

Charlotte Weller

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PROFESSIONAL PROFILE

Executive pharmacy leader with more than 30 years of progressive experience in community pharmacy operations, healthcare administration, regulatory compliance, clinical services, and pharmacy education. Proven record of leading multi-site pharmacy operations, developing innovative patient care programs, improving operational performance, and collaborating with executive leadership to advance organizational strategy. Experienced educator, speaker, and former President of the Texas Pharmacy Association committed to advancing pharmacy practice through leadership, education, operational excellence, and patient-centered care.

EDUCATION

1999-2001	Doctorate of Pharmacy, <i>The University of Texas at Austin</i>
1991-1995	B.S. in Pharmacy, <i>The University of Texas at Austin</i>
1989-1991	<i>Tarleton State University</i>

CERTIFICATIONS

Texas Pharmacist License. 1996
ASHI CPR Faculty Training. 2010
Diabetes Empowerment Education Program. 2014
CDM Credential in Asthma. 2002
Respiratory Care NISPIC Certification. 2002
APhA Immunization Faculty Training. 2001
Preceptor Certification. 2000
Texas Pharmacy Association Herbal Certification. 1999
APhA Immunization Certification Certificate. 1998
APhA Diabetes Certificate. 1998

HONORS AND AWARDS

WT Brookshire Excellence Award, 2021
Texas Pharmacy Association Bowl of Hygieia Award 2021
Texas Pharmacy Association Pharmacist of the Year. 2018
Progressive Grocers Top Women in Grocery. 2014
McKesson Leadership Award. 2014
NCPA Leadership Award. 2014
Brookshire Grocery Company ESOP Partner of the Year finalist. 2013
Texas Pharmacy Association Distinguished Service Award. 2010
Brookshire's Pharmacist of the Year. 2000

EMPLOYMENT

October 2024-Present Senior Manager of Pharmacy Operations, Brookshire Grocery Company

Provide executive leadership and operational oversight for 18 retail community pharmacies throughout Oklahoma. Responsible for strategic planning, pharmacy operations, financial performance, regulatory compliance, quality improvement, and leadership development.

Direct pharmacy operations and lead pharmacy managers in achieving operational, financial, and clinical

performance goals. Develop budgets, labor strategies, incentive programs, and performance initiatives; monitor prescription growth, immunizations, medication therapy management, adherence, labor productivity, and patient satisfaction. Ensure compliance with Oklahoma Board of Pharmacy and DEA requirements and controlled substance regulations. Partner with executive leadership, Legal, Human Resources, Finance, Information Technology, Marketing, and Category Management on strategic initiatives.

2005-October 2024 Pharmacy Health Services Manager, Brookshire Grocery Company

Directed the development and implementation of clinical pharmacy services and corporate healthcare initiatives for approximately 120 pharmacies across multiple states. Led immunization services, medication therapy management, point-of-care testing, travel health, opioid risk mitigation, smoking cessation, HIPAA and OSHA compliance, Medicare accreditation, pharmacist education, quality assurance, incident reporting, and continuous quality improvement. Served as a corporate liaison with Boards of Pharmacy, DEA, schools of pharmacy, healthcare providers, vendors, and internal business partners.

2020-Present Adjunct Clinical Faculty, Ben and Maytee Fisch College of Pharmacy, The University of Texas at Tyler

Teach and coordinate didactic, laboratory, and experiential education for Pharm.D. students across the P1-P4 curriculum. Serve as course coordinator, instructor, and APPE preceptor, with emphasis on practice skills, self-care, patient assessment, applied pharmacy practice, patient counseling, and professional development.

- PHAR 7191 - Pharmacy Lab I: Introduction to Practice Skills (Course Coordinator)
- PHAR 7218 - Nonprescription Medications & Self-Care (Course Coordinator)
- PHAR 7295 - Applied Pharmacy Practice Skills I (Course Coordinator)
- PHAR 7294 - Patient Assessment (Course Coordinator)
- PHAR 7686 - Patient Care Elective (APPE Preceptor)

2019-present Consultant Pharmacist, Managed Meds, LLC

Work as a nursing home consultant pharmacist in the East Texas area. Performed all duties of a consultant pharmacist.

