
LaQuoia Johnson

“The day you dread coming to work is the day you should resign because you become dangerous to both me and the patient.” This quote, shared by Ravin Shah of A1 Pharmacy, resonated deeply with me during a presentation to my aspiring pharmacy technician students. It struck a chord because I, too, had dreaded going to work for years before exiting in 2020. I was leading in a toxic, hostile, and racist work environment, and I chose peace over a paycheck and joy over complicity.

Hello, I’m Dr. LaQuoia and unfortunately, my story isn’t unique. Too many pharmacists across the country face stressful, understaffed environments, and are forced to do more with fewer resources. According to the National Association of Boards of Pharmacy’s 2023 workgroup on workplace safety, well-being, and working conditions, “There is not a shortage of pharmacy professionals but rather a shortage of desirable practice settings.” This reality impacts not only us as pharmacists but also the quality of care our patients receive.

I’m running to represent “*all of us*” as your next Central District Board of Pharmacy representative because the public deserves a board member who understands all the challenges facing our profession that directly impact their wellbeing.

Representation matters and I represent:

- the 25% of **seasoned leaders** who, according to American Society of Health System Pharmacists’ 2023 pharmacy forecast, will exit early due to the complexity of their role and increasing stress.
- the **single mothers** who, like me, balance career with life’s demands and still make an impact in the healthcare industry.
- the 1 in 5 Americans who, like me, are **unpaid caregivers** for their elderly parents.
- the 1 in 5 Americans who face **mental health challenges**, as I too suffered from two panic attacks on the job before resigning to preserve my peace.
- the **Black** respondents who experience microaggressions daily, and the 81.2% of **pharmacy technicians** who said Diversity, Equity, and Inclusion is crucial to workplace satisfaction, per the Pharmacy Technician Certification Board’s 2023 DEI survey.
- the 20 per 100,000 **pharmacists who have died by suicide**, as I once faced the crushing weight of workplace trauma that nearly took my life.

While my 20+ years in pharmacy and my credentials as a Health System Pharmacy Administration residency-trained clinical pharmacist, diplomate of the Pharmacy Leadership Academy, and experiences in retail, long-term care, acute-care, administration, academia, and public health, would certainly qualify me for this role, my deeper motivation lies in *my mission: to turn my pain into purpose*. I am committed

to helping organizations develop ***Better Leaders*** and create **healthier workplace cultures**, so that leaders feel supported, and their team members want to stay.

I believe that by addressing the root causes of stress and burnout in pharmacy, we can protect the welfare of not just the public but also the professionals who serve them.

This is my commitment—to you and to the future of pharmacy in North Carolina. Let's build a culture where we lead with empathy and GRACE so that everyone can thrive.