APhA's Professional Affairs Team advocates for pharmacy on the following coalitions:
 - » Adult Vaccine Access Coalition (AVAC)
 - » American Disease Prevention Coalition (ADPC)
 - » Association of Immunization Managers (AIM)
 - » Infectious Disease Prevention Network (IDPN)
 - » National Adult Influenza and Immunization Summit (NAIIS)
 - » National Vaccine Advisory Committee (NVAC)
 - » Unity Consortium
 - » Vaccinate Your Family
- » APhA's Professional Affairs Team collaborated with HHS and CDC through webinars, listening sessions, and information dissemination to membership
- » APhA's Education Team led the industry in supporting pharmacists and pharmacy technicians with top notch continuing education to help them stay up-to-date with the evolving world of immunizations. Updates were provided to thousands around each ACIP meeting, and additional webinars were provided regarding [The Trivalent Transition](#), [Vaccination Pearls](#), and [Improving the Patient's Vaccine Experience](#).



Fostering a Healthier Workplace: A Focus on Well-being

In recent years, APhA has taken significant strides toward fostering a healthier workplace for all pharmacy personnel by prioritizing the well-being of our pharmacist, pharmacy technician, researcher, new practitioner, and student pharmacist members. Recognizing through insights collected from the [Pharmacy Workplace and Well-being Report \(PWWR\)](#) and the [Well-being Index \(WBI\) for Pharmacy Personnel](#), there is a direct link between employee well-being and company/organizational success. In 2024, APhA utilized these learnings and the many stories from our profession to help change workplace culture and improve individual well-being and resiliency through existing partnerships and new initiatives.

Launch of the Zero Tolerance Flier

Harassment (in various forms) has been an ongoing issue for pharmacy personnel within our community

pharmacies and pharmacy workplaces around the nation. With patients and the public, APhA maintains a strict zero tolerance policy against any aggression, abuse, or discrimination

in the workplace or toward pharmacy staff. [APhA's Zero Tolerance flyer](#) was created for pharmacies to display, aiming to prevent patient harassment of pharmacy personnel. Companies and organizations may place their logo on the flyer and post it within their pharmacy settings. Work on the flyer is also complemented by ongoing

efforts to establish a patient code of conduct for pharmacies to utilize in every practice setting.

APhA Well-being Advisory Committee

APhA was proud to announce the launch of its new Well-being Advisory Committee in October. The 17-member committee is comprised of

pharmacy experts from academia, ambulatory care, community/chain, federal sector, independent community, health-systems, regulatory, and research, in addition to a pharmacy technician and student pharmacist. The committee will concentrate on transforming data into actionable strategies through two subcommittees dedicated to enhancing individual well-being and workplace culture. One of the committee's primary goals is to create resources and programs that



"We treat everyone with care, dignity, and respect. We are committed to a safe workplace for our pharmacy personnel to deliver the best care to you—our patients."

empower individuals and organizations to prioritize well-being at all levels. This includes establishing best practices for

managing stress, preventing burnout, and fostering an inclusive culture where everyone feels valued and supported.

The committee will also develop recommendations and resources to empower mid-level managers to address organizational system design and lead change to improve frontline pharmacist's well-being.

Pharmacy Today Articles:

- » [Q&A with Ed Smith, leader of the Kansas City CVS Pharmacy walkouts](#)
- » [Community pharmacists are finding their patients in distress](#)
- » [Addressing second victim syndrome](#)
- » [Pharmacy walkouts lead to beginnings of pharmacy union](#)
- » [Pharmacists stuck between legal rock and contractual hard place](#)
- » [Pharmacists share strategies for hiring—and retaining—pharmacy technicians](#)
- » [Is there a pharmacist shortage?](#)
- » [Expert shares tips on best way to approach career changes](#)
- » [Pharmacists in the driver's seat](#)
- » [Latest workplace and well-being report includes positives and negatives](#)
- » [Pharmacists want to help patients in a mental health crisis. Thankfully, there are ways to assist](#)



Second Victim Syndrome and Emotional Support Groups
In October, APhA partnered with Nationwide Children's Hospital and their YOU Matter program to train 18 members to serve as peer supporters and facilitators for second victim syndrome (SVS) and emotional support groups. Monthly group meetings started in November and offer members an opportunity to spend time in a safe space, with a community of like-minded pharmacy professionals who are struggling with SVS or other issues related to workplace stressors. All APhA members are invited to attend and share their own personal story or just listen. Trained emotional support group peers will be facilitating the monthly sessions and can assist if further insights and resources are needed.

NEGATIVE REPORTS – Root Causes (2024 – Q2, Q3, Q4)

Root Cause Specific root causes (individuals could select more than one)	Frequency Q2 2024 N = 99	Frequency Q3 2024 N = 83	Frequency Q4 2024 N = 72
Inadequate staffing	59	57	43
Metrics	47	44	36
Workflow design/policies	47	44	38
Corporate/Organizational policies or requirements beyond the pharmacy department or local pharmacy control	42	46	35
Inadequate pharmacist to pharmacy technician staffing	36	32	23
Patient (or patient caregiver) expectations and/or demands	31	29	23
Unexpected influx of patients/patient surge	21	21	14
Training/Education	27	24	14
Medication availability/shortages	20	14	10
Break policy and practices	28	26	9
Drive Thru Window/Hospital Staff Window	17	17	13
Insurance/Prior Authorization/Payment	20	10	10
Technology/Automation	17	11	9
Floater/Per diem staffing	12	11	9
State/federal law or regulation	11	11	13

2024 APhA Annual Meeting & Exposition Sessions

- » PharmTalk: The Power of Professional Well-being
- » Recovering Pharmacists Support Group
- » Taming the Stress Monster
- » The Human Side of Pharmacy
- » Well-being and the Workplace Open Forum
- » Workplace Well-being: An FDA Perspective
- » You Are Not Alone: Pharmacy Emotional Well-being Support

Ongoing Efforts

The [Pharmacist's Fundamental Responsibilities and Rights, Pharmacy Workforce Suicide Awareness Day](#), PWWR, and WBI for Pharmacy Personnel continued to serve as the foundation for APhA well-being and workplace efforts in 2024. Since their inception in 2001, more than 115 organizations have signed on in support of the Pharmacist's Fundamentals, and more than 2,336 PWWR experience reports have been submitted. Monthly PWWR snapshot and quarterly in-depth reports with findings are posted on our website.
Since 2019, a total of 15,274 pharmacists, student pharmacists, and pharmacy technicians have completed the WBI assessment and 14,885 have reassessed. The percentage of assessors at risk of high distress has decreased from 31.02% in 2023 to 30.86% this year.

Well-being Index Distress Percent

All National Assessors Distress Percent 30.86% (n=15,274)

As of December 31, 2024



STUDENT PHARMACISTS

US: 28.21% (n=3,099)**
US: 27.59% (n=2,774)***



PHARMACISTS

US: 31.57% (n=10,496)**
US: 31.80% (n=10,002)***



PHARMACY TECHNICIANS

US: 36.48% (n=1,319)**
US: 37.31% (n=1,222)***



COMMUNITY - CHAIN*

US: 42.92% (n=4,535)**
US: 43.58% (n=4,320)***



HOSPITAL/HEALTH-SYSTEM

US: 28.10% (n=4,224)**
US: 28.07% (n=3,924)***



COMMUNITY - INDEPENDENT

US: 29.05% (n=1,390)**
US: 28.92% (n=1,327)***



ACADEMIA

US: 22.41% (n=1,321)
US: 22.07% (n=1,201)

*Chain includes chain, mass merchandisers, and supermarkets.

** December 31, 2024 - Results

***August 30, 2024 - Results

Presentations and Participation in State Pharmacy and National Association Meetings:

- » Giving Power to the Voices of Pharmacy: PWWR (Alliance for Quality Improvement and Patient Safety)
- » Academia-Community-Based Pharmacy Partnerships: Building the Future Together (American Association of Colleges of Pharmacy)
- » Colorado Pharmacy Workplace Conditions and Wellbeing Summit (Colorado Pharmacists Society)
- » Right Here, Right Now: Managing Stress and Anxiety in the Moment (Colorado Pharmacists Society, Ohio Pharmacists Association)
- » Pharmacy Personnel Well-being (Illinois Pharmacists Association, Montana Pharmacy Association)
- » Responding to the Pharmacist's Need for Well-being: A Qualitative Analysis (International Pharmaceutical Federation World Congress)
- » Implementing Solutions—Building a Sustainable, Healthy Pharmacy Workforce and Workplace Data (Joint Commission of Pharmacy Practitioners)
- » Board of Directors Position (Pharmacy Workforce Center)

Monthly aggregated reports are sent to each state pharmacy association and National Association of Boards of Pharmacy for review and evaluation.

This past year, APhA's efforts to offer mental health resources, encourage work-life balance, and promote leadership development that emphasizes empathy and resilience are a continuation of the association's commitment to our members and the profession to improve our workplace culture and well-being. While these efforts are led by the Board of Trustees



WELL-BEING index

and volunteer leaders, many of these initiatives would not be possible without the support of our longtime consultant and former APhA staff

member, April Shaughnessy. APhA would like to extend our heartfelt thanks to April for her tireless efforts in promoting well-being across the profession. Her dedication and expertise have been instrumental in providing a confidential and safe environment for pharmacy personnel to share their experiences. April's foundational work and data collection will continue to shape a healthier and more supportive pharmacy workplace for all, and we are deeply grateful for her contributions.



Education Update

The impact

APhA's Education Team provided **more than 1.4 million hours of education** to pharmacists, student pharmacists, and pharmacy technicians in 2024.

APhA released **more than 370 continuing education programs** in 2024, including:

- » Education to keep pharmacy personnel up-to-date with licensure requirements in the topic areas of pharmacy law, human trafficking, implicit bias, medication safety, pain, and SUD.
- » Hot topics to ensure pharmacists are well-equipped to address patient concerns about new and evolving information in the areas of biosimilars, weight loss medications, and trivalent transition.

