

Vice President / Chief Pharmacy Officer

Leadership Profile

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The Role and Opportunity

The Vice President and Chief Pharmacy Officer (VP/CPO) is a highly visible, system-level position with accountability to execute Karmanos Cancer Hospital and Karmanos Cancer Network's strategic plan, encompassing the vision for pharmacy clinical and business services, specialty pharmacy services, 340b, supply chain, operations and IS support.

The Karmanos Cancer Hospital and Cancer Network leadership seeks a VP/CPO capable of transforming pharmacy programs for the organization. The successful candidate will be an innovative, collaborative, and strategic senior pharmacy leader with a demonstrated track record of developing and implementing a strategic vision for pharmacy services.

Organization Overview

Department of Pharmacy Services

The Department of Pharmacy Services at the Karmanos Cancer Center – Michigan's only independent, research-based cancer specialty hospital -- is dedicated to innovative, high quality and comprehensive patient care services. Our highest priority is safe, quality patient care.

Karmanos Cancer Center provides contemporary state-of-the-art pharmacy services to our 123-bed licensed inpatient facility. Inpatient services include a Bone Marrow Transplant unit, a surgical service with an intermediate care unit/intensive care unit, a hospice care unit, a radiation oncology service and medical services for oncology and hematology patients. Outpatient ambulatory clinics/infusion centers are operated under a multidisciplinary team (MDT) model with pharmacists, nurses, and physicians providing input into coordinated patient treatment plans. Our drug distribution model is centered around decentralized dispensing from ADMs and a USP 797-800 certified intravenous admixture service.

Patient Care

Our large, dynamic ambulatory oncology clinics see and treat over 7,000 newly diagnosed cancer patients at three locations in Detroit, Farmington Hills, and Roseville, with a soon to open site in Dearborn, Michigan. Additionally, patients seen in our state-wide network are referred to the Detroit site for complex surgeries and procedures.

The Pharmacy with a staff of 90 full time equivalents provides extensive inpatient/ambulatory clinical services including therapeutic drug monitoring, rounding, counseling, development & implementation of clinical guidelines and pathways to assure optimal, safe patient care. We support continued life-long learning and many of our pharmacists have advanced residency training and BCPS/BCOP credentialing. We have developed a hybrid practice model where pharmacists rotate between operational and clinical responsibilities.

Extending Care Close to Home

The NCCN Comprehensive Cancer Center in Detroit supports 16 network sites throughout the state of Michigan and Northern Ohio. Oncologists, Pharmacists, and Nurses provide standardized treatment plans for multiple cancers. Standardized oncology support guidelines and policies are approved by the system-wide Oncology Pharmacy & Therapeutics Committee and then are pushed out into the network.

Continuum of Care

Karmanos manages two “closed, patient-only” retail/ambulatory pharmacies in Detroit and Farmington Hills to support inpatient discharges, clinic visits, and vaccinations for our patients. KSP, McLaren’s Specialty Pharmacy is a URAC/ACHC accredited Specialty Pharmacy located in Troy and is managed by Karmanos serving the entire McLaren system with specialty medications. These pharmacies fill over 48,000 retail prescriptions annually. Current goals include continued expansion into non-oncology service lines through our state-wide McLaren network.

Drug Development / Research

Our Investigational Drug Pharmacy Service actively coordinates drug distribution for research and drug development protocols from SWOG, GOG, COG, and RTOG cooperative studies from our Detroit center and 16 network pharmacy sites, we support one of the nation’s largest Phase 1 drug treatment centers.

Training the Next Generation

Academically, the department has forged affiliations with Wayne State Eugene Applebaum College of Pharmacy and Allied Health Professions, WSU School of Medicine, and the University of Michigan College of Pharmacy. Many staff pharmacists serve as preceptors and have adjunct clinical faculty status. The department’s personnel are actively involved locally and nationally in pharmacy, medical and patient-advocacy associations. As a natural extension of these functions, the department sponsors an ASHP accredited post-doctoral PGY2 Oncology Specialty Residency.

Our Mission and our Passion

In summary, high quality patient care and service is at the core value of our mission. We strive to provide optimal, contemporary, progressive pharmacy services with innovative research, educational programs, and scholarly activities. All these Pharmacy initiatives support Karmanos’ mission: ‘To lead in transformative cancer care, research and education through courage, commitment and compassion’

Karmanos Cancer Institute

Who We Are

Karmanos Cancer Institute, headquartered in Detroit, understands that beating cancer means bringing together the best. Cancer is a complex disease that demands complex care. With 16 locations throughout Michigan and Ohio and proudly a part of McLaren Health Care, Karmanos is the largest provider of cancer care and research in Michigan. Cancer patients have increased access to advanced cancer care in communities throughout the state and northern Ohio. This provides an extra level of comfort and peace of mind for patients and their families, knowing they can receive the best care locally.

