

FSHP Annual Awards Criteria

The Florida Society of Health-System Pharmacists (FSHP) annually conducts an awards program recognizing outstanding current FSHP members who have made significant contributions to the practice of pharmacy in Florida. Nominations for the following awards should be submitted via the FSHP Awards Nomination Form on the FSHP website. Self-nominations or nominations via an FSHP member are welcomed. Based on committee consensus, an award may be withheld in any given year. **Supplemental materials must be submitted prior to nomination deadline.** Unless otherwise indicated, all award presentations will be made at the FSHP Annual Meeting in the General Session or the FSHP President's Reception following the House of Delegates.

The deadline for nominations for all awards is May 4, 2026

FSHP Diversity and Inclusion Statement:

Diversity is a core value of the Florida Society of Health-System Pharmacists. We are passionate about building and sustaining an inclusive and equitable working and learning environment for all individuals. We believe each member of our organization enriches our diversity by allowing us to acknowledge our differences. Individuals provide new ways to look at challenges and help us to gain the ability to discover and deliver solutions to disparities within our society.

Awards Below Overseen by FSHP Executive Committee or Special Committees:

FSHP PHARMACIST OF THE YEAR

Purpose: Awarded annually to a Florida pharmacist who is recognized for their outstanding performance and achievements during their pharmacy career.

Selection criteria: The award recipient must be an active FSHP member. Nominations submitted are subject to evaluation upon: Self-improvement efforts through enrollment in formal or informal educational programs, symposia or seminars, and participation in technical and professional societies through lectures, poster presentation, and/or workshops- emphasis to be placed on contributions within the state of Florida; participation in military or civilian community programs which add to and improve community or military welfare or morale; civilian awards and honors received for outstanding job accomplishments or contributions to the general welfare of the community; creativeness, adaptability to surroundings, ability to effectively collaborate with others; participation in components, and/or board activities with special emphasis on activities within FSHP at the local, regional and state areas. Cannot be awarded to the same recipient more than once.

Procedure: Selected by a Special Committee of Past Award Recipients from prior five years and a member of the Professional Affairs Awards subcommittee.

Award: The award recipient will be presented with an engraved plaque and a "FSHP Pharmacist of the Year" pin. The recipient will also be offered the opportunity to register for the FSHP Annual Meeting at the Early Bird Registration Rate (Full or Partial Registration).

FSHP ANNA THIEL MERITORIOUS SERVICE AWARD

Purpose: Awarded annually to a Florida pharmacist who is recognized for their devotion and dedication to FSHP by being extensively involved for an extended time period. This award is in honor of Anna Thiel, the initial founder of FSHP.

Selection criteria: The award recipient must be an active FSHP member. Nominations submitted are subject to evaluation upon: History of involvement with multiple aspects of FSHP; Longevity within FSHP such as participation in components, and/or board activities. Cannot be awarded to the same recipient more than once.

Procedure: Selected by the FSHP Executive Committee and a member of the Professional Affairs Awards subcommittee.

Award: The award recipient will be presented with an engraved plaque. The recipient will also be offered the opportunity to register for the FSHP Annual Meeting at the Early Bird Registration Rate (Full or Partial Registration).

FSHP DISTINGUISHED SERVICE AWARD

Purpose: Awarded annually to a Florida pharmacist who is recognized for their outstanding service and contributions made to the Profession of Pharmacy.

Selection criteria: The award recipient must be an FSHP member. Nominations are subject to evaluation upon: Contributions to practice in the form of an outstanding single achievement or combinations of accomplishments that promote the advancement of pharmacy, humanity, and public health. CV and letter(s) of recommendation must be submitted addressing the following accomplishments: pharmacy practice, education, or administration; research or development related to pharmacy; organizational activity; contributions to professional literature; improving the image of health-system pharmacy; or contributions in legislation related to pharmacy in organized healthcare settings, speaking engagements, mentorship and development of other pharmacy leaders. Cannot be awarded to the same recipient more than once.

