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Class of 2015:

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For more information on Phi Lambda Sigma and our upcoming events please visit our website

<http://www.pharmacy.umaryland.edu/studentorg/pls>

August, 2012

**"If your actions inspire others to dream more, learn more, do more and become more, you are a leader"**

— John Quincy Adams

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# Leader Reader



**A Message from the President by Michael Leung**



Greetings Phi Lambda Sigma

Welcome to a new school year, everyone. I'm grateful to return to serve as your President for the 2012-2013 academic year. This past year, we inducted twenty new collegiate members representing various styles of leadership and many different organizations both on- and off-campus. Our chapter saw a growth in our programming as we expanded current initiatives like the Mentorship Program and the Leadership Bootcamp, as well as seeing the birth of new ones like the successful Faculty Fashion Forum. After meeting with the executive board this year and various members, I am excited for the start of a new school year. From my perspective, things are looking up for Phi Lambda Sigma in the upcoming year.

This year, our executive board consists of Anjana Patel, Lisa Hutchins, Katie Finneran, Jessica Wong, Jessica Pyhtila, and Neha Patel. As we met over the summer, we brainstormed over different ways to promote the mission of Phi Lambda Sigma. Though we'd hate to admit it, most of us were fumbling for words when trying to recite the mission. Start learning it today! *Our mission is to support pharmacy leadership commitment by recognizing leaders and fostering leadership development.* Consequently, our executive board has adopted several goals for the membership in the coming year and they are below:

- ◆ Work with students, organizations, and faculty to continually recognize leaders at the University of Maryland School of Pharmacy.
- ◆ Develop and implement innovative programs for the school to be engaged in opportunities for leadership development.
- ◆ Promote unity and collaboration amongst members of the Beta Lambda chapter.

We want the mission of Phi Lambda Sigma to permeate our membership and spread to those around us. We seek to be

an organization to serve the best interests of students and student leaders here at the School of Pharmacy.

As we kick off the semester, we're excited to bring back the Leadership Series and the Mentorship Program. These two programs have served as the capstones to our organization. In the past year, the programs have gone through some tweaks and this year is no different! Anjana Patel and Bonnie Li serve as the respective chairs for each program and have brought some great ideas to the table. I'm excited for how these changes will help students grow in their leadership.

The Fall semester is always a busy time for our chapter as we get involved in an assortment of events that are aimed at professional development. Be on the lookout for events like the CV/Resume Workshop, the Internship Fair, and the annual Francis Balassone Lecture. There's a lot of great things in store for us, Beta Lambda chapter. I'm happy to have you all on-board and I look forward to this year as we embark on a new journey.

Michael Leung

President, 2012-2013



### Induction Ceremony – Michael Leung



New PLS members at the induction ceremony.

The Induction Ceremony for the Beta Lambda Chapter took place on March 28, 2012. For the fifth consecutive year, it was held at the Baltimore Museum of Art's Gertrude's Restaurant. We hosted over 100 guests for the evening, including 22 new inductees and a plethora of collegiate, honorary, and faculty members who were excited to participate in our annual induction ceremony. We were fortunate to induct 20 new student members who had shown an incredible level of dedication to leadership in pharmacy.

At this year's banquet, we were reminded of our accomplish-

ments for the year and of the leadership of the executive board. We recognized the continued contributions of faculty and honorary members to their respective fields in pharmacy, and challenged student pharmacists to lead the way for their colleagues and take up the mantle of leadership. Daniel Ashby, FASHP, served as our guest speaker for the evening. He shared with us seven essential lessons he learned from his experiences as a student, as a pharmacist, and as a senior director of pharmacy. His lighthearted but sincere message taught us the importance of mentorship, of community, and of leadership. As leaders in pharmacy, we are given the challenge of creating a new environment for the health professions in which we all learn to depend on one another to do great things.