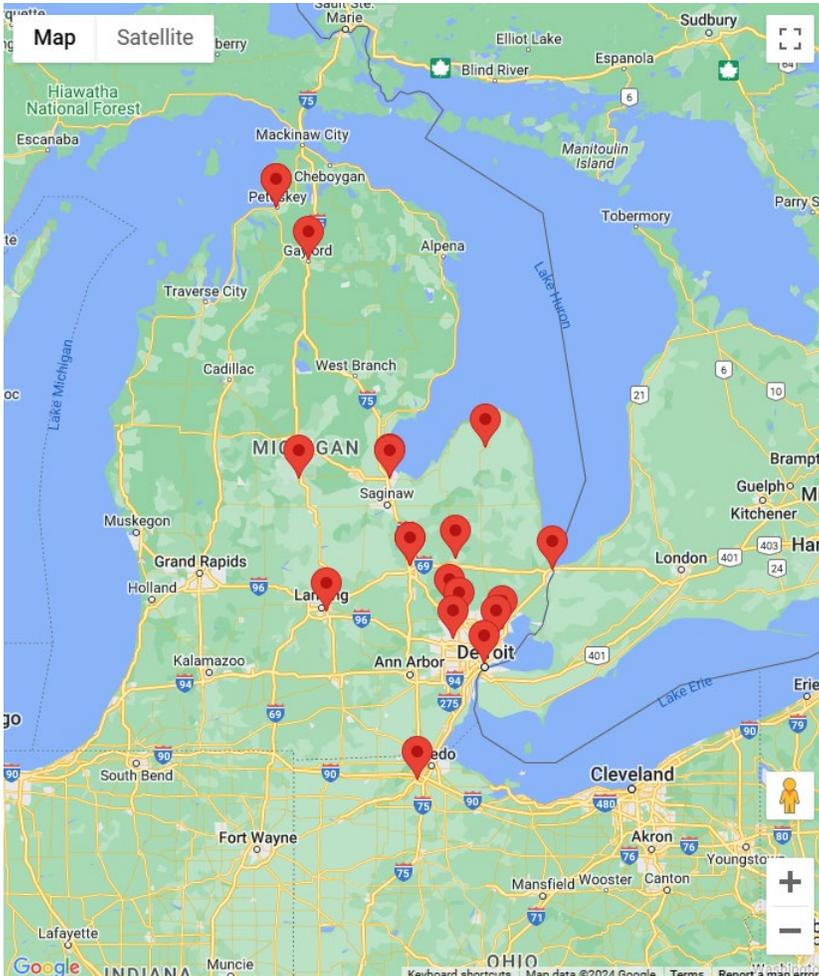
Caring for approximately 14,000 new patients annually and conducting more than 800 cancer-specific scientific investigation programs and clinical trials, Karmanos is among the nation’s best cancer centers. Karmanos offers one of the largest clinical trials programs in the nation, giving patients access to more than 250 promising new treatments often not found at other hospitals or health organizations.

Through the commitment of 1,000 staff, including nearly 300 faculty members, and supported by thousands of volunteer and financial donors, Karmanos strives to lead in transformative cancer care, research and education through

courage, commitment, and compassion. Our long-term partnership with the Wayne State University School of Medicine enhances the collaboration of critical research and academics related to cancer care.

Vision A world free of cancer

Mission To lead in transformative cancer care, research and education through courage, commitment, and compassion



- Karmanos Cancer Institute – Detroit Headquarters
- Karmanos Cancer Institute – Roseville
- Karmanos Cancer Institute – McLaren Bay Region – Jeppesen Radiation Oncology Center
- Karmanos Cancer Institute at McLaren Central Michigan, Morey Cancer Center
- Karmanos Cancer Institute at McLaren Flint
- Karmanos Cancer Institute at McLaren Lapeer Region
- Karmanos Cancer institute at McLaren Macomb
- Karmanos Cancer Institute at McLaren Northern Michigan – Radiation Oncology
- Karmanos Cancer Institute at McLaren Northern Michigan, Gaylord
- Karmanos Cancer Institute at McLaren Northern Michigan, Petoskey
- Karmanos Cancer Institute at McLaren Oakland
- Karmanos Cancer Institute at McLaren Port Huron
- Karmanos Cancer Institute at McLaren Thumb Region
- Karmanos Cancer Institute at The Toledo Clinic Cancer Center
- Karmanos Cancer Institute at Weisberg Cancer Center – Farmington Hills
- McLaren Proto Therapy Center – Part of the Karmanos Cancer Network

Advancing Cancer Care

The Barbara Ann Karmanos Cancer Institute is the only [National Cancer Institute \(NCI\)-designated comprehensive cancer center](#) in metro Detroit. That means patients can access treatments exclusive to Karmanos as well as clinical trials, cancer prevention programs and multidisciplinary teams of cancer specialists — a comprehensive approach you cannot find at a community hospital. Because comprehensive cancer centers are at the forefront of cancer research, they can often handle patient cases that are more complex.

