

**CAROLINE A. GAITHER, MS, PhD, FAPhA**

**EDUCATION**

1/88 - 8/90: Doctor of Philosophy in Pharmacy Administration, Purdue University, College of Pharmacy, West Lafayette, Indiana  
Dissertation Title: Career Commitment among Pharmacists: It's Effect on Career Withdrawal Intention, Organizational Commitment and Job Withdrawal Intention

8/85 - 12/87: Master of Science in Pharmacy Administration, Purdue University, College of Pharmacy, West Lafayette, Indiana  
Thesis title: Factors Affecting the Job Satisfaction and Job Stress of Indiana Pharmacists

8/78 - 6/83: Bachelor of Science in Pharmacy, University of Toledo, College of Pharmacy, Toledo, Ohio

**PROFESSIONAL EXPERIENCE**

6/19 – present: Professor, Pharmaceutical Care and Health Systems, College of Pharmacy, University of Minnesota, Minneapolis, Minnesota

- Education, research and service

1/13 – 6/19: Senior Associate Dean, Professional Education Division, Professor, Pharmaceutical Care and Health Systems, College of Pharmacy, University of Minnesota, Minneapolis, Minnesota

- Oversaw 45 staff responsible for the Professional Doctor of Pharmacy curriculum. Includes student services, teaching learning and assessment, on-line and outreach services and office of experiential education

10/12 – 12/17: Adjunct Graduate Faculty, University of Toledo, Toledo, Ohio

- Allows the ability to serve on graduate student committees

10/12 – 1/13: Interim Senior Associate Dean, Professional Education Division, Professor, Pharmaceutical Care and Health Systems, College of Pharmacy, University of Minnesota, Minneapolis, Minnesota

- Oversaw 45 staff responsible for the Professional Doctor of Pharmacy curriculum on an interim basis

11/11 – 9/12: Assistant Dean, Professional Education Division, Professor, Pharmaceutical Care and Health Systems, College of Pharmacy, University of Minnesota, Minneapolis, Minnesota

- Responsible for assisting the Sr. Associate Dean in managing the Professional Doctor of Pharmacy curriculum

9/07 – 10/11: Associate Professor, Department of Clinical, Social and Administrative Sciences, College of Pharmacy, University of Michigan, Ann Arbor, Michigan

- Education, research and service

09/10 – 09/11: Visiting Associate Professor, College of Pharmacy and Pharmaceutical Sciences, University of Toledo, Toledo, Ohio

- Spent a sabbatical year studying health disparities and techniques in qualitative research, served on several Masters' thesis committees and worked on research projects with a number of graduate students

7/00 – 12/10: Director of Graduate Studies, Social and Administrative Sciences, College of Pharmacy, University of Michigan, Ann Arbor, Michigan

- Administration of the graduate program. In charge of reviewing applications, overseeing decisions, communication with potential applicants

9/04 – 9/07: Chair, Department of Social and Administrative Sciences, College of Pharmacy, University of Michigan, Ann Arbor, Michigan

- Department chair, responsible for faculty evaluation, teaching assignments, representative of department on all college committee

9/04 – 6/05: Interim Director, Center for Medication Use, Policy and Economics, College of Pharmacy, University of Michigan, Ann Arbor, Michigan

- Oversaw the research center while we searched for a permanent director. There was 1 staff member and 5 faculty associates

9/99 – 11/11: Associate Professor, Social and Administrative Sciences, College of Pharmacy, University of Michigan, Ann Arbor, Michigan

- Education, research and service

9/93 - 8/99: Assistant Professor, Pharmacy Administration, College of Pharmacy, University of Michigan, Ann Arbor, Michigan

- Education, research and service

9/90 - 9/93: Assistant Research Scientist and Assistant Professor, Pharmacy Administration, College of Pharmacy, University of Michigan, Ann Arbor, Michigan

- Post-doctoral position

8/85 - 6/90: Graduate Teaching Assistant and Pharmacist, Department of Pharmacy Practice, Purdue University, West Lafayette, Indiana

5/86 - 8/90: Pharmacist, Osco Drug, West Lafayette, Indiana

10/83 - 8/85: Pharmacy Manager, Rite Aid Corporation, Cleveland Heights, Ohio

## **PROFESSIONAL ACTIVITIES**

### **Teaching**

College of Pharmacy, University of Minnesota, November 2011- present:

Teaching and/or course coordination responsibilities in the PharmD curriculum:  
Early Pharmacy Practice Experience Foundations I, Early Pharmacy Practice Experience Foundations II, Early Pharmacy Practice Experience Foundations III, Early Pharmacy Practice Experience Foundations IV, Pharmaceutical Care II, Applied Pharmaceutical Care I, Professional Development and Assessment I, II, III, & IV, Pharmacy Outcomes, PharmD Paper & Seminar, Career and Professional Foundations I, II, III & IV

Teaching and/or course coordination responsibilities in the graduate curriculum:  
Social and Administrative Pharmacy Graduate Seminar, Social and Behavioral Aspects of Pharmacy Practice, Social and Administrative Sciences Graduate Seminar

College of Pharmacy, University of Michigan, 1991 - 2011:

Teaching and/or course coordination responsibilities in the PharmD curriculum:  
Service Learning for Health Professionals, Pharmaceutical Care I, Introduction to Health Care Systems and Pharmacy Law, Pharmacy and Health Care Systems I, Introduction to Pharmacy, Communication and Patient Education Skills for Pharmacists, Principles of Pharmacy Research and Problem Solving, Pharm.D. Investigations, Pharmaceutical Care II, Opportunities in Pharmacy, Pharmacy Law and Ethics

Teaching and/or course coordination responsibilities in the graduate curriculum: Contemporary Issues in Pharmacy Practice, Pharmacist Roles and Pharmaceutical Products, Work-Related Attitudes and Behaviors of Pharmacists, Research Methods, Graduate Seminar

College of Literature, Science and Arts, University of Michigan, 2003 – 2009:

Issues related to Medication Use: Patient, System and Provider Perspectives

Department of Pharmacy Practice, Purdue University, 1985 - 1990:

Teaching responsibilities included supervision of students in the university pharmacy; preparation of lectures, examinations, and quizzes; and attendance and grading. Recitation leader for undergraduate pharmacy students in the following courses: Issues in Pharmacy, Personnel Management, Hospital Pharmacy Management, Management of Professional Practice, and The Health Care Industry and Pharmaceutical Marketing.

### **Research**

#### **Peer-Reviewed Publications**

Campbell H, Hagan A, Gaither C. Addressing ethnic and racial diversity in pharmacy faculty pipeline. American journal of pharmaceutical education. 2021 (in press).

Okoro O, Arya V, Gaither CA, Tarfa A. Race in patient cases - What's the point? American journal of pharmaceutical education. 2021 (in press).

Kreling DH, Gaither CA, Schommer JC, Doucette WR, Witry WJ, Arya V, Bakken BK, Mott DA. Snapshot of unemployed pharmacists from the 2019 national pharmacist workforce survey. Journal of the American pharmacists association. 2021 (in press).

Bakken BK, Gaither CA, Doucette WR, Witry WJ, Schommer JC, Kreling DH, Arya V, Mott DA. An intersectional review of discrimination and harassment experiences in pharmacy: Findings from the 2019 national pharmacist workforce survey. Journal of the American pharmacists association. 2021 (in press).

Schommer JC, Olson AW, Lee S, Gaither CA Schondelmeyer SW. A 15-Year ecological comparison for the hiring dynamics of Minnesota pharmacies between 2006 and 2020. Pharmacy. 2021;9:100.

Ibrahim KM, Schommer JC, Morisky DE, Rodriguez RR, Gaither CA, Snyder M. The association between medication experiences and beliefs and low medication adherence in patients with chronic disease from two different societies: The USA and the Sultanate of Oman. Pharmacy. 2021;9:31.

Witry WJ, Arya V, Bakken BK, Gaither CA, Kreling DH, Mott DA, Schommer JC, Doucette WR. National pharmacist workforce study (NPWS): Description of 2019 survey methods and assessment of nonresponse bias. *Pharmacy* 2021, 9(1), 20.

Campbell HE, Hagan AM, Hincapie AL, Gaither C, Freeman MK, Avant ND. Racial disproportionality of students in United States colleges of pharmacy. *Currents in pharmacy teaching and learning*. 2020;12:524-530

Knapp KK, Olson AW, Schommer JC, Gaither CA, Mott DA, Doucette WR. Retail clinics co-located with pharmacies: A delphi study of pharmacist impacts and recommendations for optimization. *Journal of the American pharmacists association*. 2020;60:311-318

Schommer JC, Doucette WR, Witry WJ, Bakken BK, Arya V, Gaither CA, Kreling DH, Mott DA. Pharmacist segments identified from 2009, 2014, and 2019 national pharmacist workforce surveys: Implications for pharmacy organizations and personnel. *Pharmacy*. 2020, 8, 49

Schommer JC, Gaither CA, Goode JVK, Owen JA, Scime G, Skelton JB, Cernasev A, Hillman L. Pharmacist and student pharmacist views of professional and personal wellbeing and resilience. *Journal of the American pharmacists association*. 2020;60:47-56

Schommer JC, Gaither CA, Doucette WR, Kreling DH, Mott DA. Associations between work activity and work setting categories and dimensions of pharmacists' quality of work life. *Pharmacy*. 2018; 6: 62

Munro-Kramer ML, Dulin AC, Gaither CA. What survivors want: Understanding the needs of sexual assault survivors. *Journal of American College Health*, 2017; 65: 297-305

Doucette WR, Rippe JJ, Gaither CA, Kreling DH, Mott DA, Schommer JC. Evaluation of influences on community pharmacy service mix. *Research in social and administrative pharmacy*. 2017; 57: 72-76

Rojanasarot S, Gaither CA, Schommer JC, Doucette WR, Kreling DH, Mott DA. Exploring pharmacists' perceived job alternatives: Results from the 2014 national pharmacist workforce survey. *Journal of the American pharmacists association*. 2017; 57: 37-45

Hagan AM, Campbell HE, Gaither CA. The racial and ethnic representation of faculty in U.S. pharmacy schools and colleges. *American journal of pharmaceutical education*. 2016; 80: Article 108

Mott DA, Kreling DH, Doucette WR, Gaither CA, Schommer JC. Trends in pharmacist participation in the workforce: 2009 – 2014. *Journal of the American pharmacist association*. 2016 ;56: 433-440

Awé C, Gaither CA, Crawford SY, Tieman J. Perceptions of pharmacy students' stress and stressors: A comparative analysis across two multi-campus universities. *American journal of pharmaceutical education*. 2016; 80: Article 82

Schommer JC, Gaither CA, Doucette WR, Kreling DH, Mott DA. Pharmacists' contributions to the U.S. health care system reported in the 2009 and 2014 national pharmacist workforce surveys. *Innovations in pharmacy*. 2015; 6: Article 200

Malewski DF, Ream A, Gaither CA. Patient satisfaction with community pharmacy: Comparing urban and suburban chain-pharmacy populations. *Research in social and administrative pharmacy*. 2015;11:121–128.

