

**Toni Beare R. Ph.**

toni.beare@ahsinc.com  
Steamboat Springs, CO 80487  
970-871-1868  
970-846-8591 (cell)

**Statement of Qualifications**

Ms. Beare has over 25 years of experience in the healthcare industry. She has held staff, management, and executive positions in hospital clinical and pharmacy practice, She has also held management and executive positions in retail pharmacy practice. She is currently a healthcare consultant. Her experience is in the following areas:

- Hospital and Health System Pharmacy Management
- Retail Pharmacy Management
- Staffing and Recruiting for all types of pharmacies
- Patient Cost and Quality Analysis for Pharmacy and Therapeutics (P&T)
- Disease State Management and Utilization Review
- Process and Workflow Design including all aspects of medication management from physician order through nursing administration and documentation including patient safety
- Clinical Information Systems Evaluation, Selection, Design, and Implementation
  - Computerized Physician Order Entry
  - Electronic Health Records
  - Clinical Decision Support
  - Pharmacy Systems
  - Pharmacy Automation
  - Patient Safety Solutions
- Facilities Planning and Design
- Budgeting and Planning
- Formulary Management
- Staff Education and Training
- Methods Development in Pharmaceutical Quality Control
- Customer Service Survey Data Analysis and Follow Up Customer Communications
- Pharmaceutical Financial and Clinical Data Analysis

Ms. Beare provides a strong, positive leadership style in her management approach. She possesses excellent analytical, problem solving, communication, and interpersonal skills. She has assisted the organizations she has worked with successfully in achieving exemplary results and in directing them in future innovations in the business of pharmacy and healthcare.

## Brief Summary of Professional Experience

Ms. Beare is a licensed pharmacist in the states of Indiana, and Colorado, and has been instrumental in the development of efficient, progressive business processes in a number of areas in the pharmaceutical industry.

She has held the position of Director of Pharmacy in two community hospitals, a 120 bed facility and a 250 bed facility. She has worked as a staff pharmacist in several hospitals, ranging in size from 50-600 beds. She has worked as a pharmacist and an information systems clinical coordinator in a large VA medical center, and held the responsibility for clinical applications implementation and training, and information security, evaluating users needs for different levels of security clearance, and granting access authority when appropriate.

At a nationwide retail drug chain, in the executive role of Pharmacy District Manager, Ms. Beare directed a staff of 75 pharmacy managers and 150 technicians, having over 100 million dollars in revenue responsibility. Through her intensive efforts to improve staffing, customer service, and to train the managers in financial and personnel management of their businesses, her group of stores achieved strong revenue and profitability gains annually.

She has developed decision support programs for hospital pharmacies, which significantly improved business and clinical process, interdepartmental communications, operational efficiency, revenue enhancement and cost management / reduction.

She has worked with one of the nations leading health systems, on the pharmacy system selection, training and implementation. This project also included selection of the automation software and workflow design for the inpatient pharmacy, level one trauma center with ER visits over 150,000 per year, and 9 outpatient clinic pharmacies, filling an average of 5000 prescriptions per day.

She has been directly involved in the evaluation, selection, and implementation of pharmacy information systems, computerized physician order entry (CPOE) systems, and electronic health records (EHR) utilizing her analytical skills to identify the most critical business indicators of the clients, and working with clients to modify business processes as part of an effective software implementation strategy which suits client's specific business needs.

She has directed and designed effective, concise, software training programs, for both institutional and retail clients, written training manuals, and provided education and direction to the principal trainers in the implementation process. She has designed retail pharmacy business analysis programs and directed their installation on client's workstations which allowed timely and accurate tracking of critical business indicators.

Ms. Beare has been involved in numerous, successful, workflow improvement projects which included evaluation of current physical fixture layouts as well as work process, utilization of existing hardware and fixtures to re-design old facilities, and/or design and purchase fixtures for completely new layouts in both institutional and retail pharmacy settings, at the most reasonable cost. She provided direction to the construction project coordinators for several new pharmacy departments for a nationwide retail drug chain, and was instrumental in achieving timely completion of the projects.

She has worked in the pharmaceutical research and development industry in quality control methods development, for a major pharmaceutical manufacturer. Her work focused upon developing quantitative analytical methods, technical writing, and preparation of reports for submission to the FDA as part of the documentation required to obtain approval for Phase I Clinical Trials.

#### Licensure

Registered Pharmacist in the States of Indiana and Colorado. Licenses are current and in good standing. Indiana License #: 26013766A Colorado License #: 16707

#### Education and Training:

BS Pharmacy, Purdue University, 1977

Currently enrolled as a student in the Pharm D program at the University of Colorado Health Sciences Center, and is in the process of completing the Advanced Disease State Management courses.

Ms. Beare has several hundred hours of continuing education in healthcare practice, consulting, and management.