To receive the NCI designation, a hospital must demonstrate expertise in research, laboratory, clinical and population-based research. Hospitals must also provide early-phase clinical trials and conduct community outreach and educational activities. Karmanos is conducting more than 800 cancer-specific scientific investigation programs and clinical trials.

The scientific advances Karmanos researchers make every day help determine treatment options and guide treatment courses. We're at the forefront of offering treatments that define the new standards of care. Our research programs, which are unique to Karmanos, are bringing safe, effective and groundbreaking treatments from the laboratory bench to the patient's bedside. In fact, Karmanos offers more cancer treatments not found elsewhere in Michigan

Position Summary

Reporting Relationships

The Karmanos Vice President / Chief Pharmacy Officer (VP/CPO) reports to the Karmanos Cancer Hospital & Network President, Brian Gamble. Mr. Gamble oversees operations of 16 locations, including the Karmanos Cancer Center in Detroit and the Karmanos Cancer Network cancer and radiation centers in Michigan and Ohio, anchored by the Barbara Ann Karmanos Cancer Institute.

Responsibilities

Position Summary

Oversee the operational, clinical, and financial activities of inpatient and outpatient pharmacy services for the Karmanos Cancer Hospital and Karmanos Cancer Network. Works collaborative with external Pharmacy partners and consultants engaged to manage pharmacy services at Karmanos/McLaren.

Job Specific Duties and Responsibilities

1. Oversee the personnel, operational, clinical, and financial activities of Pharmacy Services to assure safe provision of medications to patients.
2. Support the Karmanos Specialty Pharmacy (KSP) by providing needed support to the project manager related to implementation, initiation, and extension of specialty pharmacy services to Karmanos Cancer Center, the Karmanos Cancer Network and the McLaren Health System.
3. Collaborate with external partners and consultants engaged to manage pharmacy services.
4. Develop policies, procedures, goals and objectives, in collaboration with administration for the high-quality delivery of pharmacy services to Karmanos patients.
5. Oversee the development, implementation and/or revision of department procedures/protocols in accordance with system-wide goals and objectives, regulatory requirements, state and federal regulation.
6. With management, subsidiary leadership, and external pharmacy management leaders, provide strategic direction for Karmanos Cancer Hospital Pharmacy, Karmanos Cancer Network Pharmacy Services, Karmanos Specialty Pharmacy (KSP), and Karmanos Cancer Center Institutes Investigational Pharmacy Services.
7. Develop current, intermediate, and long-term goals and measures for pharmacy services and measure/assess performance of it. Integrate department quality measures with organization wide performance improvement efforts. Coordinate budget planning and long-range goal development for Karmanos Pharmacy enterprise.

8. Responsible for assessing external pharmacy industry trends and developments that represent risk and opportunities for the organization. Develops short and long-term strategic plans to respond to potential risks and to capital on opportunities
9. Implement and monitor internal and external audit recommendations.
10. Monitor activities to ensure compliance with applicable laws, regulations, Joint Commission requirements and KCI /McLaren policies and procedures.
11. Ensure maintenance of Pharmacy accreditations, licenses, and certifications.
12. Serve as mentor and role model for the professional staff with leadership participation in professional organizations to keep current with local, regional, and national trends in pharmacy practice.
13. Serve as secretary of the Oncology Pharmacy and Therapeutics Committee (a medical staff committee), preparing agenda and minutes of monthly meetings.
14. Serve on McLaren Corporate 340b Executive Steering Committee.
15. Support the standards set forth in the McLean Code of Conduct by creating an atmosphere of commitment to legal and ethical standards.
16. Adhere to all KCI / McLaren policies and procedures.

Candidate Qualifications

The successful candidate will be an innovative, collaborative and strategic senior pharmacy leader with a demonstrated track record of developing and implementing a strategic vision for pharmacy services.

Required

- Doctor of Pharmacy degree or Master's degree in Pharmacy, Business Administration or comparable graduate degree required.
- Three to five years' experience in pharmacy administration including two to three years supervisory / leadership experience, preferably in a healthcare facility.
- Current pharmacists and controlled substance licenses as required to practice in the State of Michigan.

