

Lynn H. Young, Pharm. D., MHA, BCPS

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DIRECTOR OF PHARMACY | CLINICAL PHARMACY MANAGER

Vastly experienced, board-certified & residency-trained Clinical Pharmacy Director possessing 20+ years of inpatient, critical care pharmacy experience. Impressive background that encompasses multiple leadership roles including Clinical Pharmacy Director of a 384-bed, acute care medical center, Chair of Safe Medication Practices Committee, and co-chair of Antimicrobial Stewardship Program Committee. Has spearheaded numerous impactful pharmacy initiatives aimed at increasing patient safety, driving cost-savings, and implementing evidence-based medicine utilization.

Professional Highlights

- ✓ **Held leading role in building and implementing a hospital medication formulary** of 933 drugs that included growing the therapeutic substitution policy from 5 to 40 therapeutic classes and resulting in highly significant pharmaceutical cost savings.
- ✓ **Decreased chemotherapy annual expenditures from \$1.22M to 90K** through implementing an inpatient chemotherapy stewardship protocol.
- ✓ **Launched antimicrobial stewardship program** that included targeting 11 ASP elements aimed at decreasing misuse of antimicrobials while minimizing the emergence of antimicrobial-resistant organisms. Efforts have led to a reduction in antimicrobial cost of \$25 per patient day.
- ✓ **Selected by Chief Medical Officer to serve as Chair of Pharmacy Council** and tasked with overseeing and providing cost-reduction strategies to a team of 5 hospital pharmacy directors throughout the region.
- ✓ **Chosen as pharmacy representative for a large-scale CPOE implementation** that entailed providing clinical pharmacy expertise and direction and led to increased efficiency in physician order entry and a reduction of medication errors.
- ✓ **Tasked with managing a \$7M annual hospital pharmacy budget** while showing an adept ability to maintain expenditures at optimal level and under budget.

Education

- **Master of Health Administration (MHA)** | Simmons College | 2011-13
- **Residency Program in Hospital Pharmacy Practice** | UCLA Medical Center | 1993-94
- **Doctor of Pharmacy (Pharm.D)** | UCSF | 1989-93

Certifications

- **Board Certified Pharmacotherapy Specialist (BCPS)** | Recertified 2014
- **SIDP Antimicrobial Stewardship Certification** | 2012
- **ASHP Pharmacy Leadership Academy Certification** | 2011
- **Licensed Pharmacist of California State** | RPH 46499

PROFESSIONAL EXPERIENCE

St. Francis Medical Center; Lynwood, CA

2002-Present

A 384-bed, acute care hospital serving southeast Los Angeles as a primary stroke center, designated STEMI receiving center, trauma level II service, open heart program, level II NICU, SNF, behavioral health, and orthopedic clinic.

DIRECTOR OF PHARMACY (2015-Present)

- Oversee a staff of 30 full-time employees in a collective bargaining unit while managing within labor and supply expense established goals meeting compliance with TJC, Title 22, Board of Pharmacy.

- Lead strong, collaborative, and highly recognized clinical pharmacy program with board certified pharmacotherapy specialists to ensure accountability in producing cost savings, reduction of patient harm and promotion of evidence based medicine practice.
- As the chair of Safe Medication Practices Committee, lead multidisciplinary team to meet MERP requirements in regards to medication error reduction and elimination.
- Maintain drug library and monitor utilization of Smart IV infusion pump to eliminate IV medication errors associated with Baxter Sigma and Medfusion syringe pumps, monitor BCMA compliance and Pyxis overrides.
- As the co-chair of Antimicrobial Stewardship Program Committee, lead the team to meet all 11 elements of CDPH's current ASP descriptors, oversee daily activities, develop new protocols, and ensure accountability of meeting quarterly ASP metrics.
- As DCHS (Daughters of Charity Health System) Pharmacy Council member, work with pharmacy directors to provide cost reduction strategies with enhanced evidence based medication practice.
- Pharmacy/Hospital computer systems: QuadraMed CPOE with BCMA/Pyxis/IBEX (Picis)/ Pharmacy OneSource.