Schommer JC, Gaither CA. A segmentation analysis for pharmacists' and patients' views of pharmacists' roles. *Research in social and administrative pharmacy*, 2014;10: 508–528

Blazejewski L, Vaidya V, Pinto S, Gaither C. Pharmacists' perceived barriers providing non-dispensing services to underserved populations. *J Community Health*. 2013; 38:812–822

Kucukarslan SN, Lewis NJW, Shimip LA, Gaither CA, Lane DC, Baumer AL. Exploring patient experiences with prescription medicines: Implications for research and practice. *Research in social and administrative pharmacy*, 2012;8:321-332

Doucette WR, Nevins JC, Gaither CA, Kreling DH, Mott DA, Pedersen CA, Schommer JC. Organizational factors influencing pharmacy practice change. *Research in social and administrative pharmacy*. 2012;8:274-284

Kucukarslan SN, Shimp LA, Lewis NJW, Gaither CA, Kirking DM. Patient desire to be involved in treatment decisions- the missing link in MTM participation? *Journal of the American pharmacist association*. 2012; 52:333-341

Gaither CA, Nadkarni A. Interpersonal interactions and job stress in health care: The relationship of job demands and work-related outcomes of pharmacists. *International journal of pharmacy practice*. 2012; 20:80-89

Yusuf AA, Schommer JC, Mott DA, Doucette WR, Gaither CA, Kreling DH. Association between student loan debt on graduation, demographic characteristics and initial choice of practice setting of pharmacists. *Innovations in pharmacy*. 2011; 2: Article 51

Kucukarslan SN, Hagan A, Shimp LA, Gaither CA, Lewis NJW. Integrating medication therapy management services in the primary care medical home: A review of randomized control trials. *American journal of health-system pharmacy* 2011; 68: 335-345

Schommer JC, Lourdes PG, Johnson KA, Doucette WR, Gaither CA, Kreling DH, Mott DA. Pharmacist contributions to the U.S. health care system. *Innovations in pharmacy* 2010; 1: Article 7

Kreling DH, Doucette WR, Chang EH, Gaither CA, Mott DA, Schommer JC. Practice characteristics of Bachelor of Science and Doctor of Pharmacy degreed pharmacists based on the 2009 national workforce survey. *American journal of pharmaceutical education*. 2010; 74: Article 159

Gaither CA. Job satisfaction and intention to leave the profession: Should we care? *Research in social and administrative pharmacy*. 2009; 5: 91-93

Mott DA, Pedersen CA, Kreling DH, Doucette WR, Gaither CA, Schommer JC. Exploring determinants of pharmacist wage rates: Evidence from the 2000 and 2004 national pharmacist workforce survey. *Journal of the American pharmacists association*. 2008; 48: 586-597

Gaither CA, Kahaleh AA, Mott DA, Doucette WR, Pedersen CA, Schommer JC. A modified model of pharmacists' job stress: The role of organizational, extra-role and individual factors on work-related outcomes. *Research in social and administrative pharmacy*. 2008; 4: 231-243

Lewis NJW, Bugdalski-Stutrud C, Abate MA, Blommel M, Wu CH, Gaither CA. The medication assessment program: Comprehensive medication assessments for person taking multiple medications of chronic diseases. *J American pharmacists association*. 2008; 48: 171-180

O'Neill JL, Gaither CA. Investigating the relationship between the practice of pharmaceutical care, construed external image, organizational identification and job turnover intention of community pharmacists. *Research in social and administrative pharmacy*. 2007; 3: 438-463

Kahaleh AA, Gaither CA. The effects of work setting on pharmacists' empowerment and organizational behaviors. *Research in social and administrative pharmacy*. 2007; 3: 199-222

Gaither CA, Nadkarni A, Mott DA, Schommer JC, Doucette WR, Kreling DH, Pedersen CA. Should I stay or should I go? The influence of individual and organizational factors on pharmacists' future work plans. *Journal of the American pharmacists association*. 2007;47: 165-173

Brown LM, Schommer JC, Mott DA, Gaither CA, Doucette WR, Zgarrick D, Droege M. Examining gender salary disparities: An analysis of the 2003 multi-state salary survey. *Research in social and administrative pharmacy*. 2006; 2: 370-387

Mott DA, Doucette WR, Gaither CA, Kreling DH, Pedersen CA, Schommer JC. Pharmacist participation in the workforce: 1990, 2000 and 2004. *Journal of the American pharmacists association*. 2006; 46: 322-330

Kreling DH, Doucette WR, Mott DA, Gaither CA, Pedersen CA, Schommer JC. Community pharmacists' work environments: Evidence from the 2004 national pharmacist workforce study. *Journal of the American pharmacists association*. 2006; 46: 331-339

Schommer JC, Pedersen CA, Gaither CA, Doucette WR, Kreling DH, Mott DA. Pharmacists' desired and actual times in work activities: Evidence of gaps from the 2004 national pharmacist workforce study. *Journal of the American pharmacists association*. 2006; 46: 340-347

Doucette WR, Kreling DH, Schommer JC, Gaither CA, Mott DA, Pedersen CA. Evaluation of community pharmacy service mix: Evidence from the 2004 national workforce study. *Journal of the American pharmacists association*. 2006; 46: 348-355

Taylor SD, Bagozzi RP, Gaither CA. The bases of goal setting in the self-regulation of hypertension. *Journal of health psychology*. 2006; 11: 141-162

Taylor SD, Bagozzi RP, Gaither CA. Decision-making and effort in the self-regulation of hypertension: Testing two competing theories. *British journal of health psychology*. 2005; 10: 505-530

Kahaleh AA, Gaither CA. Effects of empowerment on pharmacists' organizational behaviors. *Journal of the American pharmacists association*. 2005; 45: 700-708

Mott DA, Doucette WR, Gaither CA, Pedersen CA, Schommer JC. Pharmacists' attitudes toward worklife: Results from the 2000 national pharmacist workforce survey. *Journal of the American pharmacists association*. 2004; 44: 326-336

Mott DA, Doucette WR, Gaither CA, Pedersen CA, Schommer JC. A ten-year trend analysis of pharmacist participation in the workforce. *American journal of pharmaceutical education*. 2002; 66: 223-233

Schommer JC, Pedersen CA, Doucette WR, Gaither CA, DA Mott. Community pharmacists' work activities in the United States. *Journal of the American*



pharmaceutical association. Journal of the American pharmaceutical association. 2002; 42: 399-406

Mott DA, Pedersen CA, Doucette WR, Gaither CA, Schommer JC. A national survey of U.S. pharmacists in 2000: Validity of a survey methodology. AAPS Pharmaceutical sciences. 2001; 3: article 33  
([http://www.pharmsci.org/scientificjournals/pharmsci/journal/01\\_33.html](http://www.pharmsci.org/scientificjournals/pharmsci/journal/01_33.html))

Taylor SD, Bagozzi RP, Gaither CA. Gender differences in the self-regulation of hypertension. Journal of behavioral medicine. 2001; 24: 469-487

Christensen TP, Kirking DM, Ascione FJ, Welage LS, Gaither CA. Drug product selection: Legal issues. Journal of the American pharmaceutical association. 2001; 41: 865-874

Welage LS, Kirking DM, Ascione FJ, Gaither CA. Understanding the scientific issues embedded in the generic drug approval process. Journal of the American pharmaceutical association. 2001; 41: 856-867

Kirking DM, Welage LS, Gaither CA, Ascione FJ. Physicians' individual and organizational views on generic medications. Journal of the American pharmaceutical association. 2001; 41: 718-722

Kirking DM, Gaither CA, Ascione FJ, Welage LS. Pharmacists' individual and organizational views on generic medications. Journal of the American pharmaceutical association. 2001; 41: 723-728

Gaither CA, Kirking DM, Ascione FJ, Welage LS. Consumers' views of generic drugs. Journal of the American pharmaceutical association. 2001; 41: 729-736

Kirking DM, Ascione FJ, Gaither CA, Welage LS. Economics and structure of the generic pharmaceutical industry. Journal of the American pharmaceutical association. 2001; 41: 578-584

Ascione FJ, Kirking DM, Gaither CA, Welage LS. Historical overview of generic medication policy. Journal of the American pharmaceutical association. 2001; 41: 567-577

Mannebach MA, Ascione FJ, Gaither CA, Bagozzi RP, Cohen IM, Ryan MR. Group decision making for drug products: The activities function and structure of pharmacy and therapeutics committees. American journal of health system pharmacy. 1999; 56: 622-628

Gaither CA. Career commitment: A mediator of the effects of job stress on pharmacists' work-related attitudes. Journal of the American pharmaceutical association. 1999; 39: 353-361

Nair KV, Gaither CA. Effects of work, non work, and role conflict on the overall life satisfaction of pharmacy faculty. *American journal of pharmaceutical education*. 1999; 63: 1-11

Gaither CA. The predictive validity of work/career-related attitudes and intentions on pharmacists' turnover behavior. *Journal of pharmaceutical marketing and management*. 1998; 12: 3-25

Gaither CA. An investigation of pharmacists' role stress and the work/non-work interface. *Journal of social and administrative pharmacy*. 1998; 15: 92-103

Gaither CA, Bagozzi RP, Ascione FJ, Kirking DM. The determinants of physician attitudes and subjective norms toward drug information sources: Modification and test of the theory of reasoned action. *Pharmaceutical research*. 1997; 14: 1298-1308

Gaither CA, Bagozzi RP, Ascione FJ, Kirking DM. A reasoned action approach to physicians' utilization of drug information sources. *Pharmaceutical research*. 1996; 13: 1291-1298

DeBoer LM, Gaither CA. Analysis of total pharmacy services offered to patients admitted to long-term care facilities. *Consultant pharmacist*. 1996; 11 (May): 486-496

Gaither CA, Bagozzi RP, Kirking DM, Ascione FJ. Factors related to physicians' attitudes and beliefs toward drug information sources. *Drug information journal*. 1994; 28: 817-827

Gaither CA, Mason HL. Pharmacists and career commitment, career withdrawal intention and career change. *Journal of pharmaceutical marketing and management*. 1994; 8: 187-205

Mason NA, Gaither CA, Hoffman EJ, Diokno DA. Benefits and work-schedules options for female hospital pharmacists. *American journal of hospital pharmacy*. 1994; 51: 790-797

Gaither CA, Mason NA, Diokno DA, Hoffman EJ. Benefits and work-schedule options in hospital pharmacy practice. *American journal of hospital pharmacy*. 1994; 51: 782-789

Gaither CA. Evaluating the construct validity of work commitment measures: A confirmatory factor model. *Evaluation and the health professions*. 1993; 16: 417-433

Gaither CA, Mason HL. A model of pharmacists' career commitment, organizational commitment and career and job withdrawal intentions. *Journal of social and administrative pharmacy*. 1992; 4: 75-85

Gaither CA, Mason HL. Commitment to the employer: Do pharmacists have it? *American pharmacy*. 1992; NS32: 41-46

Gaither CA. Graduate student research 1985 through 1989. *Journal of pharmaceutical marketing and management*. 1990; 5: 89-90

#### Non-Peer Reviewed Publications

Schommer JC, Lee S, Olson AW, Gaither CA, Schondelmeyer SW. Changes in the pharmacist and technician workforce in licensed Minnesota pharmacies between 2006 and 2020. *Minnesota Pharmacist*. 2021; 75: 17-25

Schommer JC, Olson AW, Gaither CA, Garza OW, Hadsall RS, Larson TA, Schondelmeyer SW, Uden DL. Changes in the pharmacist and technician workforce in licensed Minnesota pharmacies between 2006 and 2018. *Minnesota Pharmacist*. 2019; 73:18-23

Schommer JC, Youk S, Gaither CA, Garza OW, Hadsall RS, Larson TA, Schondelmeyer SW, Uden DL. Changes in the pharmacist and technician workforce in licensed Minnesota pharmacies between 2006 and 2016. *Minnesota Pharmacist*. 2017; 71:23-28

Schommer JC, Gaither CA, Doucette WR, Kreling DA, Mott DA. Are pharmacists happy with their work? *International Pharmacy Journal*. 2016; 34: No. 2.

