



Pharmacy

2025 ANNUAL REPORT

RWJBarnabas
HEALTH

A MESSAGE FROM THE Chief Pharmacy Officer

Welcome to the tenth RWJBarnabas Health Pharmacy Enterprise annual report. This report will include my final Chief Pharmacy Officer Letter as I will be retiring at the end of 2026. Before highlighting key achievements in 2025, I want to give special thanks to the pharmacy team for all the hard work, compassion and dedication they espouse every day. This talented group truly displays our mantra of “One System, One Family” philosophy.

The Pharmacy Enterprise is an integrated system of 21 divisions, comprising 14 hospital divisions and 7 integrated service divisions. We are collectively responsible for the clinical, financial, quality, safety, and social outcomes related to medication use across the entire continuum of care at RWJBarnabas Health. A detailed summary of each division’s contributions is enclosed within these pages.

2025 Highlights:

Our team’s extraordinary accomplishments have significantly contributed to the superior quality of care our patients receive daily.

Operational Efficiency:

- The opening of the Jack & Sheryl Morris Cancer Center in New Brunswick was an enormous highlight in 2025. Built with patients at the center of everything, this new facility provides an exceptional patient experience. It houses 88 state-of-the-art infusion chairs and 80 exam rooms for adults and pediatrics, as well as 96 private inpatient rooms, operating rooms, along with radiology and imaging resources in the building. This is the cornerstone of a \$1.5 billion investment in oncology by RWJBarnabas Health and Rutgers Cancer Institute.
- The Corporate 340B team has continued to expand the program for our DSH hospitals in 2025. The total benefit to the system has grown to \$189 million, which is \$38 million more than 2024.

Clinical Excellence:

- The Health System moved to a System Pharmacy and Therapeutics committee inclusive of all our hospitals and medical practices. A system Pharmacy and Therapeutics Committee fulfills its purpose through several core responsibilities:
 - Formulary Management:** Evaluates new and existing medications using clinical evidence and cost-effectiveness to determine formulary status.
 - Standardization:** Aligns medication use policies across all hospitals and medical practices clinics in the network to ensure consistent, high-quality patient care regardless of the location.
 - Medication Safety:** Monitors adverse drug events, reviews safety alerts, and establishes guidelines for prescribing and administering high-risk medications.
 - Quality Improvement:** Develops clinical pathways, treatment guidelines, and drug-use protocols that assist providers in making evidence-based prescribing decisions.
- The creation of a system-wide “Controlled Substance Diversion Prevention Oversight Committee” led by System Diversion manager and supported by a multi-disciplinary team has been another major achievement. The committee ensures that every stage of the medication lifecycle from procurement and dispensing to administration and waste disposal is strictly monitored. Its primary functions and responsibilities include:
 - Policy Development & Oversight:** Designing, updating, and enforcing institutional policies for controlled substance security in alignment with federal, state, and accrediting agency guidelines.
 - Monitoring & Surveillance:** Using advanced analytics, automation, and clinical software to track inventory and identify statistical discrepancies or irregularities that may indicate diversion.
 - Incident Response:** Directing internal investigations into suspected diversion events and determining appropriate disciplinary, legal, and reporting actions.
 - Staff Education:** Mandating and coordinating comprehensive training for healthcare workers on safe medication handling and how to recognize and report suspicious activity.
 - Executive Communication:** Acting as the crucial link between the frontline drug diversion program and executive leadership, ensuring the program receives the necessary resources and organizational support
- The Health System was awarded the NJSHP Practice Innovation award for its work to establish an inpatient process for nirsevimab administration to infants to prevent respiratory syncytial virus.

In summary, I am extremely proud of the dedication and expertise demonstrated by our pharmacy personnel across RWJBarnabas Health. While I am certain 2026 will bring its own set of challenges, I am equally confident that our Pharmacy Enterprise is exceptionally well-positioned to adapt, react, and will continue to excel.

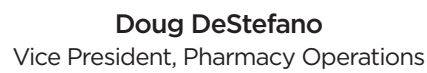
I invite you to explore the pages of this report to appreciate the full scope of the incredible efforts and achievements of our team.

Thank you,

Robert Pellechio

Robert Pellechio, RPh, MPA

Senior Vice President and Chief Pharmacy Officer



Governance and Structure

Pharmacy Enterprise Executive Council

The Pharmacy Enterprise Executive Council is responsible for defining, prioritizing, overseeing and monitoring the performance of the pharmacy enterprise. The focus of the committee is operations, clinical activities and integrated services within the enterprise. The committee is guided by analyzing and aggregating enterprise and service line performance data, monitoring performance improvement efforts for effectiveness, and making recommendations for enterprise or individual service line changes.

Pharmacy Directors and Clinical Council

The Pharmacy Enterprise includes both a Clinical Council and a Directors Council, which work collaboratively to achieve system-wide goals. The Clinical Council focuses on developing and monitoring clinical initiatives, based on evidence-based medicine and recommendations from the Directors Council and Executive Council. The Directors Council is responsible for establishing system-wide goals, overseeing medication management, standardizing processes and policies, and ensuring regulatory compliance, and expanding the role of pharmacists within the system.

Pharmacy Clinical and Operational Collaboratives

There are 10 active clinical and operational pharmacy collaboratives across the Pharmacy Enterprise. These collaboratives comprise of representatives from all facilities and applicable integrated services. They serve as subject matter experts to define clinical or logistical alignment for the enterprise, support team member training, recruitment, and development, and contribute to quality and safety for patient care.

