

ELECTIVE COMPETENCY AREAS, GOALS, AND OBJECTIVES FOR POSTGRADUATE YEAR ONE (PGY1) PHARMACY RESIDENCIES

Introduction

The competency areas, goals, and objectives are for use with the *ASHP Accreditation Standard for Postgraduate Year One (PGY1) Pharmacy Residency Programs*. The first four competency areas, in a separate document, are required and the others, included in this document, are elective. The required competency areas, including all of the goals and objectives falling under them, must be included in all programs. Programs may add one or more additional competency areas. Programs selecting an additional competency area are not required to include all of the goals and objectives in that competency area. In addition to the potential additional competency areas contained in this document, programs are free to create their own additional competency areas with associated goals and objectives. Each of the goals falling under the program's selection of program competency areas (required and additional) must be evaluated at least once during the residency year. In addition, elective competency areas may be selected for specific residents only.

Each of the document's objectives has been classified according to educational taxonomy (cognitive, affective, or psychomotor) and level of learning. An explanation of the taxonomies is available elsewhere.¹

Competency Area: Categories of the residency graduates' capabilities.

Competency areas fall into one of three categories:

Required: Four competency areas are required (all programs must include them and all their associated goals and objectives).

Additional: Competency area(s) other than the four areas required for all program that programs may select to add as required for their specific residency program.

Elective: Competency area(s) selected optionally for specific resident(s).

Educational Goals (Goal): Broad statement of abilities.

Educational Objective: Observable, measurable statement describing what residents will be able to do as a result of participating in the residency program.

Criteria: Specific, qualitative comments that describe competent performance for each objective.

Preceptors should aim to ensure residents can meet, and residents should aim to achieve, all criteria listed for each objective. If all are not met, this should be reflected in the rating of the resident on that objective. Comments should indicate which criteria require more work.

¹ Nimmo, CM. Developing training materials and programs: creating educational objectives and assessing their attainment. In: Nimmo CM, Guerrero R, Greene SA, Taylor JT, eds. Staff development for pharmacy practice. Bethesda, MD: ASHP; 2000.

Elective Competency Areas

Competency Area E1: Pharmacy Research

Goal E1.1 Conduct and analyze results of pharmacy research.

Objective E1.1.1 (Creating) Design, execute, and report results of investigations of pharmacy-related issues.

Criteria:

- Identifies appropriate pharmacy issues to study.
- Associated literature search is comprehensive and draws appropriate conclusions.
- Develops an appropriate research question(s) to be answered by an investigation.
- Develops specific aims, selects an appropriate study design, and develops study methods to answer the research question(s).
- Proactively seeks guidance from IRB resources (e.g., published policies and procedures, website, personal contact) prior to completing IRB proposal.
- Responds promptly to IRB requests for clarifications, additional information or revisions.
- Acts in accordance with the ethics of research on human subjects, if applicable.
- Appropriately collects and analyzes data.
- Draws valid conclusions through evaluation of the data.
- Effectively reports the results and recommendations orally and in writing.

Objective E1.1.2 (Analyzing) Participate in prospective and retrospective clinical, humanistic, and economic outcomes analyses.

Criteria:

- Applies principles and methods of basic pharmacoeconomic analyses.
- Uses study designs appropriate for prospective or retrospective clinical, humanistic, and/or economic outcomes analyses as appropriate.
- Collects the appropriate types of data for use in a prospective or retrospective clinical, humanistic, and/or economic outcomes analysis as appropriate.
- Uses reliable sources of data for a clinical, humanistic, and/or economic outcomes analysis.
- Uses appropriate methods for analyzing data in a prospective and retrospective clinical, humanistic, and/or economic outcomes analysis.
- Applies results of a prospective or retrospective clinical, humanistic, and/or economic outcomes analysis to internal business decisions and modifications to a customer's formulary or benefit design as appropriate.
- Considers the impact of limitations of retrospective data on the interpretation of results.

Competency Area E2: Added Leadership and Practice Management Skills

Goal E2.1 Apply leadership and practice management skills to contribute to management of pharmacy services.

Objective E2.1.1 (Applying) Demonstrate personal leadership qualities essential to operate effectively within the organization and advance the profession and practice of pharmacy.

Criteria:

- Establishes sustained active participation in relevant professional associations.
- Contributes to pharmacy's influence on organizational decision-making to improve patient care.
- Contributes to the pharmacy's planning process including review and/or revision of the pharmacy's vision and mission statements.