Procedure: Selected by the FSHP Executive Committee and a member of the Professional Affairs Awards subcommittee.

Award: The award recipient will be presented with an engraved plaque. The recipient will also be offered the opportunity to register for the FSHP Annual Meeting at the Early Bird Registration Rate (Full or Partial Registration).

Awards Below Overseen by the FSHP Professional Affairs Council:

FSHP PHARMACY TECHNICIAN OF THE YEAR

Purpose: Awarded annually to honor a technician who, through their dedication, interest, and enthusiasm, is recognized for outstanding service and contributions made to the profession of pharmacy.

Selection Criteria: All nominees must be a current member of FSHP and a practicing Florida pharmacy technician. The nominations submitted are subject to evaluation upon outstanding service and contributions to the profession of pharmacy. Achievements in pharmacy practice may include: performance in the workplace, serving as an advocate for patient care and patient safety, and promoting the profession of pharmacy. Other factors may

include dedication to patient care, self-improvement efforts, participation in technical and professional societies (emphasis to be placed on FSHP involvement), and participation in pharmacy educational programs. Cannot be awarded to the same recipient more than once.

Procedure: All candidates must be nominated by a member of FSHP. Nominations should be submitted online via the FSHP website. The nomination should include submission of a resume and/or CV. In addition, at least one written letter of endorsement or endorsement form should be attached to the nomination demonstrating the accomplishments of the nominee. Nominations will be reviewed, and recipient selected by members of the FSHP Professional Affairs Council.

Award: The award recipient will be presented with an engraved plaque. The recipient will also be offered the opportunity to register for the FSHP Annual Meeting at the Early Bird Registration Rate (Full or Partial Registration).

FSHP STUDENT CHAPTER OF THE YEAR AWARD

Purpose: Awarded annually to recognize the FSHP Student Chapter that has demonstrated outstanding achievements in such areas as FSHP membership activities, individual professional leadership, career development, education, patient care initiatives and support of the FSHP Research and Education Foundation and PAC.

Selection criteria: Recipients will be selected according to points accumulated by the student chapter throughout the year in the areas of FSHP membership activities, individual professional leadership, career development, education, and support of the FSHP Research and Education Foundation and PAC. Awarded to the Student Chapter with the highest point total.

Procedure: Results are calculated by each Student Chapter, and selection of recipient is overseen by the Professional Affairs Council. Documentation of scoring MUST accompany the rubric submission for appropriate validation.

Award: The winning Student Chapter will be presented with an engraved plaque during the FSHP House of Delegates.

FSHP PHARMACIST FORERUNNER AWARD

Purpose: Awarded annually to honor a pharmacist who, through their dedication, interest, and enthusiasm, has made a significant contribution to the practice of pharmacy in Florida.

Selection Criteria: All nominees must be current members of FSHP and a practicing Florida pharmacist who has not exceeded ten years of practice since initial licensure at the time of award selection. Cannot be awarded to the same recipient more than once. The qualifications of the nominee must be supported by written evidence of their accomplishments which should be based on one or more of the following professional activities:

Professional Practice: The individual should excel in their professional practice. For example, the nominee should have implemented original concepts at their institution that had significant impact on the quality of patient care, quality of pharmacy service, and/or cost containment.

Leadership: Leadership should be evidenced by promotion within the institutional setting or within professional and/or community organizations and participation in technical and professional societies (emphasis to be placed on FSHP involvement)

Education: The nominee should have received successful recognition of educational activities to patients, health care professionals, and community organizations.

Research: The nominee should have performed applied or practical pharmacy research that may have or has had significant impact on the quality of patient care and cost containment.

Procedure: All candidates must be nominated by an active member of FSHP. Nominations should be submitted online via the FSHP website. The nomination should include submission of CV and at least one written letter of endorsement demonstrating the accomplishments of the nominee. Nominations will be reviewed, and recipient selected by members of the FSHP Professional Affairs Council.

Award: The award recipient will be awarded an engraved plaque. The recipient will also be offered the opportunity to register for the FSHP Annual Meeting at the Early Bird Registration Rate (Full or Partial Registration).