Certificate Training Programs (CTPs) & Advanced Training Programs (ATPs)

More than 690,000 pharmacists, student pharmacists, and pharmacy technicians have been trained through APhA's certificate training programs.

New & updated CTPs & ATPs

APhA's Education Team launched two new CTPs and one new ATP in 2024. They also completely revised and redesigned the Pharmacy-Based Immunization program for pharmacy technicians. APhA's Increasing Access to

Hormonal Contraceptive Products and APhA's Advanced Preceptor Training Program were also updated.

- » [Pharmacy-Based HIV Prevention Services](#)
- » [Clinical Implementation of CGM in the Community Pharmacy](#)
- » [Pharmacy-Based Immunization Administration by Pharmacy Technicians](#)
- » [Mental Health First Aid](#)
- » [Increasing Access to Hormonal Contraceptive Products](#)
- » [Advanced Preceptor Training](#)

Microcredentials launched

- » Microcredentials in relevant topic areas for pharmacists were launched, including:

Care for People with Diabetes:

Beyond Blood Glucose—This microcredential focuses on various aspects of care for patients with diabetes who require more than just managing their blood glucose levels to achieve treatment goals. It explores approaches to patient care such as nutritional choices, physical activity, sleep recommendations, tobacco cessation, social determinants of health, and comprehensive care considerations.

Weight Management for Chronic Disease Prevention and Control—Care for people with diabetes requires a multifaceted approach that considers

all aspects of a person's lifestyle. About 90% of people with type 2 diabetes are overweight or obese. This microcredential focuses on various aspects of weight loss and weight management for patients with diabetes and explains its relationship with the development of other chronic health conditions. It explores approaches for behavioral interventions to assist with dietary choices, increased physical activity, and beneficial sleep. Also highlighted are factors that influence lifestyle modification and psychological approaches to support intervention, before wrapping up with motivational interviewing concepts and how to apply them to motivate lifestyle change.

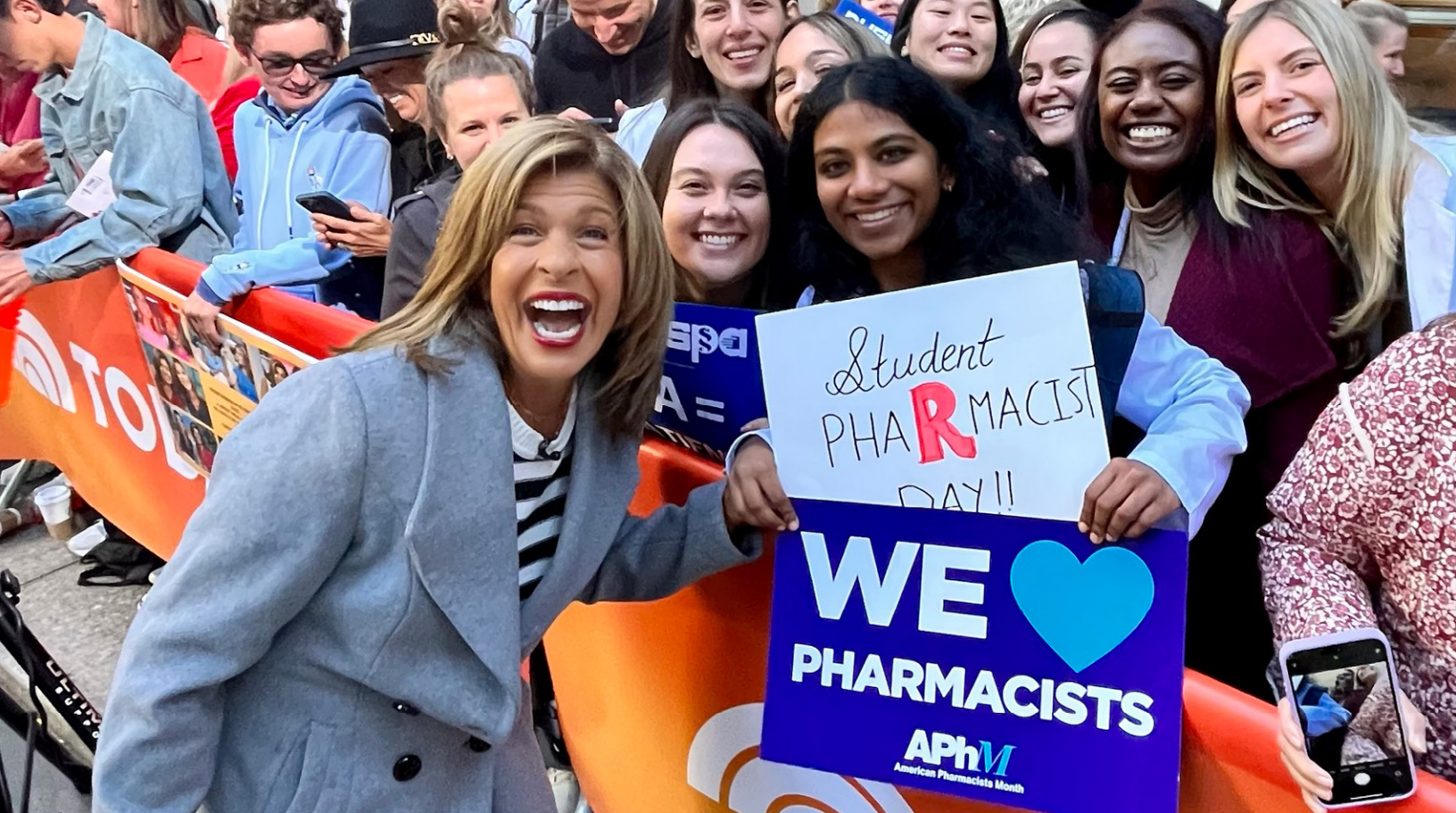
Implementing HIV Prevention

Services—This microcredential provides learners with insight on how to prepare their site for a patient visit related to HIV prevention including workflow considerations, team member responsibilities, billing and coding, documentation, point-of-care testing, and building relationships with other practitioners/community resources. The materials in this training are for pharmacists, student pharmacists, and pharmacy technicians.

Each microcredential is 4 hours and offered optionally as part of the CTP. Learners interested can also participate in the content as stand-alone.

Reinforcing the critical role of the pharmacist

On October 2, 2024, APhA participated in an enhanced [Satellite Media Tour](#) supported by Pfizer and Merck featuring pharmacist Deanna Tran, PharmD, BCACP, FAPhA. Deanna participated in a total of **23 interviews on media networks** throughout the nation informing patients about the critical role of the pharmacists in providing immunization services, and reminding them of the importance of receiving both seasonal and nonseasonal vaccines. The campaign had a reach of close to **15 million people**.



APhA-ASP & NPN Highlights

Offering a wide array of professional development, networking, and leadership opportunities, APhA-ASP develops and supports an active cadre of current and future trailblazers.

APhA student pharmacist members are heavily involved on the chapter and national levels, participating in six acclaimed patient care programs, and attending several interactive conferences, including the APhA-ASP Summer Leadership Institute and the Midyear Regional Meeting.

Here are the impressive 2024 APhA-ASP National Patient Care Project statistics:

Operation Diabetes, Supported by Health Mart by McKesson

- » **108** chapters participated
- » **6,504** student pharmacists participated
- » **522** faculty and staff members participated

- » **382** nonfaculty pharmacists participated
- » **171** events held
- » **20,364** individuals screened for diabetes-related risk factors
 - » **10,670** individuals screened for blood glucose or A1C level
 - » **5,184** individuals screened for ADA risk assessment
 - » **4,510** individuals screened for/through other diabetes associated factors such as BP, lipid panels, diabetes foot exams, family history screenings, BMI, and ASCVD risk.
- » **1,237** individuals referred to a primary care provider for a diabetes-related topic
- » **8,943** individuals who received health and wellness/clinical services at an event
- » **21,085** individuals educated on a diabetes-related topic at an event
- » **548,039** public relations impressions made
- »

Operation Heart, Supported by CVS Health

- » **104** chapters participated
- » **7,177** student pharmacists participated
- » **511** faculty and staff members participated
- » **285** nonfaculty pharmacists participated
- » **595** Operation Heart events held
- » **40,299** individuals screened for cardiac-related risk factors
 - » **3,434** individuals screened for BMI
 - » **4,818** individuals screened for hyperlipidemia
 - » **16,551** individuals screened for hypertension
 - » **1,644** individuals screened for tobacco cessation
 - » **10,540** individuals screened for CVD risk factors
 - » **3,312** individuals screened for other cardiovascular health related risk factors such as FRAX bone health screening, blood glucose screening, and AFib screening.
- » **1,386** individuals referred to primary care providers for cardiovascular related topics

- » **15,712** individuals who received health and wellness/clinical services at an event
- » **19,235** individuals educated on nutrition and lifestyle at an event
- » **7,472** individuals educated on hyperlipidemia at an event
- » **17,860** individuals educated on hypertension at an event
- » **2,482** individuals educated on tobacco cessation at an event
- » **6,769** individuals educated on other cardiovascular disease topics at an event, such as heart failure, CPR education, anticoagulation, vaccine recommendations in patients with CVD, organ donations, cardiovascular anatomy and physiology, AFib, stroke prevention, and stroke identification
- » **53,818** individuals educated at an event
- » **435,921** public relations impressions made

Operation Immunization, Supported by Walgreens

- » **103** chapters participated
- » **6,679** student pharmacists participated
- » **533** faculty and staff members participated
- » **232** nonfaculty pharmacists participated
- » **1,612** events held
- » **1,343** total vaccination clinics held
 - » **606** flu vaccination clinics held
 - » **262** COVID-19 vaccination clinics held
 - » **475** vaccination clinics held not specifically relating to flu or COVID-19 vaccine
- » **269** nonvaccine clinic events held
- » **50,685** immunizations given through events
 - » **6,336** individuals immunized for COVID-19
 - » **42,227** individuals immunized for influenza
 - » **474** individuals immunized for pneumococcus
 - » **216** individuals immunized for HPV
 - » **1,432** individuals immunized

