

MAJID TANAS, PHARMD, MHA, MS, FACHE, FASHP

SENIOR HEALTHCARE EXECUTIVE

A strategic pharmacy leader committed to operational excellence and patient outcomes. Experienced in transformational change to impact financial and operational performance within highly matrixed organizations. Navigated clinical effectiveness in collaboration with senior executives, providers, and nursing stakeholders to elevate service quality, patient safety, and regulatory compliance to meet accreditation standards.

- **Business Development:** Enhanced financial performance by \$31M annually, generating more than \$24M in revenue and \$7M in cost savings. Implemented operational efficiencies and discovered financial opportunities with 340B savings, reduced medication expenses, P&T committee-driven formulary changes, sourcing and procurement, contracting, software solutions, prescription retention, and new service lines.
- **Regulatory & Quality Compliance:** Improved compliance with DEA, CMS, Joint Commission, and FDA regulatory standards. Performed an internal diversion risk assessment and created a system team to standardize processes for drug diversion prevention and mitigation, resulting in a [REDACTED] reduction of controlled substance discrepancies across an eight-hospital health system. Recruited to lead the remediation of 483 FDA citations and U.S. Congressional Inquiries on compliance standards, resulting in the successful resolution of regulatory findings.
- **Team Leadership:** Established high-performing leadership teams through organizational development and transformation by improving employee engagement scores from 36% to 71% despite ongoing challenges, including divisional restructuring and turnarounds.
- **Patient Outcomes:** Managed a team focused on medication safety strategies, improving infusion-related medication errors and Alaris Guardrail utilization. Served as the co-chair for P&T committee to oversee clinical initiatives and optimize therapeutic outcomes within multidisciplinary departments. Developed new clinical service lines in outpatient, specialty, oncology, and research pharmacy teams.

EXPERIENCE

LEGACY HEALTH, Portland, OR

2020 - 2024

A non-profit eight-hospital health system with 1200+ beds, 70 clinics, and 14,000 employees covering Oregon and SW Washington.

Vice President of Pharmacy Services/Chief Pharmacy Officer

Reported to the Chief Nurse Executive overseeing 494 employees, including 11 direct reports with a \$491M revenue stream and a \$169M expense budget. Provided operational, administrative, business development, and financial performance leadership. Developed business units that improved operational efficiencies and financial outcomes. Served as HHS OPAIS 340B Authorizing Official.

- Reduced controlled substance discrepancies [REDACTED] changing workflows for anesthesia and nursing across the organization and enhancing professional safety.
- Developed new business service lines in outpatient/specialty pharmacy, driving an 8% increase in prescription capture and expanded mail order pharmacy, increasing \$6M in the current fiscal year. Decreased length of stay through an Outpatient Antimicrobial Treatment program while increasing revenue by \$2.5M.
- Spearheaded a \$17M capital replacement of automated dispensing machines, eliminating a 14% downtime, under budget by \$2M.
- Created a strategic roadmap using LEAN methodology with executable outcomes and appropriate KPI's to meet or exceed ~70% of organizational goals for multiple hospitals within the first year.

- Architected a comprehensive business plan, approved by senior leadership, targeted to increase revenues by an estimated \$40M utilizing both existing and future capacity over seven years.
- Directed the successful overhaul of 5 Pharmacy renovations to meet USP 797/800 compliance standards totaling \$10 million in capital projects.
- Managed a city-wide mass vaccination site during the COVID pandemic, establishing it as the fifth-largest distribution site nationwide, administering over 500,000 vaccinations, and establishing mitigation strategies for disaster preparedness.

NATIONAL INSTITUTES OF HEALTH (NIH), Clinical Center, Bethesda, MD**2016 – 2020**

A 200-bed federally funded research hospital serving patients for 17 institutes and centers with 1800 permanent employees at the clinical center and supporting 700+ research studies.

Pharmacy Chief/Senior Clinician

Reported to the Chief Executive Officer of the Clinical Center overseeing 118 federal employees and 43 contractors, including five direct reports with a \$76M expense budget. Recruited to lead the remediation of 483 FDA citations incurred in 2015 and U.S. Congressional Inquiries/Red Team Report on operational standards. Spearheaded organizational development and operational performance to transform financial management and patient safety concerns. Served as the P&T Co-Chair, a member of the Emergency Management Committee, and the DEA Registrant for the organization.

