



# Called to Excellence: Stewarding Your Pharmacy Career Through Professional Involvement

Erin Ballentine, PharmD, MBA, MS, BCPS

Inpatient Operations Manager, the Johns Hopkins Hospital

# Disclosures



I have no financial interests to disclose.

Given the topic, I am disclosing that I currently serve on the APhA Board of Trustees, the Phi Lambda Sigma Board of Directors, and CPFI Board of Directors.

# Learning Objectives



- Evaluate the professional and personal value of involvement in pharmacy organizations.
- Compare and select appropriate opportunities for engagement at local, state, and national levels.
- Apply principles of stewardship and excellence to professional involvement decisions.
- Create a personalized plan for meaningful involvement in a professional organization.

# Active Learning Question #1



A pharmacist working in a busy community setting feels they have no time for professional organization involvement. Which of the following represents the most compelling professional justification for becoming involved?

- A. It looks good on a CV
- B. It provides networking that may lead to future job opportunities
- C. It is expected by employers
- D. It helps fulfill CE requirements

# Active Learning Question #2



A PGY1 resident interested in ambulatory care, advocacy, and leadership wants to get involved but feels overwhelmed. Which of the following is the best initial step?

- A. Run for a national board position
- B. Join multiple organizations and attend all meetings
- C. Select one aligned organization and join a committee
- D. Wait until residency is completed

# Active Learning Question #3



A pharmacist is actively involved in an organization but notices they are attending meetings without contributing meaningfully due to time constraints and fatigue. Based on principles of stewardship and excellence, what is the best next step?

- A. Continue attending to maintain visibility
- B. Step back temporarily or adjust involvement to a role where they can contribute effectively
- C. Take on a larger role to become more engaged
- D. Leave the organization entirely

# Active Learning Question #4



Which of the following is the most effective first step in creating a personal involvement plan?

- A. Join as many organizations as possible
- B. Identify one organization aligned with your goals and define a specific next step
- C. Wait until you have more free time
- D. Focus only on national organizations



# What questions do you have?

As it relates to professional pharmacy organization involvement

# Questions to Answer Today



- Why does involvement matters?
- What types of involvement exist?
- What are the barriers?
- How do I get started?
- What opportunities exist in CPFI?



# Discuss

Introduce yourself, your background, and your area of practice.

How have you previously or currently been involved with professional organizations? Which ones and to what extent?



# Why Involvement Matters

Professionally, personally, and biblically

# Professional Benefits



- Advocacy – Shaping the profession
- Networking – Strengthening the professional
- CE and Resources – Strengthening the practitioner

# Professional Benefits

- **Advocacy – Shaping the profession**
  - State-level: Uniform MPJE
  - National-level: ECAPS
- **Networking – Strengthening the professional**
- **CE and Resources – Strengthening the practitioner**



# Professional Benefits

- Advocacy – Shaping the profession
- **Networking – Strengthening the professional**
  - Employment opportunities
  - Mentoring and professional development opportunities
- CE and Resources – Strengthening the practitioner



# Professional Benefits



- Advocacy – Shaping the profession
- Networking – Strengthening the professional
- **CE and Resources – Strengthening the practitioner**
  - Provide CE in live and asynchronous avenues
  - Discussion boards



# Discuss

In what ways have you experienced some of the professional benefits from organization involvement?

Is your state involved with any unique advocacy efforts?

How have you benefited from organizational networks or resources?

# Personal Benefits



- Career Advancement
- Leadership Development
- Relationships and Community
- Burnout Prevention

# Personal Benefits



- **Career Advancement**
  - Giving you the tools – e.g., certifications
  - Giving you the connections
- Leadership Development
- Relationships and Community
- Burnout Prevention



*Serving Christ and the World Through Pharmacy*

# Personal Benefits

- Career Advancement
- **Leadership Development**
  - Through educational courses, events, resources, etc.
  - Through opportunities to develop your leadership skills – e.g., committee involvement
- Relationships and Community
- Burnout Prevention