Our evening ended with the presentations of several gifts

and awards. Congratulations were in order for Hoai An Truong, PharmD, for his receipt of the Alumni Member of the Year award. Likewise, Janessa Smith was presented with the Student Member of the Year award, highlighting her achievements as APhA-ASP President. The banquet ended with a bittersweet moment as we presented our chapter advisor, Fred Abramson, with a gift of his unending dedication and love for Phi Lambda Sigma, the University of Maryland School of Pharmacy, and the profession of pharmacy. The 2011-2012 academic year marks Mr. Abramson's final year serving as a faculty member and chapter advisor. CAPT James Bresette, the first student president of the Beta Lambda chapter presented his friend, mentor, and chapter advisor with a moving speech and gift for his contributions to our chapter.

### Meet the Candidates Dinner – Neha Patel



Meet the Candidates Dinner a la speed dating style

The Beta Chapter of Phi Lambda Sigma hosted this event as a means to personally meet and converse with students who had been nominated to be inducted into PLS. The evening began with a team-building activity where candidates had to work with each other to figure out five items they would want to have on an island if stranded. PLS members were seated at different tables and were assigned specific questions to ask the candidates at the table. Questions ranged all topics, from questions about favorites to questions related to leadership to situational questions. Once the allotted five-minutes ended, current PLS members would shift to another table in a "speed dating" fashion. This gave current PLS members a way to match a name with a face, and more importantly, a personality. Candidates who attended this event were able to add an additional dimension to the paper applications already required of them. Additionally, PLS members along with candidates were able to experience each others' social and leadership dynamics.

### February Leadership Student of the Month: Jaimee Bible

**Congratulations for being recognized as a student leader by your peers!**

**Q. What motivates you to be so involved?** My motivation to be involved stems from my innate personality as well as the benefits I receive from being involved. I've always been a "people person" and enjoy being in a group, whether that be an academic organization, a sports team, or simply with family and friends. I feel that this personality trait predisposes me to becoming involved. But more importantly, I think that being involved empowers a person, allows him/her to be "in the know", and provides invaluable networking opportunities.

**Q. An important aspect of being a leader is being able to motivate those around you. As an active fraternity leader, how do you motivate others and why do you think it works?** Motivating others can be a challenging task but is an extremely important skill to have in order to be a successful leader. In my previous career working with children as a speech language pathologist, I learned the importance of motivating others and acquired the skills necessary to do so. Personally, I feel that the key to get someone motivated is to get to know that individual. Once you have begun to build the foundation of a relationship, get to know an individual's personality,

and determine what skills they have you will be better able to motivate that individual.

**Q. What are the biggest challenges you have faced with the leadership positions you currently hold or have held and how have you tried to resolve these challenges?** One of the biggest challenges for me as a leader was letting go of the leadership reigns. During my year as Alpha Zeta Omega Directorum, the organization prospered and several changes (for the better) were instituted. As my time in office came to an end I had fears that the organization would not continue to grow and prosper as it had. In order to resolve this challenge and put my fears at ease, I worked extremely hard with the members of my elected board to ensure that the newly elected officers would have a solid foundation to work from. I encouraged each officer to create a working document describing the ins and outs of their position and asked that each outgoing officer meet personally with each incoming officer for a transitional meeting.

**Q. What advice do you have for students that want to take on leadership positions, but are holding themselves back because they are scared or don't know where to begin?** Start small – get involved in an organization you are interested in by becoming a

member and volunteering for events. Get to know other members in the group, specifically members who hold positions that you think you may be interested in. Last but not least – don't give up! If you are not elected to your desired office, consider volunteering for a committee, and run again next year!

**Q. With all that you do, how do you manage your stress and your time? How do you juggle your academics while being so involved with various student organizations?** Being an extremely organized person helps tremendously with time management! If you ask my classmates most of them will tell you that my planner is color coded with all of my assignments, tasks, professional and social events, and important dates (you never want to forget a birthday or anniversary)! When it comes to managing stress, I think the most important thing is taking care of yourself. During pharmacy school it can be difficult to avoid becoming overwhelmed by the stress of it all. Eating well, exercising, taking time to do something I enjoy, and rewarding myself (whether that be with shopping or taking a trip) is how I successfully manage stress.

