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**Guidelines for Submission and Selection of  
the NYSCHP REF Joe Pinto Leadership Essay  
Award**

**[Essay Topic](#)**

Please describe How Health-System Pharmacy Leaders Can Develop  
Future Pharmacy Leaders Through Succession Planning.

**Submission Process:**

- Individuals currently enrolled in a **NYS PGY1 or PGY2 residency program and New Practitioners (less than 5 years from college graduation) who are current members** are eligible to submit.
- NY State Residency Program Directors and NYSCHP membership will be emailed this document outlining the essay description and guidelines for submission the week of January 6<sup>th</sup> 2025 and repeated twice over the course of the following 3 weeks.
- **Submission Deadline:**
  - PDF copies of the essays must be submitted by email to REF Awards Committee Heide Christensen ([heide.christensen@chsli.org](mailto:heide.christensen@chsli.org)) by **Friday, February 7th @ 11:59 pm**
- **2 copies of the PDF** of the essay/references must be submitted
  - One to include the following author information:
    - Name
    - Email address
    - NYS Residency Program (if applicable)
    - NYS Residency Program Director (if applicable)
    - Graduation date and college (if applicable)
    - Mailing address
    - Telephone contact number
  - One to include the essay/references **without the author information (i.e. blinded)**

**Winning Essay will receive:**

- \$1000 award
- Recognition at the NYSCHP Annual Assembly Awards ceremony and NYSCHP REF reception
- Published in NYSCHP News Flash (upon submitting consent paperwork to [office@nyschp.org](mailto:office@nyschp.org))

**Selection Process:**

- **The winning essay will be selected by Friday, February 28, 2025**
- Essays will be judged on your ability to address the topic as outlined, as well as the overall content, writing style, justification and conclusions
- Interviews of finalists will be conducted by the awards committee as part of the final selection process
- Winner will be contacted by the awards committee chair
- Honorable mention will be given to the next two runner-ups if applicable

**Essay Description / Instructions:**

- Review topic and any associated questions. Incorporate these concepts into an essay format.
- Essay to be 1000 word maximum
  - References are not required, but if included, will not be included in the 1000 word maximum
- The winning essay award will be presented at the NYSCHP 2025 Annual Assembly
- Essays are the property of NYSCHP

**Topic Details:**

This original essay should include:

- The importance of succession planning
- Identifying key positions for succession planning
- Assessing current talent within the pharmacy staff
- Development of a formal plan for succession planning

*The Joe Pinto Pharmacy Leadership Essay Award is supported by a grant from S/T Health Group*