AMERICAN PHARMACISTS ASSOCIATION

- for other vaccines such as RSV, shingles, Tdap, meningitis, polio, hepatitis A, hepatitis B, MMR, varicella, HPV, and rabies
- » **236** individuals referred to a primary care provider from an event
- » **3,235** individuals screened/tested for COVID-19 at an event
- » **27,774** individuals who received health and wellness/clinical services at an Operation Immunization event
- » **53,931** individuals educated at an event
 - » **9,026** individuals educated on COVID-19
 - » **4,856** individuals educated on HPV
 - » **35,849** individuals educated on influenza
 - » **991** individuals educated on pneumococcus
 - » **531** individuals educated on travel health vaccines
 - » **4,643** individuals educated on other vaccines at an event such as RSV, shingles, Tdap, meningitis, polio, hepatitis A, hepatitis B, MMR, varicella, HPV, and rabies
- » **202,059** public relations impressions made

Operation Reproductive Health, Supported by Merck

- » **91** chapters participated
- » **4,768** student pharmacists participated
- » **278** faculty and staff members participated
- » **64** nonfaculty pharmacists participated
- » **563** events held for Operation Reproductive Health
 - » **79** events on HPV and the HPV Vaccine held
 - » **99** events on cancer prevention held
 - » **78** events on STIs held
 - » **106** events on contraception held
 - » **128** other events held, such as endometriosis, PCOS, self-defense, domestic violence abuse and victim support,

nutrition, mental health, cardiovascular health, diabetes prevention, osteoporosis, sleep health, personal hygiene, menstruation, access to community resources and health equity, body image positivity, LGBTQ+, and gender issues including gender affirming care

- » **987** individuals referred to primary care providers from Operation Reproductive Health
- » **5,394** individuals received health and wellness/clinical services at events
- » **216** individuals immunized for HPV
- » **33,128** individuals educated through events
 - » **4,277** individuals educated on HPV
 - » **5,806** individuals educated on cancer prevention
 - » **5,632** individuals educated on STIs
 - » **5,227** individuals educated on contraception topics
 - » **7,864** individuals educated on pregnancy health related topics
 - » **4,322** individuals educated on other topics, such as endometriosis, PCOS, self-defense, domestic violence abuse and victim support, nutrition, mental health, cardiovascular health, diabetes prevention, osteoporosis, sleep health, personal hygiene, menstruation, access to community resources and health equity, body image positivity, LGBTQ+, and gender issues including gender affirming care
- » **440,181** public relations impressions made for Operation Reproductive Health

Operation Substance Use Disorders, Supported by Walmart

- » **94** chapters participated
- » **6,373** student pharmacists participated
- » **407** faculty and staff members participated
- » **981** nonfaculty pharmacists participated



"The Chapter Outreach visit left our members inspired, motivated, and eager to get involved! It showcased APhA-ASP's dedication and widespread impact while fostering a strong, inclusive culture of engagement at all levels. Thanks to this year's visit, we're seeing a record-breaking number of attendees heading to Annual since Covid-19!"

—Sheridan Tassy, The Ohio State University Chapter President, Class of 2026

- » **17,798** pounds of medications received during medication take-back events
- » **160** prescription medication take-back events held
- » **757** events held
 - » **237** educational presentations held
 - » **197** naloxone-related training or awareness events
 - » **46** Legislative Day or substance use disorder advocacy events held
 - » **117** other events held, such as Red Ribbon week activities, mental health training, harm reduction, shelter volunteering, fentanyl test strip and opioid recovery kits building, speaker events, donation drives, public tabling events, and syringe service program volunteering
- » **408** individuals referred to primary care providers from events
- » **6,989** individuals received health and wellness/clinical services at events
- » **257,985** individuals educated through events
 - » **13,004** individuals educated at presentations
 - » **6,541** individuals educated at prescription medication take-back events
 - » **233,461** individuals educated at naloxone-related training or awareness events
 - » **1,280** individuals educated at legislative or advocacy events
 - » **3,405** individuals educated at other events
- » **877,751** public relations impressions made

OTC Medicine Safety, Supported by Kenvue

- » **92** chapters participated
- » **5,588** student pharmacists participated

- » **216** faculty and staff members participated
- » **234** nonfaculty pharmacists participated
- » **410** events held
- » **477** individuals referred to a primary care provider at an event
- » **3,835** individuals received health and wellness/clinical services at an event
- » **39,383** individuals educated at events held
 - » **7,450** fifth to eighth grade students educated
 - » **4,011** parents and caregivers of fifth to eighth grade students educated at events
 - » **1,352** coaches and educators of fifth to eighth grade students educated
 - » **25,673** other individuals educated at events including first to fourth grade students, senior citizens, undergraduate students, high school students, nonparental relatives, grandparents, daycare personnel, and community members.
- » **76,738** public relations impressions made

APhA-ASP Chapter Outreach Program

Each fall, the APhA-ASP National Executive Committee, APhA Student Development staff, and APhA executive fellows conduct Chapter Outreach visits to the APhA-ASP chapters nationwide. APhA-ASP utilizes the Chapter Outreach Program not only as an opportunity to visit the schools and colleges of pharmacy but also as



▲ Held in the fall, the Day of NP LIFE remains one of the most unique meeting experiences young pharmacists can enjoy. APhA new practitioners from around the country gathered at APhA headquarters in Washington, DC, to share in celebrating what it means to be a new practitioner in the pharmacy profession.

a chance to learn more about each chapter's activities and how APhA can assist chapter leadership to have a successful year. Sixty-two APhA-ASP chapters were visited.



APhA-ASP Midyear Regional Meeting Overview

During the weekend of November 1-3, a total of **1,100** individuals participated in the 2024 APhA-ASP Midyear Regional Meeting either onsite in Washington, DC, on-campus, or online. A speaker lineup consisting of accomplished pharmacists presented unique wisdom for attendees.

New this year, the Virtual Career Showcase featured 47 organizations that shared opportunities for internships, residencies, postgraduate opportunities, and more.

APhA NPN

The APhA New Practitioner Network (NPN) supports and guides the

transition from student to successful new practitioner, and beyond. Together, APhA helps new graduates discover opportunities in the profession, develop themselves and their professional network, and define the future of their profession and career

Operation Substance Use Disorders Research Awards

The NPN strives to provide opportunities for recent graduates to develop themselves and empower them to utilize the knowledge and skills necessary to define the future of their profession. To support the passion of new practitioners and further the prevention of SUDs, the APhA NPN has developed a research awards program for new practitioners, residents, and postgraduates who conduct research on SUDs. The 2024 selected new practitioners presented their research during the APhA Institute on Substance Use Disorders, held May 29 to June 1, in Salt Lake City.

2024 Award Recipients and Research Topics

- » **Victor Abreu, PharmD**
Oregon State University & Yakima Valley Farmworkers Clinic: Salud Medical Center and Lancaster Family Health Quantifying Nonprescription Syringe Access in Oregon Pharmacies

» Grace Marley, PharmD

UNC Eshelman School of Pharmacy, South East Area Health Education Center Implementation of Fentanyl and Xylazine Test Strips in Rural North Carolina Community Pharmacy

» Luke Schwerer, PharmD, and David Dadiomov, PharmD, BCPP

University of Southern California Alfred E. Mann School of Pharmacy and Pharmaceutical Sciences Process Improvement to Enhance Access to Opioid Use Disorder (OUD) Services



Road to NP LIFE Launch

In 2024, a new APhA member benefit for new practitioners made its debut: the *Road to NP LIFE* e-newsletter.

This online publication features must-read articles written by APhA new practitioner members. Content is focused on the tenets of LIFE—leadership, innovation, friendship, and education—as well as financial planning, well-being, profile features, and more.

Graduate researchers, residents, fellows, and newly practicing pharmacists all welcomed this new quarterly membership benefit.



From the Academies

APhA-APPM and APhA-APRS leaders and members contributed to the work of APhA by completing several activities that were key to supporting APhA's mission and the 2024 APhA Strategic Plan, particularly in the areas of advocacy, member engagement, practice transformation, patient safety, and well-being. Detailed Academy reports can be found in the [2024 March/April issue of JAPhA](#). Here are just a few.

APhA-APPM activities/initiatives

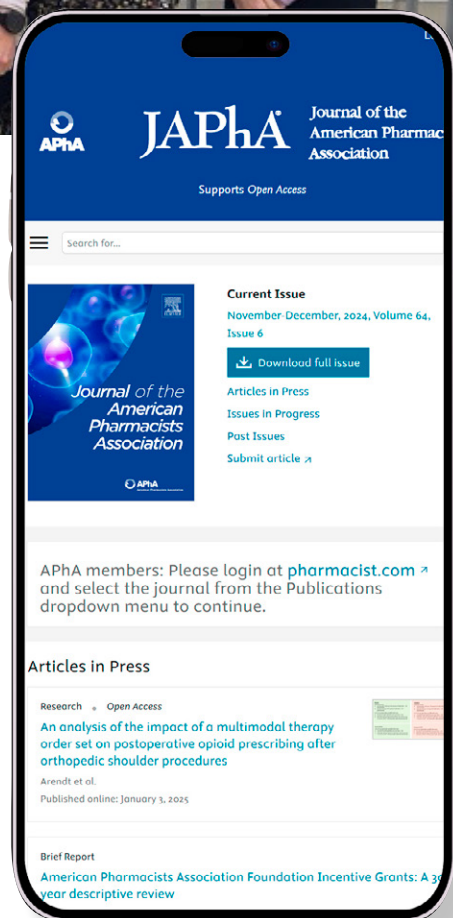
- » More than 100 leaders and members were appointed across nine Academy-related committees and subgroups, which contributed to 28 work plan items.
- » 235 APhA-APPM Special Interest Group (SIG) leaders, pharmacists, scientists/researchers, new practitioners, pharmacy residents/fellows, student pharmacists, pharmacy technicians, and APhA fellows were appointed across 28 SIG committees/task forces and delivered nearly 100 work plan items ranging from new tools/resources to webinars, town halls, and virtual social events.
- » SIGs invited the new APhA Core Groups to participate in their annual PAC Challenge. Also, 15 PAC leaders were appointed to help raise money for the 2024 APhA-APPM SIG and APhA Core Group PAC Challenge.