Thank you for your time and congratulations again!



*"The key to get someone motivated is to get to know that individual."*

### March Leadership Student of the Month: Cathy Chang



*“Find that one activity or organization that you really enjoy spending time on!”*

**Congratulations!** I’m sure your fellow classmates had a fun and memorable time at Puerto Rico!

**Q. What motivates you to be so involved?** I wouldn't consider myself to be a "typical" pharmacy student. I've never worked in a pharmacy prior to starting pharmacy school (except for a volunteer experience at our school health center pharmacy), and community rotations are probably the closest I've gotten to retail to this day. I slowly realized over the years that there really are so many opportunities available, and there are non-traditional pathways you can attempt to carve out on your own - that's what makes the profession of pharmacy really great and interesting for me personally. What really motivates me is the ability to unravel these non-traditional pathways and to be able to educate others on the versatility of our profession while doing so. The networking that comes out of this at the same time is also very exciting and invaluable. The only way to find out though is to gain as many experiences as possible, meet as many people as you can, and start getting involved one step at a time.

**Q. What advice do you have for students that want to take on leadership positions, but are holding themselves back because they are scared or don't know where to begin?** One of the things I really like about our school is the fact that there are so many leadership opportunities for students, even for first years, that it would be almost foolish if you didn't even try in the first place. Taking on leadership positions doesn't always have to be for residencies or fellowships, but rather for your own personal development. If it weren't for the positions I took on throughout pharmacy school, I definitely would not be who I am today. It's an amazing learning experience. For those who are holding

yourselves back for fear of all things elections-related, **don't!** Elections are elections, and when else would you get the chance to experience this process? If anything, it only gets tougher after you enter the real world. If you win, you win. If you lose, then kudos to you for having the guts to try in the first place - but now you have time to focus on other areas, like academics, volunteering, campus-wide activities, etc. I like to think that either outcome is a win-win situation, so don't take it personally. The key thing for students to always remember is that being a leader isn't measured by the number of positions you have or the organizations you're affiliated with, but rather how you personally display and exercise leadership. There's always those who enjoy being in the spotlight, and those who prefer to lead in the background. It just depends on your personality. Find that one activity or organization that you really enjoy spending time on!

**Q. What is one memory you will never forget from your involvement with the organization?** The one thing I don't regret is running for a class officer position during my first year. I would never have dared to do such a thing prior to pharmacy school, but I gave it a go and ended up absolutely loving it. Two years later I was fortunate to serve as class president, and with an amazing e-board that year we were able to plan a successful class trip to Puerto Rico with 60 total students and guests in attendance. The planning definitely wasn't a walk in the park, but it was such a rewarding experience and I've really learned a lot during that year.

**Congratulations again Cathy!**

### April Leadership Student of the Month: Sue Lee

**Congratulations Sue!** Rock the Smoke Out was a great success!

**Q. What motivates you to be so involved?** I think one of the greatest motivations to become involved in student organizations is to have a passion for what it is you are doing. Balancing extracurricular activities and schoolwork requires a lot of dedication and practice of time management skills, so to stay motivated to do both really asks that I feel strongly for a cause. Setting a goal and working with my peers towards achieving that goal is incredibly fulfilling and is what continues to motivate me.

**Q. What are the biggest challenges you have faced with the leadership positions you currently hold or have held and how have you tried to resolve these challenges?** One of greatest challenges of holding a position of leadership is learning to communicate your passion and interest to your peers. Holding a position of leadership means you have the ability to influence those around you and finding an effective way to have such an influence is challenging. I think learning to more effectively communicate is a skill I am constantly practicing and developing to be able to better present my thoughts and ideas.