Schommer JC, Rhee G, Gaither CA, Garza OW, Hadsall RS, Larson TA, Schondelmeyer SW, Uden DL. 2015 Minnesota pharmacist compensation and labor survey. *Minnesota Pharmacist*. 2016; 70: 32-37.

Schommer JC, Gaither CA, Garza OW, Hadsall RS, Larson TA, Schondelmeyer SW, Uden DL. Changes in the pharmacist and technician workforce in licensed Minnesota pharmacies between 2006 and 2014. *Minnesota Pharmacist*. 2015; 69: 24-28.

Schommer JC, Gaither CA, Garza OW, Hadsall RS, Larson TA, Schondelmeyer SW, Uden DL. 2013 Minnesota pharmacist compensation and labor survey. *Minnesota Pharmacist*, 2013.

Schommer JC, Gaither CA, Hadsall RS, Larson TA, Schondelmeyer SW, Uden DL. Changes in the pharmacist and technician workforce in licensed Minnesota pharmacies between 2002 and 2012. *Minnesota Pharmacist*, 2012

Mott DA, Doucette WR, Gaither CA, Kreling DH, Schommer JC. Trends in work participation of US pharmacists: Summary of results from the national pharmacist workforce surveys. Journal of the Wisconsin pharmacists association, 2012

Schommer JC, Doucette WR, Gaither CA, Kreling DH, Mott DA. The 2009 pharmacist workforce survey and what it means for your future. The Student Pharmacist, 2012

Gaither CA, Ou HT, Lewis NJW. 2009 Michigan Pharmacists Association Annual Pharmacy Economic Survey: Salaries up, but increasing workloads impact pharmacists. Michigan pharmacist 2010;48:6-16

Gaither CA, Ou HT, Lewis NJW. 2009 Michigan Pharmacists Association Pharmacy Intern Economic Survey: Wage and benefit findings. Michigan pharmacist 2010; 48:17-19

Gaither CA, Ou HT, Lewis NJW. 2008 Michigan pharmacists' association annual pharmacy economic survey: Salaries, benefits and practice characteristics. Michigan pharmacist. 2009;47: 15-24

Gaither CA, Ou HT, Lewis NJW. 2008 Michigan pharmacists association pharmacy intern economic survey: Wage and benefit findings. Michigan pharmacist. 2009;47: 25-94

Gaither CA. Perspectives on diversity in pharmacy workplaces. Journal of the American pharmacists association. 2005; 45: 424-26

Gaither CA, Mason HL. Indiana pharmacists: Part II - job stress. Indiana pharmacist. 1988; 69: 8-10

Gaither CA, Mason HL. Indiana pharmacists: Part I - demographics and job satisfaction. Indiana pharmacist. 1988; 69: 4-7

#### Working papers

Fadare O, Witry WJ, Doucette WR, , Arya V, Bakken BK, Gaither CA, Kreling DH, Mott DA, Schommer JC. Use of the professional fulfillment index in pharmacists: A confirmatory factor analysis. (To be submitted to Research in Social and Administrative Pharmacy, 2021)

Bakken BK, Gaither CA, Arya V, Oudeh R, Doucette WR, Witry WJ, Kreling DH, Mott DA, Schommer JC. The impact of gender and race on leadership aspiration in pharmacy (to be submitted to Journal of the American Pharmacists Association, 2021)

Lee A, Gaither, CA, Lewis NJW. The medication assessment program: Evaluating program and pharmacist characteristics that may influence pharmacist involvement in a patient-care program. (To be submitted to Research in Social and Administrative Pharmacy, 2021)

Gaither CA, Ascione FJ, Kirking DM. Alumni perceptions of the value of research training during pharmacy school. (To be submitted to Innovations in Pharmacy, 2021)

Gaither CA, Taylor SD, Bagozzi RP. The role of planning in hypertension management. (To be submitted to Psychology and Health, 2021)

Ou HT, Gaither CA, Doucette WR, et al. Pharmacist and practice characteristics related to career and organizational commitments, work-home conflict, job stress, job satisfaction and the perceived effects of workload on pharmacists mental and physical health. (Journal to be determined, 2021)

Majercak K, Gaither C, Borse M, Karmakar M. Identifying stress, burnout, and coping strategies in student pharmacists. (To be submitted to American Journal of Pharmaceutical Education, 2021)

#### Book chapters

Gaither CA. Chapter 16: Organizational Structure and Behavior In: Zgarrick DP, Moczygemba LR, Alston GL. Desselle SP (Eds.) Pharmacy Management; Essentials for All Practice Settings 5th edition; New York: McGraw-Hill, 2019

Gaither CA. Chapter 13: Organizational Structure and Behavior In: Zgarrick DP, Moczygemba LR, Alston GL. Desselle SP (Eds.) Pharmacy Management; Essentials for All Practice Settings 4th edition; New York: McGraw-Hill, 2016

Gaither CA. Chapter 11: Organizational Structure and Behavior In: Desselle S, Zgarrick DP Alston GL. (Eds.) Pharmacy Management; 3rd edition; New York: McGraw-Hill, 2012

Gaither CA. Chapter 9: Organizational Structure and Behavior In: Desselle S, Zgarrick DP (Eds.) Pharmacy Management; 2nd edition; New York: McGraw-Hill, 2008

Gaither CA. Chapter 10: Organizational Structure and Behavior In: Desselle S, Zgarrick DP (Eds.) Pharmacy Management; 1<sup>st</sup> edition; New York: McGraw-Hill, 2005

#### Reports

Doucette WR, Witry WJ, Arya V, Bakken BK, Gaither CA, Kreling DH, Mott DA, Schommer JC. Final report of the 2019 national pharmacist workforce survey. [https://www.aacp.org/sites/default/files/2020-03/2019\\_NPWS\\_Final\\_Report.pdf](https://www.aacp.org/sites/default/files/2020-03/2019_NPWS_Final_Report.pdf). January 15, 2020

Schommer JC, Gaither CA, Goode JVK, Owen JA, Scime G, Skelton JB, Cernasev A, Hillman L. The current views and perceptions in the pharmacy profession on wellbeing and resilience by pharmacists and student pharmacists Final Report, Submitted to the American Pharmacists Association, March 31, 2019

Schommer JC, Olsen AW, Gaither CA, Garza OW, Hadsall RS, Larson TA, Schondelmeyer SW, Uden DL. 2017 Minnesota Pharmacist Compensation and Labor Survey, Final Report, Submitted to Minnesota Pharmacists Association January 2017

Gaither CA, Schommer JC, Doucette WR, Kreling DH, Mott DA. Final report of the 2014 national sample survey of the pharmacist workforce to determine contemporary demographic and practice characteristics. <https://www.aacp.org/sites/default/files/finalreportofthenationalpharmacistworkforcestudy2014.pdf>. April 8, 2015

Gaither CA, Allen DD, Anderson Jr DC, Leader WG, Morgan LA, Weber SS, Williams JS, Flynn AA. Report of the 2008-2009 Professional Affairs Committee: The academy's leadership agenda for meeting academic and practice workforce demands through postgraduate professional education. American journal of pharmacy education. 2009; 73 (8) Article S4

Schommer JC, Doucette WR, Gaither CA, Kreling DH, Mott DA. Final report of the 2009 national sample survey of the pharmacist workforce to determine contemporary demographic and practice characteristics. [https://www.aacp.org/sites/default/files/2009\\_national\\_pharmacist\\_workforce\\_survey\\_-\\_final\\_report.pdf](https://www.aacp.org/sites/default/files/2009_national_pharmacist_workforce_survey_-_final_report.pdf). March 1, 2010

Mott DA, Doucette WR, Gaither CA, Kreling DH, Schommer JC. Final report of the 2004 national sample survey of the pharmacist workforce to determine contemporary demographic and practice characteristics <https://www.aacp.org/sites/default/files/finalreport.pdf>. September 1, 2005

Pederson CA, Doucette WR, Gaither C, Mott DA, Schommer JC. Final report of the national pharmacist workforce survey 2000. [https://www.aacp.org/sites/default/files/final\\_report\\_of\\_the\\_2000\\_national\\_pharmacist\\_workforce\\_survey.pdf](https://www.aacp.org/sites/default/files/final_report_of_the_2000_national_pharmacist_workforce_survey.pdf). August 1, 2000

## Presentations

Gaither CA, Bakken BK. An intersectional approach to the study of discrimination and harassment experienced by pharmacists. 2021 Group on Diversity and Inclusion (GDI) & Health Workforce Research Joint Virtual Conference, American Association of Medical Colleges, May 2021.

Gaither CA, Bakken BK, Arya V, Oudeh, R. Leadership aspirations among BIPOC pharmacists. 2021 Group on Diversity and Inclusion (GDI) & Health Workforce Research Joint Virtual Conference, American Association of Medical Colleges, May 2021.

Doucette WR, Witry WJ, Bakken BK, Arya V, Gaither CA, Kreling DH, Mott DA, Schommer JC. Sunshine or rain: Implications of the 2019 national pharmacist workforce study for pharmacy educators. American Association of Colleges of Pharmacy Annual Meeting (Virtual), July 2020

Gaither CA, Doucette WR, Witry WJ, Arya V, Bakken BK, Kreling DH, Mott DA, Schommer JC. It is really time to address pharmacists' quality of work life: Results from the 2019 national pharmacy workforce survey. Annual meeting of the American Pharmacists Association (Virtual), April 2020

Schommer JC, Gaither CA. What have we learned about pharmacist well-being and resiliency: An overview of the pharmacist well-being index and other surveys. Annual meeting of the American Pharmacists Association (Virtual), April 2020

Hillman LA, Gaither CA, Schommer JC. Resilience reimaged: Where is the power? Annual meeting of the American Pharmacists Association (Virtual), April 2020

Bakken BK, Gaither CA, Doucette WR, Witry WJ, Arya V, Kreling DH, Mott DA, Schommer JC. National pharmacist workforce survey reports of discrimination and harassment in the pharmacy workplace. Annual meeting of the American Pharmacists Association (Virtual), April 2020

Kreling DH, Schommer JC, Doucette WR, Witry WJ, Arya V, Bakken BK, Gaither CA, Mott DA. Snapshot of unemployed pharmacists from the 2019 national pharmacy workforce survey. Annual meeting of the American Pharmacists Association (Virtual), April 2020

Doucette WR, Witry WJ, Bakken BK, Arya V, Gaither CA, Kreling DH, Mott DA, Schommer JC. Findings from the 2019 national pharmacist workforce study. Annual meeting of the American Pharmacists Association (Virtual), April 2020

Schommer JC, Doucette WR, Witry WJ, Bakken BK, Arya V, Gaither CA, Kreling DH, Mott DA. Pharmacist contributions to the U.S. health care system

reported in the 2009, 2014, and 2019 national pharmacist workforce surveys. Annual meeting of the American Pharmacists Association (Virtual), April 2020