Objective E2.1.2 (Applying) Contribute to the development of a new pharmacy service or to the enhancement of an existing service.

Criteria:

- Determines if a current pharmacy service or program meets the stated goals.
- Identifies the need for a new service or program, or improvements to an existing service or program.
- Participates in the development of goals and measurable outcomes of a new or enhanced service or program.
- Participates in the writing of a proposal for a marketable, new or enhanced pharmacy service or program.
- Uses appropriate methods (e.g., modeling) to predict the financial outcome(s) of implementing a proposed new or enhanced service or program.
- Uses appropriate methods to predict the intended clinical outcomes of new or enhanced service or program.
- Proposal includes the necessary components of a new service or program (e.g., disease state management program).
- Proposal considers the role of other health care providers in meeting the needs of patients involved in a new service or program (e.g., disease state management programs).
- Proposal considers how potential shifts in market share should be factored into decisions on the marketability of a service or program.
- Applies an effective strategy for promoting a proposal for a new or enhanced service or program, addressing stakeholder interests.
- Participates in the development of a strategy to evaluate the effectiveness (financial, clinical, or other metric) of a new or enhanced service or program.
- Ensures compliance with relevant regulations.

Objective E2.1.3 (Applying) Contribute to the pharmacy procurement process.

Criteria:

- Considers the processes and contractual relationships of the pharmacy department's medication procurement system.
- Interacts appropriately with wholesalers and GPOs.
- Considers the role of competitive contracting.

- Applies principles of inventory management.
- Applies special procedure for unique drug entities (e.g., controlled substances, refrigerated medications).
- Appropriately addresses issues surrounding the return or disposal of medications.
- Ensures compliance with relevant regulations.

Objective E2.1.4 (Applying) Contribute to the financial management of the department.

Criteria:

- Participates in development of an operating or capital budget.
- Participates in the evaluation of pharmacy budget monitoring reports.
- Participates in the development of cost reduction strategies and revenue capture and recovery.
- Participates in revenue management and reimbursement for products and services in the department.
- Ensures compliance with relevant regulations.

Objective E2.1.5 (Applying) Manage the use of investigational drug products (medications, devices, and biologicals).

Criteria:

- Describes and observes regulatory requirements.
- Observes established protocols and the organization's policies and procedures.
- Participates in monitoring activities of involved study sponsors.
- Prepares and dispenses medications, devices, and biologicals according to the organization's policies and procedures.
- Assists with processes to develop and educate staff regarding on-going protocols and their related distribution systems.
- Ensures compliance with relevant regulations.

Goal E2.2 Contribute to the management and development of pharmacy staff.

Objective E2.2.1 (Applying) Contribute to recruitment for specified positions.

Criteria:

- Determines responsibilities and qualifications of a specified position.
- Applies appropriate advertising approach for a position to be filled (e.g., internally versus externally).
- Includes appropriate information in recruitment materials for a position.
- Considers appropriate factors when determining the individual's qualifications for a position.
- Considers appropriate factors when deciding to hire internally versus externally.
- Considers the organization's policy regarding equal employment opportunity and affirmative action.
- Considers requirements of the American Disabilities Act on interviews.
- Applies appropriate organizational and department processes to interview and recommend personnel for employment.
- Determines appropriate content for interview questions.
- Determines with whom candidates should interview.
- Determines how to select candidates to interview.

- Makes appropriate use of references.
- Includes appropriate information in an offer letter.
- Ensures compliance with relevant regulations.

Objective E2.2.2 (Applying) Contribute to orientation, staff development, and training activities for practice area personnel.

Criteria:

- States the purposes of orientation, staff development, and training.
- States the roles of the organization and of the practice area in orientation, staff development, and training.
- Assists with analysis to determine staff development and training needs.
- Uses data from development analysis to develop gap analysis.
- Effectively assists with program development.
- Evaluates program effectiveness.
- Effectively helps determine what subjects should be covered in orientation and time needed for adequate coverage.
- Effectively helps determine subjects that should be covered in training for a specific position and time needed for adequate coverage.
- Helps determine and implement effective methods for ensuring that a new employee is sufficiently trained for his or her position.
- Explains the impact of the Family Medical Leave Act and union contract on human resources policy.
- Describes the organization's probationary period.