Pharmacy Collaboratives 2025 Accomplishments

Critical Care Pharmacy Collaborative: Critical Care Service Line

- Updated paralytic titrations within the system
- Optimized the safety of peripheral pressors through policy work with the system service line
- Drafted a comprehensive order set for status epilepticus with the Emergency Medicine Pharmacy Collaborative

Emergency Medicine Pharmacy Collaborative: Emergency Medicine Service Line

- Provided over 15 educational pharmacotherapy presentations for RWJBH emergency medicine nurse orientation
- Created emergency pediatric pharmacotherapy education for pharmacists in collaboration with the Pediatric Pharmacy Collaborative to improve care to vulnerable patients
- Presented a collaborative-driven antidote project at the RWJBH System Quality Fair
- Maintained approximately 30% of the state's total number of board-certified emergency medicine pharmacists (BCEMP)

Infectious Disease Pharmacy Collaborative: Antimicrobial Stewardship Committee

- Developed clinical tool to support best practices for surgical prophylaxis, Clostridioides difficile infection, renal dosing, weight-based dosing and drug dosing in obesity
- Aligned facility reporting for Department of Health Antimicrobial Stewardship Honor Roll to support all facility applications
- Continued EPIC optimization
 - Our Practice Alert (OPA) for ID consult for S. aureus and Candida spp in the blood
- Facilitated the Laboratory Stewardship Committee initiative to remove of routine use of procalcitonin for adult patients

Oncology Pharmacy Collaborative: Rutgers Cancer Institute

- Developed and implemented 6 guidelines or practice standards to ensure aligned delivery of oncology care
- Continued to support oncology pharmacist competency and training through the Hematology Oncology Pharmacy Association Module training
- Created or enhanced more than 300 Epic order sets or therapy plans

Pediatric Pharmacy Collaborative: Pediatric Quality Council

- Created education documents for pediatric competency across the system
- Continued advocacy to support the Epic build from a pediatric perspective
- Reviewed pediatric policies and procedures for pediatric content

Psychiatric Pharmacy Collaborative: Behavioral Health Service Line

- Completed weight-based dosing build for valproic acid derivatives in the adult psychiatric order set
- Completed multisite project comparing use of subcutaneous risperidone injections versus intramuscular paliperidone
- Started pilot utilizing RWJBarnabas Specialty Pharmacy division for providing transition of care for valbenazine
- Completed dose locking for long-acting injectable antipsychotics to prevent errors

Transitions of Care Collaborative: Hospital Readmission Reduction Program Taskforce

- Established the new Transitions of Care (TOC) collaborative include all pharmacists and pharmacy technicians
- Standardized i-Vent documentation and categorizations across the health system for major TOC activities — particularly medication history.
- Standardized the medication history process for pharmacists and technicians across the health system

Operations Collaborative: Pharmacy Directors Council

- Supported review and planning of Epic Upgrades including on 2025 Triple upgrade, insulin patient-specific package barcode scanning, March 2026 updates
- Reviewed all compounding records and beyond use dating to align all oral drug preparations
- Completed a process review of storing and using patient's own medications for inpatients following related enhancements to Epic Admission and Discharge Navigators

Pharmacy Informatics: Willow Epic Team

- Coordinated onboarding and education for Collaborative members
- Improved the use of automatic drug cabinets through medication ID reviews, resolution of Interface Issues, storage optimization projects and the 1.8 Pyxis Upgrade
- Supported the enhanced ticket review and communication process with the Epic Willow team, clinical collaboratives, and System Informatics teams

Sterile Products Collaborative: Pharmacy Directors Council

- Reviewed, edited and approved policies and procedures including USP 800, USP 797, Action in the Event of a Cleanroom or Segregated Compounding Area Excursion, Hazardous Medication Spills, Compounding Sterile Products for Patients Allergic or Sensitive to Latex Procedure and the 2025 Annual Review and edit the Assessment of Risk based upon NIOSH recommendations
- Updated thousands of mixture records with beyond use dating information for Epic
- Improved many sterile medication product compounding recipes based upon Epic enhancement ticket requests by facilities



The RWJBarnabas Health Pharmacy Enterprise is composed of two service lines:

Acute Care Services and Integrated Services

The **Acute Care Service Line** is comprised of **14 pharmacy divisions:**

- Children's Specialized Hospital
- Clara Maass Medical Center
- Community Medical Center
- Cooperman Barnabas Medical Center
- Jersey City Medical Center
- Monmouth Medical Center
- Monmouth Medical Center Southern Campus
- Newark Beth Israel Medical Center
- Robert Wood Johnson University Hospital Hamilton
- Robert Wood Johnson University Hospital
- Robert Wood Johnson University Hospital Rahway
- Robert Wood Johnson University Hospital Somerset
- RWJBarnabas Health Behavioral Health Center
- Trinitas Regional Medical Center

The **Integrated Service Line** is comprised of **7 pharmacy divisions:**

- Ambulatory Care Pharmacy Division
- Corporate Pharmacy Division
- Pharmacy Enterprise 340B Drug Pricing Program
- Pharmacy Reimbursement Division
- Retail Pharmacy Network Division
- RWJBarnabas Health Infusion & Specialty Pharmacy
- Rutgers Cancer Institute

Children's Specialized Hospital

Safety and Quality

- Implemented Senti7 across both sites
- Presented at the RWJBH System Quality Fair: To Test or not to Test, is Clostridioides difficile really the Infection?

Advocacy

- Implemented multidisciplinary rounds daily across both facilities
- Recognized a CSH Pharmacist as the catch of the month for a good catch preventing an incorrect patient medication error

Scholarship

- Participated in Level Up program for leaders at CSH



Clara Maass Medical Center

Safety and Quality

- Enhanced narcotic diversion prevention efforts through an expansion of surveillance services, increasing early detection of potential diversion.
- Successfully maintained accreditation and compliance for key service lines, including Hip and Joint Replacement, Non-Invasive Cardiology, Heart Failure, and the 340B Drug Pricing Program.
- Created and launched a novel station-based learning framework that cross-trains pharmacists and pharmacy technicians for clinical and operational.

Advocacy

- Achieved the prestigious Infectious Disease Society of America (IDSA) Antimicrobial Stewardship Center of Excellence designation.
- Recognized for "Curiosity" for Clara Maass Medical Center Core Values Award Program

Community

- Participated in five diverse outreach events throughout local community.
- Embarked in multiple global health advocacy events including international medical mission to Puerto Rico and Dominican Republic, where pharmacy staff delivered critical vaccinations and specialized pharmaceutical care in resource-limited settings

Scholarship

- Strengthened Clinical Workforce Pipeline with the continuation Advanced Pharmacist Experience (APE) residency intensive, a strategic scholarship initiative that directly facilitates attainment of Board Certification in Pharmacotherapy for participating pharmacists.