Witry WJ, Vyurri B, Doucette WR, Schommer JC, Gaither CA, Mott DA, Kreling DH, Bakken BK, Arya V. A national survey of pharmacist burnout and engagement measured using the professional fulfillment index. Annual meeting of the American Pharmacists Association (Virtual), April 2020

Bakken BK, Doucette WR, Witry WJ, Arya V, Gaither CA, Kreling DH, Mott DA, Schommer JC. Gender differences reported in the 2004, 2009, 2014, and 2019 national pharmacist workforce surveys. Advancing Women in Science and Medicine, Medical College of Wisconsin (Virtual), April 2020

Garza OW, Gaither CA. Social capital and the pharmacy service mix. American Association of Colleges of Pharmacy Annual Meeting Chicago, IL. July 14, 2019

Olson AW, Schommer JC, Gaither CA, Mott DA, Doucette WR, Knapp KK. Retail clinics & pharmacies: A Delphi study of pharmacist impacts and recommendations for optimization. Annual meeting of the American Pharmacists Association, March 23, 2019

Gaither CA. Identifying and selecting a conceptual framework. Research Roundtable Leader. 2018 Midwest Social and Administrative Pharmacy Conference, Madison, WI. August 17, 2018

Law L, Raquel R, Gaither CA. Mindful or mind full? Developing a stress management module in the PharmD curriculum. American Association of Colleges of Pharmacy Annual Meeting Boston, MA. July 24, 2018

Attarabeen O, Patel I, Rudolph M, Anderson HG, Broedel-Zaugg K, Jones C, Koc H, Gaither CA, Khan MOF. Pharmacy students' perceived stress and its impact on academic performance in a flipped classroom environment. American Association of Colleges of Pharmacy Annual Meeting, Boston, MA. July 23, 2018

St. Germaine RJ, Gaither CA. A nomothetic approach on how the inclusion of Bimaadiziwin, a cultural health belief model among the Southwestern Ojibwe tribes affects cultural competence and the medication experience on rural reservations. 2016 Midwest Social and Administrative Pharmacy Conference, Ann Arbor, MI, August 8, 2016

St. Germaine RJ, Gaither CA, Schommer JC, Doucette WR, Kreling DK, Mott DA, Gomaa BT, Nguyen TT, Rojanasart S, Zhao R. Beyond medication provision: Pharmacists comment on emergent roles in patient care services. 19th International Social Pharmacy Workshop, Aberdeen, Scotland, July 20, 2016



Douanla A, Gaither CA, Schommer JC, Doucette WR, Kreling DH, Mott DA. Pharmacists' career histories: Results from the 2014 National Pharmacist Workforce Survey. 163rd Annual meeting of the American Pharmacists Association, March, 5, 2016

Bectol R, Gaither CA, Schommer JC, Doucette WR, Kreling DH, Mott DA. Investigating job satisfaction and professional commitment of pharmacists across the U.S.: Findings from the 2014 National Pharmacist Workforce Survey. 163rd Annual meeting of the American Pharmacists Association, March 4, 2016

St. Germaine RJ, Gaither CA, Schommer JC, Doucette WR, Kreling DH, Mott DA. Beyond medication provision: Pharmacists comment on emergent roles in patient care services. 163rd Annual meeting of the American Pharmacists Association, March 5, 2016

Gaither CA, Plake K, Urmie J. Balancing work and home life. APhA-APRS Professional Development Lunch 162nd Annual meeting of the American Pharmacists Association, San Diego, CA, March 27, 2015

Schommer JC, Gaither CA, Doucette WR, Kreling DH, Mott DA, Gomaa BT, Nguyen TT, Rojanasarot S, St. Germaine RJ, Zhao R. Pharmacist contributions to the U.S. health care system reported in the 2009 and 2014 National Pharmacist Workforce Surveys. 162<sup>nd</sup> Annual meeting of the American Pharmacists Association, San Diego, CA, March, 28, 2015

Schommer JC, Gaither CA, Doucette WR, Kreling DH, Mott DA, Gomaa BT, Nguyen TT, Rojanasarot S, St. Germaine RJ, Zhao R. Pharmacist unemployment and future work plans reported in the 2009 and 2014 National Pharmacist Workforce Surveys. 162<sup>nd</sup> Annual meeting of the American Pharmacists Association, San Diego, CA, March, 28, 2015

Mott DA, Kreling DH, Gaither CA, Schommer JC, Doucette WR, Gomaa BT, Nguyen TT, Rojanasarot S, St. Germaine RJ, Zhao R. Pharmacist participation in the workforce: 2000, 2004, 2010, 2014. 162<sup>nd</sup> Annual meeting of the American Pharmacists Association, San Diego, CA, March, 28, 2015

Kreling DH, Doucette WR, Gaither CA, Mott DA, Schommer JC, Age and workforce contributions: Cohort analysis of the 2014 National Pharmacy Workforce Survey. 162nd Annual meeting of the American Pharmacists Association, San Diego, CA, March, 28, 2015

Doucette WR, Gaither CA, Schommer JC, Kreling DH, Mott DA, Goldsmith C, Gomaa BT, Nguyen TT, Rojanasarot S, St. Germaine RJ, Zhao R. Pharmacy service mix reported in 2014 National Pharmacist Workforce Survey. 162nd Annual meeting of the American Pharmacists Association, San Diego, CA, March, 28, 2015

Schommer JC, Gaither CA, Doucette WR, Kreling DH, Mott DA, Gomaa BT, Nguyen TT, Rojanasarot S, St. Germaine RJ, Zhao R. Pharmacist control, balance, and commitment in their work: Findings from the 2014 National Pharmacist Workforce Survey. 162nd Annual meeting of the American Pharmacists Association, San Diego, CA, March, 28, 2015

Rojanasarot S, Gaither CA, Schommer JC, Doucette WR, Kreling DH, Mott DA, Gomaa BT, Nguyen TT, St. Germaine RJ, Zhao R. Pharmacists' thoughts about their jobs: Results from the 2014 National Pharmacist Workforce Survey. 162nd Annual meeting of the American Pharmacists Association, San Diego, CA, March, 28, 2015

Zhao R, Gaither CA, Schommer JC, Doucette WR, Kreling DH, Mott DA, Gomaa BT, Nguyen TT, Rojanasarot S, St. Germaine RJ. Pharmacists' job stress, job satisfaction, and professional commitment: Early results from the 2014 National Pharmacist Workforce Survey. 162nd Annual meeting of the American Pharmacists Association, San Diego, CA, March, 28, 2015

Nguyen TT, Gaither CA, Schommer JC, Doucette WR, Kreling DH, Mott DA, Gomaa BT, Rojanasarot S, St. Germaine RJ, Zhao R. Trends regarding female pharmacists in management and pharmacy ownership in 2000, 2004, 2009, and 2014. 162nd Annual meeting of the American Pharmacists Association, San Diego, CA, March, 28, 2015

St. Germaine RJ, Gaither CA, Schommer JC, Doucette WR, Kreling DH, Mott DA, Gomaa BT, Nguyen TT, Rojanasarot S, St. Germaine RJ, Zhao R. Utilizing the National Pharmacist Workforce Survey to illustrate the need for increasing Native American students into pharmacy professional service. 162nd Annual meeting of the American Pharmacists Association, San Diego, CA, March, 28, 2015

Nguyen TT, Zhao R, Gaither CA, Schommer JC, Doucette WR, Kreling DH, Mott DA. 2014 National Pharmacist Workforce Survey: An overview of the pilot study. 2014 Midwest Social and Administrative Pharmacy Conference, West Lafayette, IN, July 17, 2014

Zhao R, Nguyen TT, Gaither CA, Schommer JC, Doucette WR, Kreling DH, Mott DA. 2014 National Pharmacist Workforce Survey: Demographics, career, and quality of work life characteristics. 2014 Midwest Social and Administrative Pharmacy Conference, West Lafayette, IN, July 17, 2014

Gaither CA. The national pharmacist workforce. National Board of Advisors, University of Minnesota, College of Pharmacy, September 27, 2013

Desselle, SP, Plake KS, Gaither CA. Achieving work-life balance: Lessons learned from scholarship and living it. American Association of Colleges of Pharmacy Annual Meeting, Chicago, IL. July 15, 2013

Malewski DF, Ream A, Gaither CA. The effects of pharmacy location on the relationship between pharmacist job satisfaction and patient satisfaction. American Pharmacists Association Annual Meeting, Los Angeles, CA. March 3, 2013

Ream A, Malewski D, Gaither CA. Patient and Pharmacist Satisfaction in a community pharmacy chain: Similarities and differences between urban and suburban populations. Midwest Social and Administrative Pharmacy Conference. Mason, WI. August 9, 2012

Gaither CA. Evaluating team performance and effectiveness. American Pharmacists Association Annual Meeting, New Orleans, LA. March 10, 2012

Majercak K, Gaither C, Borse M, Karmakar M. Identifying stress, burnout, and coping strategies in student pharmacists. American Pharmacists Association Annual Meeting, New Orleans, LA. March 10, 2012

Hagan A, Gaither CA. Support groups and identity: Influence on setting and achieving goals in persons with type 2 diabetes. American Association of Colleges of Pharmacy Annual Meeting, San Antonio, TX. July 10, 2011

Lane DC, Kucukarslan SN, Gaither CA. The role of social formation, composition, and utilization in adult patients with diabetes management of illness utilizing the common sense model. 16th International Social Pharmacy Workshop, Lisbon, Portugal, August 24, 2010

Kucukarslan SN, Gaither CA, Lewis NJW, Shimp LA. Consumer-identified role in medication management: Leventhal's theory of common-sense model of self-regulation proposed. 16th International Social Pharmacy Workshop, Lisbon, Portugal, August 26, 2010

Lane DC, Gaither CA. Combining quantitative and qualitative results utilizing sequential mixed method embedded analyses: Examining the relationships between organizational culture, work attitudes, job roles, and organizational change. Midwest Social and Administrative Pharmacy Conference. Iowa City, Iowa. July 23, 2010 (Best Paper Award, Consortium for Research on Administrative Pharmacy)

Lane DC, Gaither CA, Kim SC, Sadri MS. Examining the relationship between organizational culture, work attitudes, job roles and organizational change. American Association of Colleges of Pharmacy Annual Meeting, Seattle, Washington. July 12, 2010

Mason NA, Gaither CA. Longitudinal early practice experience (LEPE-IPPE): impact on students and community partners. American Association of Colleges of Pharmacy Annual Meeting, Seattle WA. July 12, 2010

Doucette WR, Gaither CA, Hadsall R. 2009 pharmacist workforce study: Implications for pharmacy educators. American Association of Colleges of Pharmacy Annual Meeting, Seattle WA. July 13, 2010

Mott DA, Schommer JC, Doucette WR, Gaither CA, Kreling DH. Pharmacy's crystal ball – What the national pharmacist workforce survey reveals about the profession. American Pharmacists Association Annual Meeting, Washington, DC. March 13, 2010

Chang E, Doucette WR, Kreling DH, Schommer JC, Mott DA, Gaither CA. Practicing settings and activities of pharmacists with BSP Pharm or PharmD degrees: Results from the 2009 national workforce study. American Pharmacists Association Annual Meeting, Washington, DC. March 14, 2010

