
TOM HUGHES, BSPHarm, PhD

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EDUCATION

Doctor of Philosophy, Pharmacy Administration
The University of Arizona, College of Pharmacy, Tucson, Arizona

Bachelor of Science, Pharmacy
College of Pharmacy, Oregon State University, Corvallis, Oregon

PROFESSIONAL EXPERIENCE

argenx – Cave Creek, AZ

HEOR Launch Consultant 3.2021 - present

- *Creating team structure and process solutions to support the generation and communication of evidence to answer payer questions*

OREGON TECHNOLOGIES – Cave Creek, AZ

Practice Lead – Pharmaceuticals (oregontech.co.uk) 12.2019 – 3.2021

- *Collaborating with UK social media technology group using friend level posts, custom WebApp and IBM AI to provide rapid and compliant patient experience insights for pharmaceutical companies*

IPSOS – Cave Creek, AZ

Senior Vice President, HEOR 1.2019 – 11.2019

- *Led global HEOR team in conducting robust primary research to understand the patient experience and generate posters and papers to answer decision maker questions*

STRATEGIC EVIDENCE – Scottsdale, AZ

Principal (strategic-evidence.com) 6.2018 – 1.2019

- *Consulted with pharmaceutical companies to guide evidence generation and communication strategies to support a compelling payer value proposition*

AVANIR PHARMACEUTICALS – Aliso Viejo, CA

Senior Director, HEOR, Medical Affairs, 9.2016 – 6.2018

- *Collaborated with Clinical Development, Managed Markets and Strategic Marketing to identify payer evidence needs across portfolio*
- *Led the creation and execution of HEOR evidence generation and communication strategy and tactics across portfolio*
- *Recruited and led Researcher and field Health Outcome Liaison teams*

STRATEGIC EVIDENCE – Scottsdale, AZ

Principal (strategic-evidence.com), 1.2015 – 9.2016

- *Consulted with pharmaceutical companies to guide evidence generation and communication strategies to support a compelling payer value proposition*

UNITED HEALTH GROUP (OPTUM INSIGHT) – Scottsdale, AZ

Director, Product Value Strategy Consulting, 6.2010 – 12.2014

- *Created evidence generation and communication strategies and tactics to support payer value propositions*
- *Created and led Optum FDAMA 114 practice area*
 - *FDAMA 114 education*
 - *Policy and procedure creation*
 - *Materials creation*
 - *Training*
- *Led and managed US and Canada team*

ELI LILLY & COMPANY – Indianapolis, IN

US Payer Marketing Advisor, 2008 – 2010

- *Led marketing strategy for neuroscience portfolio*
- *Led the FDAMA 114 creation and training of Field Payer Account Executives at semi-annual sales meeting*

Senior HEOR Portfolio Scientist, 2005 – 2008

- *Collaborated with US medical colleagues to provide insights regarding phase 2 molecules from a payer perspective focusing on relevant comparators, endpoints and patient populations*
- *Led the creation of Lilly's FDAMA 114 policies and procedures for the US Affiliate in collaboration with legal, regulatory and managed market colleagues*

Senior Outcome Liaison Scientist, 2002 – 2005

US Health Outcomes Research

- *Led collaboration with Harvard to conduct and publish research to support open access to medications for patients with severe mental illness. Evidence used extensively by Lilly managed markets group to support open access for olanzapine*

Director, Global Health Outcomes Research, 2000 – 2002

- *Led the Global HEOR group to deliver payer relevant evidence to support pipeline molecules*

Health Outcomes Research Scientist, 1999 – 2000

- *Led engagement with marketing colleagues to understand the value and role of HEOR*

PCS Health Systems, Director, HEOR, 1995 – 1999

- *Initiated, led and grew the health outcomes group from 2 FTE to 24 FTE, over a 36 month time period, to support pharmaceutical companies use of PCS Health Systems pharmacy claims data for HEOR research*

Global HEOR Senior Scientist, 1993 – 1995

- *Research to differentiate an antibiotic that did not have superior clinical trial efficacy*