FSHP TECHNICIAN FORERUNNER AWARD

Purpose: Awarded annually to a Florida pharmacy technician who is recognized for their outstanding performance and achievement during their career.

Selection Criteria: All nominees must be a current member of FSHP and a practicing Florida pharmacy technician who has not exceeded ten years of practice experience at the time of award selection. Cannot be awarded to the same recipient more than once. The qualifications of a nominee must be supported by written evidence of their accomplishments that should be based on outstanding service and contributions to the profession of pharmacy. Achievements in pharmacy practice may include performance in the workplace including feedback from supervisors and colleagues, serving as an advocate for patient care and patient safety, and promoting the profession of pharmacy. Other factors considered in the selection process may include dedication to patient care, self-improvement efforts, participation in technical and professional societies (emphasis to be placed on FSHP involvement), and participation in pharmacy educational programs

Procedure: All candidates must be nominated by a member of FSHP. Nominations should be submitted online via the FSHP website. The nomination should include submission of resume/ CV, and at least one written letter of endorsement or endorsement form should be attached to the nomination form demonstrating the accomplishments of the nominee. Nominations will be reviewed, and recipient selected by members of the FSHP Professional Affairs Council.

Award: The award recipient will be presented with an engraved plaque. The recipient will also be offered the opportunity to register for the FSHP Annual Meeting at the Early Bird Registration Rate (Full or Partial Registration).

FSHP DAVE OSTERBERGER EXCELLENCE IN PHARMACY LEADERSHIP AWARD

Purpose: Awarded annually to recognize a pharmacist who has displayed innovative or exemplary leadership skills while maintaining a supervisory or managerial position in a health-system organization. This award is in honor of Dave Osterberger who was a former FSHP President and longtime dedicated FSHP member.

Updated 1/8/26

Selection Criteria: The nominee must be a FSHP pharmacist and have demonstrated innovative or exemplary leadership while acting in a supervisory or managerial position. Consideration for nomination might include actions, which have resulted in significant improvement or expansion of pharmacy services, which would include a PAI component, support of programs that improve patient care or safety, improved management of available resources, or commitment of resources to underserved populations. Cannot be awarded to the same recipient more than once.

Procedure: All candidates must be nominated by an active member of FSHP. Nominations should be submitted online via the FSHP website. The nomination should include submission of CV and at least one letter of recommendation describing the nominee's leadership activities. Letter(s) of recommendation may be submitted by staff, supervisors, or peers. Letter(s) of recommendation from pertinent health-system administrative individuals (i.e., Hospital or Nursing Administration, Medical staff, etc.) are strongly encouraged. Nominees are encouraged to submit a cover letter to address all qualification components for award selection criteria. Nominations will be reviewed, and recipient selected by members of the FSHP Professional Affairs Council.

Award: The award recipient will be presented with an engraved plaque. The recipient will also be offered the opportunity to register for the FSHP Annual Meeting at the Early Bird Registration Rate (Full or Partial Registration).

FSHP RESIDENCY PRECEPTOR OF THE YEAR

Purpose: Awarded annually to recognize a pharmacist who has consistently demonstrated enthusiasm for the profession as well as for the mentoring and education of pharmacy residents.

Selection Criteria: The nominee must be an FSHP member with at least three years of experience as a preceptor of pharmacy residents. The nominee should demonstrate leadership/service in the residency program (e.g. RAC), engagement in preceptor development activities and mentorship of less experienced preceptors, and excellence in professional practice, including but not limited to clinical or operational initiatives and practice-based research. Additional characteristics to consider include provision of regular feedback, encouragement, and support, involvement in the development of professional pharmacy practice, and encouragement towards active engagement in professional advocacy organizations (e.g., FSHP). The nominee should help create a positive learning environment that fosters interaction between the resident and other health care professionals and be an accessible facilitator in helping residents achieve their residency competency and career objectives. Can be awarded to the same recipient more than once but not within a period of 3 years from the last receipt of the award.

