Is Completing a Residency Really Worth Dealing with the Application Process?

Marcie Lepkowsky, PharmD
Director, PGY1 Acute Care Pharmacy Residency Program
“Education is the most powerful weapon which you can use to change the world”

~Nelson Mandela
“I’m a success today because I had a friend who believed in me and I didn’t have the heart to let him down.”

~Abraham Lincoln
“An investment in knowledge pays the best interest”

~Benjamin Franklin
“To teach is to learn twice.”

~Joseph Joubert
“Leadership and learning are indispensable to each other”

~John F. Kennedy
“The mediocre teacher tells. The good teacher explains. The superior teacher demonstrates. The great teacher inspires.”

~William Arthur Ward
“If we knew what it was we were doing, it would not be called research, would it?

~Albert Einstein
“I am a member of a team, and I rely on the team, I defer to it and sacrifice for it, because the team, not the individual, is the ultimate champion.”

~John Wooden
“With realization of one's own potential and self-confidence in one's ability, one can build a better world.

~Dalai Lama
“Life is an exciting business, and most exciting when it is lived for others”

~Helen Keller
“All mankind is divided into three classes: those that are immovable, those that are movable, and those that move.”

~Benjamin Franklin
“All mankind is divided into three classes: those that are immovable, those that are movable, and those that move.”

~Benjamin Franklin

Which class do YOU fall into?
The Impact of SB 493

- Declares pharmacists as health care providers
- Establishes Advanced Practice Pharmacists
- Allows pharmacists to furnish prescriptions

Pharmacists will help manage the healthcare provider workforce gap in California
Who Can Be an Advanced Practice Pharmacists

• Actively licensed in California
• Satisfy two of the following:
  • Earn certification in a clinically relevant area from a recognized organization
  • Provided clinical services to patients for at least 1 year in collaborative practice or protocol
• Completed a residency focused on patient care
So, Is Completing a Residency Really Worth Dealing with the Application Process?

YES!

UC San Diego
Health System

UC San Diego
Skaggs School of Pharmacy
And Pharmaceutical Sciences
National Matching Services Inc.

PhORCAS
Pharmacy Online Residency Centralized Application Service

UC San Diego
Skaggs School of Pharmacy and Pharmaceutical Sciences

UC San Diego Health System
• Chaos or Control?
• Confusion or Improved Communication?
• Created by Liaison International
• Opens Tuesday, November 3rd, 2015
• (look for possible October opening)
• YOUR OPPORTUNITY TO SHINE
• Link to sign up for the Match (NMS)
• Link to ASHP Residency Directory
• Fees
  - $100/1-4
  - $35 each thereafter (ex: 10/$310)
• https://portal.phorcas.org/
Three Portals

- Applicant
- Program (WebAdmit)
- References
Applicant Portal www.ashp.org/phorcas

Pharmacy Online Residency Centralized Application Service

PhORCAS (Pharmacy Online Residency Centralized Application), a web-based tool that brings residency application material together in one location. By streamlining the residency recruitment process, it decreases the administrative burden that comes with paper applications overall.

PhORCAS offers endless benefits for residency programs, resident applicants, and reference writers by simply making the process easier. For support: PhORCAS (617) 612-2888 (9AM-5PM ET) or phorcasinfo@phorcas.org.

Learn more about how PHORCAS can save you time, effort, and money below

Resource Information
Applicant
› PhORCAS Applicant login
Create your account

Log in here!
33
Electronic Signature Creates Legal Document

I certify that all of the information submitted by me in the application is true to the best of my knowledge and belief.

I understand that any significant misstatement or omission from this application may cause for denial of selection as a resident or dismissal from residency position.

I authorize the residency site to contact individuals and institutions with which I have been associated who may have information bearing on my professional competence, character, and ethical qualifications now or in the future.

I release from liability all residency staff for acts performed in good faith and without malice in connection with evaluating my application and my credentials and qualifications. I also release from liability all individuals and organizations who provide information to the residency site in good faith and without malice concerning my professional competence, character, and other qualifications now or in the future.

I further understand that it is my responsibility to inform the residency site to which I have applied if a change in my status with my academic program, (e.g., being placed on probation, being dismissed, etc.) occurs subsequent to the submission of my application. In addition, I understand I have the same responsibility to inform the residency site to which I matched if a change in status occurs after the match has occurred.

