

UC San Diego Health

**SKAGGS SCHOOL OF PHARMACY
AND PHARMACEUTICAL SCIENCES**

**Chief Pharmacy Officer and
Professor / Associate Dean for Professional Practice**

Leadership Profile

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The Opportunity

UC San Diego Health and the Skaggs School of Pharmacy and Pharmaceutical Sciences (SSPPS) are seeking a Chief Pharmacy Officer / Professor and Associate Dean for Professional Practice (CPO-AD) who will serve as the senior pharmacy executive for the health system and a key academic leader within SSPPS. This leader will provide oversight and strategic support for the full scope of pharmacy clinical services at UC San Diego Health, including drug expenses of \$796M and 641 FTEs. The position reports primarily to the senior leadership of the health system and has a reporting line to the School of Pharmacy for the administration of the academic training mission, as well as creating opportunities for faculty clinical services. This person will succeed Dr. Charles E. Daniels, one of the leading experts in pharmacoeconomics, safe medication systems, medication use quality, and quality pharmacy patient care, who has served as CPO-AD since 2004.

UC San Diego Health is the only academic health system in the San Diego region, integrating nationally recognized patient care with leading-edge research, education, and clinical innovation. It includes three hospitals, including the main academic medical center, many specialty institutes, and a broad ambulatory network, a growing affiliate network, and is consistently ranked among the top health systems in California and the nation for specialty care. The UC San Diego Health's pharmacy department became the first organization in the nation to be named an American Society of Health-System Pharmacists (ASHP) Certified Center of Excellence in Medication-Use Safety and Pharmacy Practice, recognizing the health system's pharmacy department for outstanding innovations, top-tier medication safety practices, and high-quality clinical outcomes. UC San Diego Skaggs School of Pharmacy and Pharmaceutical Sciences, the #6 ranked pharmacy school in the nation by U.S. News and World Report, advances patient care, pharmaceutical research, and the education of future pharmacists and scientists through its close integration with UC San Diego Health.

The next CPO-AD will provide strategic vision and leadership for all pharmacy services, medication management systems, and clinical training across the academic health enterprise that supports UC San Diego as a national leader in clinical pharmacy practice. This critical leadership role is directly responsible for all aspects of the strategic, operational, and clinical practice of the pharmacies across UC San Diego Health. The CPO is a key member of the UC San Diego Health leadership team and is also expected to be a national leader on public policy related to pharmacy services such as 340B. The CPO is expected to continue to grow and strengthen the clinical pharmacy program, further develop the partnership between the health system and SSPPS, enhance the learning experience for future trainees, and advance the field of pharmacy in the national landscape.

The successful CPO-AD will be an innovative, collaborative, and visionary executive with a demonstrated record of advancing comprehensive pharmacy services through strategic leadership, operational excellence, and academic partnership. This leader will possess a strong national reputation and a proven ability to develop and execute a forward-looking vision that enhances clinical quality, research, education, and financial performance across complex healthcare environments. Experience within a large academic medical center, large integrated health system, or similarly sophisticated pharmacy enterprise is essential, along with a history of serving in influential leadership and governance roles that shape organizational strategy and professional practice. The successful candidate will possess the credentials, experience, achievements, and leadership experience necessary to qualify for appointment at the Clinical Professor level within a School of Pharmacy.

Organization Overview

About UC San Diego Health

UC San Diego Health is the region's only academic health system and a nationally recognized leader in clinical care, biomedical research, and health professions education. The system includes three (3) major health campuses, including UC San Diego Health La Jolla, Hillcrest Medical Center, and East Campus Medical Center, which total 1,100 licensed beds and over 42,000 annual admissions. The outpatient facilities, including Sulpizio Cardiovascular Center, Moores Cancer Center, Koman and McGrath Outpatient Pavilions, and an extensive network of ambulatory clinics and specialty centers across Southern California, are home to 1.5+ million outpatient visits and surgeries.

UC San Diego Health is consistently ranked No. 1 in the San Diego region and No. 16 in the nation by *U.S. News & World Report* and has achieved national recognition across multiple medical specialties, reflecting outstanding outcomes in patient safety, quality of care, and clinical innovation. The health system has also been recognized repeatedly by Vizient for excellence in quality and accountability among U.S. academic medical centers.

