





Residency Prep: MCM 2009 Rapidly Approaching

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Overview

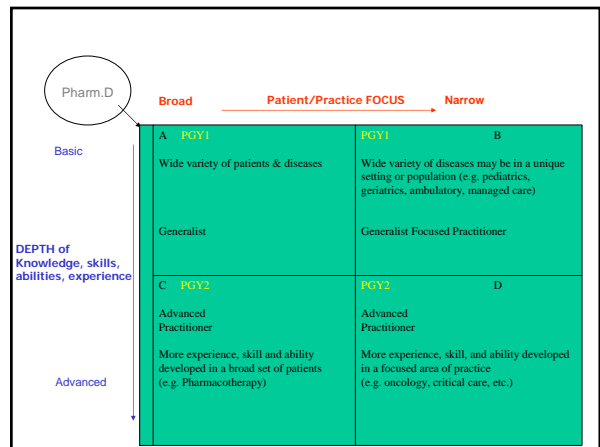
- Future of Residency Programs
- Postgraduate Training Opportunities
- The Midyear Clinical Meeting
- Navigating the Residency Showcase
- CareerPharm PPS
- The ASHP Matching Program

Residency Training in the Future

- Arizona Conference in January 2005
 - ❖ ASHP, AACP, ACCP, AMCP, APhA, ACPE, NCPA, VA
 - ❖ Shared vision for future of postgraduate residency training in 2015
 - ❖ Practitioners need clinical maturity that residency training fosters
 - ❖ New graduate, post graduate year 1 (PGY1), post graduate year 2 (PGY2)

2015 Vision for Residency Training

- All residency programs are accredited
- ❖ Completion of a residency program is a necessity for new pharmacy graduates entering direct patient care roles.
- Significant growth has occurred in community programs.
- Residencies continue in PGY1 (generalist)– PGY2 (advanced level) sequence pattern
- Residency-trained individuals are recognized among all health-care professionals



You Have Options...

- **PGY1**
 - ❖ Acute Care
 - ❖ Community Care
 - ❖ Managed Care
- **PGY2 after a PGY1**
 - ❖ Specialized areas
 - ❖ Managed Care Pharmacy Systems
 - ❖ Practice Management

Pharmacy Practice (PGY1) Residency

- Trains resident to be a competent general practitioner or prepares for advanced training
- Provides opportunities to **accelerate growth beyond entry-level professional competence**
- By history, occur in acute care settings
- Other settings: ambulatory care clinics; physician office practices; community pharmacy

Pharmacy Practice/Generalized Residencies

- Hospitals and health systems
- Rotations in core areas
 - ❖ Cardiology, internal medicine, critical care, nephrology, etc.
 - ❖ Longitudinal experiences
- Opportunities to enter in to practice or continue training via specialized residencies or fellowship

Community Pharmacy Residencies

- Develop competence in 4 core areas
 - ❖ Patient care
 - ❖ Management/ownership
 - ❖ Pharmacy education
 - ❖ Research
- Provide opportunity for several paths
 - ❖ Community-based clinician
 - ❖ Practice manager/clinical coordinator
 - ❖ Owner-entrepreneur
 - ❖ Consultant pharmacist

Managed Care Residencies

- Pharmacy Practice (with emphasis in Managed Care)
 - ❖ Centers on developing the skills needed to assume administrative or managerial roles in any managed care setting.
- Settings:
 - ❖ Health Maintenance Organization (HMO)
 - ❖ Pharmacy Benefit Company (PBM)
 - ❖ Independent Practice Association (IPA)
- Cooperation with Academy of Managed Care Pharmacy (AMCP)

Specialized (PGY2) Residencies

- Concentrate exclusively on a specific area of pharmacy practice
- Occurs after and builds upon PGY1 program
- Focuses greater depth and breadth of experience in managing more complex patient populations and drug therapies
- New opportunities
 - ❖ Emergency medicine, transplant, cardiology, informatics, and more

