

Dr. Kam Gandhi, Pharm D

Profile: **Accomplished executive with experience in cultivating ties with various organizations, regulators, employees, businesses and communities.**

Education: **University of Illinois at Chicago, College of Pharmacy
Doctor of Pharmacy, 1995**

**University of Illinois at Chicago, 1988-1991
Undergraduate Pre-Pharmacy curriculum**

Work History:

National Advisory Board to University of Arizona College of Pharmacy.

February 2022 to present

- Advocate and represent the mission, goals and activities of the College of Pharmacy.
- Advise the Dean on key issues involving programs, research, teaching, patient care, public service, and administration.
- Provide insight into issues and innovations in pharmacy practice and health care delivery as they relate to pharmacy education and the college.
- Assist with ensuring long-term financial support for the college.
- Assist in long-range planning that enhances the College's exemplary reputation for scholarship and scientific excellence.
- Encourage faculty and student development through personal interaction with individuals in the college.

Executive Committee Member (district 8)/Board of Director (NABP)

May 2020 – present

- Recruit, supervise, retain, evaluate and compensate the Executive Secretary
- Provide direction for the organization
- Establish a policy based governance system
- Fiduciary duty to protect the organization's assets
- Monitor and control functions

Executive Director

Arizona Board of Pharmacy

May 2015 - present

Leadership

- Participate with the Board members in developing a vision and strategic plan to guide the profession
- Identify, assess, and inform the Board members of internal and external issues that affect the profession
- Act as a professional advisor to the Board members on all aspects of the professions activities

- Foster effective team work between the Board and the Executive Director and between the Executive Director and staff
- Act as a spokesperson for the organization.
- Conduct official correspondence on behalf of the Board as appropriate and jointly with the Board when appropriate
- Represent the organization at community activities to enhance the organization's community profile

Operational planning and management

- Develop an operational plan which incorporates goals and objectives that work towards the strategic direction of the profession.
- Ensure that the operation of the organization meets the expectations of the Board.
- Oversee the efficient and effective day-to-day operation of the organization.
- Draft policies for the approval of the Board and prepare procedures to implement the organizational policies; review existing policies on an annual basis and recommend changes to the Board as appropriate.
- Ensure that personnel, client files are securely stored and privacy/confidentiality is maintained.
- Provide support to the Board by preparing meeting agenda and supporting materials.

Human resources planning and management

- Determine staffing requirements for organizational management and program delivery.
- Oversee the implementation of the human resources policies, procedures and practices including the development of job description for all staff.
- Establish a positive, healthy and safe work environment in accordance with all appropriate legislation and regulations.
- Recruit, interview and select staff that have the right technical and personal abilities to help further the organization's mission.
- Ensure that all staff receives an orientation to the organization and that appropriate training is provided.
- Implement a performance management process for all staff which includes monitoring the performance of staff on an on-going basis and conducting an annual performance review.
- Coach and mentor staff as appropriate to improve performance.
- Discipline staff when necessary using appropriate techniques; release staff when necessary using appropriate and legally defensible procedures.

Financial planning and management

- Work with staff and the Board to prepare a comprehensive budget.
- Approve expenditures within the authority delegated by the Board.
- Ensure that sound bookkeeping and accounting procedures are followed.
- Administer the funds of the organization according to the approved budget and monitor the monthly cash flow of the organization.
- Provide the Board with comprehensive, regular reports on the revenues and expenditure of the organization .

Community relations/advocacy

- Establish good working relationships and collaborative arrangements with community groups, politicians, and other organizations to help achieve the goals of the organization.

**District Pharmacy Manager,
Albertsons/Savon**

2006 – Present AZ/ NV / UT / TX

2003 – 2006 Northern California

- Personnel

- Trains, directs, appraises, motivates and promotes Pharmacy Managers/Head Pharmacists; works with the Recruiting Department to promote and develop university recruitment and field recruitment; works with the Training Department for the orientation, training and development of interns, technicians, pharmacists and Pharmacy managers; communication and coordination with store, market, district and divisional operations.
- Sales and Volume
Works with the Director of Pharmacy Operations and the division in the development of pharmacy and divisional projections; actively involved in the quarterly forecasting process; directs and manages profitable sales and prescription volume increases in conjunction with the store, market, district and divisional teams, Marketing, and Managed Care.
- Gross Margin
Maximizing gross margin opportunity through operational execution; directing training and focus on generic utilization, warehouse utilization, and third party processing.
- Expense Control
Maximizes profitability through balanced control of labor hours and payroll dollars, third party bad debt, inventory investment to maximize in-stock and minimize over-stock, systems, marketing and supplies expense.
- Method and Procedures
Develops, implements and enforces procedures to ensure uniformity of focus on high customer service levels, standards of cleanliness, organization, productivity, scheduling techniques and workflow; communication with pharmacy teams and store management on store visits and written communications, in addition to communication with market, district and division operations groups in regularly scheduled meetings.

**President of the Nevada Board of Pharmacy
2013 – Present**

- Represent the Board and its members to other organizations, the industry and the public.
- Develop relationships with associations and businesses to maximize awareness of the Board's values.
- Preside at all meetings to ensure decisions are made in a timely manner and translated in to meaningful actions holding appropriate parties accountable.
- Establish annual performance review of the Executive Director.
- Help write/modify rules and regulations governing pharmacy.
- Approve/deny licenses of Pharmacies, Wholesalers, MDEGs, pharmacists, interns, techs.
- Disciplinary hearings concerning prescription errors, professional misconduct, negligence, diversion, violations of pharmacy practice act.
- Communicate with Nevada's legislative bodies.
- Attend and provide testimony to Nevada's governing bodies.
- Present at Roseman College of Pharmacy during white coat ceremony.

**Nevada Board of Pharmacy Member
2008 – 2013**

- Govern rules, regulations and statutes.
- Help write/modify rules and regulations.
- Approve/deny licenses of pharmacists, interns, techs.
- Disciplinary hearings concerning prescription errors, professional misconduct, negligence, diversion, violations of pharmacy practice act.

Pharmacist Recruiter, Texas, Louisiana, Arkansas

Albertsons/Savon

2001 – 2003

- Partnering and maintaining college relations
- Interviewing and hiring summer interns, graduate interns and pharmacists.
- Coordinated and facilitated summer internship program creating and mentoring future pharmacists.
- Researched and communicated information on benefits.
- Evaluated market needs to ensure optimal productivity.
- Performed market evaluations on compensation and benefits.

Pharmacy Manager, North Suburbs of Chicago, IL

Jewel – OSCO

1997 – 2001

- Managed and developed procedures for a high volume pharmacy.
- Ensured adherence and compliance with all state and federal regulations.
- Coordinated with other team members to provide maximum level of customer satisfaction.
- Provided accurate and consistent service levels focusing on timely delivery.
- Maintained, filled and dispensed prescriptions in a manner that complies with all legal requirements including OBRA 90.
- Supported and maintained a consistent inventory level.

Affiliations: Regional Advisory Board – UTEP – School of Pharmacy
Preceptor for University of Arizona
Preceptor for Midwestern University
President of the Nevada Board of Pharmacy,
Member of Retail Association of Nevada (RAN),
Member of NABP (National Association Boards of Pharmacy)
USN gala scholarship committee member 2009/2010
USN co-chair scholarship golf event 2010
Goodwill partnership
Nevada Narcotic Coalition Task Force 2014-2015
NADDI
NASCA committee
University of Arizona Adjunct Professor/Preceptor
Midwestern University Preceptor
Opioid Coalition Committee Member