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Pharmacists Network


This interactive document provides an overview of Pharmacists Network's accomplishments for 2018 and goals for 2019+.

The document begins with a summary page that serves as a high level overview, followed by a page for each of the four focus areas:

- Culture of Inclusion
- Talent Acquisition, Onboarding & Development
- Insights/Marketplace
- Community Impact



Click on the  to navigate throughout the document.

Click on the  to view information that resides outside of the document (e.g. websites, videos, etc.).



PHARMACISTS NETWORK
Learn ✦ Partner ✦ Champion ✦ Care

2018 Accomplishments

③ Culture of Inclusion

Expanded Pharmacists Network awareness across all sectors, in the field, and globally to provide education and resources on topics impacting the current healthcare and community landscape.

③ Talent Acquisition, Onboarding & Development

Leveraged the expertise, perspective, and experience of our members to attract, develop, and retain the best of the next generation of pharmacy industry professionals through internships and fellowships, industry days, and job fairs.

③ Insights/Marketplace

Enhanced our engagement across available platforms to provide pharmacy expertise across J&J and support diverse thinking and innovative business solutions.

③ Community Impact

Promoted medication safety in communities where we live and work and inspired young minds via outreach at the J&J Bright Horizons Child Development Centers.

We are a global ERG rooted in the pharmacy profession, and our growth thrives on the professional, cultural, and generational diversity of our members.

Vision

Deliver maximum value to the business by leveraging our collective voice to serve as a resource on issues important to the pharmacy profession for the benefit of patient and consumer care.

2019+ Goals

Talent

- Up the game on current/existing talent (mentoring platform)
- Broaden our reach through virtual industry days across U.S./global and utilization of the J-Lab/Innovation Centers in the offsite expansion model
- Initiate Fellowship Interview Readiness program

Business Impact

- Continue to leverage existing collaboration platforms and look for additional opportunities for external engagements and partnerships

Community Impact

- Continue and expand medication safety awareness activities enterprise-wide
- Continue *Inspiring Young Minds* program

Culture of Inclusion

- Launch ERG globally—beyond U.S./Belgium/Singapore/Italy
- Driving more business relevant education for internal employees
- Exploring partnership with WiSTEM2D program

Culture of Inclusion

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Sponsored business-relevant education via external subject matter experts

Continuing education that stretches beyond Pharmacists to provide content to anyone who is interested in learning more about these topics that affect the community or therapeutic areas of interest to J&J:

- The Opioid Epidemic: A Public Health Perspective
- The Herbal Factor: Understanding the Potential for Herb-Drug Interactions
- Maximizing Benefits of Pharmaceutical Therapy: Communication Skills for Optimal Patient Outcomes
- CAR-T therapy (fellow presented to other BUs that were interested in learning more)
- Anti-vaccine movement
- Medical marijuana
- Anticoagulants

Allows employees to have a focused period of time for continuous education.

Inclusivity across the enterprise

- ✔ **Across the sectors**
Established Pharmacists Network chapters in all three sectors.
- ✔ **Global presence**
Chapter expansion across four countries, and global representation in ERG leadership and steering committee.
- ✔ **Generational diversity**
Four generations represented in our membership providing diversity in thought and ideas.
- ✔ **Professional and vocational breadth**
Membership includes Pharmacists and non-Pharmacist employees.



Drove growth of global chapters and community

New chapters in Belgium, Italy, and Singapore.

Our professional outreach to build a diverse workforce for the future

① Intern

Initial contact is at the job fair or J&J recruiting event

1st and 2nd professional year students have opportunity to network with J&J Pharmacists at the event

International outreach

Collaboration with universities in Belgium to help ensure proper student training curriculum for future careers in industry

Candidates sign up for internships which include a formal selection process in an effort to increase success rates for future careers within industry post-internship

Upon completion of industrial internship, students may obtain contract and stay within company

~10 new hires per year

② Rotational (APPE) student

All students are welcome at industry day to hear Pharmacists within J&J talk about their roles and opportunities available

After industry day, students sign up for Advanced Professional Practice Experience (APPE) rotations of 5-6 weeks in different areas that they have been exposed to and have an interest in

③ Fellow

Post-doctoral fellows enter into 1-2 year program for training in the area of Pharma that they want to specialize in

All J&J fellows invited to Fellowship Summit to meet and network (e.g., hosted Wanda Hope D&I Fireside Chat)

Fellows participate and assist with panel discussion and networking events with students for industry day

④ New hire (1-2 years)

Welcome to PharmNet

Opportunities to meet and network with key stakeholders

New hires serve on committees they have an interest in

⑤ Current employees (>2 years)

Ongoing networking and career development program with cross-sector senior leaders

Inspiring ERG members to optimize Workday profile

Championing and leveraging J&J Connections network

Champion ~40 post-doctoral fellows

Post new job opportunities to members on Yammer site

50%

year-over-year growth with continued expansion of industry day to West Coast and globally

500+

total interactions across job fairs and industry days (80-100 per school)



champion of post-graduate programs

Provide diverse experiential perspective on key business questions

Esketamine written prescription internal advisory/ focus group (2018)

The commercial organization worked with their Medical Information partners to solicit ERG expertise to provide insights regarding best practices for writing an esketamine prescription, given that esketamine is a controlled substance, has a limited distribution model, be self-administered under HCP observation, and be available in a nasal spray device with doses requiring either two or three devices per treatment session.

The feedback and insights provided by the Pharmacists Network experts influenced the approach for product packaging and will help enable accurate prescription writing and clarity for the dispensing pharmacy.

The Pharmacists Network is the first ERG to engage with J&J Expert Connect.

17,000+
employees reached globally

Created inroads with National Pharmacy Associations

Created inroads with National Pharmacy Associations representing different sectors of pharmacy practice to explore opportunities for collaboration.

Community Impact

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Medication Safety Awareness campaign

Corporate campaign to educate employees on the safe use, storage and disposal of medicines.

- Engaged senior leaders for internal enterprise-wide video communication
- Showcased J&J’s continued commitment to patient safety and engaged employees in taking action around improving safe management of medicines
- Raised awareness of the Pharmacists Network ERG and impact on communities

“People should not be flushing meds, so this is great.”

33
ERG volunteers

350+
interactions

“I didn’t know about these home (medication) disposal kits.”

400
med disposal bags distributed

5000+
video views/downloads
[Click here to watch the video](#) ⊕

“I didn’t know drug take back day existed! My parents are very elderly and have a lot of older medication lying around. Now I know I can get rid of it properly.”



1000
safety tips sheets distributed
[Click here to view the tip sheet](#) ⊕

Inspiring Young Minds through community outreach

J&J/Bright Horizons Child Development Centers (CDC)



Taught the importance of adopting sun safe behaviors and avoiding poisons that may be encountered in and outside of households.

~100
children across four J&J campuses

6th annual children's book drive



Promoted literacy in children through the Reach Out and Read program.

> 400
books donated

Take Our Sons and Daughters to Work Day

Taught the importance of reading drug labels and the role of Pharmacists at four workshops held on the Titusville and Horsham campuses.