**Q. What advice do you have for students that want to take on leadership positions, but are holding themselves back because they are scared or don't know where to begin?** Getting involved initially is daunting but talking to current student leaders, attending general body meetings, and voicing an interest in getting involved with the planning processes of events is a great way to start.

**Congratulations again!**



### 12th Annual Maryland Pharmacy Legislative Day – Anjana Patel



On February 16, 2012, University of Maryland School of Pharmacy student pharmacists joined their peers and registered pharmacists in the Maryland State Capital of Annapolis to advocate the concerns and position of the Maryland Pharmacy Coalition's (MPC) regarding current pieces of legislation affecting pharmacy, which included prescriber dispensing and expansion of vaccine services. This year's Legislative Day was

made successful with the hard work of many PLS members, especially Chai Wang (Legislative Day Coordinator) and Eric Wong (SGA President), along with the help of countless MPC and student volunteers. Student pharmacists met with Delegates and Senators based on the districts that they live or work in. Delegate and pharmacist Donald B. Elliott welcomed and briefed students on the day's pro-

ceedings, before sending them on their way to advocate for their profession. Many students were delighted by the eagerness and responsiveness of legislators. While this year's Legislative Day was a success with over 100 UMB students attending, we hope to further increase student participation next year.

**Phi Lambda Sigma Leadership Series – Neha Patel**



During its inaugural year in 2009, the Leadership Series trained 12 first year students to become leaders within the school of pharmacy. As a result, 3 of these 12 students now held critical leadership positions within the school, including President-elect of ASHP, PLS and President of the Class of 2013. Additionally, many mentees involved in the Leadership Series are extensively involved in the leadership of state and national pharmacy organizations. This year, for the Leadership Series, we had 12 first-year mentees who

were matched up with second and third year PLS members. Some projects included: an event promoting pharmacists as immunizers via a Flu Vaccines Clinic at our satellite (Shady Grove) campus, a day where pre-pharmacy undergraduate students come to pharmacy school and explore career options other than the traditional community pharmacist, a week-long awareness program on smoking cessation culminating in a school-wide charity concert, a community “Drug Take Back Day” for expired and unused prescription and OTC drugs to address the rising need for proper disposal of medications, and multiple forums where clinical pharmacy residents from local hospitals speak about their experiences and perspectives on hospital pharmacy.

**Phi Lambda Sigma Leadership Boot Camp – Danielle Keeley**

This spring, we held our annual Leadership Bootcamp at the University of Maryland School of Pharmacy. A little over 30 students from a variety of schools in Baltimore were recruited to attend a fun-filled day of leadership, learning, and community service. The day started out with an icebreaker and “unique” introductions with each student. One student even created an “on the spot” rap about what he was interested in for the future.

After introductions, Danielle Keeley gave an updated and interactive presentation about the college application process and financial aid opportunities. She went over some great tips and guidance for students who are in the application process, as well as those that are thinking about applying.

Next, the students split into groups and attended 3 mini-

sessions on public speaking, interview skills, and teamwork building. In the public speaking section, students observed and participated in mock interviews. This was followed by some important pointers about inter-



view follow-up and proper attire. The teamwork session gave students the ability to work in pairs and in teams to complete a variety of tasks. Their favorite teamwork activity was when students were blindfolded and had to build a structure out of candy and toothpicks only by verbal

direction from their partners.

After a little networking during lunch, the pharmacy students addressed some of the concerns and questions from the high school students. One lesson learned through this Q&A session was that there is no “cookie cutter” path to success. It is okay to not know what you want to do with your life, but it’s important to have a plan for learning about the possibilities. Students learned that there are different types of leaders; some are outgoing and some are more introspective, and others like to be more creative. Everyone has a special leadership skill to bring to the table and understanding your leadership style and the styles of those you will be working with is essential to success. Overall, the students learned how to specifically tailor their leadership skills and strengths to achieve their dreams.