I expressly agree to comply fully with the PhORCAS policies.

I understand and agree that, as an applicant for the pharmacy residency program, I have the burden of providing adequate information for proper evaluation of my professional competence, character, ethics, and other qualifications and for resolving any doubts about such qualifications.

I hereby agree that personally identifiable information about me, including but not limited to, my academic and professional qualifications, performance, and character, in whatever form maintained, may be disclosed to any residency training site to which I have applied and/or will match.

Electronic Signature

Signature: [Signature]
Signature Date: [Date]

[Save | Print | Cancel]
Transcripts

• Request one official copy to be mailed to PhORCAS Transcripts department
• PhORCAS certifies authenticity
• Uploaded into application portal
• One time fee
• Only pharmacy school transcripts required by PhORCAS
• See individual program for additional requirements
• Non-accredited programs: don’t participate in PhORCAS; need separate transcripts
Login

PhORCAS
Pharmacy Online Residency Centralized Application Service

Welcome!
This web site provides applicants to pharmacy residency programs with a single access point for two separate but complementary services, which are operated by separate entities:

- The Match – ASHP Resident Matching Program, administered by National Matching Services Inc.
- PhORCAS – Pharmacy Online Residency Centralized Application Service

All applicants must register for the Match on this web site in order to obtain a position at a PGY1 or PGY2 pharmacy residency program that is accredited by, or is in candidate, pre-candidate, or provisional accreditation with the American Society of Health-System Pharmacists (ASHP).*

Many, but not all, residency programs use PhORCAS. Applicants applying to program(s) that participate in PhORCAS must use this web site to submit applications to those programs. Applicants can enter data into their applications through PhORCAS prior to registering for the Match, but applications cannot be sent to programs that participate in PhORCAS until the applicant has registered for the Match.

Applicants applying to any program that does not participate in PhORCAS must submit the application directly to that program. Applicants will still need to register for the Match on this web site in order to obtain a position at the program through the Match.

*Note:

Programs that are based outside of the United States or that offer positions exclusively to commissioned officers of the Department of Defense or the Public Health Service are exempt from the ASHP Match and do not participate in PhORCAS. Applicants seeking positions only at those programs do not need to register for the Match; these applicants should not use this web site and should send applications directly to those programs.

Current PGY1 residents who are interested in continuing their training in a PGY2 residency offered by the same sponsor as the applicant’s PGY1 residency (e.g., the same or an affiliated organization) may be able to obtain the position through an Early Commitment Process. Applicants who are committed to a position in this manner do not need to register for or participate in the Match.
Application sections and checklist

PhORCAS
Pharmacy Online Residency Centralized Application Service

National Matching Services Inc.

UC San Diego
Skaggs School of Pharmacy and Pharmaceutical Sciences

UC San Diego Health System
Extracurricular activities

The response you type will appear in your application exactly as you type it. Using all capital letters or not capitalizing properly does not present a professional image to your application.

- Professional Awards/Scholarships
- Leadership Experience
- Presentations (local/state/national)
- Publications (local/state/national)
- Pharmacy Work Experience
- Volunteer/Community Service

I am leaving this section blank intentionally

Provide information about activities, accomplishments & recognitions, including:
Hey, isn’t this already in my CV?
### Search > Applicants

**Last Name:**

**First Name:**

**Visa Type:**

**Citizenship Status:**

**Veteran:**

**Non Pharmacy Degree:**

**Pharmacy Degree:**

**Pharmacy College Attended:**

**Pharmacy College GPA:**

**US Pharmacy License:**

**PGY1 Site:**

**Extracurricular Activities:**
- [ ] Professional Awards/Scholarships
- [ ] Leadership Experience
- [ ] Presentations (Local/State/National)
- [ ] Publications (Local/State/National)
- [ ] Pharmacy Work Experience
- [ ] Volunteer/Community Service
- [ ] No Additional Extracurricular Activities

**Reference Recommendations:**

**Selection Decision:**

**Tag 1**
Extracurricular Activities

• Your role: did you lead or just show up?
• What did you learn from this experience?
• Consider key words found in program description
• **Opportunity to expand on CV and Letter of Intent**
Application > Volunteer

- Required information

Please include experience in a helping role.

