



THE PLS PULSE

THE OFFICIAL NEWSLETTER OF PHI LAMBDA SIGMA DELTA CHAPTER

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IN THIS ISSUE

- A Message From the Faculty Advisor.....1
- Fall Semester in Review.....2
- Upcoming Leadership Opportunities.....3
- Mentorship In Professional School.....5
- Experiences from an MBA/PharmD Student.....7
- Upcoming Spring Semester Events.....8

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Kay Brooks, M.ED., R.PH.
Faculty Advisor, Editor

**Samantha Sharpe, University of Georgia
College of Pharmacy Pharm.D. Candidate,
Class of 2024**
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A MESSAGE FROM THE FACULTY ADVISOR

Pharmacists rank as one of the top ten most trusted professions. But, of course, you already know this. When asked why, patients share that pharmacists are honest, easy to talk with, accessible to help, and listen to them. And this feeling of trust that patients place in the pharmacist is positively correlated to better patient health outcome and satisfaction with their care!

Effective leadership requires a range of skills and capabilities. Based on the concepts from The Leadership Challenge®, successful leaders consistently engage in five practices: model their values, inspire others toward a common vision, encourage innovation, and invest in and appreciate other team members. Similar to patient care, trust is an essential ingredient of successful leaders and inherent in the five practices. Building trusting relationships with team members increases their engagement, satisfaction, commitment, and unity. Below are some trust-building leadership practices to consider in your current leadership roles.

- **Demonstrate consistency of word and deed.** For example, if you tell your team that respecting everyone's time and helping others is important to you, show this consistently through your actions. This might include always being on time, running an efficient meeting to respect busy schedules, or lending a hand on a project.
- **Maintain positive team-relationships.** By knowing each member's goals, interests, and talents, you can help foster a rewarding experience for each person. For example, you might guide individuals into roles where their talents shine or show recognition of their leadership potential by asking them to help with specific tasks and mentoring them toward success.
- **Create a safe space for sharing.** Innovation is not commonly fueled from within, but more from listening, taking advice, and learning from others. Actively listening to your team shows respect for different perspectives and creates a safe space which encourages team member involvement and engagement. A simple approach is to ask each person to offer a suggestion and then acknowledge each idea without judgement. And remember, sometimes what seem like a crazy idea is the spark for a something wonderful!

As a PLS member, you are already a recognized leader. I encourage you to experiment with all five leadership practices to further develop your abilities and to support others on their leadership journey. Enjoy this issue of PLS pulse to learn more about Phi Lambda Sigma and celebrate in the many exciting accomplishments of PLS members. You are all truly amazing!

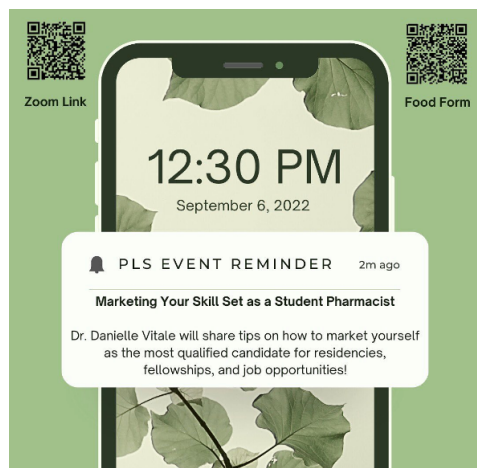
-Ms. Kay Brooks, Faculty Advisor



FALL SEMESTER IN REVIEW



Using Social Media Professionally:
presented by
Dr. Chris Bland



Marketing Your Skill Set
by Dr. Danielle Vitale

Other Events



Professional Headshots

Check out our Instagram to
learn more about our
events & Member
Spotlights!

 @uga_philambdasigma



UPCOMING LEADERSHIP OPPORTUNITIES

*Compiled by: Angelle Newman, Pharm.D. Candidate 2024,
Current PLS President*

ASHP Pharmacy Student Forum

Four advisory groups that provide advice and guidance to the Forum regarding the unique needs of student members.

- Advancement of Professional Practice Advisory Group
- Career and Leadership Development Advisory Group
- Residency Preparation Advisory Group
- Student Society Development Advisory Group

Application Requirements

- CV and/or resume;
- 250 word statement of interest
- Note: individuals seeking appointment as the Advisory Group Chair will be prompted to address their meeting management skills
- **Deadline: May 1, 2023**



ACCP National Student Network Advisory Committee

APhA-ASP National Officer Elections

- Office of APhA-ASP National President-elect
- Office of APhA-ASP National Member-at-large
- Office of APhA-ASP Speaker of the House

Application Requirements

- APhA-ASP National Officer Application
- **Deadline: TBA February 2023**

APhA-ASP National Standing Committees

- Five Standing Committees that represent student members' views to the Association
 - Awards Standing Committee
 - Communications Standing Committee
 - International Standing Committee
 - Member Engagement Standing Committee
 - Policy Standing Committee
- Application Requirements
 - Chapter Advisor Consent Form
 - Experiential Coordinator Consent Form
 - Student Applicant Consent Form
 - Application
- **Deadline: December 1, 2022**

Members of the committee have an integral role in the development of new programs and services for student members.