**PLS/APhA-ASP Faculty Fashion Forum – Lisa Hutchins**

At our very first Faculty Fashion Forum we featured the do's and don'ts of professional attire. We asked one of the school's most popular professors, Dr. McPherson, to emcee the event and faculty as well as some students participate as our models for the fashion show. The event featured an overview of what students should be wearing at several different occasions: Business Professional events such as interviews, Business Casual events such as Lab, Semi-Formals such as APhA-ASP banquets, and Casual occasions such as attendance at lectures. Dr. McPherson gave us a run through of what to avoid when preparing our wardrobe for each of these categories while our faculty members modeled attire for both "what to wear" and "what not to wear". The room was full as the students cheered on each pair of models. Our faculty models who displayed what not to wear to business casu-



al events did a fantastic job at showing that cell phone use and gum chewing are inappropriate components of professional attire when attending networking events and to lab. We had perfect examples of what to wear to business casual events from a couple professors and wonderful display of what to wear to semi-formals. While casual-wear to everyday events such as lectures and meetings may often be overlooked, it is tremendously important and a

daily representation of our school. A pair of models displayed how muscle shirts and off-shoulder tops are inappropriate, while students presented great examples of appropriate everyday school attire. Overall this was a successful and unique event where students learned the subtle differences between what to wear and what not to wear, all while receiving a great performance by our emcee, students and faculty models.

*“What to wear and what not to wear”*

**PLS Mentorship Program – Anna Hung & Michael Leung**

This academic year, the Mentorship Program, was given a major renovation with the help of program chairs Hayley Le and Anna Hung. Together with Lisa Holt, senior campus recruiter with Target, the trio gave the program new life as they sought to find mentors and students who were committed to growth and shared learning experiences. Several events were held throughout the year in which the pairs would meet on their own and at scheduled group events. At the second event, there was an opportunity to bag 200 lunches for the homeless shelter, Franciscan Center. Also, in the spring semester, mentees and mentors were encouraged to chat about current events in pharmacy that interested both parties. These conversations were to culminate at the end of the year with a brief presentation of what the mentees learned from their dedicated mentors and how their pharmacy news topic affected their practice or view on the pharmacy profession. There was a huge variety of topics, including PILLPICK automatic dispensing machines, drug shortage management, diabetes treatments, the Public Health Service, MTM, managed care pharmacy services, pharmacogenomics, and pharmacists in space. It was great to see mentees' excitement while discussing their topics. Many of the mentors and mentees agreed that the relationships they established was something both parties intended to continue even beyond the academic year.





**Interview with Dr. Hoai An Truong – Zhongyuan Zhao**

**Z:** Congratulations Dr. Truong! It is our great pleasure to award you the Chapter Alumni of the Year. We really appreciate your dedication to inspire our students to become a better leader. I wish to begin the interview by asking what is your understanding of “leadership”, and did it ever change over time?

Dr. T: To many people, a leader is often perceived as an officer position in the organization – the president, boss, or manager. This perception changed after I entered pharmacy school when I took the Effective Leadership Advocacy class. I enjoyed the class and became the TA the following year. I found out that leadership is not about holding a position; it is important to **lead by example**. I really like the concept of “**servant leadership**” – you need to serve others. Same thing applies with work. Just because a person is in a management position doesn’t mean that he or she is a good leader; you cannot equate leadership to a management position. On the other hand, just because a person is a staff or a student doesn’t mean that he or she isn’t a good leader. We have seen very good examples here at the School: we have more than 20 student organizations. Many students are officers in one organization while at the same time an active member in another. To me this is a real beauty of what you have here. Though PLS seems to be the “ultimate leadership society,” you have so many other student organ-

izations and fraternities. When I was P2 in pharmacy school, I was the president of SCODAE and the year after that I started a student chapter of Maryland Public Health Association. Yes I was president for two years, but at the same time I was simply being an active member of ASHP, SPA and PLS. When I went to meetings at other organizations, I learned different leadership styles and took it to apply to my own; we can all learn from each other. So my word of advice for those students who are in leadership positions, you need to be an active member in other organizations as well, and learn how you can be a better leader.