Name of Organization:

Description of Experience:

Total Volunteer Hours at time of application:

Start Date From:

End Date To:

SAVE  PRINT  CANCEL
Personal Statement

OK to upload more than one personal statement; distinctive name for each
Personal statement/letter of intent

✓ Can be customized
✓ Check program website for additional instructions
  • Word limit
  • prompts
✓ Save each document with unique name for easy identification when uploading
Personal statement/letter of intent - Content

• Introductory paragraph
  ▪ What position are you applying for?
  ▪ Why are you interested?

• Body
  ▪ What makes you the ideal candidate?
  ▪ Describe achievements/accomplishments that support above

• Final paragraph
  ▪ Reinforce interest
  ▪ Thank reader for consideration
Personal statement/letter of intent - tips

- Tell a story (be memorable)
- Be concise
- Communicate what you are looking for in a program
  - ie: academic, community, diverse or unique specialties
- Demonstrate knowledge of program – be specific
- Avoid silly errors
  - e.g.: spelling, wrong program director name or title
- Ask an advisor or mentor to review
- Try to concisely express your short-term and long-term goals
Curriculum Vitae

Please add the length and location of each Advanced Pharmacy Practice Experience (APPE) in your curriculum vitae for PGY1 applicants.

Please use this page to upload your Curriculum Vitae/Resume. Things to note:

- The accepted file formats are MSWord (.doc and .docx), Rich Text Format (.rtf), Portable Document Format (.pdf), and ASCII Text file (.txt).
- Do not password protect your files.
- The size limit for the file upload is 8MB.

If you are still having problems uploading your Curriculum Vitae/Resume, please make sure you are using one of the following browsers.

- Safari 5.1 and above
- Internet Explorer 9.0 and above
- Current and prior major versions of Mozilla Firefox or Google Chrome

Upload New File

Choose File: No file chosen

Submit

To return to the applicant check list please click the tab located at the top of the page labeled applicant check list.
Please add the length and location of each Advanced Pharmacy Practice Experience (APPE) in your curriculum vitae for PGY1 applicants.

Please use this page to upload your Curriculum Vitae/Resume. Things to note:

- The accepted file formats are MSWord (.doc and .docx), Rich Text Format (.rtf), Portable Document Format (.pdf), and ASCII Text file (.txt).
- Do not password protect your files.
- The size limit for the file upload is 6MB.

If you are still having problems uploading your Curriculum Vitae/Resume, please make sure you are using one of the following browsers:

- Safari 5.1 and above
- Internet Explorer 9.0 and above
- Current and prior major versions of Mozilla Firefox or Google Chrome

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Please add the length and location of each Advanced Pharmacy Practice Experience (APPE) in your curriculum vitae for PGY1 applicants.

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- Do not password protect your files.
- The size limit for the file upload is 5MB.

If you are still having problems uploading your Curriculum Vitae/Resume, please make sure you are using one of the following browsers:

- Safari 5.1 and above
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- Current and prior major versions of Mozilla Firefox or Google Chrome

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<th>Name</th>
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</tr>
</tbody>
</table>

Upload New File

Choose File | No file chosen

Submit

To return to the applicant checklist please click the tab located at the top of the page labeled applicant checklist.
Curriculum Vitae

• Work experience
  ▪ Pharmacy or non-pharmacy
  ▪ Hospital vs. community

• Advance Pharmacy Practice Experiences
  ▪ Acute and ambulatory care experiences
  ▪ Patient care based
  ▪ Academic medical center

• Academic track record
  ▪ Publications, abstracts,
  ▪ honors distinction, research
  ▪ experience, presentations

• Leadership experience
  ▪ Organizations, awards
  ▪ Be able to describe your role
  ▪ Active member?
  ▪ Offices held
  ▪ Other skills/talents

• Extracurricular activity
  ▪ Sports, musical talents

• Certifications/Licensure
CV Bests

- Aesthetically pleasing
- Ordered in order of importance
- Include NMS Match #
- Reviewed by at least 2 people
  - (in addition to your mom!)
- Can customize for different programs
CV No’s

✓ No spelling/grammatical errors
✓ No fluff but be complete
✓ No lying
✓ “Know” your CV
References

Application ▶ References

- Required Information

If you would like to request multiple letters from the same reference please select the "Add Another request for this Reference" link next to the already listed reference. If you would like to have a new reference listed please select the "ADD NEW ENTRY" link.

IMPORTANT: It is essential that you carefully review the instructions for this section before proceeding. Be sure that you review each program’s application requirements to determine how many letters of recommendation are required for each site.