Financial

- Generated over \$550,000 in annual cost savings through direct pharmacist interventions, optimizing medication use and reducing healthcare expenditures.

Community Medical Center

Safety and Quality

- Implemented the Vivitrol[®], naltrexone extended-release injection, free drug program in the emergency department
- Implemented anesthesia kits in Pyxis to optimize inventory management of emergency anesthesia medications

Advocacy

- Andrew Wagner, MICU clinical pharmacist received the Top Case Report award at the CHEST Annual Meeting and Grand Prize of CMC Annual Research Day
- Andrew Vassallo, SICU clinical pharmacist received the Neuroscience Excellence award at RWJBH/ Rutgers Stroke and Neurocritical Care Symposium
- Emilia Wilk, ED clinical pharmacist received the Golden Lobe award for ED stroke services

Community

- Participated in the Toms River Communities That Care Mentor Program
- Presented a poster for Infectious Disease Awareness Week
- Department leaders prepared nutritious meals for local elderly community members on ongoing basis

Scholarship

- Presented monthly medical resident (Internal Medicine, Emergency Medicine, Surgery, transitional year) noon conference lectures
- Andrew Wagner, MICU clinical pharmacist provided continuing medical education: Beyond Sedation: Overdose and Withdrawal of Xylazine and Medetomidine

Financial

- Implemented new tracking process for outpatient infusion patient specific medications to ensure regulatory compliance and cost savings through appropriate usage
- Relocated Pyxis devices into perioperative areas to reduce dispensing workload of OR pharmacist to realign focus on alternative clinical functions

Cooperman Barnabas Medical Center

Safety and Quality

- Implemented a Pharmacy Workflow Initiative in collaboration with nursing to set expectations for verification process, in basket messaging, and delivery of medications for streamlined communication
- Optimized Pyxis stock and configuration based on feedback from Anesthesia and OR nursing

Advocacy

- Approved and initiated the position for Assistant Director of Oncology Services and 3 remote pharmacist positions
- Developed and implemented a PGY2 Critical Care Residency program
- Established dedicated NICU Pharmacist Specialist Role

Community

- Participated in community outreach through 35 events, including immunization clinics, health fairs, career days, and participation in The Orange Mentorship Program for high school students

Scholarship

- Advanced professional contributions, with pharmacy personnel authoring 6 peer-reviewed articles, 2 book chapters, delivering 2 ACCP lectures, 4 national/state CE presentations, 14 national/state-level presentations/posters, and 3 CBMC Quality Fair submissions.
- Supported 44 open enrollment studies across the Multiple Sclerosis Center, Renal Transplant, and Oncology Unit

Financial

- Achieved financial efficiency, ending the year within 3% of the \$140 million medication operating budget

Jersey City Medical Center

Safety and Quality

- Expanded vancomycin dosing by pharmacy consult scope to include all provider groups outside of critical care units.
- Established training program for medication history obtained by pharmacy personnel and student learners

Advocacy

- Approved and successfully recruited a cardiology clinical specialist and medication history technician positions.
- Nicole Leonida and Christine Parikh obtained NJ Board of Pharmacy approved collaborative practice agreements with infectious diseases providers to provide services at the Center for Comprehensive Care and Infectious Diseases Clinic.
- Lindsay Brust-Sisti was elected as Chair of the American Association of Colleges of Pharmacy Lab Special Interest Group Awards Committee for 2025-2026; Chair of Rho Chi Regional Meeting Planning Task Force

Community

- Christine Parikh and students presented to community organizations virtually about HIV and Rapid Start as part of Center for Comprehensive Care community outreach
- Leo Batongbakal provided Medication Compliance education to the Hudson County Crisis Intervention Team (CIT) Training

Scholarship

- Initiated a monthly pharmacy-led noon conference series for medical residency program education.
- PGY1 Resident Victoria Corriere led a multi-site project on pharmacist interventions to reduce sleep-disturbing medications, partnering with Patient Satisfaction to assess sleep quality.
- PGY1 Resident Sara Farag developed a glucocorticoid matched insulin dosing guide to improve glycemic control in hospitalized patients, collaborating with endocrinology leadership.

Financial

- Estimated a cost savings of \$180,000 by bringing on Uzedy® (risperidone) on formulary in late 2024 and psychiatry pharmacy specialist patient review for conversion from Invega® (paliperidone)
- Case Mix Index Adjusted Pharmacy Cost per adjusted patient day and adjusted patient admission were below target for the year
- Pharmacy workforce productivity index was within or exceeded threshold every month of 2025

Monmouth Medical Center

Safety and Quality

- Reduced large (more than 10) Pyxis discrepancies by 26%
- Reduced controlled discrepancies over 24 hours by 10%
- Ad hoc heparin group led to system wide changes in 2026

Advocacy

- Brian Bishop elected Director of the Augmented Intelligence and Digital Health Council of NJSHP and Basem Elashal elected NJSHP Central Chapter President
- Created an Innovation Pitch which was accepted for developing Artificial Intelligence tools in pharmacy
- Developed sustainable productivity model for pharmacy to assist with operations and staff evaluation

Community

- Participated in 23 community outreach events (activities, brown bag events, and education)

Scholarship

- Jenna Petro enrolled and completed the MMC & MMCSC Leadership Development Program
- Delivered 8 continuing education presentations delivered by various pharmacy team members

Financial

- Completed 2025 \$971,000 under budget
- Developed an oversight group to coordinate quarterly HCPCS updates

Monmouth Medical Center Southern Campus

Safety and Quality

- Deployed decentralized pharmacists successfully
- Pyxis dose dispensing optimization 84.7% of doses dispensed
- Achieved overall Standardized Antimicrobial Administration Ratio goal of 1.04

Advocacy

- Innovative pitch for oncology pharmacy specialist submitted

Community

- Participated in the Big Brothers Big Sisters program
- Participated in the Medical Explorers program

Scholarship

- Provided extensive education on pharmacy to dose vancomycin to increase pharmacy services.