Procedure: All candidates must be nominated by an active member of FSHP. Nominations should be submitted online via the FSHP website. The nomination should include submission of CV and at least one letter of support describing the nominee's contributions to resident education are required. Letter(s) of endorsement may be submitted from a current or former resident, peer preceptor, or Residency Program Director (RPD), RPD preferred. Nominee must submit a brief description of their contributions to residency training including but not limited to two significant contributions to pharmacy residency training as a preceptor in the past 5 years, the number of residents precepted in the last 5 years, and at least 2 formal resident evaluations provided in the last year (i.e. Pharmacademic summative evaluations). Nominations will be reviewed, and recipient selected by members of the FSHP Professional Affairs Council.

Award: The award recipient will be presented with an engraved plaque. The recipient will also be offered the opportunity to register for the FSHP Annual Meeting at the Early Bird Registration Rate (Full or Partial Registration).

FSHP AWARD FOR RESEARCH IN PHARMACY PRACTICE

Purpose: Awarded annually to recognize a research project that will impact patient care and/or advance pharmacy practice.

Selection Criteria: The Award for Research in Pharmacy Practice will be presented to a Florida project team who completes an original project demonstrating pharmacists' role in patient care and/or advancing pharmacy practice or patient care in a health-system. Can be awarded to the same recipient more than once but not within a period of 3 years from the last receipt of the award. Project must be published in a peer-reviewed journal at the time of award selection to be eligible for award.

Procedure: Complete the online submission form via the FSHP website. Upload a cover letter describing project initiation, implementation, methodology, results, and impact on pharmacy practice and/or patient care, including any presentations or publication with results. Only projects submitted by FSHP members will be considered for the Award. All eligible submissions will be reviewed, and a selection made by members of the FSHP Professional Affairs Council.

Award: The awarded project team will be awarded an engraved plaque. The award recipient accepting the award on behalf of the project team will be offered the opportunity to register for the FSHP Annual Meeting at the Early Bird Registration Rate (Full or Partial Registration).

FSHP INSTITUTIONAL NEWSLETTER AWARD

Purpose: Awarded annually to recognize the efforts of FSHP members in providing drug information and committee support in the form of an institutional newsletter.

Selection Criteria: Qualifications for the newsletter include:

- Newsletter must be produced at least quarterly. List of publication dates must be sent to the FSHP office. This list should include titles of articles published in each issue.
- Newsletter must be written by members of the institution which it represents.
- Last four newsletter publications must be submitted

Procedure: Complete the online submission form via the FSHP website. Upload a document with a list of publication dates and titles of all articles published in each issue. Upload the last four newsletter publications for review. The selection will be based on the following: Consistently high-level

content (timeliness, usefulness, interest to target audience, accuracy), Editing (spelling, grammar, format, readability), Originality, Appearance, and Publishing consistency. Can be awarded to the same recipient more than once but not within a period of 3 years from the last receipt of the award. All eligible submissions will be reviewed, and a selection made by members of the FSHP Professional Affairs Council.

Award: The award recipient will be presented with an engraved plaque. The recipient will also be offered the opportunity to register for the FSHP Annual Meeting at the Early Bird Registration Rate (Full or Partial Registration).

FSHP MEDICATION SAFETY AWARD

Purpose: Awarded annually to recognize an individual committed to the goals of medication safety.

Selection Criteria: The nominee must be a FSHP pharmacist or technician who has demonstrated continuing commitment to medication safety. Examples for consideration might include, but are not limited to: ongoing professional commitment to medication safety, innovation in medication safety technology, procedures, and processes; implementation of medication safety programs; multidisciplinary collaboration to reduce medication misadventures and improve patient safety; institution of ongoing education related to medication safety, quality improvement, and medication use processes. Can be awarded to the same recipient more than once but not within a period of 3 years from the last receipt of the award.