Collectively, the SIGs and Core Groups raised over \$12,300, and the following SIGs won first place in the respective categories:

- » Largest overall contribution: APhA Compounding Core Group
- » Largest average donation: APhA Health System Pharmacy Core Group
- » Most contributions of \$100+: APhA-APPM Care of Underserved Patients SIG
- » During the 2024 APhA Annual Meeting & Exposition, APhA-APPM introduced a new business item (NBI) related to contemporary pharmacy practice and seven NBIs on behalf of three SIGs. SIGs and topics included:
 - » One NBI from Care of Underserved Patients SIG: Pharmacist's roles in sexually transmitted infections prevention and treatment in underserved

patients.

- » One NBI from Nuclear Pharmacy Practice SIG: Access to radiopharmaceuticals.
- » Five NBIs from Pain, Palliative Care and Addiction SIG: Removal of stigmatizing language in existing APhA policies.
- » The APhA-APPM Pharmacy Residency and Fellowship Standing Committee (PRFSC) authored/contributed to several articles, webinars, resources, and tools, including:
 - » Fellowship 101: Navigating the path to your program (*Student Pharmacist* magazine).
 - » Infographics to help increase



awareness and interest in postgraduate training and career opportunities.

- » Mentor-mentee program geared toward student pharmacists, a joint activity with the APhA New Practitioner Advisory Committee (NPAC).
- » Academy leaders engaged with members across all 10 SIG Engage communities on various topics ranging from clinical/therapeutic patient cases to legislative and regulatory issues and discussed successes and barriers in practice.

APhA-APRS activities/initiatives

- » More than 35 leaders and members were appointed across 5 Academy-related committees and subgroups, which contributed to 25 work plan items.
- » The joint APhA-APRS Economic, Social and Administrative Sciences (ESAS) Section and the American Association of Colleges of Pharmacy Social and Administrative Sciences Gender Equity Task Force continued to share their work and research findings via a series of published manuscripts, posters, and presentations at the national and international levels. The task force also extended their network beyond ESAS and worked on the next phase of research, creating a survey and qualitative interview guides to include: basic sciences, clinical sciences, and pharmacist faculty. The task force also worked to systematically explore how gender impacts interactions between faculty and student pharmacists from the student perspective, with a long-term goal to develop programming aimed at student pharmacists to help them identify how underlying biases may impact how they engage with faculty and other students.
- » The APhA-APRS Science Series Task Force, composed of representatives from across the three Academy Sections, successfully launched an interactive science series called the Science Talks. While the series targets scientists, researchers, and postgraduate members of APhA,

it has also drawn in pharmacists, student pharmacists, and pharmacy residents/fellows, resulting in networking and the start of new research collaborations. Topics to date have included:

- » Research Findings from the APhA/AACP Joint Gender Equity Task Force (February)
- » Empowering Choice: How Pharmacist-Prescribed Contraception is Changing Access to Birth Control (November)
- » The APhA-APRS Postgraduate Advisory Committee (PGAC) hosted their annual postgraduate forum during APhA2024 with a focus on the pivotal role of digital platforms such as LinkedIn, and the importance of interpersonal skills in forging lasting connections. The committee also collaborated with the APhA-APPM PRFSC to host their annual mock interview program and extended an invitation to pharmacy residents and fellows. This was also the first time the program was provided in a virtual format.
- » APhA-APRS also contributed to the planning and execution of 10 APhA2024 Day of Science sessions.

Joint activities/initiatives

- » The Academies held a robust schedule of Academy events during APhA2024. Meeting attendees took full advantage of 35 Academy-related sessions, including business meetings, delegate caucuses, and networking and social events.
- » The Academies hosted the 2024 Academies Leadership Meeting (ALM) at APhA headquarters in Washington, DC. The meeting brought together more than 50 Association leaders:
 - » APhA-APRS Executive Committee Officers
 - » APhA-APPM Executive Committee Officers
 - » APhA-APPM SIG Coordinators
 - » APhA Core Group leaders
 - » APhA NPAC leaders
 - » APhA-ASP national officers and regional leaders and volunteers

- » APhA Board of Trustees President and President-elect

Attendees participated in a series of training and orientation sessions, spirited discussions on the new member engagement structure and transition, leadership development sessions, individual and joint Academy planning meetings, and networking activities. The 2024 ALM concluded on a successful note, leaving leaders energized for the work of the coming year.

- » The Academies contributed to the production of five *JAPhA* articles on topics related to:
 - » Artificial intelligence in pharmacy (January/February).
 - » Academy Presidents report (March/April).
 - » Nontraditional paths in pharmacy (July/August).
 - » Policies passed during the 2024 APhA House of Delegates (September/October).
 - » Addressing medication/health literacy (November/December).
- » The Academies held their fourth annual APhA Fellows Social at APhA2024.
- » For the majority of the year, the Academies continued to collaborate, contribute to, and prepare for the transition to the new APhA member engagement structure. In addition to APhA town halls, the Academies hosted Academy-specific town halls and launched a joint survey to gather Academy member feedback on the transition of the Academies to new member engagement structure. Additionally, an APhA Research & Science Community Summit was held in November.
- » The APhA-APPM PRFSC, APhA-APRS PGAC, and the APhA NPAC continued to collaborate on various activities and initiatives targeting new practitioner, pharmacy resident/fellow, and postgraduate student members, including a joint session at APhA2024, a joint session at the 2024 Day of NP LIFE, and joint planning for the transition to the new member engagement structure.



▲ The 2024-2025 cohort (from left): Corey Whetzel, CharLeigh Steverson, Yara Al-Shaer, Nicholas Bennett-Brush, and Cristian Rodriguez.

APhA Executive Postgraduate Training Program

Following a graduation ceremony for the outgoing class in June, the five members of the 2024-2025 APhA Executive Postgraduate Training Program cohort hit the ground running on their year-long association management experience in Washington, DC.

The fellows of course got right to work in their core areas, but also traveled away from APhA headquarters to make their mark. Whether it was just down the street to advocate on Capitol Hill or across the country to detail the value of APhA membership during Chapter Outreach visits at numerous schools and colleges of pharmacy, these outings added value to their fellowship experience. The fellows also contributed to the success of the Joint Federal Pharmacy Seminar in San Diego; journeyed to New York to assist the Marketing Department during the American Pharmacists Month *Today* show festivities; and attended and

exhibited at numerous pharmacy-related meetings.

The fellows also contributed to APhA's strategic priorities and operations through collaborations with staff teams across the organization, including rotations with APhA departments such as Government Affairs, Marketing and Communications, Member Relations, Publications, and the Executive Office.

The members of the 2024-2025 class are:

- » **Yara Al-Shaer:** Education Fellow
- » **Nicholas Bennett-Brush:** Education Fellow
- » **Cristian Rodriguez:** APhA Foundation Executive Fellow

- » **CharLeigh Steverson:** Board of Pharmacy Specialties Fellow
- » **Corey Whetzel:** Professional Affairs and Government Affairs Fellow



"This fellowship has fostered both my personal and professional growth. My passion for advocating for women's health has been enriched by connecting with and working alongside pharmacy leaders dedicated to this cause."

—Yara Al-Shaer, PharmD



▲ APhA fellows participated in American Pharmacists Month activities both at APhA headquarters and in New York.



"APhA's dedication to advancing the profession and supporting its members aligns perfectly with my commitment to servant leadership and pharmacy advocacy. This unparalleled experience has been crucial for my professional development."

—Nicholas Bennett-Brush, Pharm.D



"The lessons I learn here at APhA will carry on with me wherever I choose to take my career next. It's been an invaluable opportunity to learn aspects of pharmacy leadership and grow my network to levels I never thought possible."

—Cristian Rodriguez, Pharm.D



"I have had ample learning opportunities and exposure to pharmacists at the forefront of the profession. These skills and connections have been instrumental in my growth and inspired me to continue to advocate for the future advancement of the profession."

—Corey Whetzel, Pharm.D



"Pursuing this fellowship was a pivotal decision in my professional journey. The mentorship I have received and the diverse experiences I have gained have profoundly shaped my career, boosting my confidence and preparing me for future challenges."

—Charleigh Stevenson, Pharm.D

APhA 2024

Annual Meeting & Exposition

APhA Annual Meeting & Exposition

Our national, 4-day Annual Meeting & Exposition begins on Friday and ends on Monday. APhA2024 brought together more than 3,100 individuals in the following areas:

- » Independent Pharmacy
- » Chain Pharmacy
- » Grocery/Discount Pharmacy
- » Home Health Care Pharmacy
- » Hospital Pharmacy
- » Long-Term Care Facility
- » Mail Service Pharmacy Facility
- » HMO Pharmacy
- » Research and Development
- » Professional/Trade Relations
- » Pharmacists Education
- » Federal Government/Uniform Service
- » Exhibitors
- » Other

APhA2024

Date: March 22-25, 2024

Event location: Orange County Convention Center and Hyatt Regency, Orlando FL

2024 attendance

Pharmacy professionals.....	3,141
Exhibit staff.....	741
Total.....	3,880

Educational offerings

Education sessions	138
Research posters	356

Exhibits

110 companies and organizations

provided products and services to pharmacists, including pharmaceutical products, pharmacy manufacturers, software companies, equipment, etc.