Financial

- Completed 2025 \$415,947 under budget
- Developed an oversight group to coordinate quarterly HCPCS updates

Newark Beth Israel Medical Center

Safety and Quality

- Expanded comprehensive “Pharmacy to Dose” vancomycin opt-in consult service open to all adult patients, with the exception of those receiving dialysis.
- Expanded pharmacy generalist services to include attending nursing huddles and providing patient bedside counseling on new medication orders in the following therapeutic classes: antibiotics, anticoagulants, and analgesics
- Implemented EMS field service Pyxis, standardizing medication access and improving controlled substance tracking for EMS personnel.

Advocacy

- Received Quarter 3 Core Value Award for Teamwork.
- Established a new pharmacy technician position to improve oncology satellite pharmacy workflow.
- Increased our Meds to Beds service by adding a ½ FTE to the existing staff, aiding the hospital to create a discharge waiting area to help with timely discharge and a new FTE for an Infectious Diseases Pharmacy Specialist

Community

- Pharmacy specialists volunteered at NBI Women’s Wellness Food Farmacy (pantry)
- Participated in Patient Safety Week, Holiday Cheer for Children, Men’s Health Night and Women’s Health Day, and in local food drive

Scholarship

- Pharmacy specialists presented multiple lectures throughout the year at didactic days for Internal Medicine residents, Emergency Medicine residents, Pulmonary/Critical Care fellows, and nurses.
- Presented posters at local Quality Fair: “Value of a Clinical Pharmacist on the ID Consult Service” and “Decentralized Pharmacy Module leading to Improved medication accessibility and turnaround time.”

Financial

- Achieved 90% Pyxis optimization to minimize waste and improve productivity.
- Reduced Antibiotic batching waste by 20% using Epic batching report.
- Reduced Annual inventory audit from \$3.9 million in 2024 to \$3.2 million in 2025

Robert Wood Johnson University Hospital Hamilton

Safety and Quality

- Used BD HealthSight™ Inventory Optimization to optimize our turns in inventory and decrease the number of trips to Pyxis
- Successfully went through Mock Joint Commission Survey with only one pharmacy finding
- Implemented and supported weekly drug pricing and shortage review

Advocacy

- Participated in Naloxone distribution program

Community

- Attended Paint the Town Pink and Caring for Loved Ones with Chronic Conditions
- Supported recruitment of pharmacy personnel through attendance at an off-site job fair

Scholarship

- Supported the education of pharmacy staff in critical medicine through local education

Financial

- Supported an increase Oncology outpatient infusions volume by 45%
- Decreased pharmacy department overtime by 10%

Robert Wood Johnson University Hospital New Brunswick

Safety and Quality

- Departmental leadership served as the medication management subject matter experts for 7 survey openings longitudinally across 2025 and the September 2025 Joint Commission triennial survey, with no medication management deficiencies or conditional findings identified
- Expanded the medication management technology systems across campus through the addition of 2 new carousels and 54 new Pyxis devices, increasing inventory visibility, standardization, and efficiency while reducing waste.

Advocacy

- Pharmacist chair-elect of Society for Academic Emergency Medicine Pharmacists
- Pharmacist on National Leukemia Association Intercolaborative Research Committee
- Pharmacist appointed to American Society of Health-System Pharmacists Advisory Group for Practice Advancement and Advocacy (part of new practitioners' forum)
- Pharmacist appointed to Reviewer Mentorship Program for American Journal of Pharmaceutical Education

Community

- Participated in displays for employees and visitors for Stroke Awareness Event, Neuro/Ortho Week Fair, and Heart 2 Heart Event
- Presented four educational sessions utilizing Scholastic Over-the Counter Medication Safety curriculum at local middle school during March 2025
- Organized holiday gift drive for pediatric patient's family members December, 2025

Scholarship

- Worked with Rutgers Ernest Mario School of Pharmacy leadership to incorporate Rutgers EMSOP student learners into Prior to Admission medication histories
- Coordinated nursing/patient education to improve bowel preparation (project ongoing)
- Developed and coordinated Antibiotic Awareness Week Challenge at Medicine Noon Conference

Financial

- Supported expansion of the Cardiac Amyloidosis treatment program by enabling increased access to Amvuttra® (vutrisiran) therapy. Treatment volume increased from 16 administrations in 2024 to 65 in 2025, with each administration generating approximately \$35,000 in positive contribution margin. This resulted in \$2.275 million in revenue above budget
- Transitioned Jakafi® (ruxolitinib) from formulary to non-formulary status through the P&T Committee while maintaining timely patient access. Drug spend decreased from \$468,000 in 2024 to \$175,000 in 2025, resulting in \$293,000 in cost avoidance

Robert Wood Johnson University Hospital Rahway

Safety and Quality

- Participated in the VTE prophylaxis compliance improvement workgroup and improved VTE prophylaxis from below national average to over 95% for Rahway and the rest of the system
- Participated in Hypoglycemia workgroup and was able to decrease incidence of severe hypoglycemia from 2.5% in 2024 to one of the best in the system with a rate of 1.6% for 2025

Advocacy

- Increased Pharmacy Department Employee Engagement Survey completion to 100% and overall department score to 4.41
- Four pharmacy department members recognized by RWJUH Rahway for their good catches
- Lead Pharmacy Technician, Suehay Garcia-Torres, recognized as RWJUH – Rahway's Extraordinary Employee Worth Watching

Community

- Participated in four sessions at the local YMCA educating on Diabetes Medication Management & Cardiovascular Health Medication Management
- Participated in six sessions at the local pulmonary rehab clinic providing medication management education
- Participated in System Mentorship Program

