

Tina Aramaki

PharmD, MBA



Plan Your Career Course, but Be Open to Unexpected Paths

Tina is an experienced pharmacy leader who shares her insights and experiences from her professional journey during her years in health-system pharmacy. She currently serves as Vice President of Banner Health's Pharmacy Division. Tina also served on the Board of Trustees for Roseman University of the Health Sciences, Jordan, Utah and Henderson, Nevada.

Tina holds a BS degree in Pharmacy (1980) from the University of Utah, a PharmD (2002) from the University of Florida, and an MBA from North Central University in Phoenix, Arizona.

***Tina's advice is:* Look for potential in others. There is always something to learn. Don't allow comfort to get in the way of opportunity. Be open to new adventures.**



Dear Colleague,

I'm excited to share experiences from my journey as a pharmacist and pharmacy leader. I couldn't have anticipated or planned the course I have taken, so if there is an overarching theme for this letter, it would be to plan your course but be open to unexpected paths that will lead to your destination!

Beginning my career, I was excited to work in a staff/clinical role in a small community hospital.

My colleagues and I developed our practice in ways that were quite advanced for the time, particularly in that setting. We had developed pharmacy and therapeutics (P&T) approved protocols that allowed our clinical pharmacists to manage all total parenteral nutrition (TPN), aminoglycoside and vancomycin dosing, as well as collaborating with physicians on antimicrobial stewardship. I was eager to continue my career as a hospital pharmacist and develop my relationship with/ provide service to my patients as well as nursing and physician colleagues. Traditional shiftwork enabled me to work part-time hours when I was raising small children. I hadn't considered a career path in management or even seen myself as a formal leader. I was very content with my career.

Key Learning #1: Look for potential in others, and help them identify opportunities they might not otherwise recognize.

During a regular one-on-one visit, my pharmacy leader pointed out that I had become an informal leader of the staff. The department relied on me professionally for setting a tone and culture of quality improvement, safety, and positivity. I developed great relationships with our medical and nursing staffs. The pharmacy director pointed out that this made me a leader, and he encouraged me to consider additional leadership roles. When an opportunity presented itself, I was encouraged to apply for the position of Director of Pharmacy. The hospital administrator also reached out to me with a similar encouraging message. He believed I would be the leader they needed. Although my children were in school full days, I was a bit nervous about going back to work full time. My husband and I discussed how my career change might impact our family, and we made a joint decision that I should apply. During the interview process, I felt like I was getting cold feet. I wasn't certain that what I had to offer was enough. I had that discussion with my former leader, and he encouraged me to continue on my path.

As I was selected for the role and began developing our department and staff, I became more self-confident. In my career up to this point, these were leaders I respected who identified strengths that I wouldn't have recognized in myself. Through their vision, I was able to grow and develop. I became a positive influence as a mentor; I have consistently sought to help my colleagues, employees, students, and residents identify their strengths and skills and to seek opportunities that may seem beyond their reach. People don't always recognize their potential, and it is important for others to help them both appreciate and achieve that potential.