# Personal Benefits

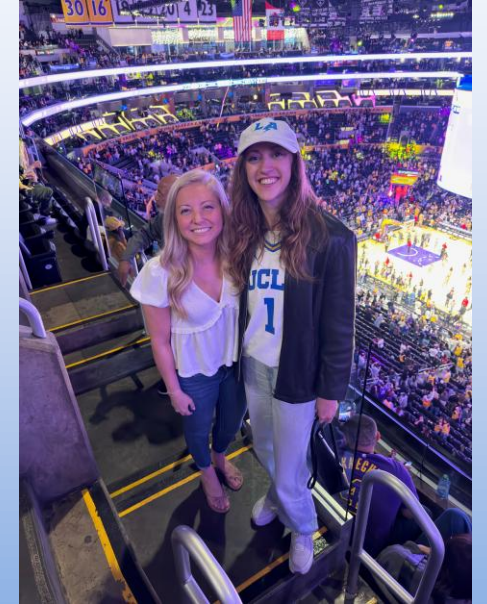
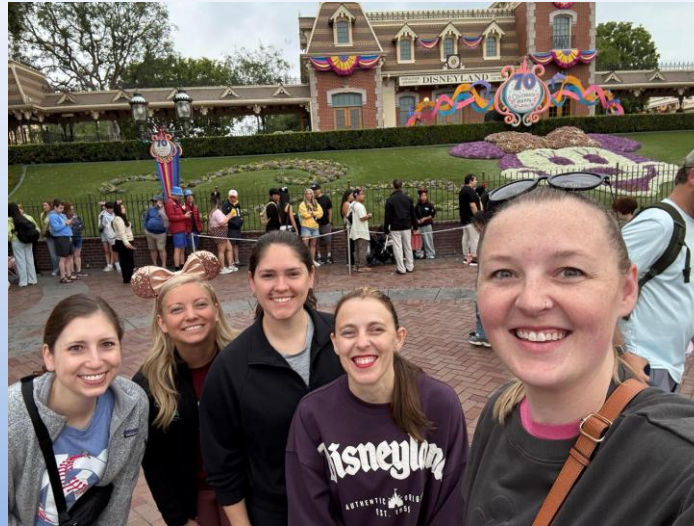
- Career Advancement
- Leadership Development
- **Relationships and Community**
  - Develop connections with people in the same area of pharmacy
  - Friendships!
- Burnout Prevention



# Personal Benefits

- Career Advancement
- Leadership Development
- Relationships and Community
- **Burnout Prevention**

- Patient care is heavy – find like-minded people who can relate and encourage
- Conferences can be a lot of fun!





# Discuss

In what ways have you experienced some of the personal benefits from organization involvement?

What are areas of personal growth that could be matured through organization involvement?

# Biblical Perspective



- Christians are called to excellence – Ephesians 5:15-16
- Christians are called to be in community – Proverbs 27:17
- Christians are called to use their talents to glorify God – Colossians 3:23
- Christians are called to be in the world – John 17:14-16

# Biblical Perspective



- **Christians are called to excellence – Ephesians 5:15-16**

*“Look carefully then how you walk, not as unwise but as wise, making the best use of the time, because the days are evil.”*

- Christians are called to be in community – Proverbs 27:17
- Christians are called to use their talents to glorify God – Colossians 3:23
- Christians are called to be in the world – John 17:14-16

# Biblical Perspective



- Christians are called to excellence – Ephesians 5:15-16
- **Christians are called to be in community – Proverbs 27:17**  
*“Iron sharpens iron, and one man sharpens another.”*
- Christians are called to use their talents to glorify God – Colossians 3:23
- Christians are called to be in the world – John 17:14-16

# Biblical Perspective



- Christians are called to excellence – Ephesians 5:15-16
- Christians are called to be in community – Proverbs 27:17
- **Christians are called to use their talents to glorify God – Colossians 3:23**  
*“Whatever you do, work heartily, as for the Lord and not for men,”*
- Christians are called to be in the world – John 17:14-16

# Biblical Perspective



- Christians are called to excellence – Ephesians 5:15-16
- Christians are called to be in community – Proverbs 27:17
- Christians are called to use their talents to glorify God – Colossians 3:23
- **Christians are called to be in the world – John 17:14-16**

*“I have given them your word, and the world has hated them because they are not of the world, just as I am not of the world. I do not ask that you take them out of the world, but that you keep them from the evil one. They are not of the world, just as I am not of the world.”*



