

LETTERS FOR YOUR NEXT ACT

Navigating a Purposeful Retirement

Sara J. White, MS, FASHP

Director of Pharmacy (Ret.)

Stanford Health

Palo Alto, California

Susan Teil Boyer, MS, RPh, FASHP

Senior Consultant, ASHP Consulting

Tacoma, Washington

Bruce E. Scott, MS, FASHP

Healthcare Executive (Ret.)

Eden Prairie, Minnesota



Any correspondence regarding this publication should be sent to the publisher, American Society of Health-System Pharmacists, 4500 East-West Highway, suite 900, Bethesda, MD 20814, attention: Special Publishing.

The information presented herein reflects the opinions of the contributors and advisors. It should not be interpreted as an official policy of ASHP or as an endorsement of any product.

Because of ongoing research and improvements in technology, the information and its applications contained in this text are constantly evolving and are subject to the professional judgment and interpretation of the practitioner due to the uniqueness of a clinical situation. The editors and ASHP have made reasonable efforts to ensure the accuracy and appropriateness of the information presented in this document. However, any user of this information is advised that the editors and ASHP are not responsible for the continued currency of the information, for any errors or omissions, and/or for any consequences arising from the use of the information in the document in any and all practice settings. Any reader of this document is cautioned that ASHP makes no representation, guarantee, or warranty, express or implied, as to the accuracy and appropriateness of the information contained in this document and specifically disclaims any liability to any party for the accuracy and/or completeness of the material or for any damages arising out of the use or non-use of any of the information contained in this document.

Vice President, Publishing Office: Daniel J. Coughlin, PharmD, DABAT, FAACP

Editorial Director, Special Publishing: Lori N. Justice, PharmD

Editorial Coordinator, Special Publishing: Elaine Jimenez

Director, Production and Platform Services, Publishing Operations: Johnna M. Hershey, BA

Cover Design: DeVall Advertising

Cover Art: Iakov Kalinin - stock.adobe.com

Page Design: David Wade

Library of Congress Cataloging-in-Publication Data

Names: White, Sara J., 1945- editor. | Boyer, Susan Teil, editor. | Scott, Bruce E., editor. | American Society of Health-System Pharmacists, issuing body.

Title: Letters for your next act : navigating a purposeful retirement / editors, Sara J. White, Susan Teil Boyer, Bruce E. Scott.

Description: Bethesda, MD : American Society of Health-System Pharmacists, 2021. | Summary: "This book will provide a thought-provoking read for those people who are in their 50s (or approaching retirement age), and are now seriously envisioning what their retirements will look like. Thirty letters from various pharmacists in the field, retired or approaching retirement, will cover a wide array of topics ranging from financial and succession planning to career reflections and retirement readiness"— Provided by publisher.

Identifiers: LCCN 2021043359 (print) | LCCN 2021043360 (ebook) | ISBN 9781585286973 (paperback) | ISBN 9781585286980 (adobe pdf) | ISBN 9781585286997 (epub)

Subjects: MESH: Pharmacists | Retirement—economics | Career Mobility | United States | Collected Correspondence

Classification: LCC RS71 (print) | LCC RS71 (ebook) | NLM WZ 112.5.P4 | DDC 615.1092 [B]—dc23

LC record available at <https://lccn.loc.gov/2021043359>

LC ebook record available at <https://lccn.loc.gov/2021043360>

© 2022, American Society of Health-System Pharmacists, Inc. All rights reserved.

No part of this publication may be reproduced or transmitted in any form or by any means, electronic or mechanical, including photocopying, microfilming, and recording, or by any information storage and retrieval system, without written permission from the American Society of Health-System Pharmacists. ASHP is a service mark of the American Society of Health-System Pharmacists, Inc.; registered in the U.S. Patent and Trademark Office.

ISBN: 978-1-58528-697-3 (paperback)

ISBN: 978-1-58528-698-0 (adobe pdf)

ISBN: 978-1-58528-699-7 (ePub)

DOI: 10.37573/9781585286980

DEDICATION

This book is dedicated to the pharmacists who are in the later stages of their careers and willing to share their thinking about what is next for them.

