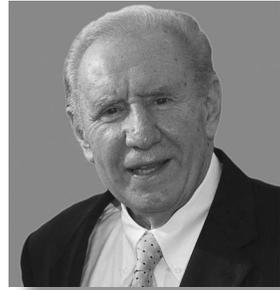


## Paul G. Pierpaoli

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### *Do Not Ask More of Your Staff Than You Are Willing to Give*

In talking with Paul you might be struck by his communication style. His Harvey AK Whitney address, *An Iconoclastic Perspective on Progress in Pharmacy Practice*, is evidence of his straight-forward style. Paul is a consummate leader who is willing to fight for what is in the best interests of not only his staff, but his patients. He is willing to challenge the status quo no matter what the personal cost. He continues to be a dedicated mentor to numerous students, residents, and young practitioners, sharing his philosophy and experiences. Paul has given unselfishly of his time to an array of professional organizations and has also served as ASHP President.

Prior to retiring, Paul was Senior Vice President, Pharmacy Practice, McKesson Medication Management. He had previously served as Director of Pharmacy at Rush-Presbyterian-Saint Luke's Medical Center, Medical College of Virginia Hospitals, and the University of Connecticut Health Center.

He received his bachelor of science in pharmacy from the University of Rhode Island and completed a residency and master's degree at the University of Michigan. Prior to retiring, Paul was Senior Vice President, Pharmacy Practice, at McKesson Medication Management.

He indicates in his letter: *Do not agonize over work/personal life conflicts, as trying to compartmentalize your professional life and personal life can be a futile experience for a truly dedicated professional.*



Dear Young Pharmacist,

Perhaps you are a pharmacy resident, a student, or a recently graduated practitioner. Regardless of your status, you have one common and immutable calling that binds you to your peers. Specifically, it is a mandate to provide the necessary leadership to improve and expand pharmacy practice. It is an obligation—not a recommendation.

Having walked the same path as you over 55 years ago, I am delighted to share some of the highlights of my own journey, as seen through the prism of leadership development. I came to hospital pharmacy after a chance encounter with a pharmacy school friend. He had recently resigned from a part-time student position at a large hospital pharmacy department and recommended that I apply. I got the position and never looked back! For me, the hospital setting provided a unique learning environment where I could regularly apply and reinforce the theory of pharmacy practice and pharmacotherapeutics gleaned in the classroom and laboratory. I was able to “connect” instantaneously. It was exciting and gave me an immense sense of pride in my chosen profession.

At the beginning of my senior year, a professor recognized my passion for hospital practice and suggested formal post-graduate education and training. Hospital pharmacy residency training was then in its early stages. My professor, a University of Michigan alumnus and analytical chemist, strongly recommended Michigan, with its well-established master’s degree program and structured residency training program in the University of Michigan Hospital’s pharmacy department, directed by Dr. Donald Francke, a national and international leader in hospital pharmacy. He was also a founding member of the American Society of Health-System Pharmacists (ASHP) and the editor of the *American Journal of Hospital Pharmacy*. I took his advice and completed a two-year residency and master’s degree.

Dr. Francke was the consummate mentor and preceptor. Despite his responsibilities as a director of pharmacy and his active involvement in ASHP and the international pharmacy community, he always managed to find time for his residents, both on an individual and collective level.