

UpFront: One Voice, One Vision – The Pathway to Inclusion

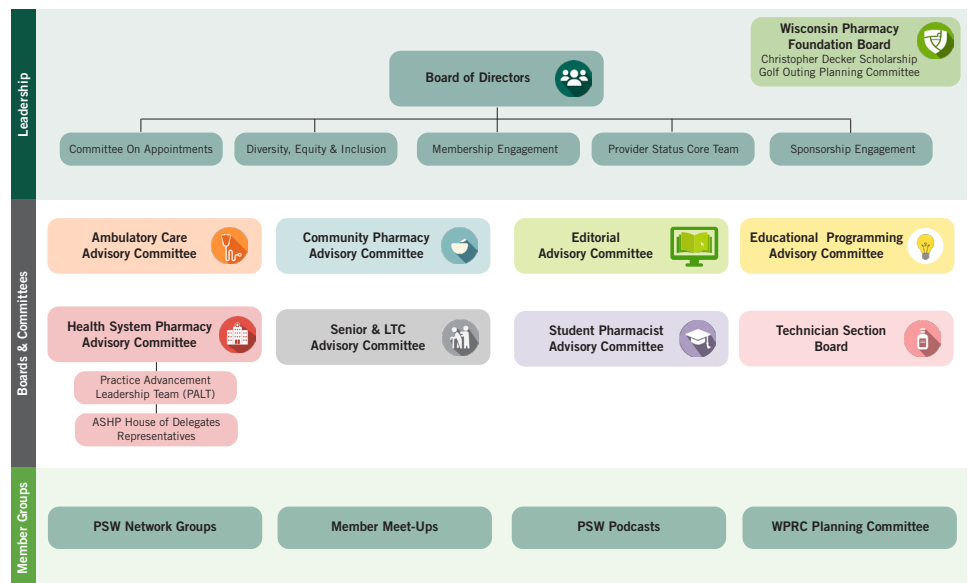
by Sarah Pagenkopf, PharmD, BCPS,
Quinlan Alfredson, 2026 PharmD Candidate



The Pharmacy Society of Wisconsin was born to represent a unified voice of all Wisconsin pharmacy professionals. After two years exploring how that unified voice would be best represented, a strong foundation, with the aim of catalyzing connection between pharmacy professionals in all settings, was laid on January 1, 1998. Our work as a professional organization was set in motion, and the dedicated members of PSW have been actively working to ensure comprehensive representation for all. Their ongoing efforts continue to make a difference in identifying the path forward.

In early 2022, in an extension of PSW’s original vision to collect the unified voice of Wisconsin pharmacy, the PSW Board of Directors developed a special committee, the PSW Committee on Appointments. This committee of past and current PSW Advisory Committee Chairs and a Diversity, Equity and Inclusion (DEI) leader was charged with the creation and development of a consistent and streamlined approach to appointing members to PSW Advisory Committees. The Committee was charged with developing and recommending a process that would facilitate the thoughtful inclusion of individuals who demonstrate commitment to PSW, as well as qualities befitting a pharmacy leader. Service on committees is a growth opportunity

FIGURE 1. PSW Leadership Organization Chart



that builds future PSW Board leaders. Ultimately, the team was charged with developing a pathway towards inclusive representation by nominating deserving individuals from our membership to PSW Advisory Committees.

In order to embrace technology and engage with our members across various practice settings, the Committee on Appointments instituted an all-new on-line portal. The portal, which opened for nominations on January 1, 2023, allows members of PSW to conveniently

submit their nominations for membership on specific PSW Advisory Committees through a web-based survey. Through the survey, members can easily explore multiple volunteer-based committee opportunities and request nomination in more than one committee of interest. In an effort to ensure inclusivity, the portal is available to all members more than 6 months each year. This initiative aims to provide all members with access and opportunity to participate in the nomination process.