Please note that entering a reference in this section immediately generates an email request to that individual. Thus, before entering an individual's name and contact information in this section, be sure that this person has agreed to write a letter of recommendation for you.

ADD NEW ENTRY

To return to the applicant check list please click the tab located at the top of the page labeled applicant check list.
Reference Identification and Waiver

I hereby give PhORCAS permission to contact the reference below via email notification. If my reference does not submit online reference form to PhORCAS in response to the email request, it is my sole responsibility to contact the reference directly to ensure all references required by my designated Residency Programs are received by the deadline:

I hereby give permission to the residency program to which I am applying to contact the Reference either to verify the information I provided and/or for further clarification of the information I provided, if necessary:

I waive my right of access to this reference:

Reference's Title (Dr., Mr., Ms., etc.):

Reference's First Name:

Reference's Last Name:

Reference's Middle Name or Initial:

Reference's Email Address:

Confirm Email Address:

Reference's Phone Number:

Please enter complete phone number including area code or country code.
Add Reference

Application > References

Required Information

Title

Notes to Reference:

UC San Diego Deadline: 1/4/16

Please provide the requested information for an individual who will be providing a letter of recommendation. Please note that entering a reference in this section and clicking “SAVE” will immediately generate an e-mail request to that individual. Thus, before entering an individual’s name and contact information in this section, be sure that this person has agreed to write a letter of recommendation for you.

If you would like to customize a reference please indicate in this section the name of the program or institution, e.g., Providence Alaska Medical Center-PGY2-Clinical Pharmacy; if this is a general reference please enter a general title for your identification.

Please include the deadline date for the program, as well as any supplement data the program may require from the reference writer. This will notify reference writers if they need to upload any supplemental requirements with their reference.

Character Count: 127
Add Additional References/
Add Additional Request for same Reference

Application > References

- Required Information

If you would like to request multiple letters from the same reference please select the "Add Another request for this Reference" link next to the already listed reference. If you would like to have a new reference listed please select the "ADD NEW ENTRY" link.

IMPORTANT: It is essential that you carefully review the instructions for this section before proceeding. Be sure that you review each program's application requirements to determine how many letters of recommendation are required for each site.

Please note that entering a reference in this section immediately generates an email request to that individual. Thus, before entering an individual's name and contact information in this section, be sure that this person has agreed to write a letter of recommendation for you.

Dr. Marcio Lopkowsky (marcio@ucsd.edu)

UC San Diego Health System - PGY1 Acute Care

To return to the applicant check list please click the tab located at the top of the page labeled applicant check list.
Multiple references/multiple sites

Application > References

- Required information

If you would like to request multiple letters from the same reference please select the "Add Another request for this Reference" link next to the already listed reference. If you would like to have a new reference listed please select the "ADD NEW ENTRY" link.

IMPORTANT: It is essential that you carefully review the instructions for this section before proceeding. Be sure that you review each program’s application requirements to determine how many letters of recommendation are required for each site.

Please note that entering a reference in this section immediately generates an email request to that individual. Thus, before entering an individual’s name and contact information in this section, be sure that this person has agreed to write a letter of recommendation for you.

Add New Entry

Dr. Marcie Lepkowsky (marcie1022@gmail.com)

<table>
<thead>
<tr>
<th>Title</th>
<th>Notes</th>
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</thead>
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<tr>
<td>UC San Diego Health System</td>
<td>Please complete all required fields Deadline 1/4/16</td>
<td>New</td>
<td>X</td>
</tr>
<tr>
<td>VA Medical Center, San Diego</td>
<td>Deadline: 12/31/14</td>
<td>New</td>
<td>X</td>
</tr>
</tbody>
</table>

To return to the applicant check list please click the tab located at the top of the page labeled applicant check list.
Reference Writers

- Receive their own sign on code to reference portal
- Complete a standardized form
- Have room to elaborate with comments
- Letters of Reference
  - Discouraged by PhORCAS
  - When requested, usually a general letter
  - May agree to write customized letters/comments
What Reference Writers Write