Procedure: All candidates must be nominated by an active member of FSHP. Nominations should be submitted online via the FSHP website. Consider submission of supplemental materials (e.g., Failure Mode and Effects Analysis [FMEA] results, Root Cause Analysis [RCA] findings, internal newsletters, PowerPoint presentations) that serve to strengthen your nomination. The nomination should also include submission of CV and at least one letter of support describing the nominee's contribution to medication safety. Letter(s) of support may be submitted by staff, supervisors, or peers. Endorsement from a pertinent leadership/administrative individual is strongly encouraged. All eligible submissions will be reviewed, and a selection made by members of the FSHP Professional Affairs Council.

Award: The award recipient will be presented with an engraved plaque. The recipient will also be offered the opportunity to register for the FSHP Annual Meeting at the Early Bird Registration Rate (Full or Partial Registration).

FSHP NEW PRACTITIONER AWARD

Purpose: Awarded annually to a Florida pharmacist who is an exemplary pharmacy professional and who has made significant contributions to their local chapter and has promoted FSHP's Mission.

Selection criteria: All nominees must be current members of FSHP and new practitioners within year 1 to 5 of practice since initial licensure at time of award selection. The award recipient must promote and sustain FSHP's mission to excel pharmacy practice. Each candidate must meet or exceed each of the following criteria to be eligible for this award:

- (1) Must have completed a post-graduate residency and/or fellowship
- (2) Active participation in FSHP activities at the regional or state level. Consider the following as activities:
 - a. An elected officer of a state, regional or local pharmacy organization;
 - b. Member of a pharmacy association policy recommending body (e.g. House of Delegates, FSHP Council participant)
 - c. Active participation in a state, regional or local pharmacy organization component (e.g. meeting attendance, regional society presentations)
- (3) Have presented outside of their institution and/or have had articles accepted for publication that highlight innovation, promoting pharmacy practice, and/or research
- (4) Involvement and/or leadership in pharmacy-related committees at local institution and/or additional training/education/certification outside of residency or fellowship.

Procedure: All candidates must be nominated by an active member of FSHP. Nominations should be submitted online via the FSHP website. The nomination should include submission of CV and at least one letter of recommendation. Nominations will be reviewed, and recipient selected by members of the FSHP Professional Affairs Council.

Award: The award recipient will be presented with an engraved plaque. The recipient will also be offered the opportunity to register for the FSHP Annual Meeting at the Early Bird Registration Rate (Full or Partial Registration).

FSHP CHARLES SHOFF MEMORIAL MILITARY SERVICE PERSONNEL OF THE YEAR

Purpose: Awarded annually to an active duty or reserve military pharmacist who resides and operates within a branch of US Armed Forces in Florida or to an active member who serves veterans. This person must embody an innovative approach to patient care for those who they service in their practice. This award is in honor of Charles Shoff, a former FSHP member who served in our US armed forces.

Selection Criteria: Nominations submitted are subject to evaluation upon: evidence of achievement and leadership within military service or service to veterans, evidence of involvement and leadership within FSHP, and evidence of involvement and leadership in health-system pharmacy practice. Cannot be awarded to the same recipient more than once.

Procedure: Nominations should be submitted online via the FSHP website. All candidates must be nominated by an active member of FSHP. The nomination should include submission of CV and at least one letter of endorsement.

All eligible submissions will be reviewed, and a selection made by members of the FSHP Professional Affairs Council.

Award: The award recipient will be presented with an engraved plaque. The recipient will also be offered the opportunity to register for the FSHP Annual Meeting at the Early Bird Registration Rate (Full or Partial Registration).

FSHP DISTINGUISHED REGIONAL SOCIETY OF THE YEAR AWARD

Purpose: Awarded annually to recognize a FSHP Regional Society that has outstanding achievements in such areas as educational achievements, membership building, leadership, and communication.

Selection criteria: Recipients will be selected according to points accumulated by the regional society throughout the year in the areas of Education Achievement, Membership Building, Leadership, Support of FSHP Research and Education Foundation and PAC, and Other Activities that advance the practice of pharmacy.