12 presentation theaters were featured with an average number of **90 participants per theater.**

APhA 2025

March 21-24, 2025
Nashville, TN

Potomac View Terrace

The Potomac View Terrace is one of the premier special events venues in Washington, DC, boasting unparalleled views of the expanse of the National Mall and beyond. In 2024, we hosted **16 events.**



PHOTOGRAPHER: STEVE CANNING



Future dates

APhA2026 Los Angeles, CA
March 27-30, 2026

APhA2027 Charlotte, NC
March 19-22, 2027



Joint Federal Pharmacy Seminar

The Joint Federal Pharmacy Seminar (JFPS) is one of the largest annual continuing education gatherings of federal pharmacists and pharmacy technicians, representing the Department of Defense, U.S. Coast Guard, U.S. Public Health Service, and the Department of Veterans Affairs. APhA manages and coordinates this annual seminar on behalf of federal pharmacy.



Supporter levels

Andrew Craigie.....	15 supporters
Platinum.....	4 supporters
Gold.....	4 supporters
Silver.....	5 supporters
Bronze.....	61 supporters

Joint Federal Pharmacy Seminar 2024

Date: November 10-12, 2024

Event location: San Diego, CA

2024 attendance

Pharmacy professionals.....	444
Exhibit staff.....	372
Total.....	816

Educational offerings

Education sessions	68
Research posters	18

Exhibits

89 companies and organizations provided products and services to pharmacists, including pharmaceutical products, pharmacy manufacturers, software companies, equipment, etc.

13 presentation theaters were conducted over the meeting with an average of **50 participants per theater**.





Board of Pharmacy Specialties

2024 was a year of growth and changes for the Board of Pharmacy Specialties (BPS). By the end of 2024, there were more than 62,250 active BPS credentials worldwide across the 15 recognized specialty areas indicating a 2% increase from last year. The continued growth in active certifications reflects the growth in specialized practice in health care and the pharmacy profession.

As of December 2024, there were 7,849 active pharmacist certifications outside of the United States, with at least one board-certified pharmacist in more than 60 countries, highlighting the recognition of BPS Certification internationally.

Expansion of the BPS Recertification Framework

In 2024, BPS launched the new [Continuing Professional Development \(CPD\) framework](#) for recertification and is one of the first U.S.-based pharmacy organizations to establish CPD requirements. BPS asserts that the purpose of recertification is to ensure that the credential holder demonstrates a continued commitment

to maintaining and further developing the competencies necessary for safe and effective practice in that specialty area. The CPD framework offers a yearly process for pharmacists to self-report activities among seven categories that are relevant to their specialty certification and professional practice for recertification.

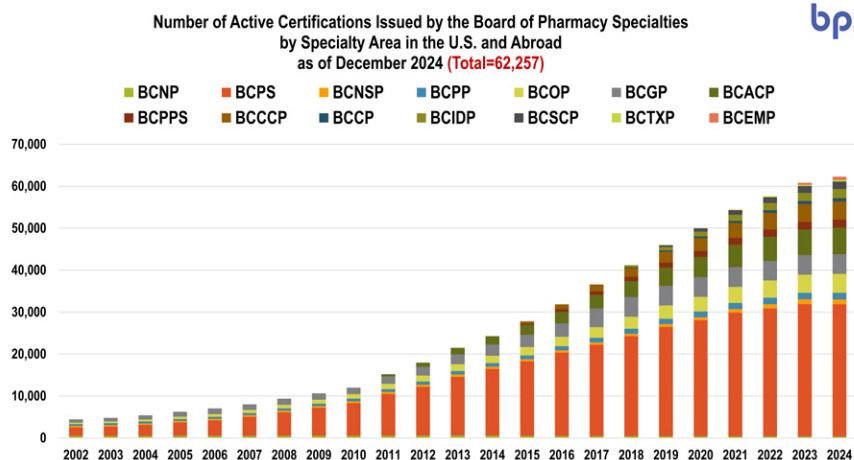
Research into BPS Certification

BPS and the FIP Foundation for Education and Research announced the first [recipient of the 2024 FIP Foundation/BPS Research Grant](#).

The research grant program seeks to promote research in the field of pharmacist certification and its impact on specialization and advanced practice.

The inaugural research grant of up to €5,000 was awarded to Diana Malaeb, PharmD, BCPS, MPH, PhD, assistant professor of pharmacy practice, College of Pharmacy, Gulf Medical University, UAE. Her successful project, titled “Evaluating Pharmacist Certification in the Middle East: Triangulated Perspectives and Experiences Among Healthcare Providers, Pharmacists, and Pharmacy Students,” focuses on pharmacists’ role as interprofessional collaborator, communicator, and educator.

BPS also announced the [recipients of the seventh annual BPS Seed Grants](#)



as Wesley D. Kufel, PharmD, BCPS, BCIDP, AAHIVP; and Rebecca Moote, PharmD, MSc, BCPS, FNAP. The [BPS Research Seed Grant program](#) offers up to two \$5,000 grants to any pharmacist or investigator conducting a project examining the impact and value of pharmacist board certification. The investigators will submit a final report to BPS in December 2026.

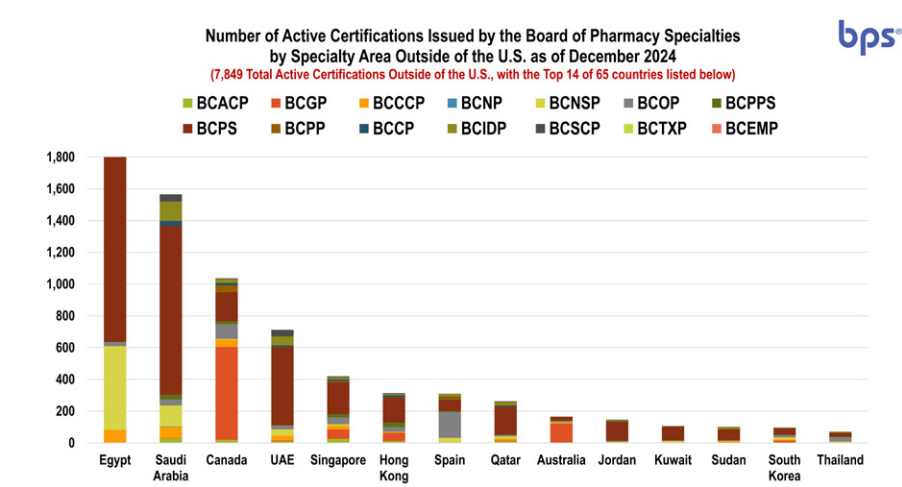
New and Emerging Developments in Pharmacy Certification

In 2024, BPS started the exam development process for Pain Management Pharmacy, the 15th recognized specialty certification program for BPS. Examination item writing is underway with plans to launch the first examination in 2025.

BPS continued its initial exploratory and development work into new and emerging specialty areas of pharmacy practice including Pharmacy Informatics, Pharmacogenomics, and Veterinary Pharmacy.

Retirement of William M. Ellis

After 14 years of dedicated service as the BPS Executive Director, William M. Ellis, MS, RPh, ICE-CCP, [announced his retirement plans](#) for January 2025. Bill played a pivotal role in shaping the success of pharmacist board certification, as he passionately emphasized the value of board-certified pharmacists, leading to a subsequent increase in demand for board certification.



"I am deeply honored to have served as Executive Director of BPS and am incredibly proud of all that we have been able to accomplish together. It has been a privilege to work alongside such a dedicated team and to witness the growth of board certification over the past 14 years. I am excited for the future and confident that BPS Board Certification will continue to thrive."

—William M. Ellis, MS, RPh, ICE-CCP

Recognition of BPS Board-Certified Pharmacists

In 2024, BPS [announced the recipients of three BPS awards](#), which highlight individuals and institutions who distinguish themselves through their dedication to board certification and patient care. The awards and their recipients are:

- The 2024 Rising Star Award:** Wesley Kufel, PharmD, BCPS, BCIDP, AAHIVP
- The 2024 Weaver/Penna Award:** Roland Dickerson, PharmD, BCNSP, FCCP, FASHP, FCCM, FASPEN

The 2024 Beacon Award:

Tabula Rasa Healthcare

Additionally, BPS [debuted the 2024 BPS ambassadors](#) and their video stories about each pharmacist's journey with board certification.

The five ambassadors are: Julie Dopheide, PharmD, BCPP; Ashley Hawthorne, PharmD, BCCCP; Mohamed Hisham, PharmD, BCCCP, BCIDP; Donisha Lewis, PharmD, BCACP; and Joseph Saseen, PharmD, BCPS, BCACP.

15

recognized pharmacy specialty areas

62,257

total active BPS Certifications worldwide

7,849

international active BPS Certifications

APhA Foundation

It was an exciting year for the APhA Foundation, as important achievements were made in philanthropy, research, and innovation—all to advance pharmacist-provided patient care services.

In 2024, the APhA Foundation continued progressing toward its mission thanks to various groups of people that are invested in the foundation and have contributed in amazing ways. The APhA Foundation Board of Directors and staff worked together to create a strategic plan, goals, and objectives that make genuine impacts in supporting APhA and pharmacists everywhere. To this end, the IMPACT Care Transformation Network continued to form partnerships with hundreds of pharmacy practice sites across the United States to advance pharmacist-provided patient care for a variety of disease states. In addition, 2024 marked 11 years of generous contributions from the 1953 Society. These donors have an enormous impact on the ability of the APhA Foundation to continue progressing toward its goals.

Research and Innovation

Our research and innovation team continued its highly important work of



on Project IMPACT: Vaccine Confidence, a 3-year project in which pharmacies across the United States improved adult vaccination rates. This project, in collaboration with CDC, was an effort to promote vaccine confidence throughout the COVID-19 pandemic and beyond.