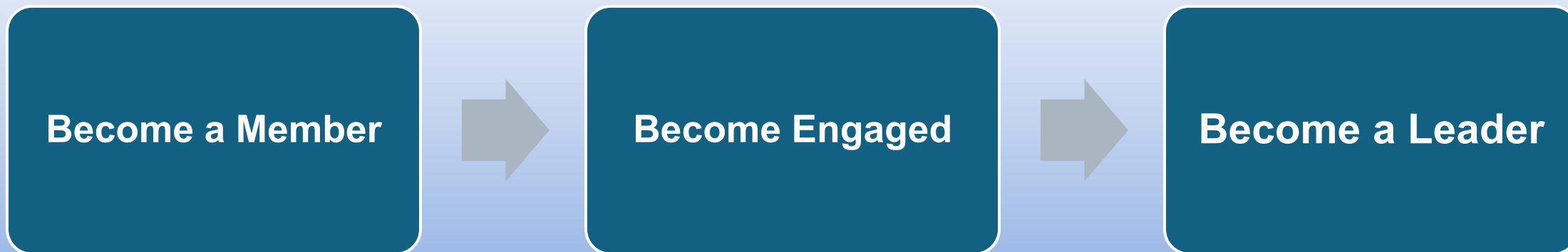
# Types of Organization Involvement

# Types of Organizations



- State vs national organizations
- General pharmacy vs specialty-focused
- Other interest areas

# Levels of Involvement



# Levels of Involvement



- Become a member
  - What are you looking for?
  - Review the organization's website and communications
  - Sign up!

# Levels of Involvement



- Become engaged
  - Ensure you have quick access to the organization's communications
  - Attend events or an annual conference
  - Volunteer to moderate a session, participate in a CV review, etc.
  - Join a committee

# Levels of Involvement



- Become a leader
  - Lead a committee
  - Serve as a delegate
  - Lead an initiative or project
  - Serve on the Board

# My Involvement Journey



*Serving Christ and the World Through Pharmacy*

# My Involvement Journey



Pharmacy "Home"

Specialty Expert

State Associations

Other Core Interests (e.g., faith, leader development)

# My Involvement Journey



## Become a Member

- APhA-ASP local chapter member
- Offered to help clean up



## Become Engaged

- Attended APhA Annual 2022
- Regional Officer



## Become a Leader

- New Practitioner Advisory Committee
- Board of Trustees



# My Involvement Journey



## Become a Member

- Inducted into Delta Upsilon chapter 2020
- Attended local chapter events

## Become Engaged

- Completed the PLS Leader Academy
- Joined a national committee

## Become a Leader

- National Collegiate Member-at-Large (2021-2022)
- President (2026-2027)





# Discuss

What types of organizations are you currently involved in? Are there any “gaps” that could be covered?

Where do you currently fall on the spectrum of involvement? How might you consider taking the next step?



# Overcoming Barriers

Resource commitment, networking, “maintaining” engagement

# Resource Commitment



- Time
  - Start small – Showing up and asking questions goes a long ways!
  - Set boundaries – What can be accomplished during the workday?
- Money
  - Students – Ask your School of Pharmacy or look for scholarship opportunities!
  - Pharmacists – Ask your employer!
  - Consider the investment you are making

# Networking Fears



- Does not have to be scary!
- Start small, focus on meeting one person at each event
- Connect on LinkedIn
- Relationships snowball



# Discuss

What are your personal barriers in organizational involvement? How might you overcome those barriers?

What are other barriers to consider?



# Getting Started

# Getting Started



- Select 1 organization to become a member
- Find a mentor within that organization
- Become familiar with events and bite-sized engagement opportunities
- Be intentional
- Walk through doors as they open

# Getting Started with CPMI



- Become a member!
- Attend the CPMI Annual Conference, virtual CE sessions, or conference prayer breakfasts
- Participate in monthly prayer meetings
- Write an article for the *Christianity and Pharmacy* Journal
- Join a committee



# Discuss

Share your organization engagement strategy.