2001-2005 Pharmacy Health Services Coordinator, Brookshire Grocery Company

Developed an immunization program for Brookshire's in 1998 involving 3 pharmacists. In 2004 over 72 Brookshire pharmacists participated with 104 of our 110 pharmacies being involved.

Developed and taught quarterly pharmacy technician review class.

Developed a travel immunization clinic. This program is generating 40% in profits for Brookshire's.

Organized health fairs for company employees which include glucose and cholesterol testing. This program has been expanded to include the general public at store openings and other public events.

Developed and implemented HIPAA Policies and Procedures and was designated as the company's privacy contact for 110 pharmacies in 4 states.

1996-2001 Pharmacy Manager, Brookshire Grocery Company

Managed three high volume pharmacies for Brookshire's with 8-10 employees each. Maintained a high sales level and contribution to overhead while controlling inventory.

1996 Staff Pharmacist, HEB Grocery Company

Worked as a pharmacy intern and then a staff pharmacist for a high-volume grocery chain pharmacy. Performed all duties of a staff pharmacist.

PROFESSIONAL DEVELOPMENT

Chair Texas Pharmacy Foundation Board of Trustees. 2017-2019
Texas Pharmacy Foundation Board of Trustees. present
Greater East Texas Pharmacy Association Member. present
NHA Pharmacy Technician Advisory Board. present
Trinity Valley Community College Advisory Committee. present
President Texas Pharmacy Association Board of Directors. 2014-2016
Texas Pharmacy Association Board of Directors. 2007-2017
Texas Pharmacy Association Pharmacy Political Action Committee Board of Directors. present
Chair Texas Pharmacy Association PharmPac Board of Directors.
President Central East Texas Pharmacy Association.
Ben and Maytee Fisch College of Pharmacy Experiential Education Advisory Committee. present
Texas Pharmacy Association Professional Affairs Advisory Committee.
Texas Pharmacy Association Association Affairs Advisory Committee.
Chair Texas Pharmacy Association Policy Council.
Texas Pharmacy Association Third Party Task Force.
Texas Pharmacy Association Membership Task Force.
Texas Pharmacy Association Educational Advisory Committee.
Vice Chair Academy of Chain Pharmacy Texas Pharmacy Association.
Chair Daryl Spence PharmPac Golf Classic.
Texas Pharmacy Practice Coalition.
Texas Pharmacy Congress.
Texas Pharmacy Association Member.
American Pharmacists Association Member.
National Association of Chain Drug Stores Member.
Texas Federation of Drug Stores Member.
Women Grocers of America Member.
TRC Strategic Advisory Board

PROFESSIONAL INSTRUCTION

Adjunct Clinical Faculty for Ben and Maytee Fisch College of Pharmacy
Trainer for Pharmacy-Based Immunization Delivery for APhA and TPA
Trainer for Texas Department of State Health Services on the Strategic National Stockpile and Bioterrorism topics
Tyler Junior College Pharmacy Technician Class. 2002-2010
Trainer for Health and Safety Institute (CPR and Basic First Aid)

COMMUNITY SERVICE

Hunger for Love Volunteer
Women's Symphony League of Tyler Host and Ball Committees
All Saints Episcopal School Parent Association
Boy Scouts of America
Brookshire Grocery Company Community Service Events
Christ Episcopal Church
Episcopal Health Foundation
East Texas Substance Abuse Coalition
Saint Paul's Food Bank
CASA volunteer

Ben and Maytee Fisch College of Pharmacy Faculty volunteer for health screenings with the homeless

PUBLICATIONS

Weller C. "Pharmacists have Key Position in Health Care." El Paso Times, 10 October 2014. Newspaper.

Weller C. "President's Message." Texas Pharmacy Today, March & June 2015. Magazine.

Weller C. "From the Chairman." The PharmPAC Political Insider, November 2013 & February 2014. Newsletter.

green, S., Weller, C., Bueche, J. "Pharmacists Enhancing Patient Care." Lone Star Pharmacist, August 2015. Newsletter.