Objective E2.2.3 (Understanding) Explain the components of an employee performance evaluation system.

Criteria:

- States the performance standards for a specific position.
- States effective methods for communicating performance standards and evaluation of performance to employees.
- Explains effective ways to measure work against objective and subjective performance standards.
- Ensures compliance with relevant regulations.

Objective E2.2.4 (Understanding) Explain the principles and application of a progressive discipline process.

Criteria:

- Explains the components of the progressive discipline process.
- States the benefits of the progressive discipline process to the employer and the employee.
- Ensures compliance with relevant regulations.

Goal E2.3 Understand the process of establishing a pharmacy residency program.

Objective E2.3.1 (Understanding) Explain the steps involved in establishing a pharmacy residency program at a particular site.

Criteria:

- Explains the sources of published information to be used when establishing a residency program (e.g, accreditation regulations, accreditation standards, ASHP website).

Competency Area E3: Home Care Pharmacy

Goal E3.1 Understand home care services that can be provided to meet the needs of home care patients.

Objective E3.1.1 (Understanding) Explain the scope of home care services that are available for home care patients.

Criteria:

- Identifies health care needs of typical home care patients and describes the scope of services available to meet these needs.
- Identifies the various service models available to meet the pharmaceutical care needs of typical home care patients (e.g., by health systems, stand-alone organizations, and other provider types that service home care patients).
- Explains the various roles and responsibilities of the members of the interdisciplinary team involved in the care process of home care patients.

Objective E3.1.2 (Understanding) Explain the applicable legal, regulatory, and accreditation standards and regulations which are unique to home care practice settings.

Criteria:

- Identifies practice and management processes, procedures, and outcome measures unique to a home care pharmacy organization used to ensure compliance with applicable regulatory and accreditation requirements.

Goal E3.2 Determine the suitability of individual patients for home care.

Objective E3.2.1 (Analyzing) Collect and organize all patient-specific information needed by the home care pharmacist to determine the suitability of individual patients for home care.

Criteria:

- Identifies the types of information used by the home care provider team, including the pharmacist, to determine the suitability of individual patients for each of the typical home care services provided by the organization.

Objective E3.2.2 (Evaluating) Assess patients' suitability for home care.

Criteria:

- Explains and applies criteria for the admission of typical patients to home care services.
- Explains factors to consider when determining the ability and willingness of a patient and/or caregiver to fulfill the tasks of home care.
- Explains factors to consider when evaluating a potential home care patient's home environment, psychosocial needs, and family/caregiver support.

Goal E3.3 Understand unique aspects of providing evidence-based, patient-centered medication therapy management in the home care environment.

Objective E3.3.1 (Understanding) Explain those aspects of providing evidence-based, patient-centered medication therapy management with interdisciplinary teams that are unique to the home care environment.

Criteria:

- Explains the rights and responsibilities of a home care patient.
- Explains strategies for getting information from unwilling or inaccessible participants.
- Explains additional concerns with compliance, cost, route of administration, and vascular access and medication devices when making decisions on medication regimens for home care patients.
- Explains how to determine whether the first dose of medication or therapy should be administered at home or in a controlled-care setting and incorporates this into the patient's care plan.
- States customary monitoring parameters for the effects of the use of access and administration devices and incorporates these into the care process.
- Selects appropriate supplies for the patient's method of administration, vascular access device and medication.
- Explains appropriate techniques to care for the typical types of vascular access devices used in home care.
- Explains procedures for administering medications and nutritional therapies used in the home care environment.
- Explains procedures for managing complications resulting from the administration of medications and nutritional therapies typically provided in home care.

Goal E3.4 Understand unique aspects of preparing and dispensing medications for home care patients.

Objective E3.4.1 (Understanding) Explain the aspects of preparing and dispensing medications that are unique to the home care practice.

Criteria:

- Explains the considerations unique to preparing, labeling, packaging, and dispensing medications (including compounded sterile preparations) for safe and correct use by home care patients, including product selection and procurement, labeling for non-clinician administration (patient/caregiver), determination of appropriate beyond use dating, special handling requirements (e.g., hazardous drugs, controlled substances), and related medication education/information needs to support safe care.
- Uses knowledge of home delivery methods and logistics to determine the optimal method for sending supplies and medications to patients.

Goal E3.5 Understand unique aspects of participating in the management of medical emergencies occurring in the home care environment.