The APhA Foundation was also able to initiate a new project in 2024 focused on one of the hottest areas of pharmacy practice expansion: test and treat services. In Project IMPACT: Test and Treat, community pharmacies throughout the country provided patients with access to test and treat services for COVID-19, strep, and the flu, and prescribing medication to patients in need. This project evaluated the

for pharmacies to better serve their patients, and publication of the tool is forthcoming. Looking ahead, the APhA Foundation began several new research initiatives in 2024 that will continue in 2025!

"I have seen the APhA Foundation grow in truly amazing ways since the early to mid-1990s. They are true advocates for pharmacists' roles in public health and chronic disease early detection and management."

*—Lucinda Maine,
1953 Society Member*

Philanthropy

The APhA Foundation's philanthropic efforts in 2024 continued to show the generosity of our donors and their passion for supporting our mission to advance pharmacists' patient care services.

At APhA2024 in Orlando, FL, the Women in Pharmacy campaign engaged pharmacists and student pharmacists alike through programmatic elements focused on mindfulness, which facilitated learning, networking, and support. The APhA Foundation is extremely grateful for the 1953 Society's continued investment in the future of the profession. The commitment of the 1953 Society members reflects the lasting value of their contributions to the foundation.

Thanks to the generous support of all the foundation's donors, the APhA Foundation is able to achieve its mission year after year.

43

Incentive Grant projects completed

21

Scholarships awarded

9

Active Project IMPACT programs

implementing innovative pharmacist-provided patient care research projects that demonstrate the positive patient outcomes when pharmacists are involved. Some highlights from this year include the publication of a manuscript

health and economic outcomes that occur when a pharmacist is involved in direct patient care.

Additionally, the APhA Foundation conducted research on a social determinants of health tool specifically



Publishing Notes

APhA's Publishing Department is the go-to resource for books, magazines, peer-reviewed journals, and designing from concept to production across a variety of media. In 2024, we continued our expansion of editorial services for APhA, ensuring consistent branding, quality of research, editing, and design to further APhA's mission in leading the profession and equipping our members for their role as the medication expert in team-based, patient-centered care.

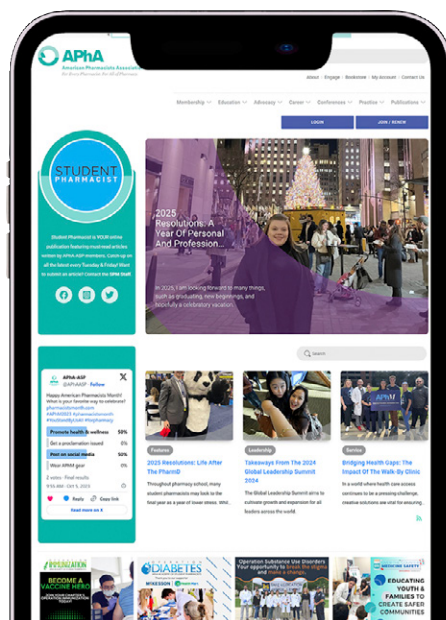
While we cannot cover all of the high-quality and timely books, magazines, journals, art, and other materials created in 2024, some highlights include:

Periodicals

- » Edited and published 12 issues of *Pharmacy Today*, APhA's flagship news magazine.
- » Published original pharmacy research linking science to pharmacy practice in *JAPhA*, the oldest

pharmacy journal in the United States; *JPharmSci*; and launched two new Open Access journals, *JAPhA Practice Innovations* and *JAPhA Pharmacotherapy*.

- » Edited and published two articles a week in *Student Pharmacist magazine*, which is written for student pharmacists by student pharmacists.
- » Wrote and published timely, original news articles for *pharmacist.com*.
- » Copyedited and proofread the mammoth 21st edition of the *Handbook of Nonprescription Drugs*.
- » Launched paid industry emails bringing pharmaceutical brand information to members.
- » As the association's center for Editorial Services, we copyedited thousands of emails, webinars, press releases, social media posts, training programs, marketing plans, and more, in our efforts to take responsibility for APhA's customer and consumer experience by ensuring clean, clear, consistent messaging, information, and educational products to engender and preserve trust and respect in the association.





Creative Services

Executed **541** projects, with an average of **20** business days per project.

Of these projects, **187** were rush jobs. These included but were not limited to:

- » The production of APhA's flagship publication, *Pharmacy Today*: **12** issues, a total of 716 pages (**547** pages of editorial content, **74** pages of advertising, **95** pages of in-house ads to promote APhA programs and events) and **17** outserts (paid products and APhA developed products).
- » Creative Services continues to support our Meetings and Exposition team by producing convention graphics (e.g., signage, print materials, social media/app

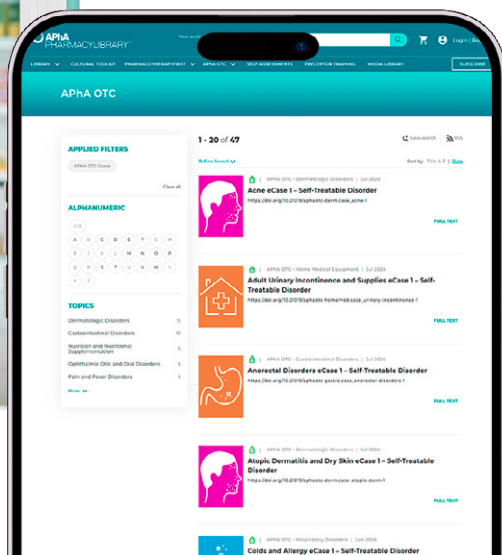
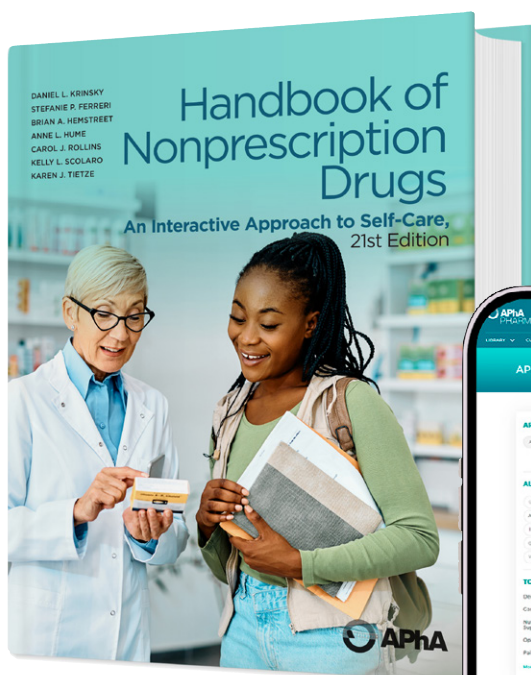
images, event photography) for APhA2024 and JFPS2024 as well as insourcing the photos taken at both conventions.

- » Video editing of podcasts, social media, and webinars.
- » Creative Services, in conjunction with Editorial Services, produced the APhA OTC21 book. The 1,180 page book's content was repurposed for PharmacyLibrary.com. Created covers, interiors for all APhA books, and digital products, such as interactive decision trees.
- » Celebrated the profession within the APhA headquarters through various displays and banners.

Books

Published books covering a variety of topics, including, but not limited to:

- » *Peripheral Brain for the Pharmacist 2024-2025*
- » *The Handbook of Nonprescription Drugs, 21st edition*



PharmacyLibrary

- » Launched the new module, *APhA OTC*, which incorporates the text of the 21st edition of *Handbook of Nonprescription Drugs* and includes interactive clinical decision trees.
- » Maintained **139** modules across **18** disease state categories on *PharmacotherapyFirst*.



Marketing/Communications

APhA's social media presence continues to grow and make an impact. Across all social media channels, APhA's following has grown over the past year, and you can help us surpass this year's metrics by following and interacting with APhA social media channels:

- » **APhA Facebook:**
www.facebook.com/APhAPharmacists
- » **APhA X**
(formerly known as Twitter):
<https://twitter.com/pharmacists>
- » **APhA LinkedIn:**
www.linkedin.com/company/american-pharmacists-association/mycompany
- » **APhA Instagram:**
www.instagram.com/aphapharmacists
- » **APhA TikTok:**
www.tiktok.com/@aphapharmacists



Advancing Health Equity and Inclusion

In 2024, APhA continued demonstrating its commitment to advancing and advocating for health equity and addressing social determinants of health. Here is a short list of some of our efforts and activities.

DEIB Committee

Back in 2023, APhA members applied to become the first members of the [*Diversity, Equity, Inclusion, and Belonging \(DEIB\) Committee*](#). Chosen members advised the APhA Board of Trustees (BoT) regarding future initiatives.

The committee's top priorities for 2024 are below. We thank the DEIB Committee members for their work and look forward to their future contributions.

Thematic foci	Initiative
Convening and collaborating	Establishment of a National Pharmacy DEIB Council inclusive of a National Pharmacy DEIB Calendar <ul style="list-style-type: none"> » Purpose: Increasing collaborations around DEI among all pharmacy organizations. » Progress: The structure for the council is formed and in proposal form.
Discovery and growth	APhA comprehensive diversity assessment of existing APhA structures <ul style="list-style-type: none"> » Purpose: To understand the makeup of APhA structures; advise BoT on establishing a Leadership Development Council; and establish the Pharmacy Diversity Leadership Institute to foster multi-facted leadership throughout the profession. » Progress: All projects are ongoing and expecting completion in 2025; the Pharmacy Diversity Leadership Institute has been put on hold pending an organization-wide leadership solution.
Learning and publishing	Multi-year survey project aimed at establishing baseline understanding of DEIB across the profession <ul style="list-style-type: none"> » Purpose: Gauge the understanding of DEIB-specific topics among the profession; use data to inform APhA on gaps; establish meaningful metrics that could indicate progress of committee initiatives. » Progress: In proposal form.
Education and promotion	Contribute meaningfully to APhA member needs <ul style="list-style-type: none"> » Purpose: Contribute to APhA Annual Meeting & Exposition programming; develop webinars/open forums throughout the year. » Progress: Committee members actively participate in annual meeting programming; podcasts and webinars will be part of the 2025 committee's work.
Celebration and relationship building	Propose communication and publication products that highlight DEI among the profession <ul style="list-style-type: none"> » Purpose: Increase communication that highlights diversity; celebrate and educate the different groups that correlate with national observances; partner with pharmacy organizations that represent groups highlighted in national observance to demonstrate collaboration and respect among the profession. » Progress: The committee will engage in this work in 2025.