# Called to Excellence and Stewardship

*Serving Christ and the World Through Pharmacy*

# Called to Excellence



- Called to give full effort into pursuits – Ecclesiastes 9:10, Ephesians 5:15-16

*“Whatever your hand finds to do, do it with your might.”*

*“Look carefully then how you walk... making the best use of the time.”*

- Called to act as service to the Lord – 1 Corinthians 10:31, Colossians 3:23

*“So whatever you eat or drink, or whatever you do, do all to the glory of God.”*

*“Whatever you do, work heartily, as for the Lord and not for men.”*

# Called to Excellence



- What does excellence look like in pharmacy?
  - Contributing to better patient outcomes through research, CEs, and other educational resources
  - Advocating for greater opportunities for pharmacists
  - Developing yourself personally and professionally to the benefit of others
- Outcome: Better patient care + God is glorified

# Called to be Stewards



- The Parable of the Talents – Matthew 25:14-30

*“Well done, good and faithful servant. You have been faithful over a little; I will set you over much.”*

- Each of us are given specific gifts – 1 Peter 4:10-11

*“As each has received a gift, use it to serve one another, as good stewards of God’s varied grace.”*

- Each of us are given specific opportunities – Esther 4:14

*“And who knows whether you have not come to the kingdom for such a time as this?”*

# Called to be Stewards



- What does stewardship look like in regards to organization involvement?
  - Leveraging your God-entrusted resources – time and money
  - Using your skills, talents, and experiences
  - Developing the next generation through mentoring or as an advisor
- Outcome: Better patient care + God is glorified



# Discuss

Share how God has equipped and called you for pursuing excellence within the profession of pharmacy.

# Active Learning Question #1



A pharmacist working in a busy community setting feels they have no time for professional organization involvement. Which of the following represents the most compelling professional justification for becoming involved?

- A. It looks good on a CV
- B. It provides networking that may lead to future job opportunities
- C. It is expected by employers
- D. It helps fulfill CE requirements

# Active Learning Question #1



A pharmacist working in a busy community setting feels they have no time for professional organization involvement. Which of the following represents the most compelling professional justification for becoming involved?

- A. It looks good on a CV
- B. It provides networking that may lead to future job opportunities**
- C. It is expected by employers
- D. It helps fulfill CE requirements

# Active Learning Question #2



A PGY1 resident interested in ambulatory care, advocacy, and leadership wants to get involved but feels overwhelmed. Which of the following is the best initial step?

- A. Run for a national board position
- B. Join multiple organizations and attend all meetings
- C. Select one aligned organization and join a committee
- D. Wait until residency is completed

# Active Learning Question #2



A PGY1 resident interested in ambulatory care, advocacy, and leadership wants to get involved but feels overwhelmed. Which of the following is the best initial step?

- A. Run for a national board position
- B. Join multiple organizations and attend all meetings
- C. Select one aligned organization and join a committee**
- D. Wait until residency is completed

# Active Learning Question #3



A pharmacist is actively involved in an organization but notices they are attending meetings without contributing meaningfully due to time constraints and fatigue. Based on principles of stewardship and excellence, what is the best next step?

- A. Continue attending to maintain visibility
- B. Step back temporarily or adjust involvement to a role where they can contribute effectively
- C. Take on a larger role to become more engaged
- D. Leave the organization entirely

# Active Learning Question #3



A pharmacist is actively involved in an organization but notices they are attending meetings without contributing meaningfully due to time constraints and fatigue. Based on principles of stewardship and excellence, what is the best next step?

- A. Continue attending to maintain visibility
- B. Step back temporarily or adjust involvement to a role where they can contribute effectively**
- C. Take on a larger role to become more engaged
- D. Leave the organization entirely

# Active Learning Question #4



Which of the following is the most effective first step in creating a personal involvement plan?

- A. Join as many organizations as possible
- B. Identify one organization aligned with your goals and define a specific next step
- C. Wait until you have more free time
- D. Focus only on national organizations

# Active Learning Question #4



Which of the following is the most effective first step in creating a personal involvement plan?

- A. Join as many organizations as possible
- B. Identify one organization aligned with your goals and define a specific next step**
- C. Wait until you have more free time
- D. Focus only on national organizations



# Called to Excellence: Stewarding Your Pharmacy Career Through Professional Involvement

Erin Ballentine, PharmD, MBA, MS, BCPS

Inpatient Operations Manager, the Johns Hopkins Hospital