TABLE OF CONTENTS

Acknowledgments	vii
Preface.....	ix

LETTERS

<i>Christina Adams</i> , BScPhm, ACPR, DPLA.....	1
<i>Stephen Allen</i> , BSPHarm, MS, FASHP	5
<i>Daniel M. Ashby</i> , BSPHarm, MS, FASHP.....	9
<i>Christine Berger</i> , PharmD	15
<i>Cindi Brennan</i> , PharmD, MHA.....	21
<i>Richard Caldwell</i> , MS.....	27
<i>Bill Campbell</i> , BSPHarm, MS, PhD.....	33
<i>Jannet M. Carmichael</i> , BS, PharmD, FCCP, FAPhA, BCPS.....	39
<i>John E. Clark</i> , PharmD, MS, FASHP.....	45
<i>Lea S. Eiland</i> , PharmD, BCPS, BCPPS, FASHP, FPPA.....	51
<i>David W. Fuhs</i> , PharmD, MS, FASHP	55
<i>Tim S. Fuller</i> , RPh, MS, FASHP	61
<i>Tracy Furgiuele</i> , RPh	67
<i>Mick Hunt</i> , MS, MBA, FASHP	71
<i>Marianne F. Ivey</i> , PharmD, MPH, FASHP, FFIP.....	77
<i>Christene Jolowsky</i> , MS, RPh, FASHP	83
<i>Patricia (Patti) C. Kienle</i> , RPh, MPA, BCSCP, FASHP.....	89
<i>Bonnie Kirschenbaum</i> , MS, FASHP, FCSHP.....	95
<i>Henri R. Manasse Jr.</i> , BS, MA, PhD, ScD (Hon), FFIP.....	101
<i>Gregory A. (Gregg) Matsch</i> , RPh, PharmD, BCPS.....	107
<i>Jennifer R. Moore</i> , PharmD.....	113
<i>Lois Ann Murray</i> , RPh	119
<i>Michael Mustard</i> , BSPHarm.....	123
<i>Agatha Nolen</i> , PhD, FASHP, CRCR.....	129

Kathleen (Kathy) S. Pawlicki, MS, FASHP..... 135

Bill Puckett, MS, MBA, RPh, FASHP..... 139

Philip J. Schneider, MS, FASHP, FASPEN, FFIP..... 145

Bonnie Senst, BSP Pharm, MS, FASHP 151

Ulfat Usta Shanouha, PharmD, BCPS, BCSCP, BCNSP, DPLA.....155

Robert J. Weber, PharmD, MS, BCPS, FASHP..... 159

Prati Wojtal, BSP Pharm, MS, FASHP 163

ACKNOWLEDGMENTS

We are indebted to our many colleagues who contributed their time, life stories, and wisdom to this book. Our sincere appreciation goes out to Dan Cobaugh, Lori Justice, and Elaine Jimenez and their colleagues in ASHP's Special Publishing Division for their vision, hard work, guidance, and patience throughout the development and production of this book.

W*hat's next for you?* Even if you are just starting out in your pharmacy career, it is worth documenting your thoughts and thinking through how you would like your career and life to proceed. Mid- and late-career pharmacists will tell you that time flies by. As with mentors, this *Letters* book joins six others (mid-late careers, rising stars, preceptors, residents, women, and leaders) and shares personal stories and advice based on actual experiences. About half of the letters come from pharmacists who have moved beyond full-time pharmacy work, and the rest are from people who are assessing what their “next act” may be. These pharmacists have had rich careers in areas such as health-system pharmacy practice, leadership, academia, pharmaceutical industry, and state boards of pharmacy.

The authenticity of these letters is overwhelming as the stories are of real life, and all of us will face some of the situations described in the letters. A consistent message is the importance of decisions related to retirement, with advice to start planning early in your career and to take it seriously as you think of yourself in retirement. There are so many aspects to planning and living in retirement, and many are described here.

Of course, financial planning is critical because once you have the time to do what you would like, having the time and the money is even better. Although this topic is discussed from various perspectives, there are several compatible themes, including start saving early in your career, maximize employer-sponsored retirement programs, and engage financial planning professionals and other experts (eg, tax and/or estate planners) as needed. Another theme is that the emotions of hearing your financial professional inform you that your savings will sustain your desired lifestyle through retirement, ranges from skepticism or disbelief to a sense of freedom or pure joy.

There is no consistent answer to the question of “*when is the right time to retire?*” You are the only one who can decide when it is right for you. Moreover, the transition from your career to retirement or from your current career to a different role is highly dependent on your goals for your retirement. However, it is clear that thoughtful planning will ease the transition when you decide it is time. Once you decide to retire, and many advise long before you decide, you need to give thought to how you will spend your time in retirement. You will read different approaches to using your time in retirement including fun-filled activities, such as sailing around the world, volunteering for a cause you are passionate about, and working to further your professional legacy.

Finally, the advice to remain flexible in your plans and to be able to pivot is critical when life gives you the unexpected. Life's unexpected situations come in various shapes and sizes. Some may be illnesses you or your loved ones will endure. Others may be adjusting to plans that did not go as expected, such as not enjoying or embracing retirement as you imagined. Your ability to change plans and manage the unexpected will be as important in retirement as they are during other phases of your life.

Sara, Susan, and Bruce