Led by the past and current Chairs

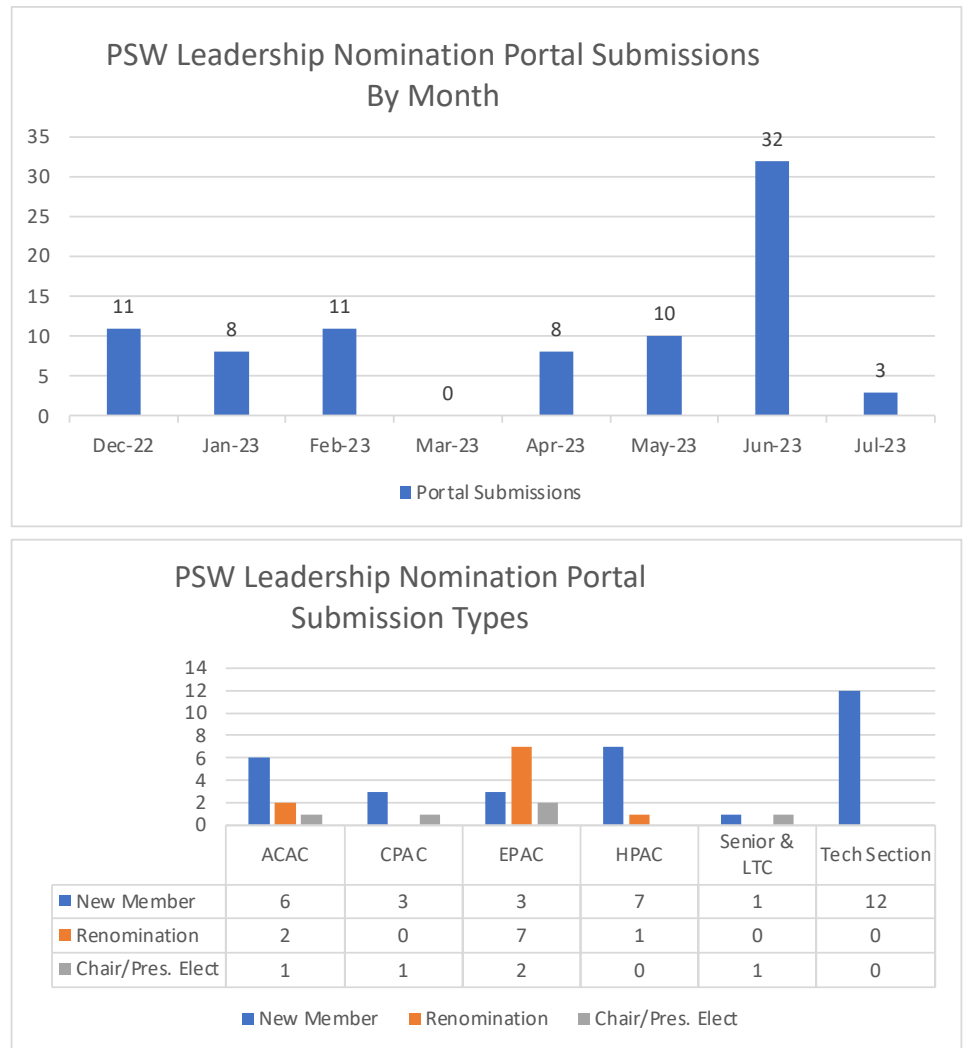
of the PSW Advisory Committees, the Committee on Appointments completed a comprehensive review of the strong practices in developing and maintaining successful committee processes. Based upon their time volunteering, committee leaders also brought forth opportunities for improvement and areas for enhancement. These strong practices were summarized, and committees adopted uniform and specified roles (chair, chair-elect, past chair); more clearly defined terms of appointment (2 years for general members); parameters for re-appointment; a process for special circumstances; and recommendations for use of a standardized nomination evaluation tool.

Furthermore, the DEI leader emphasized the importance of adopting a redacted process for sharing nominations with committee leadership. This process involves removing the nominee's name and identifying information. This effort was approved by the Committee on Appointments as a strategy to remove unconscious or conscious biasing, which could impact the nominee selection process.

Additionally, a harmonized nomination cycle has been implemented across all PSW Advisory Committees. The cycle now begins in September and ends in August of the following year, mimicking the same term year used by the PSW Board of Directors. This harmonized nomination cycle was sought after feedback from members indicated that varied nomination cycles used by each committee were confusing to members, and members frequently missed the *FastFacts* posts outlining when a specific nomination cycle was open. The September to August term year also aligned well with the PSW Annual Meeting, a celebration of our membership and all the important work members do to support their communities, their teams, and PSW. At the 2023 Annual Meeting, incoming, current, and outgoing committee members will be invited to the first annual Advisory Committee Assembly, an opportunity to join in shared fellowship and to immediately begin building strong and lasting connections.

Focusing on the aim to create a unified voice to represent Wisconsin pharmacy professionals, the PSW committees began sharing Summary Reports with the Board of Directors in late 2022, based on the recommendation of the Committee on

FIGURE 2. Initial Data from the PSW Advisory Committee Nomination On-Line Portal



Appointments. The Summary Reports highlight the important elements, opportunities, and advocacy needs of each of the unique PSW Advisory Committees. Developed and prepared by the committee chairs, chair-elects, and Past chairs, this summary aims to help the PSW Board of Directors best formulate a narrative of critical needs, while fostering a reliable and transparent communication structure.

Ongoing and future endeavors of the PSW Board-appointed Committee on Appointments include ongoing process improvement and evaluation of the on-line self-nomination portal and nominee evaluation tool. Additionally, the Committee will continue to focus on strong practices in communicating the work of the Advisory Committees, the best ways to ensure members are aware of volunteer opportunities within PSW, and expansion of strong practices discovered by our Advisory

Committees to other areas and practices within PSW.

A special thanks to those who were part of the Committee on Appointments work: Holly Altenberger, Julie Bartell, Janet Fritsch, Dave Hager, Lisa Imhoff, Katie Kuecker, Sarah Raether, Xin Ruppel, Nicole Schreiner, Ellina Seckel, Sarah Sorum, Miranda Wagner, and Maria Wopat.

Sarah Pagenkopf is the Director of Professional & Educational Services and Committee on Appointments Staff Liaison at the Pharmacy Society of Wisconsin in Madison, WI. Quinlan Alfredson is the Executive Intern at the Pharmacy Society of Wisconsin and a 2026 Doctor of Pharmacy Candidate at the University of Wisconsin-Madison School of Pharmacy in Madison, WI.