



IPA Strategic Plan 2022-2025

The Indiana Pharmacy Association is the state organization representing the profession of pharmacy in Indiana, existing for the purpose of optimizing patient care through legislation and innovations in pharmacy practice. Established in 1882 by pioneering pharmacists, including Col. Eli Lilly and G.D. Searle, the Indiana Pharmacy Association preserves and advances the interests of the profession and serves the professional needs of pharmacists, student pharmacists, and pharmacy technicians.

IPA Mission Statement

The Indiana Pharmacy Association is the voice and advocate for the profession of pharmacy in Indiana.

IPA Vision

The Indiana Pharmacy Association leads the advancement of Indiana Pharmacy by promoting legislation and innovations that optimize patient care, safety, and the health of our communities.

IPA Values

Integrity: Adhere to the highest ethical and moral principles.

Partnership: Work collaboratively to achieve common goals.

Accountability: Take responsibility for actions and results.

Leadership: Lead from where you are.

Innovation: Develop new and inventive approaches.

Beginning in 2021, the IPA Board of Directors engaged in a strategic planning process designed to establish organizational priorities and goals and develop a strategic roadmap to achieve them. This was necessary to pivot IPA in the wake of the changes brought to the profession and the association by the COVID-19 pandemic.

This document outlines the strategic plan adopted by IPA, by communicating IPA’s strategic goals and strategies which center around four main areas: *Advocacy, Well-Being, Membership and Operations.*

Goals: Broad targets designed to take IPA in a desired strategic direction. The goals in this strategic plan align with our day-to-day work, moving IPA forward to meet our members’ evolving needs.

Strategies: Directives to drive towards the target goals in the strategic plan.

Advocacy

IPA places much emphasis and resources on initiatives designed to transform practice settings to support pharmacist care delivery to better serve the health needs of our patients and communities. IPA has been the voice advocating for the advancement of pharmacy practice for decades.

The COVID-19 pandemic highlighted pharmacists’ crucial role as healthcare providers. This must continue to be strengthened. Pharmacists and pharmacy technicians should practice at the highest level of their training and pharmacists should be recognized as healthcare providers with appropriate payment for their services. Without this, patients will not receive the optimal care that could be realized by pharmacy services.

Goals	Strategies
<p>Advocacy for Practice Advancement – “Permissionless Innovation” – a regulatory model that is not a list of “may do, or shall not do” but a model that permits pharmacists and technicians to practice within the full scope of their training, education and experience.</p>	<ul style="list-style-type: none"> ● Modernize Indiana’s Pharmacy Practice Act through legislative and regulatory action. ● Build coalitions with other healthcare organizations for pharmacy practice advancement. ● Provide resources to assist pharmacies in implementing new practice opportunities. ● Increase advocacy training and advocacy engagement within pharmacy profession.

<p>Advocacy for Reimbursement for Non-Dispensing Services & Fair Reimbursement Models</p>	<ul style="list-style-type: none"> ● Advocate for pharmacist provider status at both the state and federal level. ● Seek enforcement of PBM regulations through Department of Insurance. ● Provide training and resources on billing and credentialing through Medicaid and MCEs. ● Assist pharmacy leadership within systems on communicating the value of pharmacy services to other non-pharmacist system leaders. ● Demonstrate value-proposition to payors and regulators on non-dispensing pharmacy services, with a specific target for Medicaid to adopt a Statewide Plan Amendment for reimbursement of pharmacy services. ● Advocate for greater price and reimbursement transparency and fairness in reimbursement. ● Provide support for 340B optimization, reform and education efforts. ● Develop a strong partnership with CPESN-IN.
<p>Educate the Public on the Practice of Pharmacy</p>	<ul style="list-style-type: none"> ● Increase awareness of public and regulators on the full extent of pharmacy practice. ● Increase engagement with other healthcare organizations, including partnerships on legislation, and strengthening inter-disciplinary teams.

Well-Being

IPA acknowledges that there are serious concerns from its members regarding pharmacy workplace matters that need to be addressed by the pharmacy community. These include staffing and scheduling challenges, working conditions, workloads, pressure to meet pharmacy metrics, and patient or customer harassment or threats. There is a genuine fear of increased medication errors that may result if these issues are not addressed. Many pharmacy personnel are experiencing burnout or have left the profession.

As health-care providers, pharmacists have a duty to their patients to provide safe care and to remove barriers in providing that care. IPA, as the state pharmacy association, recognizes its responsibility to the profession in leading efforts to address these concerns.

Goals	Strategies
Address workplace issues and burnout.	<ul style="list-style-type: none">● Identify main workforce/workplace issues and solutions and implement identified solutions, including hosting a summit on workplace issues, creation of a workforce council, and prepare findings and recommendations to share with members and regulators.● Utilize media to demonstrate support for pharmacists and technicians facing difficult workplace concerns.● Identify IPA's role in addressing impairment, including providing resources on workplace impairment and sponsoring one member to attend APhA's Institute on Substance Use Disorders per year.

Membership

IPA is most successful when our members are actively engaged, our membership grows, and the strength of our voice is amplified. With an amplified voice, IPA advances our strategic goals, and the organization can evolve to meet the diverse needs of our members.

Goals	Strategies
Realize membership growth across different practice settings.	<ul style="list-style-type: none">● Increase number of health-systems and employers that invest in a corporate membership with IPA.● Increase participation by College of Pharmacy faculty and recruit Colleges of Pharmacy to be corporate members of IPA.● Enhance new member engagement to increase membership retention rates.● Develop new value-added services for members.● Develop a pharmacy leadership training program.● Launch affinity groups (ex. ambulatory care, oncology) to provide greater member connections.● Increase interactions with members by hosting regional meetings.● Establish a technician council.● Remove barriers of communication and increase cooperation between IPA academies, councils and members to ensure broad academy representation in IPA activities.
Diversify membership and leadership and intentionally develop leaders	<ul style="list-style-type: none">● Convene a taskforce to identify and develop activities to increase the diversification of membership and leadership, with diversity being defined as different backgrounds, practice settings and minority inclusion.● Establish a process to identify potential volunteer leaders, engage them in leadership opportunities, and develop them for service in greater leadership roles.

Operations

IPA needs a strong operational base to fulfill its strategic objectives. The IPA Board is continuously seeking to improve IPA operations to be a better steward of IPA resources and support IPA's mission.

Goals	Strategies
Operational Excellence	<ul style="list-style-type: none">● Develop a formal IPA Policy & Procedures manual.● Executive Vice President to obtain CAE by 2025.● Maintain a balanced budget and 3 months of operating expenses in reserves.● Conduct a formal audit of IPA accounts, followed by a yearly accounting review.