Scholarship

- Provided comprehensive education to hospital staff on: Management of hyperglycemia and prevention of hypoglycemia, Safe use of Opioids, Management of newborns, Obstetric emergencies, Malignant Hyperthermia, and Code Cart Medications
- Presented a poster at the local Quality Fair: Evaluating Improvement of Antibiotic Prescribing Post-implementation of Intra-abdominal Infection Treatment Guidelines

Financial

- Implemented BD HealthSight™ Inventory Optimization to assist in Automated Dispensing Machine inventory management
- Maintained stock-out % below 1%

Robert Wood Johnson University Hospital Somerset

Safety and Quality

- Expanded report outs at nursing medication management meetings to include monthly utilization of the infusion pump library to support safe medication administration

Advocacy

- Received approval for third pharmacy specialist position for oncology due to increasing outpatient chemotherapy service line

Community

- Residents participated in 4 community outreach events – supporting local efforts to improve health literacy in the Somerville and surrounding community

Scholarship

- Leveraged pharmacy residency research projects to expand utilization of BIO-FIRE technology to improve early de-escalation of antibiotic therapy as appropriate

Financial

- Converted Pharmacist team members from salaried to hourly to support system alignment
- Engaged hematology physician service line to convert patients to formulary preferred granulocyte colony-stimulating factor, reducing costs by an estimated \$1.3 million

RWJBarnabas Health Behavioral Health Center

Safety and Quality

- Expanded utilization of esketamine nasal spray to inpatient units

Advocacy

- Drafted collaborative practice agreement for inpatient use
- Increased transitions of care activities in the pharmacy department

Community

- Presented to local chapter of National Alliance on Mental Illness regarding medication education
- Provided annual education to nurses and clinical staff in the hospital

Scholarship

- Completed educational presentations locally throughout the year in conjunction with nursing education

Financial

- Increased prescribing of long-acting injectables (LAIs) without impact to budget by utilizing community partners to start and continue LAIs after discharge

Trinitas Regional Medical Center

Safety and Quality

- Initiated meropenem quality project with multidisciplinary collaboration
- Implemented pharmacy generalists' vancomycin monitoring with precision dosing tools

Advocacy

- Started a Pharmacy Specialist position with focus on Antimicrobial Stewardship and Critical Care in August of 2025
- Approved a new Medication Reconciliation Technician position to start in April 2026

Scholarship

- Created monthly operational/clinical education topics with associated competencies
- Research team opened 18 trials for enrollment with 6 involving pharmacy

Financial

- Dispensed 216 long-acting injectable doses through free trial programs



2025 RWJBH PHARMACY ENTERPRISE: **Integrated Services Divisional Accomplishments**



Ambulatory Care Pharmacy Division

Safety and Quality

- Completed more than 4000 patient encounters managing chronic diseases including diabetes, hypertension, osteoporosis and obesity.
- Collaborated with population health to support our High risk readmission program for medication education and access to prevent hospital readmissions.

Advocacy

- Expanded with the placement of a pharmacist in the Cranbury and Malboro offices. Additionally, the position in the Hamilton and Robbinsville practices was filled. Both positions were filled by graduates of our PGY2 residency programs.

Community

- Participated in community outreach events in collaboration with our Retail Pharmacy division through engagement with the PGY 2 Ambulatory pharmacy resident

Financial

- Continue to contribute to reduction in long term health care costs through chronic disease state management

Pharmacy Enterprise 340B Division

Safety and Quality

- Maintained a robust internal audit schedule through 2025 which tested each of the health system's covered entities, proving compliant 340B Program utilization.
- Supported a successful Health Resource Service Administration (HRSA) audit for Newark Beth Israel Medical Center
- Maintained a high quality of 340B operations and optimized financial benefit for the health system which was reaffirmed by an external consulting firm who failed to supply actionable recommendations

Advocacy

- Expanded the 340B team through the addition of new analyst Joanna King, an internal promotion from NBI
- Expansion of the Division contributed to considerable year-over-year program benefit for the covered entities and our patients.

Community

- Subsidized nearly \$350,000 in outpatient prescriptions for covered entities as a direct result of 340B Program participation

Financial

- The RWJBH Pharmacy Enterprise saved approximately 135 million in pharmacy drug expenses during 2025 due to 340B.
- RWJBH 340B covered entities realized \$54 million in contract pharmacy benefit during 2025.
- Contract Pharmacy growth was realized due to the 340B Teams diligent efforts related to: direct replenishment \$20 million; expansion of Managed Medicaid \$1.2 million; access to cystic fibrosis medications \$1 million; new contract pharmacies \$240,000.

Pharmacy Reimbursement Division

Safety and Quality

- Collaborated through monthly/bi-weekly meetings with the following departments: Managed Care, Billing, Prior Authorization and Grouper, Title X, Revenue Integrity, Willow, Beacon, Professional & Hospital Billing - Epic, Patient Assistance Program, Pharmacy Informatics, Pharmacy Directors, HIM, Radiology & Nuclear Medicine, Decision Support
- Improved RSV Inpatient Coverage, Horizon and HNJH effective 1/1/2025 - \$554 per dose reimbursement
- Continued New Technology Add-On Payment (NTAP) Monitoring - \$327,874
- Hosted monthly WQ Education & Update Sessions
- Developed Nuclear Medicine PAP Work queue & Workflow
- Continued Prior Authorization Workgroup
- Completed 213 Vitalware Requests
- Continued surveillance of Annual and Ad hoc Pricing Updates, including CAR-T & Gene Therapy products
- Improved Lupron® (leuprolide acetate) Logic Enhancement

Advocacy

- Caitlin Karabin completed her Certified Pharmacy Technician program and passed her exam

Financial

- Partnered with external vendor Carexst, for drug replacement services resulting in replaced in kind medication valued at \$34.7 million.
- Optimized charge capture, billing and reimbursement of medications from insurers result in recovery of \$1.7 million

Retail Pharmacy Network Division

Safety and Quality

- The retail pharmacies dispensed 241,397 prescriptions, averaging 894 prescriptions per day, with a staff of 11 full time pharmacists.
- Meds to Beds program process 13,627 prescriptions for 4,493 patients.
- The Division's delivery service to patients' homes provided more than 781 deliveries for 1,648 prescriptions.