▲ The 2024–2025 APHA Board of Trustees.

APhA Leaders and Committees

APhA Board of Trustees

Officers

President: Alex C. Varkey, Sugar Land, TX

President-elect: Randy McDonough, Iowa City, IA

Immediate Past President: Valerie Prince, Odenville, AL

Treasurer: Gregory A. Fox, Carmel, IN

Executive Vice President and CEO: Michael D. Hogue, Washington, DC

Honorary President: Richard Bertin, Brookeville, MD

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Vibhuti Arya, Brooklyn NY

Lauren Bode, Saint Albans, VT

Stephen Carroll, Little Rock, AR

Melissa McGivney, Pittsburgh, PA

Jeffrey Neigh, Laredo, TX

Cathy Worrall, Mount Pleasant, SC

APhA Committee on Nominations

Chair: Theresa Tolle, FL

Melissa Skelton-Duke, AZ

Kevin Aikens, MD

Kevin Aloysius, TX

Kimerly Metcalf, IA

Nicole Sandoval, FL

Junling Wang, TN

APhA House of Delegates

Speaker of the House: Brandi Hamilton, Beverly Hills, CA

Speaker-elect: Mary Klein, Abilene, TX

Secretary: Michael D. Hogue, Washington, DC

APhA Academy of Pharmacy Practice & Management (APhA-APPM)

APhA-APPM Executive Committee

President: Patricia Fabel, South Carolina

Immediate Past President: Emily Prohaska, Kansas

Member-at-large: Kari Allan, Colorado

Member-at-large: Danielle Candelario, Illinois

Member-at-large: Gretchen Garofoli, West Virginia

Member-at-large: Phung On, Maine

Member-at-large: Ashley Pugh, Tennessee

Member-at-large: Amanda Ward, Kentucky

New Practitioner: Christine Hong, Texas

APhA Academy of Pharmaceutical Research & Science (APhA-APRS)

APhA-APRS Executive Committee

President: Henry Young, Georgia

Immediate Past President: Spencer Harpe, Illinois

Basic Sciences Section Chair-elect:

Karen Nagel-Edwards, Illinois

Clinical Sciences Section Chair-elect:

Lawrence Cohen, Oklahoma

Economic, Social, and Administrative Sciences Chair: Stephanie Gernant,

Connecticut

Economic, Social, and Administrative Sciences Chair-elect: Elizabeth Unni, New York
Postgraduate Officer: Tyler Wagner, Virginia

APhA Academy of Student Pharmacists (APhA-ASP)

APhA-ASP National Executive Committee

National President: Miranda Montoya, The University of New Mexico
National President-elect: Rachel Lucky, Union University
National Member-at-large: Ashley McKechn, St. Louis College of Pharmacy at the University of Health Sciences
National Member-at-large: Nicole Sandoval, University of Florida
Speaker of the House: Stephen Presti, The University of Iowa

APhA Government Affairs Committee

Chair: Brian Komoto, California
Jerry “Jay” Phipps, Tennessee
Krista Capehart, West Virginia
Garth Reynolds, Illinois
Fred Gattas, Missouri
Veronica Vernon, Indiana
Julie Akers, Washington
Alison Knutson, Minnesota
Karen Whalen, Florida
Evan Colmenares, North Carolina
Lauren Bode, Illinois
Adrienne Simmons, Washington, DC
Pamela Schweitzer, South Dakota
Lorri Walmsley, Arizona

APhA Political Action Committee (APhA-PAC) Board of Governors

Chair: Steve Firman, Iowa
Wendy Weber, Nebraska
Junling Wang, Tennessee
Stephen Presti, Iowa
Starlin Haydon-Greatting, Illinois
David Morgan, Massachusetts
Scott Tomerlin, Florida
Norman Tomaka, Florida
Lauren Bode, Vermont
Brian Komoto, California

APhA-APPM

APhA-APPM Special Interest Groups (SIGs)

Care of Underserved Patients SIG

Coordinator: Sharon Xavioer, California
Coordinator-elect: Tom Bateman, New Jersey

Diabetes Management SIG

Coordinator: Heather Johnson, West Virginia
Coordinator-elect: Taryn Mondello, Missouri

Immunizing Pharmacists SIG

Coordinator: Danielle Kieck, Pennsylvania
Coordinator-elect: Sheena Patel, Pennsylvania

Medical Home/ACO SIG

Coordinator: Morgan Stewart, Texas
Coordinator-elect: Hindu Rao, California

Medication Management SIG

Coordinator: Ryan Norton, South Carolina
Coordinator-elect: Heather Roth, Michigan

Nuclear Pharmacy Practice SIG

Coordinator: Jessica Comstock, Indiana
Coordinator-elect: Kara Weatherman, Indiana

Pain, Palliative Care, and Addiction SIG

Coordinator: Jessica Marx, New Hampshire
Coordinator-elect: Nancy Hooper, Tennessee

Preceptor SIG

Coordinator: Elizabeth Yett, Texas
Coordinator-elect: Jarred Prudencio, Hawaii

Public Health SIG

Coordinator: Cory Holland, Indiana
Coordinator-elect: Trisha Chandler, Missouri

Transitions of Care SIG

Coordinator: Jeffrey Gonzales, Pennsylvania
Coordinator-elect: Marissa Cavaretta, Pennsylvania

APhA-APPM Awards

Standing Committee

Chair/Officer: Kari Allan, Colorado
Officer: Amanda Ward, Kentucky
Tom Bateman, New Jersey
Brandi Bowers, Missouri
Richard Caballero, Hawaii
Valentino Caruso, Connecticut
Christopher Federico, Rhode Island
William Hayes, Washington
Rachel Maynard, Rhode Island
Ruth Smarinsky, California
Jennifer Tilleman, Nebraska
Sarah Uroza, Tennessee

APhA-APPM Fellows Selection Subcommittee

Chair/Officer: Kari Allan, Colorado
Laressa Bethishou, California
Sherry Kwon, Texas
Matthew Lacroix, Rhode Island
Rupal Mansukhani, New Jersey
Kevin McCloy, New Jersey
Sarah Parnapy Jawaid, Virginia
Sarah Ray, Wisconsin
Marissa Salvo, Connecticut
Tessa Schnelle, Kansas

APhA-APPM Communications Standing Committee

Chair/Officer: Gretchen Garofoli, West Virginia
Officer: Phung On, Massachusetts
Emily Gicewicz, Ohio
Lauren Koval, Missouri
Zachary Krauss, North Carolina
Scott Mark, Pennsylvania
Anne Moorman, Ohio
Ha Phan, Mississippi
Josie Quick, North Dakota
Amanda Thomas, West Virginia

APhA-APPM Education Standing Committee

Chair/Officer: Danielle Candelario, Illinois
Officer: Ashley Pugh, Tennessee
Bernadette Asias, Texas
Kevin Astle, Florida
Daniel Atchley, Tennessee
Jennifer Bingham, Arizona
Byrdena Dugan, Alabama
Emily Eddy, Ohio
Jessica Finke, Florida
Wendy Galbraith, Oklahoma
Patricia Klatt, Pennsylvania
Laura Knockel, Iowa
Nicholas Lehman, Iowa
Taylor Mathis, Tennessee
Jarred Prudencio, Hawaii
Jamie Remines, Virginia
Beth Resman-Targoff, Oklahoma
Dyan Rowe Davis, Pennsylvania
Amy Thompson, Michigan

APhA-APPM Pharmacy Residency & Fellowship Standing Committee (PRFSC)

Chair/Officer: Christine Nguyen, Texas
Jalen Gonzales, Florida
Laura Harris, Florida
Hannah Higgins, Pennsylvania
Jade Jochem, Tennessee
Zach Krauss, North Carolina
Ngoc Phuong Mai Le, North Carolina

Shirly Ly, North Carolina
Sarah Schneider, Pennsylvania
CharLeigh Steverson, Washington, DC
Alexandria Yoby, Mississippi

APhA-APPM Policy Standing Committee

Chair/Officer: Emily Prohaska, Kansas
Officer: Patti Fabel, South Carolina
Jeffrey Bratberg, Rhode Island
Andrew Bzowickyj, Oregon
Marissa Cavaretta, Pennsylvania
Savanna Dicristina, Massachusetts
Thomas Franko, Pennsylvania
Jeffrey Hamper, Idaho
Christopher Johnson, Arkansas
Mara Kieser, Wisconsin
Justin Kirby, Tennessee
Saundra Martino, Virginia
Wendy Mobley-Bukstein, Iowa
Katherine O'Neal, Oklahoma
Laura Sosinski, Indiana
Sharon Youmans, California
Kelsea Zukauckas, Utah

APhA-APPM PRFSC Communications Subcommittee

Chair: Shirly Ly, North Carolina
Co-chair: Zach Krauss, North Carolina
Hannah Funk, Kansas
Haley McKeefer, New Jersey
Kristine Nguyen, Arizona
Alexandria Yoby, Mississippi

APhA-APPM PRFSC Education & Training Subcommittee

Chair: Ngoc Phuong Mai Le, North Carolina
Co-chair: Hannah Higgins, Pennsylvania
Bella Blankenship, Ohio
Paris Crawley (Bell), New Jersey
Tiffany Gilchrist, Georgia
Laura Harris, Florida
Ashley Lea, Pennsylvania
Kaitlyn Queen, North Carolina
Sarah Schneider, Pennsylvania