Objective E3.5.1 (Understanding) Explain unique aspects of participating in the management of medical emergencies in a home care setting.

Criteria:

- Explains what constitutes a medical emergency in the home care setting.

- Describes criteria and steps used to prevent, mitigate, or manage infusion medication-induced serious reactions or medical emergencies in the home setting.

Goal E3.6 Manage the use, maintenance, and troubleshooting of medication administration devices and supplies used in the care of home care patients.

Objective E3.6.1 (Creating) Solve operational problems related to the use and maintenance of medication administration devices and supplies used in the management of home care patients.

Criteria:

- Explains proper use and maintenance procedures for medication administration devices used in the management of home care patients.
- Discusses and demonstrates on site and remote troubleshooting strategies for medication administration devices that could malfunction in a patient's home.
- Demonstrates competency with programming and/or operating medication administration devices and supplies used in the home for typical settings, therapies, and patient types.

Objective E3.6.2 (Analyzing) Participate in the development of criteria for selection of medication administration devices and supplies.

Criteria:

- Describes the features of medication administration devices and supplies, and explains the application for their use in typical patient scenarios.
- Describes typical processes for determining criteria for selection of medication administration devices and supplies.
- Describes the nature and importance of the home care pharmacist's role in determining these selection criteria.

Goal E3.7 Understand the unique business aspects of home care pharmacy, including financial management, manufacturer/supplier requirements, payor relations, and marketing services.

Objective E3.7.1 (Understanding) Explain key aspects of the financial environment of home care practice.

Criteria:

- Explains the different types of payers in home care and the effect of that mix on the finances of the home care practice.
- Explains issues involved in providing home care to patients with little or no insurance coverage.
- Explains the effect of patient mix (therapy type) on profitability.
- Identifies resources for financial and reimbursement advice when working in the home care environment.

Objective E3.7.2 (Applying) Conduct ethical informational, educational, and marketing visits to payers, referral sources, prescribers, and patients of the home care organization.

Criteria:

- Explains ethical issues involved in providing information about and marketing of home care services.

- Uses effective presentation techniques to conduct ethical informational, educational, and marketing visits to payers, referral sources, prescribers, and patients of the home care organization.

Objective E3.7.3 (Understanding) Explain the unique and various methods of restricted distribution and non-formulary medication procurement, supply to patients, and/or reporting outcomes data when provided for home care patients.

Criteria:

- Describes the various care arrangements that may be in place when a limited distribution medication is required for a home care patient.
- Identifies methods to ensure care continuity when organization and/or payor formulary policies impact therapy decisions upon transition of care.
- Describes the role that the home care pharmacist has in the development and implementation of policies for drug manufacturer relationships (e.g., participation in restricted distribution arrangements, requirements for data collection and outcomes reporting to manufacturers and/or payers).

Competency Area E4: Managed Care Pharmacy

Goal E4.1 Maintain confidentiality of patient and proprietary business information.

Objective E4.1.1 (Applying) Observe legal and ethical guidelines for safeguarding the confidentiality of patient information.

Criteria:

- Explains patient confidentiality issues related to data collection, transmission, and storage by pharmacy information systems and by electronic medical records.
- Explains situations unique to managed care that may raise the issue of confidentiality of patient information.

Objective E4.1.2 (Applying) Observe organizational policy for the safeguarding of proprietary business information.

Criteria:

- Explains the concept of "proprietary business information" and its importance in the conduct of business activities.
- Explains the role of written policy and tacit knowledge in the development of normative procedure for the disclosure of business information within a specific organization.

Goal E4.2 Understand the interrelationship of the pharmacy benefit management company, the health plan, and the delivery system functions of managed care.

Objective E4.2.1 (Understanding) Explain the health-plan functions of managed care, including pharmacy and medical benefit design and management, medication cost shares, formulary design, medication criteria development, prior authorization, pharmacy access, and contract negotiations (medication acquisition/rebates and/or network pharmacy), specialty and traditional medication utilization management.

Criteria:

- Explains the difference between pharmacy risk and capitation.

- Explains which drugs are covered under the pharmacy vs. medical benefit.
- Describes the intent of various formulary designs.
- Describes the process by which one makes formulary decisions (including evidence of safety, efficacy and cost).
- Explains the role of the prior authorization process in managing medication use.
- Describes the role of the PBM in contracting for medication rebates and the pharmacy network to ensure access to medication therapy.
- Explains the unique aspects of specialty medications which distinguish them from traditional medications.