- Relationship (faculty, preceptor, employer, professional organization…)
- How long they have known you
- Hours/week they worked with you during this time
- Scale rating
  - Exceed what is expected to enter a residency
  - Appropriate for what is expected
  - Fail to meet expectations
- Scale subjects
  - Oral and written communication skills
  - Clinical problem solving skills
  - Leadership/mentoring skills
  - Assertiveness
  - Organization and time management skills
  - Ability to work with peers
  - Effective patient interaction skills
- Strengths and areas that need improvement
References – how you can help

• Summarize key attributes you would like the letter writer to emphasize in his/her LOR
  ▪ Awards, leadership positions, research etc
• Summarize the programs you are applying to
  ▪ What attracts you to these programs
Reference reminders

✓ A good letter may or may not help you, but a bad letter will hurt you
✓ Know who you are asking
✓ Writer should know you well
✓ Letters should be diverse, demonstrate relationships built in the academic, work and clinical settings
✓ Ask your letter writers early
✓ Pharmacy is a small world
Reference reminders

✓ How many references: 3 or 4?
✓ Different references for different programs?
✓ No uploading/copy and paste of full letter
✓ Provide deadlines
✓ Look for supplemental requirements from each program
✓ Let your references know about the Match Phase II and possible scramble
✓ Thank your references
✓ Let your references know where you match
Supplemental

Please use this page to upload your Supplemental Documentation. Things to note:

- The accepted file formats are MSWord (.doc and .docx), Rich Text Format (.rtf), Portable Document Format (.pdf), and ASCII Text file (.txt).
- Do not password protect your files.
- The size limit for the file upload is 5MB.

If you are still having problems uploading your Supplemental Documentation, please make sure you are using one of the following browsers:

- Safari 5.1 and above
- Internet Explorer 9.0 and above
- Current and prior major versions of Mozilla Firefox or Google Chrome

Upload New File

[Choose File] No file chosen

Submit

To return to the applicant check list please click the tab located at the top of the page labeled applicant check list.
Possible Supplemental Requirements

- Application forms
- Additional demographic Information
- Photos
- Interview availability
- Full letter of recommendation
- Other transcripts
- Place all supplemental material for each program on a **single** PDF and upload
- Max 5MB
Residency Program Designations

There is no information to display. Click on Update Designation button above to add designations.
To return to the applicant check list please click the tab located at the top of the page labeled applicant check list.
Residency Program Designations

Pending Programs

<table>
<thead>
<tr>
<th>Residency ID</th>
<th>School Name</th>
<th>State</th>
<th>Deadline (11:59PM EST)</th>
<th>Edit/Delete</th>
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</thead>
<tbody>
<tr>
<td>1704</td>
<td>UNIV CALIFORNIA/SAN DIEGO HS - ACUTE CARE</td>
<td>CA</td>
<td>01/04/2015</td>
<td></td>
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<tr>
<td>1765</td>
<td>UNIV OF CALIFORNIA, SAN FRANCISCO</td>
<td>CA</td>
<td>01/02/2015</td>
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<tr>
<td>1766</td>
<td>THE JOHNS HOPKINS HOSPITAL - TRADITIONAL</td>
<td>MD</td>
<td>01/01/2015</td>
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</tr>
<tr>
<td>1809</td>
<td>UNIV OF KENTUCKY HEALTHCARE</td>
<td>KY</td>
<td>01/02/2015</td>
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<tr>
<td>1916</td>
<td>VA SAN DIEGO HEALTHCARE SYSTEM - GENERAL</td>
<td>CA</td>
<td>01/01/2015</td>
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</tbody>
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To return to the applicant check list please click the tab located at the top of the page labeled applicant check list.
### Residency Program Designations

#### UNIV CALIFORNIA/SAN DIEGO MED  ACUTE CARE

<table>
<thead>
<tr>
<th>Curriculum Vitae/Resume:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal Statement/Letter of Intent:</td>
<td></td>
</tr>
</tbody>
</table>

#### References:

- Required Information

Choose at least 3 evaluations to accompany this designation

<table>
<thead>
<tr>
<th>Reference 1:</th>
<th></th>
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</thead>
<tbody>
<tr>
<td>Reference 2:</td>
<td></td>
</tr>
<tr>
<td>Reference 3:</td>
<td></td>
</tr>
<tr>
<td>Reference 4:</td>
<td></td>
</tr>
</tbody>
</table>
E- SUBMIT

✓ Do not wait until the last moment
✓ You may encounter difficulties when submitting
✓ Applying early allows programs to completely review your application
PhORCAS