Advocacy

- Lucio Volino: Rho Chi Immediate Past President, New Jersey Pharmacists Association President-Elect, New Jersey Pharmacists Association Vice President
- Lucio Volino received the American Association of Colleges of Pharmacy Laboratory Instructors Special Interest Group Publication Award

Community

- The retail pharmacy network continues to improve and grow its current services to the community in 2025 by providing 137 Community Outreach Programs at 45 locations with over 2,200 attendees.
- Maintained the Dispensary of Hope Program at five retail locations. The Dispensary of Hope is a non-profit drug distributor, whose mission is to transform lives by creating pathways for donated medicine to reach individuals in need and without access. The retail pharmacy dispensed 8,126 30-day prescriptions under the Dispensary of Hope program.
- The retail pharmacy network in kind dollars, sponsored by the hospital, provides medications to patients in need. Clara Maass Medical Center \$49,695; Jersey City Medical Center \$88,928; Monmouth Medical Center \$78,739; Newark Beth Israel Medical Center \$214,562; and Cooperman Barnabas Medical Center \$60,310 for a total of \$492,234

Scholarship

Accreditation Council for Pharmacy Education Accredited Continuing Education Programs Delivered

- 1 American Pharmacists Association (APhA) Pharmacy-Based Immunization Delivery for Pharmacy Technicians
- 2 APhA Pharmacy-Based Immunization Delivery for Pharmacists
- 1 Drug Topics Evolving Perspectives on Pneumococcal Vaccination Across Adult Populations

Montclair State University School of Public Health Presentations

- 4 Lectures

Financial

- The retail pharmacy total expenditures for 2025 were \$37.18 million
- The retail pharmacy generated more than \$37.03 million in revenue with a net benefit in excess of \$5.92 million.

RWJBarnabas Health Infusion and Specialty Pharmacy

Safety and Quality

- Fully re-accredited with URAC® and Accreditation Commission for Health Care
- Specialty pharmacy had a 93.5% net promoter score
- Performed 25,000 at home nursing visits.
- Maintained a 0.015% line infection rate on 137,000 therapy days.
- Expanded parenteral nutrition services with our in-house dietitian
- Compounded 23,000 sterile total parenteral nutrition infusion bags for acute care facilities

Advocacy

- Increased Blincyto® (blinatumomab) dispenses from 283 in 2024 to 363 in 2025, and patients treated from 33 to 39
- Provided access to 7 new limited distribution medications

Community

- Increased employee engagement score by 0.16 over 2024 to 4.28.
- Provided over 1,500 free days of patient care for the system
- Sought out \$2.3 million in copay assistance for patients

Financial

- Saved \$312,000 in centralized intravenous medication preparation, an 8% increase over 2024.
- Saved \$190,000 in repackaging, a 6% increase over 2024





Rutgers Cancer Institute—OPENING THE MORRIS CANCER CENTER

Reviewed and added **15 new medications** to the oncology formulary
Completed **5 medication** use evaluations
Completed multiple regulatory inspections from the Department of Health and Board of Pharmacy **to open the Morris Cancer Center**

Daily Clinical Operating Positions

Clean Room Team

- **7** Chemotherapy Technicians
- **2** Sterile Chemotherapy Product Production Pharmacists

Verification Pharmacists

- **5** Positions for Solid Organ Malignancies
(*1 in each of three infusion bays, 2 in the pharmacy*)
- **3** Positions for Hematologic and Pediatric Malignancies (*1 in the infusion bay, 2 in the pharmacy*)

Clinic Pharmacists (all PGY2 trained, Board certified Oncology Pharmacists (BCOP))

- **1** Gynecologic Oncology, **1** Gastrointestinal Oncology, **1** Breast Oncology/Women's Health, **1** Thoracic, Head & Neck & Genitourinary Oncology
- **2** Hematologic, Bone Marrow Transplant, and Cellular Therapy

Inpatient Pharmacists (all PGY2 trained, BCOP)

- **1** decentralized for Hematologic Malignancies, 1 decentralized for Solid Malignancies
- Research Pharmacist
- **1** Heme/Bone Marrow Transplant/Cellular, **1** Solids, **1** Phase 1

Transitions from the infusion center care model to the clinical cancer center model with the opening of the Morris Cancer Center

- Ensure timely specialized pharmaceutical care for the Morris Cancer Center with **24/7 decentralized pharmacy presence**
- Supporting an average daily census of **125 to 175 patients**

2025 RWJBH PHARMACY ENTERPRISE ACCOMPLISHMENTS: Safety and Quality

OVER

1.35 million

29,000

33,900

160,000

7,700

134,000

2 million

clinical activities documented

Pharmacy Technician activities documented

adverse drug reactions prevented

medication errors prevented

pharmacist consults for courses of treatment with precision dosing tools – a 2-fold increase from 2024

progress notes by pharmacy personnel

medication doses dispensed



Leapfrog medication reconciliation rates improved at 9 of our sites and now 11 of the 12 sites achieve or show considerable achievement towards eliminating medication discrepancies during acute hospitalization.

Pharmacy supports maintenance of Leapfrog bar code medication administration scanning rates over 95% for 2025 by maintaining the appropriate product bar codes and troubleshoot scanning concerns for more than 8,000 line items on the system formulary.