Pharmacy at UC San Diego Health

The UC San Diego Health Department of Pharmacy employs 500 licensed pharmacists and pharmacy technicians across 18 licensed pharmacy sites throughout the San Diego region. These sites span four categories: four inpatient hospital pharmacies at major UC San Diego Health facilities (including Hillcrest, Jacobs, Sulpizio Cardiovascular Institute, and East Campus), five infusion centers, seven retail and discharge pharmacies, and two Investigational Drug Service pharmacies supporting clinical research at Moores Cancer Center and the Altman Clinical and Translational Research Institute. UC San Diego Health Department of Pharmacy was the first organization nationwide to be recognized (2022) and renewed (2025) as a Certified Center of Excellence in Medication-Use Safety and Pharmacy Practice by the ASHP. Pharmacists and pharmacy staff play an essential role in interdisciplinary patient care, medication safety, clinical research, and advanced pharmacy training programs.

The department's pharmacists are integrated into highly specialized, nationally recognized clinical programs, including the region's leading solid organ transplant center, a Level III NICU, the UC San Diego Regional Burn Center, and San Diego's first Level 1 Trauma Center. As essential members of multidisciplinary teams, pharmacists contribute to complex patient care delivery, support innovative research, and help improve outcomes for some of the most medically complex patient populations, reinforcing UC San Diego Health's reputation as the region's premier academic medical center.

The Department of Pharmacy at UC San Diego Health serves as a primary teaching site for the UC San Diego Skaggs School of Pharmacy and Pharmaceutical Sciences, the School of Medicine, and other health sciences programs. Currently, UC San Diego has 27 resident positions (17 PGY1 residents and 10 PYG2 residents) and 70 fourth-year SSPPS pharmacy students, all of whom participate directly in the provision of patient care. First-year residents can choose from programs in acute care or ambulatory care. Second-year residents can obtain advanced training in the specialties of solid organ transplantation, psychiatry, pharmacy informatics, oncology, internal medicine, infectious diseases, critical care, health system pharmacy administration and leadership, and a new program in cardiology.

Pharmacists and pharmacy residents serve as members of interdisciplinary patient care teams on inpatient medical, surgical, and intensive care units, with special emphasis on oncology, HIV, transplant, trauma surgery, neonatology, infectious diseases, cardiovascular diseases, and transitions of care. In ambulatory care, current disease-state emphases include family medicine, anticoagulation, transplantation, diabetes, CKD, CHF, and HIV, with an expanding emphasis on the Transitions of Care model. Responsibility for these patients is shared among staff, full-time faculty, residents, fellows, and students. The Pharmacy Home Infusion Service staff, which includes pharmacists and nurses, provides care for a wide range of patients seen through the allied home health care programs. The Department also has formal programs in the areas of Informatics, Antimicrobial Monitoring, and Investigational Drugs.

To support their decentralized clinical pharmacy services, the department operates a 24-hour centralized drug distribution area. With drug expenses over \$796M, drug distribution is provided through a house-wide, point-of-use unit-dose system that uses computer-actuated dispensing equipment and a barcode-driven medication administration system. All UC San Diego Health patients (ambulatory care, inpatient, and home care) are included in an integrated, Epic computerized patient information system, utilizing several Epic pharmacy modules. Additional automation used throughout pharmacy services includes: Swisslog BoxPickers, ADCs Pyxis, Omnicell, Prata, and Alaris Smart pumps. All pharmacy sterile compounding sites meet USP 797 and 800 standards. Computer terminals are available in all patient care locations, within pharmacies, and at the pharmacy offices. A computerized physician order entry system has been implemented, with pharmacists reviewing and validating orders prior to dispensing.

About Skaggs School of Pharmacy and Pharmaceutical Sciences

UC San Diego Skaggs School of Pharmacy and Pharmaceutical Sciences is a leading research-intensive pharmacy school dedicated to improving human health through innovative education, interdisciplinary research, and patient-centered pharmacy practice. The school offers PharmD, PhD, MS, and postdoctoral training programs and collaborates extensively with the university's health sciences programs and clinical partners.

The school is ranked among the top pharmacy schools in the United States, including No. 6 in the *U.S. News & World Report* Best Graduate Schools rankings for pharmacy programs. Faculty at the School of Pharmacy are internationally recognized for advancing pharmacotherapy, drug discovery, pharmacogenomics, health outcomes research, and clinical pharmacy practice.

UC San Diego Health, Department of Pharmacy, is the primary experiential site for more than one hundred pharmacy students per year, spanning introductory and advanced experiential education for second- through fourth-year pharmacy students. The CPO-AD's role will be to continue growing these experiential sites and to incentivize clinical pharmacy preceptors to train pharmacy students.