Preferred

- State of Michigan preceptor license
- Participation in professional organizations, leadership role desirable
- Postgraduate residency training, fellowship, and/or additional coursework highly desirable.
- Significant retail/specialty pharmacy experience
- Significant 340b pharmacy experience.

Knowledge, Skills and Abilities

- Analytical ability to create solutions to difficult administrative, technical, or human situations.
- Ability to anticipate and resolve a broad range of issues on change to work processes to ensure successful delivery of services.
- Well-developed verbal and written communication skills and ability to understand and interpret policies and employee conflict resolutions skills when necessary.
- Diplomacy, tact, and listening skills a must as well as ability to read, interpret and write technical materials.

- Project management skills and ability to accomplish goals and objectives in a resourceful and timely manner.
- Demonstrates computer keyboard familiarity and order entry skills, as well as light typing ability and capability to operation electronic dispensing equipment.
- Clinical skills reflecting a thorough understanding of pharmacologic, sociologic, and management principles necessary to assist in the safe and effective use of drugs by patients.
- Demonstrates a vision of the value of pharmaceutical care leading staff in achieving safe and cost-effective drug therapy outcomes.

The Community

Description of Michigan

Michigan

The State of Michigan is blessed with the riches of unspoiled nature: the nation's longest freshwater coastline, lakes that feel like oceans, golden beaches, an abundance of fresh produce straight from the farm, glorious sunrises and sunsets and endless opportunities for recreation.

Here you will find more than 100 public beaches, some of the highest freshwater sand dunes in the world, stunning multi-colored sandstone cliffs, two National Lakeshores and the only national marine sanctuary in the Great Lakes--the Thunder Bay National Marine Sanctuary in Lake Huron. Along the shoreline discover 129 lighthouses, numerous maritime museums, ten shipwreck-diving preserves and historic military fortifications.

America's Great Comeback City, Detroit, celebrates its automotive heritage throughout the Motor Cities National Heritage Area and celebrates its music roots at the Motown Museum. It is home to the world famous Henry Ford Museum, America's "Greatest History Attraction" and a thriving arts and culinary scene.



Lakes, campgrounds, wildlife refuges and 103 Michigan state parks and recreation areas create a wide variety of recreational pursuits. Rivers for water sports, and thousands of miles of hiking, biking, snowshoeing, cross country skiing and snowmobiling trails thread their way though 19 million acres of forests. Spend a day casting your line in one of the world's greatest freshwater fisheries or experience the thrill of the hunt in one 111 managed wildlife areas statewide.

Hundreds of islands dot Michigan waters. Isle Royale National Park is a remote wilderness retreat in Lake Superior where wolves and moose roam free. Mackinac Island, located in the Straits of Mackinac, is a lush 19th-century resort community fixed firmly in the Victorian era, a car-free island dominated by an 18th-century fort and the more than a century-old Grand Hotel, America's largest summer resort hotel.

The Upper Peninsula, which is 90 percent forested, retains its aura of accessible wilderness. Vast wildlife and waterfowl refuges, 150 waterfalls, iron and copper mines and the Soo Locks (where ocean-going freighters make the 21-foot leap from Lake Superior to Lake Huron) are within an easy drive of one another.



Southeastern Michigan

Southeastern Michigan is a region in the Lower Peninsula of Michigan that is home to a majority of the state's businesses and industries as well as slightly over half of the state's population, most of whom are concentrated in Metro Detroit. The region is bordered in the northeast by Lake St. Clair to the southeast by Lake Erie, and the Detroit River which connects the two lakes. The region is also known for its scenic beauty, access to the Great Lakes, outdoor recreation, and an active college and sports scene.



Detroit is the largest U.S. city on the United States–Canada border, and the seat of government of Wayne County. The Metro Detroit area, home to 4.3 million people, is the second largest in the Midwest after the Chicago metropolitan area and the 14th-largest in the United States.

A significant cultural center, Detroit is known for its contributions to music, art, architecture and design, in addition to its historical automotive background. The Detroit metro area is widely diverse. The city of Detroit itself contains many neighborhoods rich in cultural heritage.

Detroit is home to four professional U.S. sports teams; it is one of twelve cities in the United States to have teams from the four major North American sports. All four teams compete within the city of Detroit. There are three active major sports venues within the city: 41,782-seat Comerica Park (home of the Detroit Tigers), 65,000-seat Ford Field (home of the Detroit Lions), and Little Caesars Arena (home of the Detroit Red Wings and Detroit Pistons). Detroit is known for its avid hockey fans. Interest in the sport has given the city the moniker "Hockeytown".



How to be considered

Please direct all nominations, inquiries and resumes to Paul Bush at ASHP Consulting by e-mail, pbush@ashp.org.

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