Maintain Compliance with Intravenous Drug Library at 95%
RWJBarnabas Health had set a goal to monitor pump compliance beginning in January of 2021 and look for opportunities to optimize the and built-in dose error reduction software (DERS) technology. The goal was to ensure compliance with the pump library for 95% of infusions. RWJBarnabas Health has successfully maintained the compliance goal of 95% for 2021 to 2023. **Compliance for 2025 was 98.9% while the national average is only 85.7%**

Standardized key iVent documentation for Vizient metrics and established several new standardized documentations for heparin drip monitoring, anticoagulation monitoring, hyper/hypoglycemia monitoring, deprescribing for older adults, warfarin and Transitions of Care-related notes

BD HealthSight™ Inventory Optimization (HSIO) – application that delivers workflow recommendations to optimize inventory, and reduce stock-outs in Pyxis. Several sites went live in 2025 including MMC, MSC, HAM, CMMC, CMC, BHBH, and TRMC



2025 Highlights

Development of a System Pharmacy and Therapeutics Committee and Subcommittee Structure

- The RWJBarnabas Health System held our first System Pharmacy and Therapeutics (P&T) Committee meeting in October 2025.
- The Committee is led by the system Chief Medical Officer and Pharmacy with multi-disciplinary membership including physicians, pharmacy, nursing, quality, dietary, radiology and informatics to ensure all aspects of medication use policy and practice are evaluated.
- Decisions regarding medication use process by the System P&T Committee are done in alignment with service lines.
- The System P&T Committee is supported by several subcommittees including Antimicrobial Stewardship, Formulary, Medication Safety, Oncology and Pediatric Medication Management.
- Each site is represented by a medication use committee responsible for review and implementation of practices, policies, and procedures as approved by the System P&T committee, identification of facility medication requirements, practices, or procedures that require system alignment.
- The System P&T Committee expanded the previously established System Formulary committee. In 2025, 24 drugs were reviewed for formulary addition and 7 drug classes were reviewed.
- The Rutgers Medication Use Safety and Information Center (MUSIC) supports the evidence-based and scholarly evaluation of medications and practices for the System P&T Committee

2025 RWJBH PHARMACY ENTERPRISE ACCOMPLISHMENTS:

Quality



Initiation of the System Medication Safety Subcommittee

- Initiation of the System Medication Safety Subcommittee, comprised of a Pharmacy Workgroup and Multidisciplinary Meetings
- First system-wide presentation of medication event reporting metrics with review of events by medication and by system High Alert designation
- System-wide implementation of the 5-character search minimum for product removal from Pyxis machines in non-profile and override modes.
- System-wide implementation of patient-specific package barcodes for insulin pens to minimize risk of cross-contamination from the use of a wrong patient's insulin pen.
- System-wide conversion of medication event reporting from Verge to High Reliability Platform
- Partnered with Bainbridge Health and the National Infusion Collaborative to analyze large volume infusion pump data for library settings optimization

Medication Diversion Prevention

- Corporate Controlled Substance Diversion Prevention Oversight Committee met monthly to establish dashboard metrics for the program
- Hired a Medication Diversion Program Manager to coordinate and oversee diversion efforts at all sites
- Established a standardized Diversion Response Team workflow for responding to suspected diversion events
- Created centralized reporting to NJ and Federal agencies when controlled substances are lost or potentially diverted
- CSH and TRMC went live on BD HealthSight™ Diversion Management software; all sites are now live
- On-going collaboration with local Nursing and local Anesthesia leaders to increase awareness of controlled substance handling regulations and diversion
- Education of site pharmacy teams on controlled substance regulation and best practice via scheduled "office hours"

Regulatory Visits

The RWJBarnabas Health Pharmacy Enterprise must comply with the regulations of the FDA, CDC, CMS, The Joint Commission (TJC), DNV Health Care, the New Jersey Board of Pharmacy, the EPA, ASHP and the Department of Health.

This past year, our Pharmacy Enterprise successfully completed the following internal and external regulatory audits:

- 340B Internal Review
- American Council for Graduate Medical Education
- Centers for Disease Control and Prevention
- Controlled Substance Internal Compliance Reviews
- Dialysis Audit Program
- Environmental Protection Agency Leap Frog Medication Reconciliation
- New Jersey Department of Environmental Protection Occupational Safety and Health Administration
- Centers for Medicare and Medicaid Services
- The Joint Commission Hospital Accreditation
- New Jersey Department of Health
- New Jersey Board of Pharmacy
- DNV Healthcare
- American Society of Health System Pharmacists PGY1 and PGY2 Accreditation
- Health Resources & Services Administration 340B
- URAC Measure Data Validation
- National Cancer Institute Cancer Therapy Evaluation Program



RWJBarnabas Health Quality Forum Platform Presentation

- The Antimicrobial Stewardship pharmacists from four facilities: CMMC, MMC, MSC and RWJ Somerset were recognized for their quality improvement initiative to optimize antimicrobial therapy in patients with penicillin allergies.
- The teams incorporate the use of various tools including PEN-FAST, penicillin skin testing and beta-lactam challenge to evaluate and assess the severity of stated penicillin allergies and guide antimicrobial therapy.

Best Practice: Nirsevimab inpatient implementation for infants with the Vaccines for Children Program

- Pharmacy leadership across 8 of our acute care hospitals in collaboration with pharmacy informatics, the pediatric clinical pharmacy team, and the pharmacists and technicians from the sites led an initiative to implement NJ Vaccines for Children (VFC) to support administration of nirsevimab for the entire 2025-2026 RSV season. This initiative led to medication administration to 1827 newborns in 2025, 638 of which were VFC-provided.
- The implementation of nirsevimab for inpatient infants was recognized by the New Jersey Society of Health System Pharmacy as the 2025 Hospital Best Practice Innovation Award



2025 RWJBH PHARMACY ENTERPRISE ACCOMPLISHMENTS:

Advocacy

Leadership, Membership, and Committee Service

Our Pharmacists and Pharmacy Technicians hold leadership positions, board, and committee appointments on the following organizations:

- American Thoracic Society
- American College of Clinical Pharmacy
- American Society of Health-System Pharmacists
- Antimicrobial Susceptibility Testing (AST) Subcommittee
- Big Ten Academic Alliance - Pharmacy Assessment Collaborative (BTAA-PAC)
- BigTen Academic Alliance - Skills-Based Education and Assessment Collaborative (BTAA S-BEAC)
- Board of Pharmacy Specialties
- Coordinated Family Care (CFC)
- Current Pharmacology Reports
- New Jersey Department of Human Services, Division of Aging Services
- Member of Interagency Council on Osteoporosis
- New Jersey Pharmacists Association
- New Jersey Society of Health System Pharmacy
- New Jersey Reentry Corporation (NJRC)
- Rho Chi Society
- Society of Infectious Disease Pharmacists (SIDP)
- The Consultant Pharmacist
- Trans-Atlantic Renal Council



rwjbhpharmacy :

RWJBH Pharmacy

1,106 posts 1,337 followers 182 following

- 21 divisions in 2 service lines
- Acute Care and Integrated Services

Research and Publications

In 2025, The Pharmacy Enterprise **completed 28 peer-reviewed manuscripts, book chapters, guidelines and articles.**

More than 35 abstracts were created and presented at local, national and international meetings.