CLINICAL PHARMACY MANAGER (2007-15)

- Developed and evaluated clinical pharmacy programs to ensure the provision of optimal clinical services by the pharmacy department.
- In collaboration with the Director of Pharmacy, expanded the scope of services provided by the clinical pharmacy program including launching an ED Clinical program and implementing an antimicrobial stewardship initiative.
- Developed and put in place medication use policies and procedures to meet NPSG, MERP, TJC requirements. Performed periodic audits to ensure full compliance with P & P's.
- Aided in the successful implementation of a large-scale CPOE system that entailed collaborating and liaising with the informatics and IT support teams and resulted in a marked increase in ease of physician order entry and a subsequent reduction in overall pharmacy workload.
- Achieved cost containment by developing 35+ therapeutic substitution policies for restricted antimicrobial agents, and leading the development of an inpatient Chemotherapy Administration Stewardship Protocol leading to a reduction in chemotherapy expenditures by upwards of 80%.
- Successful implementation of Pharmacy OneSource Sentri7 clinical documentation system with numerous rules built-in to streamline pharmacists' workload with rapid identification of specific patient intervention for improved outcomes and monitored and evaluated the outcome of all clinical interventions from clinical and financial perspectives.
- Supervised and managed a team of clinical pharmacist specialists and provide clinical performance evaluations to over 20 staff pharmacists. Provided overall management of pharmacy education programs for the department to promote educational achievement amongst pharmacists in order to "raise the bar" for competence in a very complex system and processes.
- As the clinical leader of DCHS, provided clinical expertise to guide strategies, processes, resources and performance of DCHS in terms of quality performance measures, CPOE system wide projects, and drug formulary management.

CLINICAL PHARMACIST SPECIALIST (2002-07)

- As the first clinical pharmacist specialist, pioneered the development of clinical pharmacy program and played a vital role in success of the program.
- Held active role in formulary management and cost-containment initiatives that included interpretation of available evidence based literature reviews in guiding formulary decisions. Kept abreast of relevant evolutions within acute care therapeutics to anticipate future initiatives and/or to develop unique strategies to influence prescribing culture at the medical center.

- Quality/Regulatory/Medication Safety: worked closely with Quality department in ensuring 100% compliance with all relevant medication-related CMS Core Measures (VTE, SCIP, Sepsis, AMI, Pneumonia, CHF).
- Performed daily MERP auditing of fentanyl patch, reversal agents, ICU titratable medications.
- Provision of clinical pharmacy services which included adult/pediatric/neonatal TPN support services, anticoagulation dosing/monitoring, automatic renal dose adjustment, automatic IV to Oral conversion, ESA doing per pharmacy, antimicrobial regimen review for streamline/de-escalation.
- Education: provided ongoing education of nursing/pharmacy/medical staff through both formal and informal in-services as it related to newly implemented protocols, cost-effective measures, and medication safety issues. Precepted and coordinated activities of USC Acute Care/Medicine 4th year clerkship students

Additional Clinical Experience: Clinical Pharmacist, Centinela Memorial Regional Medical Center (1994-96, 1999-06); Staff/Clinical Pharmacist, Robert F. Kennedy Medical Center (1994-02)

FACULTY APPOINTMENT

University of Southern California School of Pharmacy | 2004-Present

Adjunct Assistant Professor of Pharmacy Practice & Site Coordinator/Preceptor for Acute Care Pharmacy Students

Professional Affiliations

- American College of Clinical Pharmacy (ACCP)
- American Society of Health-System Pharmacists (ASHP)
- Society of Critical Care Medicine (SCCM)
- American College of Healthcare Executives (ACHE)

Publications & Contributions

Is Medroxyprogesterone effective in preventing osteoporosis? | 1992

Published in DICP, the Annals of Pharmacotherapy

**Differential Coupling of Subtypes of the Muscarinic Receptor
to Adenylate Cyclase and Phosphoinositide Hydrolysis in the
Longitudinal Muscle of the Rat Ileum** | 1990

Published in Molecular Pharmacology

**The interaction of amitriptyline, Doxepin, imipramine and their N-methyl
quaternary ammonium Derivatives with subtypes of muscarinic receptors in brain and heart** | 1989

Published in The Journal of Pharmacology and Experimental Therapeutics