- Designed and spearheaded an 11,000 sq. ft., \$55M cGMP facility remodel to meet the standards of 21 CFR 210 & 211 and FDA/Congress expectations.
- Established a formal quality and medication safety program to ensure safe medication administration.
- Issued a complex nationwide product recall for study medications manufactured under unsanitary conditions, halting clinical research until properly manufactured medications were available. Served as the co-chair for the Contracting Manufacturing Outsourcing Product Evaluation Committee and a member of the Sterile Product Human Administration Committee.
- Instituted organization-wide, daily safety huddles with physicians, nurses, administrators, and quality and safety personnel to foster a LEAN culture of problem-solving and reducing the culture of blame.
- Reduced product turnaround time from 90+ minutes to ~45 minutes by utilizing lean processes in prescription preparation and delivery.
- Implemented Institute of Safe Medication Practices (ISMP) consultant recommendations to enhance medication safety best practices around order set build, infusion pumps, and prescriber practices.

OREGON HEALTH & SCIENCE UNIVERSITY, Portland, OR**2009 – 2016**

An academic medical center with 576 beds, 80+ clinics, and 21,000+ employees.

Assistant Director for Ambulatory, Pharmacy (2013 – 2016)

Reported to the Chief Pharmacy Officer overseeing 118 union employees and \$312M in revenue with a \$81M expense budget. Accountable for expanding patient access to Oncology, Outpatient, Specialty, and Ambulatory services to enhance clinical care. Served as the Specialty Pharmacy Committee Chair, Oncology P&T Subcommittee Co-Chair, Compounding Pharmacy Committee Co-Chair, and the Ambulatory Medication Use Committee Co-Chair.

- Increased access to care through the Knight Cancer Institute's Community Hem/Oncology in Oregon and SW Washington, growing revenues by 44% and volume by 8%.
- Established an accredited specialty pharmacy program which fueled outpatient service line expansion and increased revenue by 37% and prescription volume by 17%.
- Developed service line growth to support expanded patient care access in ambulatory clinics by initiating eight clinical service lines.
- Built out a fully integrated oncology service line via the development of clinical pathways and shared governance practice models across the continuum of care. This reduced patient loss of follow-up and improved hand-offs between inpatient and outpatient care settings.

Operations Manager, Pharmacy (2009 – 2013)

Reported to the Assistant Director for Ambulatory, Pharmacy overseeing the operating room pharmacy, six remote oncology pharmacies, two outpatient Infusion pharmacies, and the research pharmacy.

- Spurred a 190% increase in capacity and financial growth of Inpatient and Ambulatory Oncology Services by improving productivity and turnaround times to support service line development.
- Managed a joint venture that established a regional oncology service in Oregon and SW Washington.
- Improved OR start time by 18% through staffing workflow optimization.
- Rebuilt remote dispensing facilities (RDFs) after a previously failed board inspection and helped to create draft language and operating procedures for the Oregon Board of Pharmacy.
- Led process improvements for the research pharmacy, resulting in approximately 20% increase in study capacity and throughput.

UW MEDICINE & HARBORVIEW MEDICAL CENTER, Seattle, WA**2009 – 2016***A 450-bed Academic Medical Center and a 413-bed Level 1 Trauma Center****Health-System Pharmacy Admin Resident*****PROVIDENCE SACRED HEART MEDICAL CENTER, Spokane, WA****2004 – 2009***A 644-bed, Level 2 Trauma Center****Pharmacy Intern*****EDUCATION****MHA** (Master of Health Administration) (*magna cum laude*), University of Washington, Seattle, WA (2009)**PharmD** (*magna cum laude*), Washington State University, Pullman, WA (2007)**MS, Biotechnology**, Washington State University, Pullman, WA (2003)**BS, Biochemistry** (*cum laude*), Whitworth University, Spokane, WA (2002)**CERTIFICATIONS****Fellow**, American College of Healthcare Executives (2025)**Fellow**, American Society of Health-System Pharmacists Bethesda, MD (2022)**LICENSES****Licensed Pharmacist:** Oregon & Washington**AFFILIATIONS**

American College of Healthcare Executives

American Society of Health-System Pharmacists, Former Chair of Multi-Hospital Health System Pharmacy Executives, Faculty for the ASHP Practical Training in Compounding Sterile Preparations for Pharmacists Certification

Oregon Society of Health-System Pharmacists, Legal & Regulatory Affairs Committee Member

CYO Basketball Coach

PUBLICATIONS/PRESENTATIONS

Authored six publications and 17 domestic & international presentations on clinical and operational topics, available information upon request.