**Z:** Speaking of different leadership styles, what are your favorite ones?

Dr T: I like to **lead by example and lead by consensus**. When you make a decision, you need to include everybody. Dictatorship will not lead you to success. **Respect needs to be earned and not expected**. You cannot expect your membership to respect you just because you are the president. And I think different roles definitely have their own virtues – whether a historian, secretary or treasurer – after all, the success depends on everyone, even members. What’s the point of an organization having just officers and no members? There’s nobody to lead! I want to make another point that, sometimes, people don’t realize that **leaders may be**

**in a lonely position**. You have to make difficult and unpopular decisions for the best interest of your organization – it is important that you consult your officers and seek consensus among your members, then your decision will be more likely to be supported. Don’t take it all by yourself; it is important to delegate.

**Z:** Throughout your career, is there a particular person that you look up to as a role model?

Dr T: Absolutely. I wouldn’t be who I am today without the help from many people. And the one person that I always look up to is **Dr. Beardsley**. I was in his ELA class and worked as his TA, and he remains to be my mentor today. You have to be diplomatic when making decisions, and he is always making huge impacts in my career. I am involved with various state and national organizations, and when I need to make a difficult decision, often times I come back and seek advice from Dr. Beardsley. Another person is **Fred**, he is great there. It is important to identify a role model – your advisor, mentor, fellow colleagues – and to stay connected and involved with them. After you graduate from here, **stay connected with the Alumni Association and the students**. As the president of the Alumni Association, I do my best to help our students related to alumni – that’s what I can offer and will continue to support the school. We are a great resource to you, especially PLS.

Alumni meetings are open to everyone and I encourage students to attend. Students should take the initiative to reach out to our alumni, and I can facilitate the communication.

**Z:** We know that you are the founder of SMdPHA. Could you please share with us how you developed the passion for public health?

Dr T: It all started at a health fair. I was volunteering for the Vietnamese American community, and I came to realize that many people don’t always take a medication and understand why they should take it. Among the many things we can change, health behavior is the most difficult thing to change. Because of that I developed a strong interest to help people to make the most out of their medication. So I got in touch with Ms. Hayes and Dr. Fedder and we decided to approach the Maryland Public Health Association to ask if we could start a student section. We got a group of students to write the bylaws and present it to the SGA for approval. So yeah, we started with a group of students who were genuinely interested in public health and attended health fairs. And we have grown since then. This is actually our 10<sup>th</sup> anniversary celebration for SMdPHA. Going back to leadership, you develop something and you pass it along to

allow opportunities for other students to grow. **Identify potential leaders and start to train them** – that’s what a good leader should always do. The executive board needs to make sure an organization is sustainable, or else it will die in a few years. We laid a strong foundation with bylaws and identified potential leaders to carry on. **The spirit of collaboration and sustainability** are truly the keys to public health. “To see not only with your eyes, but with your heart. To care not only with your mind, but with your hands.” – that’s the quote I started with for SMdPHA. It’s very rewarding for me to come back and see how SMdPHA has grown to the success it is today. And that’s another thing to be a good leader: you need to **trust other people** – you delegate a project and you have to let it go. When I became the advisor for SMdPHA, I did not tell the current officers how things should be done, but instead I asked them what they wanted to do and how I could help to make it happen. For a good leader, once his term is finished, he needs to step back and **allow others to shine** and do their own things. Just be there in case they need help; don’t be gone gone.

**Z:** We will stay connected for sure. Thank you for taking time out of your busy schedule to meet us. Congratulations again!

*“To see not only with your eyes, but with your heart. To care not only with your mind, but with your hands.”*