Schommer JC, Yusuf A, Hadsall R, Uden D, Doucette WR, Gaither CA, Kreling DH, Mott DA. National pharmacist workforce adjustments during the 2009 economic recession. American Pharmacists Association Annual Meeting, Washington, DC. March 14, 2010

Hadsall R, Uden D, Doucette WR, Gaither CA, Kreling DH, Mott DA, Schommer JC. Differences in urban and rural practice environments. American Pharmacists Association Annual Meeting, Washington, DC. March 14, 2010

Schommer JC, Yusuf A, Doucette WR, Gaither CA, Kreling DH, Mott DA. Age matters: Varying practice and demographic profiles for different generations of pharmacists. American Pharmacists Association Annual Meeting, Washington, DC. March 14, 2010

Mott DA, Schommer JC, Doucette WR, Gaither CA, Kreling DH, Yusuf A. Pharmacist participation in the workforce: 2000, 2004, 2009. American Pharmacists Association Annual Meeting, Washington, DC. March 14, 2010

Schommer JC, Yusuf A, Doucette WR, Gaither CA, Kreling DH, Mott DA. What pharmacists like most about their current job situation: Findings from the 2009 national pharmacist workforce survey. American Pharmacists Association Annual Meeting, Washington, DC. March 14, 2010

Mason NA, Gaither CA, Amin R, Luong A. Student volunteerism during pharmacy school: The role of familial socialization and professional development. American Association of Colleges of Pharmacy Annual Meeting, Boston, MA. July 18, 2009

Gaither CA, Lewis NJW, Kucukarslan S. Assessing community health needs for pharmacist care programs. Delaware Pharmacists Society Annual Convention, Rehoboth Beach, DE, May 16, 2009

Miller A, Lewis NJW, Gaither CA, Bugdalski-Stutrud C, Abate MA, Blommelet M. The medication assessment program (MAP): Evaluating critical program aspects and the provision of pharmaceutical care. American Pharmacists Association Annual Meeting, San Antonio, TX, April 5, 2009

Gaither CA, Lewis NJW. Assessing the health needs of a community as a guide to patient care service development. Michigan Pharmacists Annual Meeting, February 28, 2009

Hagan A, Gaither CA. The relationship between identity, cooperation and the patient-provider relationship for patients with Type 2 diabetes. Midwest Pharmacy Administration Conference, Chicago, IL. July 24, 2008

Lin HC, Gaither CA. Mental health treatment and labor market performance: The case of major depression and schizophrenia. Midwest Pharmacy Administration Conference, Chicago, IL. July 24, 2008

Lane DC, Gaither CA. Examining organizational change in a pharmacy services organization: A multi-phase mixed methods investigation - Phase I: Semi-structured interviews with new model participants. Midwest Pharmacy Administration Conference, Chicago, IL. July 24, 2008

Ou HT, Gaither CA. Pharmacist and practice characteristics related to pharmacists' commitment, stress, satisfaction and perceptions of health. Midwest Pharmacy Administration Conference, Chicago, IL. July 24, 2008. (Runner up, Best paper award, Consortium for Research on Administrative Pharmacy)

Wu CH, Gaither CA. Health disparity in the usual source of care and medication utilization among adult asthma patients: An analysis of the 2003 medical expenditure panel survey. Midwest Pharmacy Administration Conference, Chicago, IL. July 24, 2008

Lane DC, Gaither CA. Examining organizational change in a pharmacy services organization: A multi-phase mixed methods investigation: Findings from Phase I: Semi-structured interviews with hybrid model participants. American Association of Colleges of Pharmacy Annual Meeting, Chicago IL. July 21, 2008

Gaither CA, Ou HT, Doucette WR, Kreling D, Mott DA, Pedersen CA, Schommer JC. Pharmacist and practice characteristics related to career and organizational commitments, work-home conflict, job stress, job satisfaction and

the perceived effects of workload on pharmacists' health. American Association of Colleges of Pharmacy Annual Meeting, Chicago IL. July 21, 2008

Wu CH, Gaither CA, Lewis NJW. Characteristics of patients who choose to participate in a comprehensive medication review program: Implication for program structure and processes. School of Public Health, University of Michigan, Ann Arbor, MI, March 24, 2008

Gaither CA, Chisholm MA, Palcholski A, Lane DC. The racial/ethnic representation of pharmacy faculty. School of Public Health, University of Michigan, Ann Arbor, MI, March 24, 2008

Lewis NJW, Wu CH, Gaither CA. The medication assessment program. Michigan Pharmacists Association Annual Meeting, Dearborn, MI, March 1, 2008

Wu CH, Gaither CA, Lewis NJW. Characteristics of patients who choose to participate in a comprehensive medication review program: Implication for program structure and processes. American Association of Public Health Annual Meeting, Washington DC, November 5, 2007

Bellebaum, K. Pedersen CA, Doucette WR, Gaither CA, Kreling DH, Mott DA, Schommer JC. A national comparison of hospital and chain pharmacists. American Pharmacists Association Annual Meeting, Atlanta, GA, March 18, 2007

Gaither CA, Chisholm MA, Palcholski A, Lane DC. The racial/ethnic representation of pharmacy faculty. Annual Meeting of the American Association of Colleges of Pharmacy, San Diego, CA. July 9, 2006

Nadkarni A, Gaither CA, Doucette WR, Kreling DH, Mott DA, Pedersen CA, Schommer JC. Stayers or leavers? Results from the 2004 national pharmacist workforce survey. American Pharmacists Association Annual Meeting, San Francisco, CA. March 18, 2006

Mott DA, Menzel BA, Kreling DH, Doucette WR, Gaither CA, Pedersen CA, Schommer JC. Exploring characteristics of pharmacy student loan debt. American Pharmacists Association Annual Meeting, San Francisco, CA. March 18, 2006

Nevins J, Doucette WR, Gaither CA, Kreling DH, Mott DA, Pedersen CA, Schommer JC. Factors influencing pharmacy practice change. American Pharmacists Association Annual Meeting, San Francisco, CA. March 18, 2006

Kreling DH, Doucette WR, Mott DA, Gaither CA, Pedersen CA, Schommer JC. Characteristics and perceptions of community pharmacy work environments:

Evidence from the 2004 national pharmacy workforce study American Pharmacists Association Annual Meeting, San Francisco, CA. March 18, 2006

Mott DA, Doucette WR, Gaither CA, Kreling DH, Pedersen CA, Schommer JC. Examining trends in where and how much pharmacists work: 1990, 2000, 2004. American Pharmacists Association Annual Meeting, San Francisco, CA. March 18, 2006

Gaither CA, Nadkarni A. The effects of interpersonal interactions and environmental conditions on hospital pharmacists' work environments. American Association of Colleges of Pharmacy Annual Meeting, Cincinnati, OH. July 10, 2005

Mott DA, Kreling D, Gadkari A, Doucette WR, Gaither CA, Pedersen CA, Schommer JC. Assessing nonresponse bias in a national survey of pharmacists. American Pharmacists Association Annual Meeting, Orlando, FL. April 3, 2005

Mott DA, Kreling D, Gadkari A, Doucette WR, Gaither CA, Pedersen CA, Schommer JC. The comparative effectiveness of a phone versus mail fifth contact in a survey of pharmacists. American Pharmacists Association Annual Meeting, Orlando, FL. April 3, 2005

Garber MC, Gaither CA. Integration of the norm of reciprocity into a multidimensional organization commitment model. Midwest Pharmacy Administration Conference, West Lafayette, IN. July 30, 2004

Garber MC, Gaither CA. Use of the norm of reciprocity theory to account for normative organizational commitment in a military population. Midwest Pharmacy Administration Conference, West Lafayette, IN. July 30, 2004

Gaither CA, Ascione FJ, Kirking DM. Research training pharmacy school: Is it related to career satisfaction? 13<sup>th</sup> International Social Pharmacy Workshop, Msdia, Malta, July 20, 2004

Kahaleh AA, Gaither CA. The effects of work setting on pharmacists' empowerment. 152nd Annual Meeting of the American Pharmacists' Association, Seattle, WA. March 29, 2004

Kahaleh AA, Gaither CA. Pharmacists' organizational commitment: Affective, continuance and normative. 152nd Annual Meeting of the American Pharmacists' Association, Seattle, WA. March 29, 2004

Kahaleh AA, Gaither CA. The effects of pharmacists' positions on empowerment and organizational behaviors. 152nd Annual Meeting of the American Pharmacists' Association, Seattle, WA. March 28, 2004

Gaither CA, Doucette WR, Mott DA, Pedersen CA, Schommer JC. Monitoring trends in the pharmacist workforce: Quality of Worklife. American Association of Colleges of Pharmacy Annual Meeting, Minneapolis, MN, July 22, 2003

Gaither CA, Shireman T, West D. Celebrating 50 years of SAdS Successes: 1953-2003 American Association of Colleges of Pharmacy Annual Meeting, Minneapolis, MN, July 20, 2003

Kahaleh AA, Gaither CA. Professional commitment: Affective, normative, and continuance domains. American Association of Colleges of Pharmacy Annual Meeting, Minneapolis, MN, July 21, 2003

Smith JL, Gaither CA. Investigating the correlation between pharmaceutical care, public image, organizational identification and job turnover intention of community pharmacists. 151st Annual Meeting of the American Pharmaceutical Association, New Orleans, LA. March 30, 2003

Kahaleh AA, Gaither CA. A causal model of antecedents and consequences of pharmacists' empowerment. 151st Annual Meeting of the American Pharmaceutical Association, New Orleans, LA. March 30, 2003

Kahaleh AA, Gaither CA. Antecedents and consequences of pharmacists' empowerment. 2002 Midwest Pharmacy Administration Conference, Ann Arbor, MI. July 26, 2002

Gaither CA. The influence of race, age, position, cognitive appraisals and coping styles on pharmacists' expression of emotions and attitudes in the work place. (Encore presentation) 150th Annual Meeting of the American Pharmaceutical Association, Philadelphia, PA. March 17, 2002

Gaither CA. The influence of race, age, position, cognitive appraisals and coping styles on pharmacists' expression of emotions and attitudes in the work place. 54<sup>th</sup> Meeting of the National Pharmaceutical Association, Cleveland, OH. July 22, 2001

Kahaleh AA, Gaither CA, Ascione FJ, Kirking DM. The effects of research training in pharmacy school on career success among PharmD alumni. American Association of Colleges of Pharmacy Annual Meeting, Toronto, Ontario, Canada. July 10, 2001

Schommer JC, Pedersen CA, Doucette WR, Gaither CA, Mott DA. Community pharmacists' work activities in the United States. Research Presentation Day. University of Minnesota, College of Pharmacy, Minneapolis, MN. April 8, 2001

Pedersen CA, Doucette WR, Gaither CA, Mott DA, Schommer JC. Market adjustment for practice setting and degree: An empirical investigation of



community pharmacists' wages. Ohio Pharmacists Annual Meeting. Research Forum. Columbus, OH. April 6, 2001

Kahaleh AA, Gaither CA, Doucette WR, Mott DA, Pedersen CA, Schommer JC. A path model of job turnover among pharmacists. 148th Annual Meeting of the American Pharmaceutical Association, San Francisco, CA. March 17, 2001

Gaither CA, Doucette WR, Mott DA, Pedersen CA, Schommer JC. A national survey of pharmacists' work-related attitudes. 148th Annual Meeting of the American Pharmaceutical Association, San Francisco, CA. March 17, 2001