Objective E4.2.2 (Understanding) Explain the interrelationship of the health plan and the delivery system functions of managed care.

Criteria:

- Explains impact of formulary, prior authorization, quantity limits, and other edits on network pharmacies
- Explains pharmacy network inclusion and MAC reimbursement on network pharmacy.

Goal E4.3 Understand unique aspects of providing evidence-based, patient-centered medication therapy management with interdisciplinary teams in the managed care environment.

Objective E4.3.1 (Understanding) Compare and contrast ways in which the provision of medication therapy management may or may not differ in the managed care environment as compared to various lines of business (Commercial, Medicare, Medicaid, Health Exchanges).

Criteria:

- Explains process for medication therapy management from a health plan perspective.
- Describes difference based on population and regulatory requirements.
- Explains strategies for getting information from unwilling or inaccessible participants.

Competency Area E5: Management of Medical Emergencies

Goal E5.1 Participate in the management of medical emergencies.

Objective E5.1.1 (Applying) Exercise skill as a team member in the management of medical emergencies according to the organization's policies and procedures.

Criteria:

- Acts in accordance with the organization's policies and procedures for medical emergencies.
- Applies appropriate medication therapy in medical emergency situations.
- Accurately prepares medications and calculates doses during a medical emergency.
- Effectively anticipates needs during a medical emergency.
- Obtains certification in the American Heart Association Advanced Cardiac Life Support (ACLS).

Competency Area E6: Teaching and Learning

Goal E6.1 Demonstrate foundational knowledge of teaching, learning, and assessment in healthcare education.

Objective E6.1.1 (Understanding) Explain strategies and interventions for teaching, learning, and assessment in healthcare education.

Criteria:

- Accurately differentiates teaching and learning.
- Discusses appropriate teaching strategies for learning environments, including small and large group, didactic and experiential.
- Describes various teaching approaches and benefits for different learning styles.
- Characterizes assessment tools available for learning environments.

Objective E6.1.2: (Understanding) Explain academic roles and associated issues.

Criteria:

- Resident can discuss and explain:
 - the role of a course syllabus;
 - the importance of academic honesty;
 - the importance of professionalism in academia;
 - the role of accreditation (ACPE), professional organizations (ACCP) and Center for the Advancement of Pharmacy Education (CAPE) Outcomes on pharmacy curricula; and,
 - faculty roles and responsibilities, including academic rank and promotion, and relationship between teaching, scholarship, and service.

Goal E6.2 Develops and practices a philosophy of teaching.

Objective E6.2.1 (Creating) Develop a teaching philosophy statement.

Criteria:

- Teaching philosophy includes:
 - self-reflection on personal beliefs about teaching and learning;
 - identification of attitudes, values, and beliefs about teaching and learning; and,
 - illustrates personal beliefs on practice and how these beliefs and experiences are incorporated in a classroom or experiential setting with trainees.

Objective E6.2.2 (Creating) Prepare a practice-based teaching activity.

Criteria:

- Develops learning objectives using active verbs and measurable outcomes.
- Plans teaching strategies appropriate for the learning objectives.
- Uses materials that are appropriate for the target audience.
- Organizes teaching materials logically.
- Plans relevant assessment techniques.
- When used, develops examination questions that are logical, well-written, and test the learners' knowledge rather than their test-taking abilities.
- Participates in a systematic evaluation of assessment strategies (e.g., post-exam statistical analysis) when appropriate.

- Ensures activity is consistent with learning objectives in course syllabus.

Objective E6.2.3 (Applying) Deliver a practice-based educational activity, including didactic or experiential teaching, or facilitation.

Criteria:

- Incorporates at least one active learning strategy in didactic experiences appropriate for the topic.
- Uses effective skills in facilitating small and large groups.
- For experiential activities:
 - organizes student activities (e.g., student calendar);
 - effectively facilitates topic discussions and learning activities within the allotted time;
 - effectively develops and evaluates learner assignments (e.g., journal clubs, presentations, SOAP notes);
 - effectively assesses student performance; and,
 - provides constructive feedback.

Objective E6.2.4 (Creating) Effectively document one's teaching philosophy, skills, and experiences in a teaching portfolio.