- Positions
 - Chair
 - Vice Chair
 - Secretary
 - Members at Large
- Application Requirements:
 - CV
 - 500 word personal statement
 - Letter of recommendation
- **Deadline: June 15, 2023**

(Continued on Page 4)



UPCOMING LEADERSHIP OPPORTUNITIES (CONT'D)

Summer Internships

Carl F. Emswiler Summer Internship in Association Management

- Experience in national association activities, pharmacy practice issues, educational programming, state services, scientific affairs, public relations, and project management.
- Application Requirements:
 - Letter of intent
 - CV or resume
 - 2-4 letters of recommendations
 - Headshot
 - **Deadline: January 15, 2023**

IPhO Virtual Flex-Time Internship

- Participate in priority organizational projects in the areas of marketing and market research, member resource development and training, chapter network management, and scholarly activities.
- Application Requirements
 - CV
 - Letter of intent
 - **Deadline: Spring - December 16, 2022; Summer - May 5, 2023**

ASHP Summer Internship

- Training program in national association management.
- Application Requirements
 - CV
 - Cover letter
 - Letter of recommendation
 - Academic transcript
 - **Deadline: December 31, 2022**

Emory Healthcare Administrative Internship

- The curriculum is designed to provide young leaders with a comprehensive learning experience at a premier academic health system featuring some of the nation's top-ranked hospitals.
- Application Requirements
 - Personal statement
 - Resume
 - Academic transcripts
 - **Deadline: January 13, 2023**

NCPA Summer Internship Program

- Experience life at a national association, while also learning more about the many opportunities that exist in independent community pharmacy practice.
- Application Requirements
 - Letter of intent
 - Faculty recommendation letter
 - Pharmacist recommendation letter
 - Academic transcript
 - Resume or CV
 - **Deadline: December 31, 2022**

Dr. James A. Ferguson Emerging Infectious Diseases Research Initiatives for Student Enhancement (RISE) Fellowship Program

- Program supports public health research and professional development in infectious diseases and health disparities, focusing on increasing knowledge and interest in public health research careers among students from underrepresented populations.
- Application Requirements
 - Resume
 - Academic Transcript
 - Two faculty references
 - 3 short answer responses and 4 essay questions
 - **Deadline: January 31, 2023**

AMCP Foundation Internships

- Student pharmacists will gain knowledge of the pharmaceutical industry, health plans, pharmacy benefit management companies, employer sites, oncology/specialty pharmacy, non-profit organizations, and other groups.
- Programs:
 - AMCP Foundation/AbbVie, Inc. Specialized Summer Internship Program in Health Outcomes
 - AMCP Foundation/Genentech, Inc. Evidence for Access Summer Internship Program
 - AMCP Foundation Managed Care Research & Nonprofit Leadership Summer Internship Program
 - AMCP Foundation/Pfizer, Inc. Managed Care Summer Internship Program
 - AMCP Foundation/Pfizer, Inc. Oncology Summer Internship Program
 - AMCP Foundation Summer Internship Addressing Health Inequity Program
 - **Deadline: January 6, 2023**



Mentorship In Professional School

Written by: Kelly Ta, Pharm.D. Candidate Class of 2024

Mentoring is defined as a “nurturing process, in which a more skilled or more experienced person, serving as a role model, teaches, sponsors, encourages, counsels, and befriends a less skilled or less experienced person for the purpose of promoting the latter’s professional and personal development.”¹ Mentoring significantly influences a student’s professional development, career orientation, and research productivity.² Mentoring can take many forms, with different goals and configurations, such as formal mentoring, informal mentoring, peer mentoring, group mentoring, and so many more. This article seeks to discuss mentoring programs in professional schools, such as pharmacy schools, as well as the desired characteristics of a mentoring relationship.

According to a survey developed by Park et al. and administered to the graduating class of 2014 at the University of Calgary Cumming School of Medicine (CSM), more than half of the class reported having an informal mentor. The study found no difference in the student satisfaction ratings of CSM’s faculty mentorship program between students with only faculty mentors and those with also informal mentors.³ The study’s results showed that at a professional school such as CSM, students are provided an opportunity to engage in a faculty mentorship program but many also pursue informal mentors for “career related reasons.”³ Many of the students reported finding their informal mentors through clinical experiences and clerkships that are part of the medical curriculum.³

At the Makerere University College of Health Sciences (MakCHS), every post-graduate student is required to have a mentor. Findings from a qualitative study conducted in 2017 on the mentoring program at MakCHS showed that both mentees and mentors considered the process for identifying mentors to be crucial and believed that mentoring relationships were more likely to be successful if the mentee selected their mentor.⁴ Researchers also found that the mentoring relationship was “less likely to be based on mutual respect and shared interests and less likely to be successful”⁴ when mentors were assigned.