Excellence in Academic, Clinical Care, and Community Health

- UC San Diego Health is the first organization to be certified as a Certified Center of Excellence in Medication-Use Safety and Pharmacy Practice by the American Society of Health-System Pharmacists (ASHP) in 2022, recognizing its innovation, high-quality patient care, and safe, effective pharmacy services.
- Best hospital system in San Diego: UC San Diego Health is ranked the No. 1 hospital system in San Diego and No. 5 in California for 2025-26 by U.S. News & World Report.
- Nationally ranked specialties: UC San Diego Health is ranked among the nation's best in 9 adult medical and surgical specialties according to the 2025-2026 U.S. News & World Report "Best Hospitals" survey — more than any hospital system in San Diego: Obstetrics & Gynecology (7), Pulmonology & Lung Surgery (8), Geriatrics (18), Heart & Vascular (27), Gastroenterology & GI Surgery (28), Neurology & Neurosurgery (28), Diabetes & Endocrinology (32), Cancer (41) and Urology (46).
- #1 School of Pharmacy in California for Residency Match Rates.
- Among top 10 academic medical centers for patient care: For the seventh consecutive year, UC San Diego Health was named a top performer in the Bernard A. Birnbaum, MD, Quality Leadership annual ranking by Vizient. In 2025, UC San Diego Health ranked ninth out of 118 U.S. academic health systems.
- UC San Diego Pharmacy School Moves up to No.4 in Research Funding Rankings for 2024.
- High marks for hospital safety: In spring 2026, The Leapfrog Group awarded UC San Diego Health hospitals in La Jolla, Hillcrest, and East Campus top marks for keeping patients safe from preventable harm and medical errors.

- Top doctors in San Diego: Many UC San Diego Health physicians in 50 specialties were named "Top Docs" in the San Diego Magazine "Physicians of Exceptional Excellence" survey for 2025, an annual opportunity for doctors across the region to vote for much-admired colleagues.
- Nursing excellence: Since 2011, UC San Diego Health has maintained Magnet status from the American Nurses Credentialing Center, which is among the highest recognitions for nursing excellence and innovation in nursing practice. In 2026, UC San Diego Health received Magnet With Distinction status, considered the gold standard in nursing excellence for health care organizations.
- High honors for stroke and diabetes care: UC San Diego Health earned the American Heart Association's / American Stroke Association's Get With The Guidelines – Stroke Gold Plus Quality Achievement Award and is listed on its honor rolls for Stroke Elite Plus, Stroke Advanced Therapy, and Type 2 Diabetes.
- Outstanding maternity care: UC San Diego Health's obstetrics and gynecology care is ranked No. 7 in the nation by U.S. News & World Report for 2025-26. The organization is also recognized as a 2026 High Performing Hospital for Maternity Care by U.S. News & World Report.
- Awards for environmental sustainability: Since 2018, UC San Diego Health has been recognized annually by Practice Greenhealth for environmental sustainability leadership, including designation among the Top 25 hospitals for environmental excellence in both 2023 and 2025. In 2026, our hospitals received two Greenhealth Leader awards, a Greenhealth Champion award, and a Circle of Excellence award for ranking among the nation's top 10 hospitals in climate leadership. Previous Circle of Excellence honors recognized our hospitals' achievements in sustainable procurement, transportation, green building, food, and leadership.
- Leader in digital health care innovation: In 2024, UC San Diego Health's acute care hospitals and ambulatory care clinics achieved Level 10 "Digital Health Most Wired" status from the College of Healthcare Information Management Executives (CHIME). Level 10 is the highest level of distinction, reserved for organizations that are leaders in harnessing IT to improve patient care and safety.
- Distinction for LGBTQ+ health care equality: In 2024, UC San Diego Medical Center in Hillcrest earned the "LGBTQ+ Healthcare Equality High Performer" designation from the Human Rights Campaign Foundation.

UC San Diego Health

Mission

To deliver outstanding patient care through commitment to the community, groundbreaking research, and inspired teaching.

Vision

To create a healthier world – one life at a time – through new science, new medicine, and new cures.

For more information, please visit: <https://health.ucsd.edu/>

Skaggs School of Pharmacy and Pharmaceutical Sciences

Mission

To educate future pharmacists and scientists to become leaders in diverse fields, transform pharmacy and pharmaceutical sciences, and improve human health.

