

University of Texas Southwestern Medical Center

## **Chief Pharmacy Officer**



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## UT Southwestern Medical Center

UT Southwestern, one of the nation's premier academic medical centers, integrates pioneering biomedical research with exceptional clinical care and education. Located in Dallas, Texas, UT Southwestern serves the 13-county Dallas-Fort Worth area, which has a census of 8.3 million and is the fastest-growing metropolitan region in the country, with a projected population between nine and ten million by 2030.

The institution's faculty members have received six Nobel Prizes and include 25 members of the National Academy of Sciences, 22 members of the National Academy of Medicine, and 14 Howard Hughes Medical Institute Investigators. The full-time faculty of more than 4,600 is responsible for groundbreaking medical advances and is committed to translating science-driven research quickly to new clinical treatments. UT Southwestern physicians provide care in more than 80 specialties to more than 140,000 hospitalized patients, more than 360,000 emergency room cases, and oversee nearly 5 million outpatient visits a year.

UT Southwestern is led by President Daniel K. Podolsky, M.D., an internationally renowned gastroenterologist and member of the National Academy of Medicine. Dr. Podolsky has served as UT Southwestern's President since Sept. 1, 2008, and oversees all aspects of the medical center's missions, including training, research, and compassionate care, as well as institutional advancement and business operations.

Jonathan Efron, M.D., is Executive Vice President for Health System Affairs at UT Southwestern Medical Center. A noted colorectal cancer surgeon, Dr. Efron provides leadership over the clinical enterprise, including UTSW's Medical Group, hospitals, regional medical centers, and clinics.

UT Southwestern's mission is to promote health and a healthy society that enables individuals to achieve their full potential. We seek to accomplish our mission through education, discovery, and healing.

### EDUCATION

Physicians, scientists, and caregivers are optimally prepared to serve the needs of patients and society.

### DISCOVERY

Research here solves for unmet needs by finding better treatments, cures, and prevention with a commitment to ensuring real-world application.

### HEALING

Provide the best care possible today, with continuous improvement and innovation for better care tomorrow.

UT Southwestern's FY25 revenue was \$6.7 billion and represents an 18% increase over FY24, with a 2.7% margin, driven by strong patient care volumes in our hospital and clinics, growth in faculty practice plan professional fees, and in sponsored research. Expense growth related to hospital and clinical operations, instruction, and research is proportional to revenue growth. UT Southwestern is the No. 1 hospital in DFW and ranks among the top 50 hospitals nationally in 12 specialties - the most of any hospital in Texas, according to *U.S. News & World Report's* annual Best Hospitals rankings. In the 2025 report, nine of our specialties ranked in the top 25 in the nation.

The **Chief Pharmacy Officer (CPO)** provides management, oversight and directs strategic initiatives pertaining to pharmacy services aimed at driving cost reduction efforts and achieving excellence in clinical quality and customer service across all UTSW clinical facilities. In collaboration with the clinical teams and administrative leadership, the CPO will be expected to establish operational procedures that increase productivity, reduce costs and maintain the highest quality of clinical standards. The CPO will be expected to provide strategic leadership to these business units and infuse a sense of responsibility and commitment to excellence.

This position serves as the lead administrator for UT Southwestern's Pharmacy Services within the Health System. The role is administratively and operationally responsible for overseeing all owned and operated pharmacy services within the Health System. This role ensures the delivery of high-quality, efficient, and compliant pharmacy operations across all locations, while fostering innovation and process improvements to enhance patient outcomes. In addition, this role will serve as the primary administrative liaison between the Health System and any UT Southwestern partnerships and affiliations as it relates to Pharmacy Services.

## DESIRED OUTCOMES

### Leadership

- Supports the institution's tripartite mission in clinical care, clinical research, and education
- Leads by example and provides routine feedback to direct reports that enhances the work environment
- Builds an engaged workforce through leadership, talent development, and collaborative employee relationships among faculty and staff
- Create a culture of excellence and supportive work environment for all staff and faculty
- Possess an ability to thrive in a matrix structured environment
- Possess a strong ability to build teams and facilitate consensus is crucial
- Provides direction, expertise, and leadership for the UTSW pharmacy services staff. Selects qualified personnel and provides for their on-going training and development. Assures that duties, responsibilities and authority of each job are clearly defined and communicated.
- Initiates action and leads pertinent site leadership in the implementation of performance improvement initiatives to improve quality, cost and service.
- Responsible for collaboration with providers, nursing, and staff in developing goals and objectives and ensuring ongoing communication and partnership.
- Champion new clinical pharmacy practices across the Health System to enhance patient care and outcomes.

## Pharmacy Operations

- Responsible for the administration and coordination of all pharmacy services at UT Southwestern operated pharmacy sites within the Health System.
- Works with Directors of Pharmacy, Clinical Pharmacy Managers and P&T Committee to improve clinical resource utilization to improve drug therapy management
- Develops and reviews management reports (including standard monthly operating reporting, productivity, benchmarking, etc.) providing insights, action required and explaining key takeaways.
- Assures the development of policies and procedures for all key pharmacy services functions including business development, operations, clinical services, pharmacy data analytics, and pharmacy procurement.
- Leads assessment, development, coordination, implementation, and maintenance of pharmacy programs and services.
- Contributes to development and maintenance of clinically relevant tools to support clinical programs.
- Collaborates with institutional and hospital supply chain to optimize contracting, pricing and efficiency of the pharmacy supply chain.
- Ensures pharmaceutical regulatory protocols are in place and enforced within the Health System.