Mott DA, Doucette WR, Gaither CA, Pedersen CA, Schommer JC. A summary of the national pharmacy workforce: Gender differences in work variables. 148th Annual Meeting of the American Pharmaceutical Association, San Francisco, CA. March 17, 2001

Pedersen CA, Doucette WR, Gaither CA, Mott DA, Schommer JC, Graden S. Assessing non-response bias in a national work force survey. 148th Annual Meeting of the American Pharmaceutical Association, San Francisco, CA. March 17, 2001

Schommer JC, Pedersen CA, Doucette WR, Gaither CA, Mott DA. Community pharmacists' work activities in the United States. 148th Annual Meeting of the American Pharmaceutical Association, San Francisco, CA. March 17, 2001

Gaither CA. National pharmacists' workforce survey 2000: Work-related attitudes. Pharmacy Workforce Conference. University of Minnesota, Minneapolis, MN. September 29, 2000

Graden SE, Pedersen CA, Mott DA, Schommer JC, Gaither CA. Response to a national pharmacist workforce survey. 2000 Midwest Pharmacy Administration Meeting, The University of Toledo, College of Pharmacy, July 28, 2000

Kahaleh AA, Ascione FJ, Gaither CA, Kirking DM. Perceptions of PharmD alumni towards research training in pharmacy school. 2000 Midwest Pharmacy Administration Meeting, The University of Toledo, College of Pharmacy, July 28, 2000

Gaither CA, Abunassar SM. The development of pharmacists' work-related attitudes: The influence of race, age, position, emotion cognitive appraisal and coping style. 11th International Social Pharmacy Workshop, Kuopio, Finland. June 11, 2000

Abunassar SM, Gaither CA. The effects of cognitive appraisals and coping strategies on job satisfaction, commitment and burnout levels in hospital

pharmacists. 147th Annual Meeting of the American Pharmaceutical Association, Washington, DC. March 11, 2000

Taylor SD, Bagozzi RP, Gaither CA. An examination of hierarchical goal structures in hypertensive patients. 147th Annual Meeting of the American Pharmaceutical Association, Washington, DC. March 11, 2000

Gaither CA, Kirking DM, Nair KM, Knapp BR, Knox TL. A computer-based mastery examination for teaching principles of research. 100<sup>th</sup> Annual Meeting of American Association of Colleges of Pharmacy, Boston, Massachusetts. July 6, 1999

Taylor SD, Bagozzi RP, Gaither CA. Goal setting and goal pursuit in the management of hypertension: An application of the theory of self-regulation. Wintergreen Research Conference V, Wintergreen, Virginia. May 8, 1999

Gaither CA. A longitudinal analysis of pharmacists' work-related attitudes and intentions. Wintergreen Research Conference V, Wintergreen, Virginia. May 7, 1999

Gaither CA, Holiday-Goodman M, Taylor SD. Multicultural pharmaceutical care. 146th Annual Meeting of the American Pharmaceutical Association, San Antonio, Texas. March 6, 1999

Gaither CA. Pharmacists' turnover behavior over three time periods. 146th Annual Meeting of the American Pharmaceutical Association, San Antonio, Texas. March 6, 1999

Gaither CA, Mason NA, Lowden K, Weidig D. Factors influencing the career achievement of male and female pharmacists. 145th Annual Meeting of the American Pharmaceutical Association, Miami Beach, Florida. March 23, 1998

Gaither CA. The role of emotion, coping and appraisal in pharmacists' work experiences. 144th Annual Meeting of the American Pharmaceutical Association, Los Angeles, California. March 10, 1997

Gaither CA. Mediating the effects of role stress through work-home conflict. 9th International Social Pharmacy Workshop, Madison, Wisconsin. August 12, 1996

Gaither CA. Career commitment as a mediator of work-related attitudes. 143rd Annual Meeting of the American Pharmaceutical Association, Nashville, Tennessee. March 11, 1996

Mannebach MA, Gaither CA, Ascione FJ. Group decision making on pharmacy and therapeutics committees. 142nd Annual Meeting of the American Pharmaceutical Association, Orlando, Florida. March 19, 1995

Gaither CA. The role of emotion, adaptation, coping and ethnicity in pharmacy work attitudes. Wintergreen Research Conference III, Wintergreen, Virginia. October 15, 1994

Gaither CA. The predictive validity of a model of pharmacist turnover behavior from the employer and the profession. American Association of Colleges of Pharmacy, 95th Annual Meeting, Albuquerque, New Mexico. July 19, 1994

Ascione FJ, Gaither CA. Teaching Pharm.D. students principles of research. American Association of Colleges of Pharmacy, 95th Annual Meeting, Albuquerque, New Mexico. July 17, 1994

Gaither CA. Faculty overview of the Pharm.D. curriculum: Pharmacy administration. Southeastern Michigan Spring Conference. Ann Arbor, Michigan. May 12, 1994

Gaither CA. Medication use and the elderly. Ann Arbor Community Center, Ann Arbor, Michigan. May 10, 1994

Gaither CA, Bagozzi RP, Ascione FJ, Kirking DM. Understanding the determinants of physicians' use of drug information sources. 141st Annual Meeting of the American Pharmaceutical Association, Seattle, Washington. March 20, 1994

Gaither CA, Mason NA. Gender issues in the pharmacy employment and job satisfaction. 42nd Annual Pharmacy Lectures - Women's Health Issues, University of Michigan, Ann Arbor, Michigan. October 22, 1993

Gaither CA. Research in the administrative sciences. 11th Annual Symposium on Pharmaceutical Sciences Graduate Programs. Merrillville, Indiana. October 8, 1993

Gaither CA. The role of the pharmacist in health care. Health Fair-1993, Ypsilanti, Michigan. May 22, 1993

Diokno DA, Gaither CA, Mason, NA, Hoffman EJ. Role of personal benefits and scheduling options in recruiting and retaining hospital pharmacists. 27th Annual ASHP Midyear Clinical Meeting, Orlando, Florida. December 9, 1992

Hoffman EJ, Mason NA, Gaither CA, Diokno DA. Female hospital pharmacists' use and attitudes concerning personal benefits and scheduling options. 27th Annual ASHP Midyear Clinical Meeting, Orlando, Florida. December 9, 1992

Gaither CA. Pharmacists' commitment to the profession and the employer. Michigan Pharmacists' Association Interim Meeting, Dearborn, Michigan. February 22, 1992

Gaither CA. An investigation of the causal relationships among career withdrawal intention, job withdrawal intention, organizational commitment and career commitment of pharmacists. 138th Annual Meeting of the American Pharmaceutical Association, New Orleans, Louisiana. March 10, 1991

Gaither CA. Satisfaction in the pharmacy workplace. The University of Toledo, Toledo, Ohio. November 20, 1990

Gaither CA. Organizational commitment and job withdrawal intention among pharmacists. Midwest Pharmacy Administration Conference, Cincinnati, Ohio. August 25, 1990

Gaither CA. Career commitment and its effect upon career withdrawal intention. 137th Annual Meeting of the American Pharmaceutical Association, Washington, DC March 10, 1990

Gaither CA. General satisfaction and job stress of Indiana pharmacists. Midwest Pharmacy Administration Conference, Chicago, Illinois. April 9, 1988

Gaither CA. The job satisfaction and job stress of Indiana pharmacists. 135th Annual Meeting of the American Pharmaceutical Association, Atlanta, Georgia. March 13, 1988

Gaither CA. Factors affecting the job satisfaction and job stress of Indiana pharmacists. The Changing Health Care Environment: It's Impact on Pharmacy and the Pharmaceutical Industry Midwest Conference, Indianapolis, Indiana. November 12, 1987

Gaither CA, Mason HL. A new Indiana pharmacist's survey: Report on job satisfaction and work concerns of hospital pharmacists. Indiana Society of Hospital Pharmacists Fall Continuing Education Meeting, Fort Wayne, Indiana. October 3, 1987

#### Invited Lectures

Schommer JC, Doucette WR, Gaither CA, Phipps M, Cernohous T. Pharmacist Workforce: Workforce Panel. District Five NABP/AACP 82<sup>nd</sup> Annual Meeting, Duluth MN, August 8, 2019.

Gaither CA. Views from the trenches: Research perspectives on pharmacists' wellbeing and resilience. Enhancing Well-being and Resilience among the

Pharmacist Workforce: A National Consensus Conference. Chicago, IL. July 18, 2019

Gaither CA. The implications of the pharmacy workforce on other health professions. Belmont University, Nashville, TN. March 13, 2017

Gaither CA. How do gender, race, ethnicity, and culture affect workplace persistence, job commitment, job satisfaction, job stress, role conflict and turnover? Belmont University, Nashville, TN. March 15, 2017

Gaither CA. Stress and Academic Self-Efficacy. Belmont University, Nashville, TN. March 15, 2017

Gaither CA, Schommer JC, Doucette WR, Kreling DH, Mott DA. National pharmacist workforce surveys: Work environment and quality of work life. Webinar American Association of Colleges of Pharmacy. December 1, 2015

Gaither CA, Schommer JC, Doucette WR, Kreling DH, Mott DA. National pharmacist workforce surveys: Overview, demographics, work activities and contributions to the workforce. Webinar, American Association of Colleges of Pharmacy. November 18, 2015

Gaither CA, Schommer JC, Doucette WR, Kreling DH, Mott DA. Pharmacist workforce trends: Findings from the 2014 national pharmacist workforce survey. Webinar, Minnesota Pharmacists Association. November 18, 2015

Gaither CA, Schommer JC, Doucette WR, Kreling DH, Mott DA. Impact of the pharmacy workforce: Results from the 2014 national pharmacist workforce survey. Minnesota Pharmacists Association, Annual Meeting, St. Paul, MN, September 12, 2015

Gaither CA, Schommer JC, Doucette WR, Kreling DH, Mott DA. Council of Deans Special Session: The Pharmacist Workforce. American Association of Colleges of Pharmacy Annual Meeting, National Harbor, MD, July 13, 2015

Gaither CA, Schommer JC, Doucette WR, Kreling DH, Mott DA. Results from the 2014 national pharmacist workforce survey. Joint Commission for Pharmacy Practice, Washington, DC. June 2, 2015.