Types of Specialty Residencies

Primary Care	66
Critical Care	61
Drug Information	20
Oncology	39
Infectious Disease	30
Pediatrics	23
Geriatrics	10
Management	22
Psychiatric	15
Internal Medicine	12
Pharmacotherapy	14
Managed Care Systems	23
Nutrition Support	4
Nuclear	3

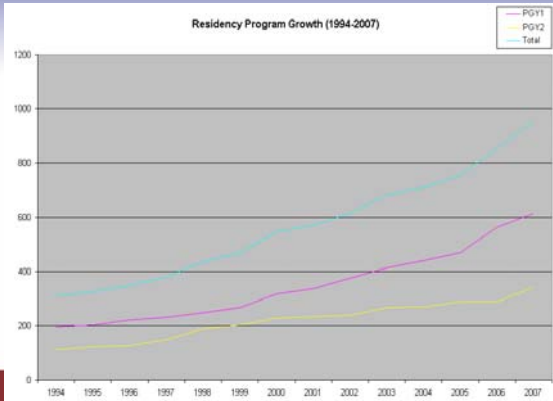
Pharmacy Practice Management

- Focus on management aspects of pharmacy practice
- Provide experience with populations of patients vs. patient-specific elements of acute care
- Develop leadership skills
- May be combined with MS degree

Future of Residency Training

- Leadership in improving the complex medication use process
- Shifts in the profession
- Continuing need for specialists
- Credentialing and reimbursement
- Requirement for practice

Residency Program Growth (1994-2007)



You Have Options...

- PGY1
 - ❖ Acute care
 - ❖ Community Care
 - ❖ Managed Care
- PGY2 after a PGY1
 - ❖ Specialized areas
 - ❖ Managed Care Pharmacy Systems
 - ❖ Practice Management

Where are they?

- Nice places
 - ❖ California, Puerto Rico, Hawaii, Arizona, Florida, Alaska, Nebraska, Missouri, ...
- All 50 states
- IHS, PHS, VA, Stand-alone pharmacies, clinics, MD offices
- Community pharmacies, chains
- Managed Care organizations

Selecting a Residency

- Accredited vs. Non-Accredited
- Preceptor Complement
- Patient Population and Services
- Teaching Commitment
- Number of Residents
- Service Commitment
- Work Environment
- Is it the right place for you?

Why is accreditation important?

- Shows a commitment to excellence in service and education/training
- Means of self-regulation and shows a willingness to submit to outside experts
- CQI process challenges a site to improve services and training
- Helps advance practice through projects/programs
- Recruit and retain good staff
- Enhance credibility within organization

Frequently Asked Questions

- What are some key qualifications?
- How important are grades?
- Will I earn a salary?
- Can I only do a residency immediately upon graduation?
- How many residencies should I apply to?
- How will I pay back student loans?

Residency Resources

- ASHP Residency Directory (www.ashp.org)
 - Lists all residencies in the accreditation pool
- ACCP Directory (www.accp.com)
 - Lists residencies conducted by ACCP members
- APhA Website (www.aphanet.org)
 - Lists community residencies
- AMCP website (www.amcp.org)
 - ✦ Lists managed care residencies
- School experiential coordinator/residency advisor
- Program exhibits at state and national meetings

The ASHP Midyear Clinical Meeting



*Orlando, Florida
December 7-11, 2008*

Student Programming

- Immediately following this presentation
 - ✦ Guided tours of both the residency showcase and PPS
 - ✦ Networking Session
- Monday
 - ✦ Student Poster Session
 - ✦ Residency Showcase
 - ✦ CV and Resume Writing
 - ✦ Interviewing Skills
 - ✦ eProfessionalism
- Throughout the week
 - ✦ PPS and Residency Showcase

Residency Showcase



Who will be there?