## Strategic Planning and Business Development

- Identifies and leads the implementation of strategic initiatives which leverage the total purchasing power of the Health System to achieve cost savings for medication procurement. Works with clinical leaders and value analysis processes to assure that pharmacy initiatives achieve excellence in clinical quality.
- Develops goals, objectives and budgets that support the pharmacy services mission of UTSW. Directs the implementation of short and long-term operational strategies for the department.
- With the support of Finance, performs ROI and cost-benefit analyses to determine system wide cost savings opportunities based upon appropriate pharmacy initiatives.
- With the support of P&T Committee and formulary decisions, assists in evaluation of contract proposals and supports contract negotiation process.
- Serves as the administrative champion responsible for development, feasibility assessment, project planning and implementation of pharmacy initiatives. Responsible for development of clinical work teams to focus on specific initiatives to benefit the UTSW. Provides justification and pharmacoeconomics analysis to best practice conversions.
- Maintains knowledge of new technologies on the horizon. Makes recommendations and leads implementation of cutting-edge technologies to improve medication use processes, enhance pharmacy supply chain and revenue cycle operations, and reduce administrative burden.
- All other duties as assigned by UTSW Executive leadership.

## IDEAL EXPERIENCE

### Senior Leadership

- Ten (10) years of progressively responsible, related experience, to include at least 5 years in pharmacy program leadership and people management.
- Accredited residency training and experience leading pharmacy services within an academic medical center

### Education

- Doctor of Pharmacy (PharmD or PhD) from an accredited school of pharmacy, required.
- Master's Degree in business or clinically related field, in addition to pharmacy degree, preferred.

### Certifications

- (BLS) BASIC LIFE SUPPORT course accredited by the American Heart Association (AHA) or American Red Cross (ARC), and
- Current licensure through the Texas State Board of Pharmacy (TSBP), or current approved reciprocity licensure

## OTHER PERSONAL CHARACTERISTICS

- Excellent oral and written communication skills adaptable to many different levels of staff.
- Extensive clinical knowledge of medical and pharmacy practice issues and demonstrated proficiency in the evaluation of clinical evidence and development of evidence-based drug monographs, therapeutic class reviews, medication and disease management guidelines.
- Proven ability to quickly gain credibility, in order to influence and partner with physicians, business leaders and the entire community of caregivers
- Strong leader with high ethical standards, builds coalitions, is adaptable, creates a vision, has strong judgment and decision-making skills, and knows how to develop talent.
- Strong presentation skills.

*UT Southwestern Medical Center is committed to an educational and working environment that provides equal opportunity to all members of the University community. As an equal opportunity employer, UT Southwestern prohibits unlawful discrimination, including discrimination on the basis of race, color, religion, national origin, sex, sexual orientation, gender identity, gender expression, age, disability, genetic information, citizenship status, or veteran status.*

## Dallas, Texas

Dallas was founded in 1841 and formally incorporated in February 1856. It is the third-largest city in the state of Texas and the ninth-largest city in the United States. The city covers 342.5 square miles, not including water area, and is the county seat of Dallas County. It is the main economic center of the 11-county Dallas-Fort Worth metropolitan area. At over 7.5 million people, it is the fourth-largest metropolitan area in the United States. Residents enjoy a flourishing economy, arts and culture, abundant housing options, endless entertainment and activities, and a thriving community spirit.



*Downtown Dallas* is ideal for city dwellers who want to live, work, and play in the same neighborhood. It's also one of the few areas of Dallas where it's easy to walk around and find all the amenities you want, from bars to museums. *Uptown* features townhouses, mid-rise Dallas apartments, and high-rise condos outfitted with swimming pools and on-site fitness centers. The *Bishop Arts District* features pubs, restaurants, and bustling nightlife. You'll be able to sample a compelling mix of cuisine there. It's also the place to hit up if you want to take in the arts at the Bishop Arts District or Kessler Theater. Jazz lovers gather at *Deep Ellum* for thriving nightlife and performances at the Dallas Comedy House. Its funky vibe draws students, young professionals, and families looking for mouth-watering barbecue at Pecan Lodge. *Suburban* life is rich and plentiful around metroplex including areas such as Plano, Grand Prairie, Arlington, Irving, Lewisville, and Flower Mound. Frisco is home to the Dallas Cowboys indoor practice facility and the Stonebriar Shopping Center. You'll find rapid development in this enclave 30 miles north of Dallas. Locals look to Richardson for proximity to the DART light rail system that takes you into Dallas. This Dallas suburb is also home to the University of Texas at Dallas. It's a 20-minute drive straight down I-75.

The city boasts one of the nation's largest municipal park systems. There are over 23,644 land prices across 382 parks, 7 lakes, and 4,658 acres of water. Other activities in the Dallas-Fort Worth area include historical sites, the Fort Worth Botanic Gardens, Dallas Arboretum, the Dallas Zoo, Fort Worth Zoo, and wildlife centers where you can experience the wonders of nature. Six Flags Over Texas has the tallest roller coasters, the best shows in the Southwest, and plenty of fun places to relax and enjoy the warm Texas climate. Dallas has more shopping centers per capita than any other major U.S. city and four times more restaurants per person than New York City.

For more information, please visit [visitdallas.com](http://visitdallas.com).