Gaither CA, Schommer JC, Doucette WR, Kreling DH, Mott DA. The 21<sup>st</sup> century pharmacist: Assessing demographics, work activities and quality of work-life 2000-2014 American Association of Medical Colleges, Workforce Meeting, Washington, DC, May 1, 2015

Gaither CA, Schommer JC, Doucette WR, Kreling DH, Mott DA. Finding a path through times of change: Results from the 2014 national pharmacist workforce

survey. 162nd Annual meeting of the American Pharmacists Association, San Diego, CA, March, 27, 2015

Gaither CA. From quality of pharmacists' work life to quality of the underserved life: Is there a connection? University of Toledo, College of Pharmacy, Toledo, OH, November 17, 2010

Gaither CA. An overview of the health professions: Focus on medications. School of Dentistry, University of Michigan, Ann Arbor, MI, June 2, 2009

Gaither CA. Pharmacy and dentistry: What's the connection? School of Dentistry, University of Michigan, Ann Arbor, MI, June 10, 2008

Gaither CA. Professional Autobiography Series, Health Science Scholar Program, Alice Lloyd Hall, University of Michigan, Ann Arbor, MI, October 6, 2008

Gaither CA, Professional Autobiography Series, Health Science Scholar Program, Alice Lloyd Hall, University of Michigan, Ann Arbor, MI, November 6, 2007

Gaither CA. The role of research in career success. STARS 15th Annual Statewide Undergraduate Research Conference, Bowling Green State University, Bowling Green, OH, March 10, 2007

Gaither CA. Models of pharmacist career success. Research Seminar, Duquesne University, Pittsburgh, PA, February 23, 2007

Gaither CA. The current pharmacist workforce: What you should know to enhance success. Spartan Annual Pharmacy Conference, Mt. Pleasant, MI, September 22, 2006

Gaither CA. Taylor SD, Bagozzi RP. Self-regulation in hypertension management: Does anything make a difference? Michigan Seminars, College of Pharmacy, University of Michigan. Ann Arbor, MI September 9, 2005

Gaither CA. Research on work life issues in pharmacy. Dean's Advisory Committee, College of Pharmacy, University of Michigan. Ann Arbor, MI. October 29, 2004

Gaither CA. Work-life research in pharmacy: Where do we go from here? Research Roundtable 151st Annual Meeting of the American Pharmaceutical Association, New Orleans, LA. March 31, 2003

Gaither CA. Women in Science and Engineering. Faculty Panelist, Ann Arbor, MI. March 5, 2003

Gaither CA. Improving the quality of pharmacists' worklife: Will the real issues please stand UP? Seminar Presentation to Faculty and Graduate Students. College of Pharmacy, University of Iowa, Iowa City, IA, July 3, 2003

Gaither CA. Career Achievement of male and female pharmacists. Employment issues. The Emerging Majority: Contributions of Women Pharmacists Past, Present and Future. (Invited panelist) Tucson, AZ. April 13, 2002

Gaither CA. The intersection of race and gender. Rackham Interdisciplinary Seminar, University of Michigan, January 30, 2002

Gaither CA. Job satisfaction: What it means and why it is important. College of Pharmacy, University of Toledo, Toledo, OH. April 18, 2001

Gaither CA. The role of identity and emotion: Impact on work-related attitudes. The Ohio State University. Columbus, OH. January 11, 2001

Gaither CA. Measuring your career success and blending personal/professional responsibilities. College of Pharmacy, University of Michigan, Ann Arbor, MI. Winter 2000- 2005

Gaither CA. Insights for living: How to build your life so you can fulfill your destiny. Rho Chi Banquet Speaker, College of Pharmacy, University of Toledo, Toledo, OH. December 1, 1999

Gaither CA. Job satisfaction. College of Pharmacy, University of Toledo, Toledo, Ohio. February 9, 2000

### Grants

Doucette WR, Gaither CA, Kreling DH, Mott DA, Schommer JC. 2019 National Pharmacist Workforce Study. Pharmacy Workforce Center, Inc., 2019, \$75,000.

Gaither CA, Schommer JC, Doucette WR, Kreling DH, Mott DA. National sample survey of the pharmacist workforce to determine contemporary demographic and practice characteristics. Pharmacy Workforce Center, Inc., 2014, \$98,185

Gaither CA, Lewis NJW, Ou HT. Annual Economic Survey. Michigan Pharmacists Association, 2009, \$4,000

Gaither CA, Lewis NJW, Ou HT. Annual Economic Survey. Michigan Pharmacists Association, 2008, \$3,200

Schommer JC, Doucette WR, Gaither CA, Kreling D, Mott DA. National sample survey of the pharmacist workforce to determine contemporary demographic and practice characteristics. Pharmacy Manpower Project, Inc., 2008, \$86,956

Kucukarlsan S. Gaither CA. Market analysis of pharmacist patient care services for ambulatory patients. Community Pharmacy Foundation, 2008, \$94,171

Kucukarlsan S, Gaither CA. Market analysis of pharmacist patient care services for ambulatory patients. Blue Cross Blue Shield Foundation of Michigan, 2008, \$163,000

Gaither CA. Medication assessment program, Community Pharmacy Research Foundation. 2007, \$2,000

Mott DA, Kreling D, Pedersen CA, Doucette WR, Gaither CA, Schommer JC. National sample survey of the pharmacist workforce to determine contemporary demographic and practice characteristics. Pharmacy Manpower Project, Inc., 2004, \$80,000

Pedersen CA. Doucette WR, Gaither CA, Mott, DA, Schommer JC. National sample survey of the pharmacist workforce to determine contemporary demographic and practice characteristics. Pharmacy Manpower Project, Inc., 2000, \$56,283

Taylor SD, Bagozzi RP, Gaither CA. Goal setting and goal pursuit in the regulation of high blood pressure. Upjohn Research Endowment Fund, College of Pharmacy, University of Michigan, 1997, \$25,000

Gaither CA. Career Development Award, University of Michigan, 1996, \$5,000

Kirking DM, Gaither CA. A computer-based mastery examination for teaching principles of research. Office for Instructional Technology and the College of Pharmacy, University of Michigan, 1996, \$7,407

Gaither CA, Mason NA. Factors influencing the career advancement of pharmacists. Office of the Vice Provost for Academic and Multicultural Affairs, University of Michigan, 1995, \$2,000

Kirking DM, Ascione FJ, Gaither CA, Welage LS. Evaluation of issues regarding multisource prescription drug products. Michigan Health Care Education and Research Foundation, 1995, \$46,435

Gaither CA. Emotion, adaptation, and race in pharmacy work attitudes. Upjohn Research Endowment Fund, College of Pharmacy, University of Michigan, 1994, \$25,000



Ascione FJ, Gaither CA. Group decision-making. Upjohn Company, 1994, \$10,000

Ryan ML, DeLeon R, Mason NA, Gaither CA. Status of personal/family related benefits and scheduling options in hospital pharmacy practice: attitudes and implications. SmithKline Beecham, 1992, \$1,000

Gaither CA. The predictive validity of a model of pharmacist turnover behavior from the employer and the profession. AACP Grant Program for New Investigators, 1991, \$5,000

## **SERVICE**

### Committee Membership

#### National:

American Public Health Association  
Pharmacy Section Task Force on System-mediated Medication Safety Issues  
2020-present

American Pharmacists Association-Academy of Pharmaceutical Research and Science  
Well-Being Steering Committee 2019-present  
Evidence for Pharmacist Services Expert Advisory Panel 2019-present  
Economic, Social and Administrative Sciences Section  
Nominations Committee 2019-2020

American Association of Colleges of Pharmacy  
Professional Affairs Committee Chair 2007–2008  
Strategic Planning Committee 2004-2005  
Nominations Committee 2004-2005  
Pharmacy Workforce Center 2012-present

#### University of Minnesota:

Associate Deans for Education, Academic Health Center 2012 – 2019  
Professional Education Council 2018 - 2019  
Black Faculty and Staff Association Membership Committee 2019-present

#### University of Minnesota, College of Pharmacy 2012 - 2019

Admissions Committee (ex officio)  
Curriculum Implementation Committee (co-chair)  
Education Implementation Committee (chair)

Professional Education Division Leadership Committee (chair)  
 Central Council (ex officio)  
 Curriculum Revision Steering Committee (ex officio)  
 Education Policy/Peer Review Committee (ex officio)  
 Assessment Committee (member)  
 Student Affairs/Academic Standing Committee (ex-officio)  
 Technology Committee (member)  
 Curriculum and Assessment Task Force (member)  
 Admissions CQI Task Force (member)

Well-being Workgroup (co-chair) 2019 - 2021  
 Co-curricular Team (chair) 2020-2021

Professional Program Admissions Interviewer 2013-2021

University of Michigan:

Health Science Scholar Program Advisory Committee, 2004 - 2011  
 CEW Director Search Committee Member: 2008  
 Women in the Business of Healthcare Leadership Committee: 2006 - 2008  
 ADVANCE Conference on Advancing Diversity and Excellence in Science and Engineering advisory committee: 2006 - 2007  
 Honorary Degree Committee, 2004 – 2007  
 Women of Color in the Academy Project, Steering Committee, 2000 - 2005  
 Rackham School of Graduate Studies, Executive Board, 2001 - 2004  
 Senate Assembly Alternate, 1998

College of Pharmacy, University of Michigan:

Accreditation Steering Committee, 2009 - 2010  
 Executive Committee, 2002 – 2005, 2007 – 2009  
 Assessment Committee, 2008 - 2009  
 PharmD Investigations Committee, 2004 - 2011  
 Career Development Committee, 2006 – 2009  
 Pharmaceutical Care Course coordinators committee, 2007 – 2009  
 Research Resources/Shared Equipment Committee, 2005 - 2008  
 Search Committees: Department of Clinical, Social and Administrative Sciences, Associate Professor/Center Director, 2007 - 2008  
 Search Committees: Department of Social and Administrative Sciences, Walgreen's Endowed Professorship, 2006 - 2007  
 Assistant Professor, 2005  
 Department Restructure Committee (Adhoc) 2006 - 2007  
 Policy Review Committee, 2004 – 2007  
 Assessment Committee, Chair, 1999 – 2004  
 Curriculum Committee, 1999 - 2004  
 Clinical Research Resources Committee, 1999 - 2004  
 Teaching Law and Ethics (Ad Hoc) Chair 2001

Teaching Effectiveness Committee, 1997 - 2002  
 Library and Educational Resources, 1993 - 2000  
 Practitioner Relations, 1990 – 2000

College/Faculty Representative

College of Pharmacy Representative: 2010 Career Exploration Day, PhD Program in Social and Administrative Sciences, Jack and Jill of America, Inc. Ypsilanti Chapter, Eastern Michigan University, March 6, 2010

College of Pharmacy Representative: Rho Chi Annual Meeting, American Pharmacists' Association Annual Meeting, San Francisco, CA. March 18, 2006

College of Pharmacy Representative: The complexity of diversity: Rethinking gaps and leveraging differences. National Center for Institutional Diversity and the Center for the Study of Complex Systems. University of Michigan, Ann Arbor, MI. November 10-11, 2005

College of Pharmacy Representative: Recruitment Fair, 54<sup>th</sup> Annual Meeting of the National Pharmaceutical Association. Cleveland, OH. July 20-21, 2001

College of Pharmacy Representative: Rho Chi Annual Meeting, 148th Annual Meeting of the American Pharmaceutical Association, San Francisco, CA. March 18, 2001

College of Pharmacy Representative: Assessment Institute 2000. Indianapolis, IN. November 5-7, 2000

College of Pharmacy Representative: Recruitment Fair, 52nd Annual Meeting of the National Pharmaceutical Association. Orlando, FL. July 23-24, 1999

College of Pharmacy Representative: Summer Institute '98: Building Multiculturalism into Faculty Development, University of Michigan, Ann Arbor, MI. June 22-24, 1998

College of Pharmacy Faculty Representative: Lilly Teaching Conference, Oxford, OH. November 21-23, 1997

College of Pharmacy Representative: Rho Chi Annual Meeting, 141st Annual Meeting of the American Pharmaceutical Association, Seattle, WA. March 20, 1994

Invited Panelist: Diversity in Pharmacy Careers, Wayne State University, Detroit, MI. May 23, 1993

College of Pharmacy Faculty representative: Eli Lilly Trip, Indianapolis, IN. May 2-4, 1993

Invited speaker: King/Chavez/Parks Summer Program, College of Pharmacy, University of Michigan, Ann Arbor, MI. July 23, 1992