TUCSON MEDICAL CENTER – Tucson, AZ

Decentralized Clinical Pharmacist, 1986 – 1992

- *Daily medication dispensing*
- *Monitoring patient clinical status*

COMMITTEES AND HONORS

The University of Arizona College of Pharmacy Ken Coit, Distinguished Alumnus Award	2016
PhRMA Health Outcomes Committee	2002 – 2004
Recognition Award: Economic, Social and Administrative Pharmacy, College of Pharmacy, Florida A&M University	2001
ASHP Research and Education Foundation Pharmacy Practice Research Award	1995
Dean's Award – Oregon State University, College of Pharmacy	1983

POSTER PRESENTATIONS

Hughes T, Bayliss M. Patient Reported Outcomes, Are They Relevant to US Payers? ISPOR, Philadelphia, Pennsylvania. May 18, 2015.

Neumann P, Lin P, Hughes T. FDAMA 114: Understanding its Use in The Era of Comparative Effectiveness. ISPOR, Baltimore, Maryland, May 22 – 25, 2011.

Soumerai S, et al. Discontinuities in atypical antipsychotic therapy following prior authorization with step therapy among Medicaid beneficiaries with schizophrenia. Society of General Medicine annual meeting, Toronto, Canada, April 25, 2007.

Soumerai S, Zhang F, Ross-Degnan D, Ball D, Lecates R, Law MR, Hughes T, Chapman D, Adams AS (2007) Discontinuities in atypical antipsychotic therapy following prior authorization and step therapy among Medicaid beneficiaries with schizophrenia. Academy Health Annual Research Meeting, Orlando, Florida, June 3-5, 2007.

Ohsfeldt R, et al. Cost-effectiveness of a diabetes education program in Medicaid patients. American Diabetes Association of Diabetes Educators annual meeting. San Diego, California, June 2005.

Ohsfeldt R, et al. Economic evaluation of diabetes education program in Medicaid patients. American Association of Diabetes Educators annual meeting. Washington, D.C., August 2005.

Way K, Young C, Opland E, Whitehouse D, Hughes T. Using outcomes research to demonstrate quality improvements for NCQA accreditation: A Case Study. ISPOR. Crystal City, Virginia, May 25, 1999.

Hughes T, Coons S, Kaplan R, Draugalis J. Reweighting the Quality of Well-Being Scale in HIV-infected subjects. A poster presentation at the Inaugural Meeting of the International Health-Related Quality of Life Society. Brussels, Belgium February 3, 1994.

Hughes T, Larson L. Procedural justice in health care decisions: The effect of patient participation. A poster presentation at the 138th Annual Meeting of the American Pharmaceutical Association National Meeting. New Orleans, Louisiana, March 10, 1991.

PODIUM PRESENTATIONS

Ken Coit Lecture Series, Distinguished Alumnus speaker. The University of Arizona, College of Pharmacy. Tucson, Arizona, February 18, 2016.

Hughes T, Bayliss M. Patient Reported Outcomes, are they relevant to US payers? Market Access World 2014, Boston, Massachusetts, October 22, 2014.

Neumann P, Hughes T, Radensky P. FDA actions against health economic promotions, 2002–2011. Center for the Evaluation of Value and Risk in Health. Tufts webinar. September 4, 2012.

Neumann P, Hughes T, Radensky P. FDAMA Section 114 in an era of comparative effectiveness research. Center for the Evaluation of Value and Risk in Health. Tufts webinar. September 29, 2011.

Hughes T, Coons S, Kaplan R, Draugalis J. Evaluation of the linearity of the Quality of Well-Being scale using Functional Measurement Theory. A podium presentation at the Inaugural Meeting of the International Health-Related Quality of Life Society, Brussels, Belgium, February 3, 1994.

Hughes T, Coons S, Kaplan R, Draugalis J. Comparison of the construct validity of the Quality of Well-Being scale and The MOS-HIV-34 Health Survey in HIV- Infected Subjects. A poster presentation at the Inaugural Meeting of the International Health- Related Quality of Life Society. Brussels, Belgium February 3, 1994.