- **Three sessions**
 - ❖ Mon. afternoon, Tues. morning and afternoon
 - ❖ 169 booths per session
- **Residency director, preceptors, current and past residents**
- **General information**
- **Application materials**

Maximizing the “Showcase” Experience

- **Do your homework**
 - ❖ Talk to your faculty and preceptors
- **Preset questions to ask about each program**
- **Talk to preceptors, program directors and residents**
- **Get invited to receptions**
- **Take notes to keep everyone straight**
- **Correspondence counts**

Who should participate in the showcase?

- **EVERYONE should participate!**
 - ❖ Even if you are not sure that a residency is for you, stop by, take a look around and listen to what is offered at each residency programs
 - ❖ A large number of students who suddenly decide they really want to do a residency were enticed by just a casual interview

CareerPharm’s Personnel Placement Service (PPS)



CareerPharm’s Personnel Placement Service (PPS)

- **What is it?**
 - ❖ **Onsite Interview Service**
 - In 2007, over 400 employers participated to interview for 1500 positions.
 - ❖ **Different from the Residency Showcase**
 - ❖ **December 7-10, 2008 (Sunday-Wednesday)**
- **How do I sign up?**
 - ❖ **Open now (opened in August)**
 - You can sign up on-site: \$170 fee
 - ❖ **Online Process**

CareerPharm PPS

- Program that brings together applicants and employers for on-site interviews
- Typical positions recruited for:
 - ❖ Specialized residencies
 - ❖ Pharmacy residencies
 - ❖ Fellowships
 - ❖ Industry positions
 - ❖ Clinical pharmacist positions
- Schedule
 - ❖ 7:30 am - 5 pm
 - ❖ Can check mailboxes on Saturday

Preparing for On-site Interviews



Preparing Residency Application Materials

- Completed application
 - Cover letter/Letter of intent
 - Curriculum Vitae (CV)
 - Transcript
 - Letters of Recommendation
- ❖ Required materials may vary depending on the program

Interviews – at the residency site after the MCM

- Research program prior to the interview
- Prepare your questions & anticipate theirs
- Bring curriculum vitae (CV)
- Be on time!
- Be courteous
- Send thank-you notes to interviewers afterwards

Questions to Expect:

- Tell me about yourself?
- What are your career goals?
- What strengths do you feel you could offer to this position?
- What are your weaknesses?
- Why are you interested in this position?
- Possible questions on current pharmacy events or situations...

The ASHP Residency Matching Program



The “Match”

- Orderly process for matching residency applicants with acceptable programs and for matching residency programs with acceptable applicants
- Only for ASHP-accredited or accreditation-pending residency programs
- Administered by National Matching Service (NMS) - www.natmatch.com/ashprmp

“The Match”

- Agreement that states you will accept any residency position listed on your rank order list, to which you have matched
- \$110 fee in 2009
- Rank Order list due to NMS by March 6, 2009
- Process is separate from ASHP MCM, Personnel Placement, Residency Showcase

“The Match”

- You are placed into a position based on the preferences in your list
- Once you submit your list, you cannot accept a residency until Match results are released
- The Match is a binding commitment
- March 18, 2009 – results of match

Why a matching program for all?

- Prevent undue pressure on residents
- Prevent premature decisions
 - ❖ Resulting in less than “optimal” placements
- Equity for all programs
- Equal time for all programs/applicants to decide the best fit

The “Match”

- Match Results
 - ❖ Matched and Unmatched
 - ❖ Good candidates
 - ❖ Good programs
- Going outside of the Match
 - ❖ “free agency”

How Do I Make Myself Stand Out?

- Do research in advance
- Get involved with extracurricular activities
 - ❖ Professional pharmacy organizations
 - ❖ Diversify yourself
 - ❖ Relevant work experience
- Start networking

Tours of the Residency Showcase and PPS

- If you would like to tour both the residency showcase and PPS, please proceed to the hallway.

Questions from the Floor



*Thank you.
Good luck.*