College of Pharmacy Representative: The University of Toledo, College of Pharmacy Residency and Post-Baccalaureate Educational Opportunity Showcase, Toledo, OH. February 26, 1992

Career Day Panelist: Comprehensive Studies Program, University of Michigan, Ann Arbor, MI. August 12, 1991

### Mentorship

#### College of Pharmacy, University of Minnesota

PharmD IV Paper/Colloquium/PPPS/EBPA

Content advisor, seven students, 2011- 2018

Job satisfaction of community pharmacists (2013)

Career and professional development of pharmacy students (2014)

Why leave? Results from the 2014 National Pharmacist Workforce Survey (2016)

Predicting Adherence to Inhaled Insulin in Type 1 Diabetes Mellitus Patients (2016)

Medication Reconciliation and the Elderly: A Literature Review (2017)

A clinical review of pembrolizumab as the first-line therapy in advanced and PD-L1 positive non-small cell lung cancer (2017)

Probiotic influence on symptoms of depression: a systematic review (2018)

Administrative advisor, four students, 2013-2015

Chikungunya Virus: A comprehensive guide for aid workers traveling to Haiti

Aaron Creech (2015)

Dissertation Committee Chair: one student, 2013 – 2019

Dissertation Committee Member, five students, 2012 – present

#### College of Pharmacy, University of Toledo

Master of Science Thesis Committee – one student 2010-2011

#### College of Pharmacy University of Michigan

PharmD student research - Pharmacist and Patient satisfaction with pharmacy services: urban versus suburban comparison 2011- 2012

Dissertation Committee Chair: four students - social and administrative science, 2001, 2004, 2008-2011

Preliminary Paper Examination Advisor: six students – social and administrative sciences, 2000 - 2010

Papers supervised: Comprehensive theories of decision making incorporating emotions; Leading theories, controversies, and applicability to health services research; The association between pharmacist-patient communication and medication use; Racial and ethnic health care disparities: Determinants, explanations and solutions; A conceptual and empirical perspective on organizational identification; Antecedents of personnel turnover in a military pharmacist population: An analysis of the literature; A conceptual model pharmacists' organizational identification and its effects on work-related outcomes

Preliminary Proposal Examination Advisor: eight students – social and administrative sciences, 1993 - 2010

Proposals supervised: Longitudinal study of the effectiveness, efficacy, and behavioral change sustainability of theory based pharmacist motivational interviewing on health behavior and outcomes in patients with hypertension; diabetes medication adherence and decision making: The role of culture and ethnicity in Arab-American female patients; Organizational culture and job performance of Food and Drug Administration employees; The physician-pharmacist relationship: impact on the provision of pharmaceutical care; The impact of organizational responsiveness on the spillover and organizational commitment of hospital pharmacists; Stress coping, and drug treatment decisions of asymptomatic HIV-infected patients; The distinction between affect and cognition in prostate cancer; Evaluating pharmacists' probability estimates of treatment outcomes

Comprehensive Studies Program: Mentor, 1994 – 2004

University Mentorship Program: Mentor, fifteen, first year, undergraduate students, 1993 – 1998

Dissertation Committee Member: four students - pharmacy administration, two students – Michigan Business School, one student – School of Nursing, 1992 - 1995

Masters' Thesis Committee Member: one student - pharmacy and health care administration, University of Toledo, 2010 - 2017

Graduate Student Advisor: ten students – Social and Administrative Sciences, 1992 - 2010

Faculty Advisor, Student National Pharmaceutical Association: 1991 - 2010

Faculty Advisor: thirty-seven Pharm.D. students, 1990 – 2005

Faculty Advisor, Pharm.D. Investigations Project: thirty-five students, 1990 – 2011:

Selected project titles: Status of personal family-related benefits and scheduling options in hospital pharmacy practice - A survey of female hospital pharmacists; Status of personal family-related benefits and scheduling options in hospital pharmacy practice - A survey of hospital pharmacy directors; An analysis of the pharmacy services offered to patients newly admitted to long-term care facilities; The effects of career commitment, organizational commitment, job stress, and work home roles on pharmacists' job turnover; An assessment of the effects of pharmacy and therapeutics committee size, organization, and function on the efficiency and effectiveness of the decision making process; Job satisfaction: A psychological approach; The effects of job satisfaction, job-related stress, organizational commitment, and career commitment on pharmacists' turnover from the career and the profession; A longitudinal study of pharmacist career paths; Factors influencing the career advancement of pharmacists; A comparative analysis of job stress, coping and appraisal styles of African American and Caucasian American pharmacists; An analysis of coping, stress, and appraisal in hospital pharmacy practice; The impact of the University of Michigan PharmD investigations requirement on student attitudes, skills and career opportunities; Impact of PharmD investigations requirement on faculty-student mentoring relationships; Gender and other influences on pharmacist position levels: A secondary analysis; Reasons for salary discrepancies between male and female pharmacists: A secondary analysis; Job satisfaction and job stress of hospital pharmacists; Investigating the correlation between pharmaceutical care, public image, organizational identification and job turnover intention of community pharmacists; The impact of pharmaceutical care and organizational identity on job turnover rates of pharmacists; Gender differences in the effects of empowerment on pharmacists' behaviors within their organization; Secondary data analysis to determine if adequate staffing can improve quality of patient care and pharmacists' job satisfaction level in the community pharmacy; Pharmacist career patterns: Evidence from the 2004 national pharmacist workforce survey; Examining how attitudes of pharmacists and the perception of the pharmacy profession from other stakeholders affect the PFC model; The effects of pharmacists' job satisfaction on the success of the patient focused care; A qualitative analysis of the impact that work model changes have on institutional pharmacy practice; Evaluation of the longitudinal early practice experiences: Impact on community partners; Longitudinal early practice experience: Benefits of longitudinal introductory pharmacy practice experience to student pharmacists; Volunteerism rate at University of Michigan, College of Pharmacy: How familial socialization affects its activity; Motivators and barriers to volunteerism among students at the University of Michigan College of Pharmacy; Qualitative analysis of community member and community leader perceptions of health care services in Highland Park, Michigan; Qualitative analysis of patient and community leader perceptions of health care services in Highland Park, Michigan; Examining low income inner city patients' health problems; An investigation of the impact of diabetes and hypertension on urban, African American patients' willingness to quit tobacco use; An evaluation of urban African American health concerns; The

Medication Assessment Program: evaluating program and pharmacist characteristics that may influence pharmacist involvement in a patient-care program, Exploring the correlation between community pharmacist job satisfaction and patient satisfaction in large cities versus small cities

#### Facilitator

University of Michigan, Women in Health Care Leadership Conference, 2008

University of Michigan, ADVANCE Conference on Advancing Diversity and Excellence in Science and Engineering, 2007

University of Michigan, Diversity Summit: 2004

Glaxo-Wellcome Pathway Evaluation Program: 1992 - 2009

#### Editorial Board

International Journal of Pharmacy Practice 2009 - present

Research in Social and Administrative Pharmacy 2005-2014

#### Manuscript Reviewer

BMJ Open

Human Resources for Health

Innovations in Pharmacy

Pharmacy

BMC Health Services Research

Currents in Pharmacy Teaching and Learning

Journal of Pharmacy Practice

Women's Health Issues

Journal of Health Communication

International Journal of Pharmacy Practice

American Journal of Health-System Pharmacy

American Journal of Pharmaceutical Education

Journal of Managed Care Pharmacy

Journal of the American Pharmacists Association

Pharmacoepidemiology and Drug Safety

Social Science and Medicine

Pharmaceutical Research

Personnel Review

Research in Social and Administrative Pharmacy

Drug Benefit Trends

Abstract Reviewer

American Association of Colleges of Pharmacy (Social and Administrative Sciences Section) 2004, 2005, 2006, 2010

American Pharmacists Association, Academy of Pharmaceutical Research and Science - Economic, Social and Administrative Sciences Section, 1998, 2000, 2001, 2004, 2005, 2006, 2007, 2008, 2009-present

Best Post Graduate Paper, American Pharmaceutical Association, Academy of Pharmaceutical Research and Science - Economic, Social and Administrative Sciences Section, 2001, 2002, 2008, 2010

Member

Pharmacy Workforce Center Technical Advisory Panel, 2011

Book Reviewer

Posey LM. Pharmacy Cadence, 1992. Athens GA: PAS Pharmacy/Association Services, Inc., 1992.

Delegate

College of Pharmacy, University of Minnesota, Administrative Delegate Alternate: American Association of Colleges of Pharmacy Annual and Interim Meetings: 2012 - 2019



College of Pharmacy, University of Michigan, Faculty Delegate: American Association of Colleges of Pharmacy Annual and Interim Meetings: 1993-1994, 1996-1997, 1998-1999, 2000-2001, 2002-2003, 2003-2004; 2004-2005, 2005-2006, 2006-2007, 2007-2008, 2008-2009, 2009-2010

#### Pharmacist - Relief

Community Pharmacy Partners, Toledo, OH: 2011

Hope Clinic, Ypsilanti, MI: 2006 - 2009

Cordelia Martin Health Care Center, Toledo OH: 2004 – 2009

### **PROFESSIONAL AFFILIATIONS**

#### Organization Memberships

Minnesota Pharmacists Association

American Association of Colleges of Pharmacy (Social and Administrative Sciences Section)

American Pharmacists Association (Academy of Pharmaceutical Research and Science - Economic, Social and Administrative Sciences Section)

#### Pharmacist Licensure

Ohio and Indiana

### **HONORS AND ACHIEVEMENTS**

2019 Black Faculty of the Year, Black Faculty and Staff Association, University of Minnesota, May 17, 2019

2019 American Pharmacists Association (Academy of Pharmaceutical Research and Science) Board of Trustees Election Candidate

2017-2018 Leadership for Innovative Team Science (LITes), Colorado Clinical and Translational Science Institute, University of Colorado-Denver, Anschutz Medical Campus, Denver, CO. October 2017 – April 2018

2016 Institute for Management and Leadership in Education, Harvard Graduate School of Education, Harvard University, Cambridge, MA, June 19-July 1, 2016

2015 Research in Social and Administrative Pharmacy, Impact Paper Award, March 2016

Focused Investigator Training Program, Mentee, American College of Clinical Pharmacy, University of Arizona, Tucson, AZ, June 19-16, 2011

Distinguished Alumnus Award 2007; University of Toledo, College of Pharmacy, October 5, 2007

Advanced Leadership Seminar Participant, Center for the Education of Women, 2007-2008

Fellow, Academy of Pharmaceutical Research and Science, American Pharmacists Association, March 2006

Immediate Past Chair, Social and Administrative Sciences Section, American Association of Colleges of Pharmacy, 2004-2005

Chair, Social and Administrative Sciences Section, American Association of Colleges of Pharmacy, 2003-2004

Chair-Elect, Social and Administrative Sciences Section, American Association of Colleges of Pharmacy, 2002-2003

Best Published Paper, Academy of Pharmaceutical Research and Science - Economic, Social and Administrative Sciences Section, American Pharmaceutical Association, 2001

Outstanding Mentor: Comprehensive Studies Program, University of Michigan, 1997 - 1998

The Albert and Anna Kienly Award for Excellence in Teaching, 1990

Phi Kappa Phi National Honor Society, 1987

Patricia Robert Harris Graduate Professional Opportunities Fellowship, 1986 - 1989

Outstanding Young Women of America, 1986

Rho Chi Pharmacy Honor Society, 1982