“Mentoring significantly influences a student’s professional development, career orientation, and research productivity.”

Both mentors and mentees participating in the MakCHS mentoring program agreed that “reciprocity, mutual respect, clear expectations and shared values and interest”⁴ are some of the characteristics of a successful mentoring relationship. According to Metzger et al., some of the attributes that help facilitate the likelihood of mentee success include “willingness to participate in development opportunities, recognition of the need for self-growth, self-awareness, [and] receptiveness to feedback and coaching.”⁵ Mentors, on the other hand, should exhibit “attributes related to their personality, relationships, and professional roles, such as patience, responsiveness, reliability, trustworthiness, ability to motivate, knowledge, and ability to assist mentees in identifying and accomplishing their goals.”⁵



(Continued on Page 6)



Mentorship In Professional School, Cont'd

Written by: Kelly Ta, Pharm.D. Candidate Class of 2024

The American Association of Colleges of Pharmacy (AACP) Joint Council Task Force on Mentoring developed a checklist that outlined the 5 steps for developing a mentorship program which include (in the order of consideration): intent, structure, process, resources, and assessment.⁶ AACP recommends that these factors be considered when instituting or modifying a mentorship program. Additionally, Anderson and Shannon believe that mentorship should involve five essential mentoring functions which are teaching, sponsoring, encouraging, counseling, and befriending.¹

Mentorship can bring many benefits to a graduate program experience. At the University of Georgia College of Pharmacy, a variety of mentoring programs are available to students. Peer mentoring programs such as the Rho Chi Peer Mentoring Program and the Phi Lambda Sigma Peer Mentoring Program provide students access to professional students or alumni who model behaviors, attitudes, and characteristics representative of the profession. Professional programs such as the Georgia Society of Health-System Pharmacists Mentor Program enables students to gain academic support and career guidance while building a professional network. Students also gain exposure and access to different viewpoints, resources, and people within the pharmacy profession. Additionally, mentorship provides them with a valuable support system that can lead to enhanced self-esteem and better mental wellbeing. Pharmacy schools around the country should study preferences for mentoring functions to allow for the creation of more mentorship programs, whether formal or informal, that would be valued by students and utilized to their fullest potential, resulting in positive outcomes for everyone involved.



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EXPERIENCES FROM AN MBA/PHARM.D. DUAL DEGREE STUDENT

Written by: Bryan Jiminez, Pharm.D. Candidate 2024



Throughout my time in pharmacy school, the rigor of academics has never been as difficult as they have been recently. Very often, these programs are designed to test a student's ability to manage academic work, organizational involvement, and personal time. However, the MBA program recently demonstrated to me that not all skills are always transferable. The master's in business administration at Terry College of Business presented a new challenge I didn't anticipate: learning a new language, perfecting interpersonal communication, and demonstrating leadership growth.

Entering a new field is not as easy as one may find. The program provides modules to develop some foundational knowledge, but I found myself constantly struggling to fully comprehend the discussions and assignments. The business world, like health care, has different ways of saying things that sometimes have multiple meanings. After several readings and lectures, the language of business became more familiar to me. My time at Terry provided many challenges; some of which requiring various forms of communications with my classmates. The MBA program pre-assembles teams that one works with in all courses taken. Team-based assignments required us to refine communication amongst ourselves and negotiate times for discussion and delegation of tasks. When a team of 5 is assigned a business case, many opinions must be heard to collectively decide how a strategy may be executed or what presentation of data may be best.

Terry's MBA program designs its curriculum to ensure future business leaders understand various business disciplines so that managers can make well informed decisions. Many of these courses range from straightforward concepts such as accounting and finance to more abstract courses such as strategy and brand management. The core principles behind many of these abstract courses that they all fundamentally share is being a good leader. My capstone course, which is essentially a research project, required me to work with 5 other individuals and present our findings to a sponsoring company. Throughout the spring semester, I had to essentially utilize my presentation and newly learned managerial skills to present research on a region of the world I was assigned. Every 2 weeks, small board meetings with Visa were held to provide debriefs of our progress, and then finally the last week of school in May, we had the opportunity to give a formal presentation and pitch for Visa as to why certain regions of the world may be worth investing for new FinTech (financial technology).

Although the MBA program consistently challenged me every week with new concepts, the newly learned skills I took from Terry have continued to follow me even into my pharmacy curriculum. My time at Terry was short, but it remains to be a significant chapter in my life.





UPCOMING SPRING SEMESTER EVENTS



UPCOMING EVENTS:



- **Stop the Bleed Training** - February 2023
- **PLS Delta Chapter Induction Ceremony** - March 2023
- **PLS Delta Chapter Meeting** - March 2023
- **PLS Delta Chapter Elections** - March 2023
- **PLS Volunteer Opportunities** - March/April 2023
- **P4s Tell All** - April 2023

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