Updated 1/8/26

Procedure: Regional Society submits form with information from each section and total point value. Form will be reviewed for accuracy by the Professional Affairs Council, and the recipient with the highest (validated) point total will be selected.

Award: The winning Regional Society will be presented with an engraved plaque and banner during the FSHP House of Delegates.

Awards Below Overseen by the FSHP Staff:

FSHP JOE SALEM RECRUITER OF THE YEAR AWARD

Purpose: Awarded annually to an individual who is most often listed as the 'Recruiter' for new members.

Selection criteria: The award recipient must have active FSHP membership status. Nominations submitted are subject to evaluation upon: Number of pharmacist new members recruited, as well as the number of 'other' member types. Can be awarded to the same recipient multiple times.

This award is in honor of Joe Salem and his commitment to recruitment for many years and therefore he will not be eligible to receive this award.

Procedure: Selected by the FSHP Staff via a tabulation of eligible recruits.

Award: The award recipient will be presented with an engraved plaque. Recipients will be eligible to win the award an unlimited number of times, obtaining one (1) year free annual membership for each consecutive five (5) years they receive the award. The recipient will also be offered the opportunity to register for the FSHP Annual Meeting at the Early Bird Registration Rate (Full or Partial Registration).

FSHP AWARD FOR RECRUITER OF THE YEAR OF NEW PRACTITIONERS

Purpose: Awarded annually to an individual that has recruited the most new practitioner health-system pharmacists in the specified year. New Practitioner health-system pharmacists will be defined as pharmacists who are 1-5 years post pharmacy school graduation.

Selection Criteria: The award recipient must be an Active FSHP member. Nominations submitted are subject to evaluation upon: Number of New Practitioner members recruited. Can be awarded to the same recipient multiple times.

Procedure: Selected by the FSHP Staff via a tabulation of eligible recruits.

Award: The award recipient will be presented with an engraved plaque.

Award Below Overseen by FSHP Member Affairs Council:

FSHP MENTOR OF THE YEAR

Purpose: Awarded annually to a Florida pharmacist who is recognized for their dedication to excellence and the growth and development of their mentee(s).

Selection Criteria: The awarded recipient must be an active FSHP pharmacist member that served as a mentor to at least one mentee (matched through FSHP's mentor-mentee program) for at least one entire year. Nominations submitted by mentees are subject to evaluation upon: availability to mentee, advice and guidance given, professional development, residency preparation, networking and project opportunities, qualities of a positive role model, constructive feedback, the mentor-mentee relationship, and overall experience. The award cannot be given to the same recipient more than once.

Procedure: All candidates must be nominated by a mentee matched through the FSHP mentor-mentee program via a nomination form on the FSHP website. Nominations will be reviewed, and the recipient will be selected by members of the FSHP Member Affairs Council.

Award: The award recipient will be presented with an engraved plaque, a "Mentor of the Year" pin and given the opportunity to register at the Early Bird Registration Rate.

Conflict of Interest Statement:

Elected officers and board members, staff, component members or any individual conducting business on behalf of the Florida Society of Health-System Pharmacists (FSHP) shall, at all times, seek to promote, enhance and protect the best interest of the Society, shall encourage others to do so, and shall publicly disclose any conflict, shall recuse themselves from voting or taking action that may pose bias or conflict of interest or perceived conflict of interest. Please see FSHP policy A-B-01 for more details.

- Members of any FSHP Component, including the Board of Directors and Executive Committee that are assigned to the awards selection process, will be asked to disclose any conflict of interest with nominees. All members with disclosed conflict of interest will be excluded from evaluating all nominees for that award submission.
- Members of the FSHP Professional Affairs Council that are assigned to the awards charge or who are involved in the decision making of awardees will not be eligible for any FSHP awards that are decided by the FSHP Professional Affairs Council for that year.
- Members of the FSHP Member Affairs Council that are assigned to the awards charge or who are involved in the decision making of awardees will not be eligible for any FSHP award that are decided by the FSHP Member Affairs Council.