Vision

To be a catalyst for creative approaches and excellence in pharmacy and pharmaceutical sciences education, discovery, and service from local to global communities.

For more information, please visit: <https://pharmacy.ucsd.edu/>

Position Summary

Reporting Relationships

Direct reports of the Chief Pharmacy Officer and Professor/Associate Dean for Professional Practice include the following, with 641 total FTEs.

- Assistant Chief Pharmacy, Business
- Associate Chief Pharmacy, Ambulatory Infusion
- Associate Chief Pharmacy, Ambulatory
- Associate Chief Pharmacy, Inpatient
- Manager, Ambulatory Clinical Services
- Manager, Investigational Drug Service
- Coordinator, Antimicrobial Stewardship
- Supervisor, Pharmacy Transitions of Care
- Supervisor, Pharmacy Population Health
- Specialist, Medication Use Policy & Outcomes

The Chief Pharmacy Officer reports to the Chief Clinical Officer of UC San Diego Health, and the Associate Dean reports to the Dean of SSPPS.

Key Responsibilities

The CPO-AD will be responsible for critical academic and clinical priorities, including the following activities:

Health System Leadership

- Provide transformative executive leadership and strategic vision for pharmacy services across inpatient, outpatient, ambulatory, specialty, and investigational settings.
- Lead the development and implementation of system-wide pharmacy strategy aligned with UC San Diego Health's clinical, financial, and operational priorities.
- Oversee pharmacy operations, including medication procurement, distribution, clinical pharmacy services, medication safety, regulatory compliance, and quality improvement.
- Promote innovation in medication management, digital pharmacy technologies, automation, and data analytics.
- Ensure compliance with regulatory and accreditation standards, including state and federal pharmacy regulations, Joint Commission standards, and drug safety programs.
- Partner with clinical and administrative leaders to optimize medication utilization, patient safety, population health initiatives, clinical outcomes, and cost stewardship.
- Represent pharmacy services in executive leadership forums and enterprise strategic planning.

Academic Leadership

- Serve as Associate Dean for Professional Practice within SSPPS, providing leadership for the school's clinical practice mission and health-system partnerships.
- Demonstrate national leadership in pharmacy clinical practice with established national relationships and reputation.

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- Collaborate with the SSPPS Pharmacy Practice and Sciences department chair to develop and support innovative clinical practice sites for faculty at UC San Diego Health.
 - Facilitate development of innovative practice models that support experiential education for PharmD students and advanced clinical training for pharmacy residents and fellows.
 - Partner with faculty and health-system leaders to expand clinical research, outcomes research, and translational pharmacy programs.
 - Promote staff pharmacist engagement in clinical practice, teaching, and scholarship.
 - Contribute to teaching, mentoring, and professional development within the PharmD and graduate programs.
 - Advance interprofessional education and collaboration across UC San Diego's health sciences schools.

Goals and Objectives

The following goals and objectives have been identified as priorities for this position:

- Provide strategic and operational leadership for a growing, multi-site pharmacy enterprise, ensuring exceptional quality, safety, regulatory compliance, financial performance, and service excellence across inpatient, ambulatory, specialty, retail, investigational, and cancer-focused pharmacy services as UC San Diego Health expands.
- Drive continued growth and innovation in specialty pharmacy, retail pharmacy, and pharmacy business operations, strengthening revenue capture, market competitiveness, patient access, and the organization's ability to navigate evolving payer and reimbursement challenges.
- Define, implement, and lead a strategy to prepare for and mitigate losses as legislation and market dynamics drive changes to revenue related to the 340B program.
- Sustain and expand ASHP Center of Excellence standards and prepare the department for emerging ASHP "Measuring for Impact" quality frameworks.
- Utilize pharmacy dashboards, internal analytics resources, and Tableau reporting to demonstrate measurable improvements in clinical outcomes, operational efficiency, and financial performance.
- Develop and prioritize innovative initiatives that improve patient care, workforce effectiveness, and departmental performance while maintaining best-in-class quality standards.
- Serve as a trusted bridge between UC San Diego Health and the Skaggs School of Pharmacy, fostering strong alignment across clinical practice, education, residency programs, and faculty engagement while navigating the complex regulatory, accreditation, labor, and operational considerations unique to an academic health system.
- Create additional opportunities to extend pharmacy expertise to regional partners and affiliates through consultation, clinical support, or service line partnerships.
- Advance the integration of pharmacists across care delivery settings, expanding clinical pharmacy services within ambulatory, primary care, specialty, oncology, and emerging practice environments to improve patient outcomes, support population health initiatives, and ensure pharmacists practice at the top of their license.
- Champion innovation, research facilitation, and national thought leadership through active engagement with professional organizations, policy initiatives, and industry partnerships. Leverage opportunities in AI, clinical trials, investigational pharmacy, and practice-model advancement while elevating the national reputation of both UC San Diego Health and SSPPS.
- Build collaborative relationships across the executive team, medical staff, faculty leadership, and system stakeholders, serving as a strategic advisor on medication utilization, high-cost therapies, pharmacy workforce development, and enterprise-wide initiatives while fostering a culture of humility, partnership, continuous improvement, and respect for expertise.