Our pharmacists serve as peer reviewers for many different journals, healthcare publications and boards including:

- American College of Clinical Pharmacy Grant Reviewer
- American College of Clinical Pharmacy Review and Recertification Resources
- American Journal of Managed Care
- American Journal of Pharmaceutical Education
- Annals of Pharmacotherapy
- Antimicrobial Agents and Chemotherapy
- ClinicoEconomics and Outcomes Research
- Current in Pharmacy Teaching and Learning
- Expert Opinion on Drug Discovery
- Expert Opinion on Pharmacotherapy
- Institute for Safe Medication Practices Newsletters
- International Journal of Environmental Research and Public Health
- Journal of American Society of Health System Pharmacy
- Journal of Cardiovascular Pharmacology, Drugs and Aging,
- Journal of Pharmacy Practice
- Journal of the American College of Clinical Pharmacy
- Mental Health Clinician
- National Institute of Health Grant Reviewer
- North American Center for Continuing Medical Education
- P&T Journal
- Pharmacist's Letter
- Pharmacy Times
- Prescriber's Letter

2025 RWJBH PHARMACY ENTERPRISE ACCOMPLISHMENTS:

Community and Education

Pharmacists support multidisciplinary education efforts across the system through lectures, competencies, and orientation efforts in the following areas: **Emergency Department Nurses, Immediate Use Intravenous Compounding, Medical Resident Grand Rounds, Department of Pediatrics Grand Rounds**

267 Rutgers Pharmacy students completed at least 1 advanced pharmacy practice experience in our health system

Pharmacy Residency Programs

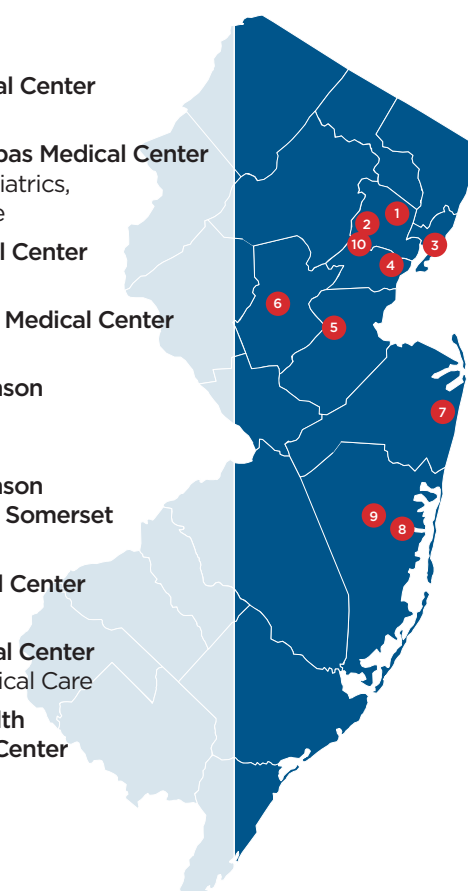
RWJBarnabas Health offers an American Society of Health-System Pharmacists (ASHP)-accredited PGY1 and PGY2 pharmacy residency programs. Residents are given the opportunity to work in interdisciplinary care teams to enhance their skills in evidence-based, patient-centered medication management, and to perform pharmacy practice research that is presented at ASHP's Midyear Meeting and at the Eastern States Residency Conference.

Additionally, the following sites serve as primary training locations for the listed Rutgers University PGY2 Programs:

- Monmouth Medical Center: One—Neuropsychiatry
- RWJ New Brunswick: Two—Emergency Medicine
- RWJ New Brunswick: Two—Medication Use Safety and Policy

The RWJUH and Barnabas Health legacy pharmacy residency and the current RWJBH Residency Programs have graduated more than **225 pharmacists!**

1. **Clara Maass Medical Center**
2 PGY1
2. **Cooperman Barnabas Medical Center**
4 PGY1, 1 PGY2 Geriatrics,
1 PGY2 Critical Care
3. **Jersey City Medical Center**
2 PGY1
4. **Newark Beth Israel Medical Center**
2 PGY1
5. **Robert Wood Johnson University Hospital**
2 PGY1
6. **Robert Wood Johnson University Hospital Somerset**
2 PGY1
7. **Monmouth Medical Center**
2 PGY1
8. **Community Medical Center**
2 PGY1, 1 PGY2 Critical Care
9. **RWJBarnabas Health Behavioral Health Center**
1 PGY2
10. **Ambulatory Care**
1 PGY2



In 2025 our Residency Programs and their leadership had the following major accomplishments:

- Developing and holding quarterly meetings of RWJBarnabas Health Pharmacy Residency Oversight Committee
- Harmonizing Resident Time Off with the RWJBH System Resident Qualifications and Obligations Policy Update
- Graduated the 10th Class of the RWJBarnabas Health Leadership Forum
- ASHP Accreditation Survey Visits and issued reaccreditation for 4 of our residency sites
- Addition of 1 new residency program which was the recipient of an ASHP Residency expansion grant– a PGY2 in Critical Care at CBMC
- Completion of 3 multi-site residency quality improvement or research projects
- Continued a culture of retention through early commitment of 4 of our current PGY1 residents to system wide PGY2 programs