Edwards A, Hughes T, Coons S. Health-Related Quality of Life assessment in HIV-infected patients. A podium presentation at the International AIDS Conference, Berlin, Germany, June 1993.

Hughes T, Larson L. Patient-physician Interaction in Drug Selection: The effects of procedural justice. A podium presentation at the 137th Annual Meeting of the American Pharmaceutical Association National Meeting, Washington D.C., March 11, 1990.

Hughes T, Larson L. Participation status among staff pharmacists and managers. A podium presentation at the 136th Annual Meeting of the American Pharmaceutical Association, Anaheim, California, March 14, 1989.

PUBLICATIONS

Neumann P, Lin P, Hughes T. US FDA Modernization Act, Section 114: Uses, opportunities and implications for comparative effectiveness research. *Pharmacoeconomics* 2011; 29(8) 687-692.

Soumerai S, Zhang F, Ross-Degnan D, Ball D, Lecates R, Law M, Hughes T, Chapman D, Adams A. Use of atypical antipsychotic drugs for schizophrenia in Maine Medicaid following a policy change. *Health Affairs*. 2008. 27,3:185-195.

Balamurugan A, Ohsfeldt R, Hughes T, Phillips M. Diabetes self-management education program for Medicaid recipients: a continuous quality improvement process. *Diabetes Educator*. November/December 2006; 32: 893 - 900.

Stockl K, Hughes T, Jarar M, Secnik K, Perwein A. Physician perceptions of the use of medications for attention deficit hyperactivity disorder. *JMCP*. 2003;9:416-423.

Way K, Young C, Opland E, Whitehouse D, Hughes T. Drug therapy antidepressant utilization patterns in a national managed care organization. *Drug Benefit Trends* 1999 11(9): 6-11.

Hughes T, Kaplan R, Coons S, Draugalis J, Johnson J, Patterson T. Construct validity of the Quality of Well-Being Scale and the MOS-HIV-34 Health Survey in HIV-infected patients. *Medical Decision Making*, 1997;17:439-446.

Hughes T, Faulkner D, Gibson P. The role of population research in disease prevention and management: Teaching a new dog old tricks. *Disease Management & Health Outcomes* 1997 1(1): 1-7.

Hughes T. Research in Managed Care: Outcomes research in disease prevention and management. *Journal of Managed Care Pharmacy* 1996; 2(3): 212-222.

Copfer A, Ampel N, Hughes T, Gregor K, Dois C, Coons S, Colgan K, Wu A. The use of two measures of Health Related Quality of Life in HIV-infected individuals: a cross-sectional comparison. *Quality of Life Research* 1996; 5: 281-286.

Sclar D, Robison L, Skaer T, Galin R, Legg R, Nemic N, Hughes T, Buesching D, Morgan M. Antidepressant pharmacotherapy: Economic evaluation of fluoxetine, paroxetine, and sertraline in a health maintenance organization. *The Journal of International Medical Research* 1995; 23: 395-412.

Hughes T, Coons S, Kaplan R, Draugalis J. Evaluation of the linearity of the Quality of Well-Being Scale using Functional Measurement Theory. *Quality of Life Research* 1994; 3(1): 47.

Sclar D, Robison L, Skaer T, Legg R, Nemic N, Galin R, Hughes T, Buesching D. Antidepressant Pharmacotherapy: Economic outcomes in a health maintenance organization. *Clinical Therapeutics* 1994; 16(4): 715-730.

Hughes T. Letter to the Editor. *Pharmacoeconomics* 1993; 4(5): 397-398.

Hughes T, Larson LN. Patient involvement in health care: A procedural justice viewpoint. *Medical Care* 1991; 29(3): 297-303.

Hughes T, Larson LN. Participation status among staff pharmacists and managers. *Journal of Pharmaceutical Marketing and Management* 1990; (2): 77-89.

Hughes T, McGhan W. Evaluating the use of participative decision making in hospital pharmacy practice. *American Journal of Hospital Pharmacy* 1989; 46(1): 136-138.