Candidate Qualifications

To be successful in leading the complex operations of the pharmacy services within UC San Diego Health, the CPO-AD must cultivate and apply interpersonal skills and emotional intelligence at all times. Through direct leadership and role modeling, the CPO-AD will promote and sustain a culture of inquiry and place value on the scholarship of discovery, application, integration, and teaching. Additionally, the CPO-AD will listen effectively and strive for sensitivity, consistency, fairness, and adaptability with their teams. Through equitable actions, the CPO-AD will cultivate a climate of trust and support, active listening, creative management of conflict, problem-solving, and interpersonal effectiveness.

Education / Certification

- Doctor of Pharmacy (PharmD) or equivalent terminal degree in pharmacy.
- Completion of an accredited pharmacy residency.
- Must have or be eligible for pharmacist licensure in the State of California. Must receive California licensure prior to the start of employment.
- Master's level education (MBA, MPH, etc.) or equivalent (in addition to a pharmacy degree) preferred.

Professional Experience

- Demonstrated progressive leadership experience in a large academic medical center or integrated health system pharmacy department, including service in pivotal committee roles.
- 7+ years of distinguished clinical pharmacy practice, leadership, and program development such that the candidate qualifies for appointment at the Clinical Professor level in a school of pharmacy (including teaching/precepting, creative practice accomplishments, and professional service).

Leadership Skills and Competencies

- Demonstrated ability to lead complex organizations and manage personnel, finances, and strategic initiatives.
- Experience overseeing pharmacy services across multiple care settings (inpatient, ambulatory, specialty, infusion, and investigational).
- A strong track record of leading or providing oversight of innovation in clinical pharmacy practice, medication safety, and pharmacy technology.
- Demonstrates collaboration across various teams and leadership levels.
- Demonstrated evidence in clinical pharmacy transformation, including modernization and incorporation of health artificial intelligence.
- Demonstrated success in developing pharmacy residency or fellowship programs.
- Experience in educating and/or overseeing the education of pharmacy trainees.
- Achievement of national recognition and achievement in pharmacy.
- Strong interpersonal, communication, and organizational leadership skills with the ability to collaborate across clinical, academic, and administrative domains.

The Community



San Diego, California

California's second-largest city and the United States' eighth-largest, San Diego boasts a citywide population of nearly 1.4 million residents and more than 3 million residents countywide. Within its borders of 4,200 sq. miles, San Diego County encompasses 18 incorporated cities and numerous other charming neighborhoods and communities, including downtown's historic Gaslamp Quarter, Little Italy, Coronado, La Jolla, Del Mar, Carlsbad, Escondido, La Mesa, Hillcrest, Barrio Logan, and Chula Vista, just to name a few.

San Diego is renowned for its idyllic climate, 70 miles of pristine beaches, and a dazzling array of world-class family attractions. Popular attractions include the world-famous San Diego Zoo and San Diego Zoo Safari Park, SeaWorld San Diego, and LEGOLAND California.

In San Diego's East County, the terrain varies from gentle foothills to mile-high mountains and the historic mining town, Julian, down to the 600,000-acre Anza-Borrego Desert State Park, offering nature-conscious visitors endless opportunities to hike, camp, fish, observe wildlife, and much more. In San Diego's North County, the agricultural community produces quantities of flowers and magnificent produce. Wine growers are also making a mark by growing and harvesting quality grapes that become excellent wines, which are served at some of the most elegant restaurants and resorts in the region. Along the west, 70 miles of Pacific Ocean coastline not only supports year-round outdoor recreation, such as surfing, boating, sailing, and swimming, but also important scientific research at the Scripps Institution of Oceanography. To the south, it's a whole different country, Mexico, featuring its own cultural offerings in various towns along the border and coastline, including Tijuana, Rosarito, and Ensenada.

