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Residency Newsletter



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Welcome!

The ASHP Leadership Development Advisory Group (LDAG) would like to help you stand out from the crowd, whether you wish to land the pharmacy residency of your dreams or you are not sure if a pharmacy residency is for you. The LDAG's residency work group will be creating a monthly newsletter to help student pharmacists learn how to make themselves stand out as a desirable candidate for a pharmacy residency. The LDAG serves to advise ASHP student members regarding the growth and development of future health-system pharmacy leaders to cultivate a culture based on the philosophy that leadership is a professional obligation. Pharmacists never stop learning and developing leadership skills, which is why it is important to start early on. No matter what career stage a pharmacist is at, lifelong learning and leadership development contribute to ongoing professional and personal growth. Thanks for reading and stay tuned for helpful insights into the pharmacy residency application process!

Important Upcoming Dates

February 12th: Residency ranking opens

March 6th: Residency rank list due

March 20th: Phase I match results released

March 23rd: Applications accepted for Phase II Match

April 5th: Phase II rank list due

April 12th: Phase II Match Results release

May 12th: Deadline for program letters

How to Make a Stellar First Impression

The first impression can make or break your interview, so preparing accordingly is vital for success. The following are key points from Residency Program Directors and the book *Get the Residency: ASHP's Guide to Residency Interviews and Preparation*:

- **PRACTICE!** Practice online interview questions to be prepared to answer confidently. Have mock interviews with advisors, preceptors, or classmates.
- **UPDATE** your CV and be prepared to answer questions about anything within the CV.
- **KNOW THE PROGRAM!** Do your research ahead of time and come with questions that can't be answered online or in a brochure.
- **ARRIVE ON TIME.** If possible, explore the area the day before to know exactly where to attend the following day. Allow extra time for possible traffic or obstacles along the way.
- **DRESS APPROPRIATELY.** Professional, conservative dress is best for interviews. Make sure the suit fits nicely so that you aren't adjusting your outfit throughout the day and causing distraction from a positive impression!

- **FOCUS!** As the book states, “focus on what you can control”. Have self-confidence and a positive attitude. If something throughout the interview or preparation does not go as planned, don’t dwell on the situation and move forward.
- **FOLLOW-UP!! DON’T** Forget to follow-up with ALL questions that you did not know during your interview—you are not expected to know everything however you should be able to look up the answer and report back appropriately

Common Interview Questions

Interview questions are designed to help the interviewer(s) get to know you. It would be impossible to know every question that may be asked during interviews, however, generally they follow the behavioral-type questioning. It is important to be thorough when answering your interviewer’s questions, however be sure NOT to drag them out, or provide patient information. Doing so could cause you to become distracted from the point of the question, lose the interviewers’ focus, and even look unprofessional. In general, using the [STAR](#) (Situation-Task-Action-Result) method to answer your questions will help you to stay on track, and be concise, while providing an optimal amount of information.

The following are examples of common residency interview questions:

- What are your short-term and long-term goals?
- What are three words your friends and family would use to describe you?
- What are your strengths and weaknesses? How are you working to improve?
- Why do you want to do a residency? What interest do you have in this particular program?
- What would make you an asset to this program?
- Scenario based questions (Given _____ how would you handle _____?)
- Describe a time you failed? What did you learn from your failure?
- What was your favorite APPE rotation and why?
- What qualities do you feel you possess that will help you during residency?
- Describe a conflict you had with a peer or preceptor. How did you handle it?
- Clinical situation questions
- Questions about pharmacy practice in today’s healthcare system
- What is a meaningful recommendation you made that was accepted and one that was rejected. How did you handle each?

The list continues on and on.... It may be helpful to find some example questions and write out your responses to each question. Interviews are nerve racking, however the interview is a way for them to determine if you will fit in with their department. Overall, remember to be yourself! Find additional questions [here](#) (login with ASHP account information).

Do’s and Don'ts of Asking Questions

It may seem odd to plan out questions to ask during an interview, however it is important to have several prepared in case none come to mind during the interview. Having questions shows that you are engaged and have an interest in their program. It is important to note that there are questions that would be considered inappropriate if asked during the

interview process. Such questions about vacations and time off, should be saved for if/when you are hired. Questions asked during your interview should be about the program and your experience as a resident.

Do: What is your teaching philosophy?

Don't: How many vacation days do we get?

Do: What is the department's relationship with nursing and with medicine?

Don't: How many hours do you work in a shift?

Do: What is the retention rate for past residents? What are some of the positions they have filled since completing their residency?

Don't: How much do your residents make?

Do: Are you affiliated with the surrounding colleges of pharmacy? If yes, which ones?

Follow-up After an Interview

Do NOT forget to follow-up after your interview(s). An individual thank-you email should be sent out immediately to ALL interview participants, including, the residency program director (RPD), preceptors for core rotations, director of pharmacy, and current residents. The email should thank everyone for their time and to express your continued interest in their program. If you are not interested after the interview you still should send an email to thank them; you do not want to affect other opportunities at other institutions. Caution when copying and pasting information to each email, you do not want to mix up names in emails. This email can also be a way to follow-up with questions you were not able to answer at the interview as well as a way to ask additional questions you may have. A handwritten note is always a nice touch and shows your true interest in the program, although it may not be required for every program. It is another way to get your name to them after the interview, however use your judgment weather you think that RPD will appreciate it or find it a duplication. The same rules apply for the handwritten notes as did to the emails. After you have sent your follow-up emails and thank you notes you are all set and the waiting game begins; for fourth years that may be match day or for P1-P3's it may be a specific day that was given to expect contact after your internship interview.

Coming Up Next Time... The Match

Have suggestions for other newsletter topics? Email us at rachaelterry@health.usf.edu or sara.ward@uky.edu

Missed our last issue? [Click Here](#) for the direct link.