APhA-APPM PRFSC Member Engagement Subcommittee

Chair: Jalen Gonzales, Florida
Co-chair: Jade Jochem, Tennessee
Rim Assil, Florida
Valery Cepeda, Georgia
Camryn Cooper, Washington
Kayli Kruser, Indiana
CharLeigh Steverson, Washington, DC
Faiza Sumra, Ohio

APhA-APPM SIG & APhA Core Group PAC Leaders

Evona Bolaske, Massachusetts
Marissa Cavaretta, Pennsylvania
Ashley Chiarello, New York
Jessica Comstock, Indiana
Matt Curran, Florida
Annie Eisenbeis, Missouri
Nancy Hooper, Tennessee
Michelle Koverman, Pennsylvania
Sheena Patel, Pennsylvania
Hindu Rao, California
Heather Roth, Michigan
Matthew Schneller, Florida
Larry Selkow, California
Morgan Stewart, Texas
Kara Weatherman, Indiana
Elizabeth Yett, Tennessee
Mahwish Yousaf, Texas

APhA-APRS

APhA-APRS Awards Standing Committee

Chair/Officer: Lawrence Cohen, Oklahoma
Radhika Devraj, Illinois
Kevin Lu, South Carolina
Julie Oestreich, Ohio
Anthony Olson, Minnesota
Reshmi Singh, Wyoming

APhA-APRS Communications Standing Committee

Chair/Officer: Karen Nagel-Edwards, Illinois
Morgan Carson-Marino, Virginia
Lindsey Hohmann, Alabama
Marwa Noureldin, Indiana

APhA-APRS Education Standing Committee

Chair/Officer: Stephanie Gernant, Connecticut
Officer: Elizabeth Unni, New York
Christine Birnie, Texas
Barry Bleidt, New York
Natalie Hohmann, Alabama
Prashant Sakharkar, Florida
Taylor Watterson, Illinois

APhA-APRS Policy Standing Committee

Chair/Officer: Spencer Harpe, Illinois
Officer: Henry Young, Georgia
Ryan Costantino, Texas
Amanda Meeker, Oregon
Meagen Rosenthal, Mississippi

APhA-APRS Postgraduate Advisory Committee

Chair/Officer: Tyler Wagner, Virginia
Abigaile Davis, South Carolina
Jewlyus Grisby, Maryland
Nicholas McCormick, Alabama
Dustin Miracle, Kentucky
Adati Tarfa, Connecticut

Joint APhA-APRS Economic, Social, and Administrative Sciences & APhA- AAPC SAS Gender Equity Task Force

Co-Chair: Adriane Irwin, Oregon
Co-Chair: Terri Warholak, Missouri
Jamie Barner, Texas
Michelle Blakely, Wyoming
Michelle Clark, Florida
Radhika Devraj, Illinois
Karen Nagel-Edwards, Illinois
David Nau, Ohio
Lourdes Planas, Oklahoma
Ana Quiñones-Boex, Illinois
Miranda Steinkopf, Pennsylvania
Katie Suda, Pennsylvania
Cristina Tejeda, Texas
Tyan Thomas, Pennsylvania
Elizabeth Unni, New York
Henry Young, Georgia
David Zgarrick, Maine

APhA-ASP

APhA-ASP Awards Standing Committee

Chair: Priscilla Liu, The University of Kansas
Cameron Buss, The University of Mississippi
Katherine Davis, Purdue University
Carissa Wilson, University of Nebraska Medical Center

APhA-ASP Communications Standing Committee

Chair: Emily Weyenberg,
The University of Iowa
Tammie Lam, University of Houston
Alex McWalters, University of South Carolina
Maria Nguyen, Ohio Northern University
Sarah Oh, Purdue University
Amisha Tayal, Drake University

APhA-ASP International Standing Committee

Student Exchange Officer and Chair:

Robyn Turner, The University of New Mexico

National Contact Person: Joseph Miles

Azurin, Loma Linda University

National Project Coordinator: Tanner Buse,

The University of Mississippi

Student Exchange Officer-elect:

Caitlyn Lucore, The University of Texas
at El Paso

APhA-ASP Member Engagement Standing Committee

Chair: Alanna Kologey,

The University of Texas at Tyler

Sarah Crowell, The University of Tennessee

Valeria Garcia, University of Florida

Emily Gunselman, Lipscomb University

Haneen Raffo, Roseman University

Ashley Rogers, Notre Dame of Maryland
University

APhA-ASP Policy Standing Committee

Chair: Elaina Vitale,

The University of Mississippi

Kendall Kerr,

University of South Carolina

Bryce Mortera,

University of Cincinnati

Saad Shafi,

Virginia Commonwealth University

APhA-ASP Midyear Regional Meeting Coordinators

Region 1: Desiree Herman,

University at Buffalo

Region 2: Maethe Butterfield,

University of Maryland

Region 3: Kathleen McDuffie,

High Point University

Region 4: Jailyn Jones,

Purdue University

Region 5: Lauren Gravert,

The University of Iowa

Region 6: Ellie Flynn,

The University of Kansas

Region 7: Anthony Morant,

Pacific University

Region 8: Francisco Damacio,

University of California, Irvine

APhA-ASP Regional Delegates

Region 1: Nicole Kayrala,

University at Buffalo

Region 2: Philip Do,

Notre Dame of Maryland University

Region 3: Bryan Gomez,

The University of Georgia

Region 4: Tiffany Preda,

Rosalind Franklin University

Region 5: Kisara Thompson,

The University of Iowa

Region 6: Hunterlyn Alderson,

The University of Oklahoma

Region 7: Nicole Larroza,

Oregon State University

Region 8: Megan Godfrey,

Roseman University

APhA New Practitioner Network

New Practitioner Advisory Committee

Chair: Jordan Scott

Vice-chair: Erin Ballentine

Member-at-large: Michelle Chin

Member-at-large: Zac Curren

Member-at-large: Nicole Miracle

NPN Communications Standing Committee

Chair: Elizabeth Rayes

Kylie Juenger

Zach Krauss

Emi Radetich

Evan Young

NPN Education Standing Committee

Chair: Sarder Sadid

Aakash Ghandi

Courtney O'Keefe

Joanne Shen

NPN Member Engagement Standing Committee

Chair: Jeffrey Snow

Jaspreet Bhullar

Eduardo Vega Jimenez

Taylor Williams

Angel Rose Weber

AMERICAN PHARMACISTS ASSOCIATION

Statement of Financial Position^a

December 31, 2024^{aa} and 2023

	2024 ^{aa}	2023
Assets:		
Cash and cash equivalents	\$ 12,568,425	\$ 11,605,511
Accounts and other receivables, net	5,390,306	6,220,750
Due from related parties	920,738	747,703
Prepaid expenses	1,137,847	837,060
Inventories	154,898	166,377
Investments	25,227,391	23,055,143
Investment in 2200 C Street LLC	4,510,267	(1,011,207)
Investment in Pharmacy Profiles	296,741	1,871,082
Investment in Pharmacy Advancement		
Legal Defense Fund	28,031	145,724
Investment in 2215 Health Staffing	408,303	-
Other assets	258,464	258,466
Right of use asset	29,053,727	31,397,970
Land, building, and equipment, net	6,331,031	6,656,942
Total assets	\$ 86,286,169	\$ 81,951,521
Liabilities:		
Accounts payable and		
accrued expenses	\$ 3,510,455	\$ 3,252,533
Accrued payroll and related liabilities	1,651,569	1,606,127
Due to related parties	128,667	171,747
Deferred revenue	6,263,062	5,395,336
Deferred compensation	1,297,831	1,205,930
Lease Liability	32,606,578	34,931,219
Total liabilities	45,458,162	46,562,892
Net assets:		
Without donor restrictions	40,680,438	35,241,060
With donor restrictions	147,569	147,569
Total net assets	40,828,007	35,388,629
Total liabilities and net assets	\$ 86,286,169	\$ 81,951,521

Statement of Activities^a

Years Ended December 31, 2024^{aa} and 2023

	2024 ^{aa}	2023
Revenues:		
Certification	\$ 10,166,225	\$ 11,048,332
Meetings and education programs	8,854,814	8,317,066
Grants and support	4,715,879	5,806,071
Publications and subscriptions	3,222,243	3,334,952
Membership dues	3,165,450	3,140,041
Advertising	1,745,682	2,174,122
Royalties	808,508	782,441
Rental income	-	169,223
Other	2,024,293	1,310,552
Total revenues	34,703,094	36,082,800
Expenses:		
Salaries and related costs	17,767,373	16,047,578
Professional fees and honoraria	6,655,485	7,702,820
Occupancy costs	3,907,240	3,915,489
Travel and meetings	2,517,903	2,530,202
Equipment rentals	1,387,908	1,392,346
Depreciation and amortization	568,242	890,455
Postage, shipping and handling	480,766	590,392
Contributions and dues	440,183	385,534
Printing	403,569	443,030
Publications and editorial costs	299,053	266,999
Other	1,432,233	1,546,731
Total expenses	35,859,955	35,711,576
Net operating (deficit) surplus	(1,156,861)	371,224
Investment return:		
APhA	2,079,286	2,440,674
2200 C Street LLC	4,036,261	4,914,756
Total investment return	6,115,547	7,355,430
Other items:		
Gain from building operations	2,772,506	2,448,646
Strategic initiatives	(2,291,814)	(713,322)
Total other items	480,692	1,735,324
Change in net assets	5,439,378	9,461,978
Net assets, beginning of year	35,388,629	25,926,651
Net assets, end of year	\$ 40,828,007	\$ 35,388,629

^aReflects APhA core operations and its investment in the headquarters building (2200 C Street LLC).

^{aa}Unaudited



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