San Diego's arts and culture and culinary arts are booming. The hottest new culinary arts talents prepare award-winning meals throughout the region's 6,400 eating establishments. Balboa Park, the largest urban cultural park in the U.S., is home to 15 museums, numerous art galleries, beautiful gardens, the Tony Award-winning Old Globe Theatre, and the famous San Diego Zoo.

San Diego County also features 92 golf courses and a variety of exciting participatory and spectator sports, beachfront resorts and luxury spas, gaming, a dynamic downtown district, annual special events and unique holiday offerings, multicultural festivals and celebrations, colorful neighborhoods and communities, a rich military history, and much more.

For more information on San Diego, please visit: www.sandiego.org, www.sandiego.gov, www.sdchamber.org.

Procedure for Candidacy

Confidential review of applications, nominations, and expressions of interest will begin immediately. Please direct all nominations and inquiries to the WittKieffer consultants assisting UC San Diego Health and SSPPS with this recruitment (listed below), preferably via e-mail, to khaddock@wittkieffer.com.

	Title	Phone
Werner Boel	Senior Partner, Search	(678) 302-1559
April Allen	Principal, Search	(502) 296-8066
Katie Haddock	Senior Associate, Search	(480) 453-6971

Formal application materials must also be submitted via the UC Recruit system. Applications should include, as separate documents, an updated CV, Letter of Interest and a Statement of Leadership Contributions, highlighting their leadership approach and achievements, as well as examples of any successful innovation in pharmacy (max: 3 pages).

Application link

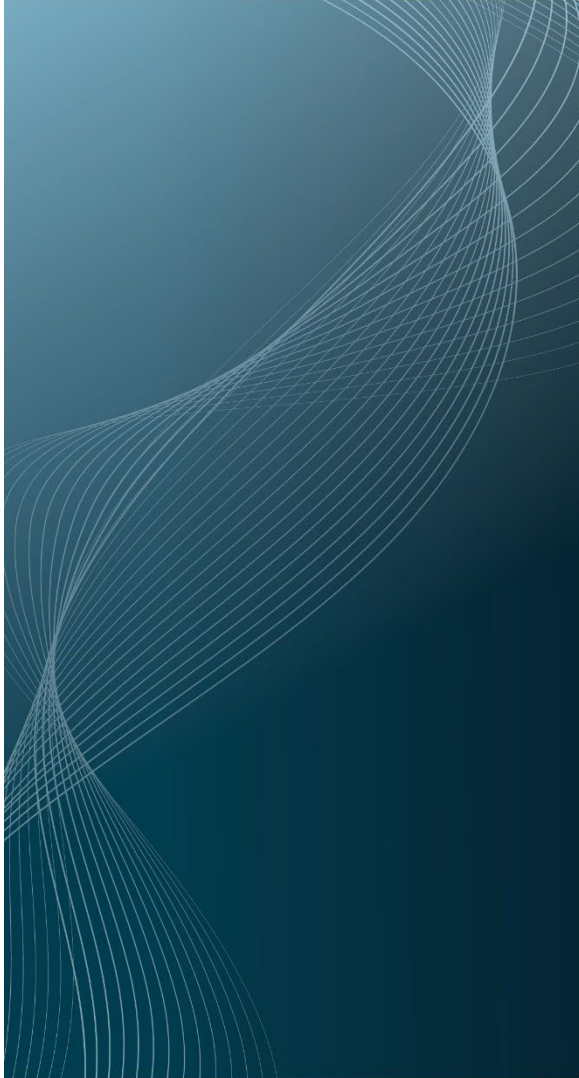
UC San Diego Health and the Skaggs School of Pharmacy and Pharmaceutical Sciences have partnered with the search firm **WittKieffer** for this recruitment.

Application link: <https://apol-recruit.ucsd.edu/JPF04555>

Salary range: The posted UC Salary scales set the minimum pay at the appointment as determined by appointment type and, if applicable, rank and/or step. The base pay range for this position is \$278,700-\$374,400. Salary is negotiated annually. For clinical faculty, total compensation is in the range of \$415,000-\$515,000, plus incentives. UC Salary information can be found here: [2025-2026 Academic Salary Scales](#).

The material presented in this leadership profile should be relied on for informational purposes only. This material has been copied, compiled, or quoted in part from UC San Diego Health documents and personal interviews and is believed to be reliable. While every effort has been made to ensure the accuracy of this information, the original source documents and factual situations govern.

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