?’s

What’s in YOUR Phorecast?
MATCH
The Match

- ASHP Resident Matching Program
- Administered by National Matching Services Inc.
- Fees: $150 to register for the Match (non-refundable)
- Couples
- http://www.natmatch.com/ashprmp
Important Dates

- November 1, 2015: Participating programs listed
- November 3, 2015: PhORCAS open; able to register for the Match
- December 31, 2015: Recommended date by which applicants should register for the Match
- February 5, 2016: By this date instructions for submitting Rank Order Lists and obtaining Match results will be available

Application deadlines vary for individual programs; refer to ASHP residency directory, program website and PhORCAS
Important Dates – Phase I

- **February 15, 2016:** Beginning date to submit Rank Order Lists
- **March 3, 2016:** Final date to register for the Match
- **March 4, 2016:** Final date for submission of Applicant and Program Rank Order Lists
- **March 18, 2016**
  - Results of Phase I of the Match are released
  - Unmatched programs after Phase I will be listed starting at 9:00 AM PT for Phase II
  - Unmatched applicants and applicants who did not participate in Phase I may start preparing applications for Phase II
Important Dates – Phase II

• March 23, 2016: Beginning date to submit applications for Phase II
• March 28, 2016: Beginning date to submit Rank Order Lists for Phase II
• April 1, 2016: Final date to submit Rank Order Lists
• April 8, 2016
  • Results of Phase II of the Match are released
  • Unmatched programs after Phase II listed starting at 9:00 am PT for post-Phase II scramble
  • Unmatched applicants may start preparing applications
• April 15, 2016: recommended date for programs with available positions to begin making offers
Match Mentions

✓ Don’t play mind games with yourself
✓ The Match favors the applicant
✓ Rank only where you are willing to go
✓ Do not rank anywhere you are not willing to go
2015 Match Stats

Positions: 3081
Initial enrollment: 5373
Withdrew/did not rank: 1015
Applicants in Match: 4358
Positions filled: 2811
Unfilled: 270
Unmatched: 1547
Average number of ranking: 4.1
1st choice: 1639
2nd choice: 650
3rd: 262
4th: 143
5th or >: 117
Choosing Where to Apply

- Good fit
  - Number of residents
  - PGY2 opportunities
  - Patient care/Teaching/Research
  - Electives available
- Preceptors
- Flexible
- Staffing
- Location → Explore the possibilities
How Many Programs is Enough?

• Too many: 1,000,000,000,000,000
  $ Time away from rotations
  $ Cost to apply
  $ Cost to travel to interview

• Too few: 0
ASHP Midyear Related events

• Sunday, 12/6
  • 9:00 – 10:00: “Mysteries of the Match”
  • 11:30 – 12:30: Navigating the Residency Application Process
  • 12:00 – 1:00: PhORCAS: How programs can optimize the WebAdmit portal within PhORCAS
  • 1:30 – 3:00: PhORCAS: the centralized application system for pharmacy residencies
  • 3:00 – 5:00: Residency program directors and preceptors Town Hall: updates from the commission on credentialing

• Monday, 12/7
  • 1:00 – 4:00: Residency Showcase
  • 1:30 – 3:00: Fundamental Strategies to Secure a Residency: Getting a Head Start as a P1-P3

• Tuesday, 12/8
  • 8:00 – 11:00: Residency Showcase
  • 1:00 – 3:00: Effective CV and resume writing
    • 1:00 – 4:00: Residency Showcase
## Summary - Cost

<table>
<thead>
<tr>
<th>Program</th>
<th>Cost</th>
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<tbody>
<tr>
<td>National Matching Service</td>
<td>$150</td>
</tr>
<tr>
<td>PhORCAS – up to 4 applications</td>
<td>$100</td>
</tr>
<tr>
<td>PhORCAS – each additional</td>
<td>$35</td>
</tr>
<tr>
<td>application</td>
<td></td>
</tr>
</tbody>
</table>
Next Steps

- Continue networking
- Formulate list of programs
- Start asking for letter writers
- Finalize CV
- Begin letter of intent(s)
- Register for PhORCAS and NMS
Summary – Take Home Points

- Be organized; be thorough
- No spelling/grammatical errors
- Simple fonts (New Times Roman/Arial); Avoid symbols
- Communicate well with references; thank references
- Know your deadlines; meet your deadlines
- Apply to “good fit” programs
Thank You