Criteria:

- Portfolio includes:
 - a statement describing one's teaching philosophy;
 - curriculum vitae;
 - teaching materials including slides and other handouts for each teaching experience;
 - documented self-reflections on one's teaching experiences and skills, including strengths, areas for improvement, and plans for working on the areas for improvement;
 - peer/faculty evaluations; and,
 - student/learner evaluations.

Competency Area E7: Specialty Pharmacy

Thanks to the National Association of Specialty Pharmacy (NASP) for providing the job analysis on which these goals, objectives, and criteria are based.

Goal E7.1 Effectively fulfill the major functions of a specialty pharmacist, including intake, clinical management, fulfillment, and facilitating optimal outcomes.

Objective E7.1.1 (Applying) Effectively conduct the patient intake process for specialty pharmacy patients.

Criteria:

- Screens patient demographic and clinical information to determine suitability for specialty pharmacy services.
- Conducts benefits investigation and validation of insurance coverage for requested medication (submit test claims) and coordinate benefits with multiple payors.
- Determines payor coverage and which benefit channel is required by medication or optimal for patient when either channel is acceptable.
- Initiates and conducts prior authorization process.
- Determines eligibility for specific clinical management programs.

- Determines patient eligibility and need for financial assistance based on insurance, available programs, and patient financial burden.
- Works with patient care coordinator to enroll qualified patients in financial assistance programs.
- Bills payor under pharmacy benefit structure or medical benefit structure.

Objective E7.1.2 (Applying) Effectively engage in clinical management activities for specialty pharmacy patients.

Criteria:

- Addresses Risk Evaluation and Mitigation Strategies (REMS).
- Develops individualized education plan for specialty pharmacy patients to achieve treatment goals.
- Enrolls specialty pharmacy patients in specific clinical management programs.
- Manages patient treatment holidays and other extenuating circumstances.
- Manages specialty pharmacy patient discontinuation of medication.

Objective E7.1.3 (Applying) Effectively conduct fulfillment activities for specialty pharmacy patients.

Criteria:

- Verifies that medication is available.
- Refers medication referral to another provider if unable to distribute medication.
- Accurately determines delivery location and makes arrangements for the delivery and receiving of medication package.
- Ships the medication package using appropriate shipping method.
- Correctly bills patient for services rendered.
- Contacts patients prior to delivery of medication refill.
- Resolves situations in which the integrity of medication shipment has been compromised or the shipment was not received.
- Conducts investigation in the case of discrepancy between patient and facility.
- Contacts manufacturer for replacement of product in the case of patient misuse or product failure.

Objective E7.1.4 (Evaluating) Effectively facilitate optimal treatment outcomes for specialty pharmacy patients.

- Determines clinical, patient-reported, operational, and financial data to be collected based on the parameters of disease state and medication, and how data will be obtained from internal and external sources.
- Determines patient, internal stakeholder, and external stakeholder requirements for data reporting and structuring the format of reports to meet requirements.
- Obtain, collect, and extract clinical, patient-reported, operational, and financial data.
- Integrate and reconcile clinical, patient-reported, operational, and financial data from disparate sources and use standard data elements.
- Analyzes and interprets clinical and patient-reported data to determine clinical and patient-reported outcomes to improve patient treatment and quality of life.
- Analyzes and interprets operational and financial data to determine operational and financial outcomes to evaluate the pharmaco-economic impact of service offerings.
- Reports clinical, patient-reported, operational, and financial data and make recommendations to patients, internal stakeholder, and external stakeholder.

Competency Area E8: Health, Wellness, and Emergency Preparedness

Goal E8.1 Design and deliver programs that contribute to public health efforts.

Objective E8.1.1 (Creating) Design and deliver programs for health care consumers that center on disease prevention and wellness promotion.

Criteria:

- Identifies target audiences for disease prevention and wellness promotion and the relative priority of programming for each of these audiences.
- Uses the data required to justify a program.
- Identifies and provides the support needed to establish a program.
- Identifies and manages problems and shortcomings associated with the maintenance of a wellness promotion program.

Objective E8.1.2 (Applying) Contributes to organizational procedures for emergency preparedness.

Criteria:

- Participates in the development or revision of organizational plans for emergency preparedness.

Approved by the Commission on Credentialing of the American Society of Health-System Pharmacists on October 27, 2014. This is the document referenced in the *ASHP Accreditation Standard for Postgraduate Year One (PGY1) Pharmacy Residency Programs* approved on September 19, 2014, and is intended to be used in conjunction with that Standard.

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