Roadmap to Residencies and Fellowships

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Outline

• Why do a residency?
• Types of residencies
• How to select a program
• Where to find programs
• How to obtain a residency
• Timeline
• Question and Answer Session
Questions to Ask Yourself

- What skills do I want to obtain?
- What do I want to do after I graduate?
- What types of positions do I want to obtain?
- Can I be competitive in future job market?
- Where do I see myself in 10-20 years?
Other Critical Factors

• Where do I want to live/work?
• Can I live away from home?
  • Financially, emotionally
• Can I survive the “Match”?
• What am I willing to sacrifice to obtain a residency?
Benefits of Residency Training

• **Gets you the job**
  - Qualify for positions that require residency or advanced training
  - Provides flexibility & adaptability to change your developing career path
  - Distinguishes you from other candidates

• **Gets you the promotion**
  - Most pharmacists in faculty, management, or clinical roles have completed a residency/advanced training

• **Provides networking opportunities**
  - Find mentors
  - Expand your resource base
  - Provide future job opportunities

• **Helps you achieve your professional vision**
  - Plan your career
  - Develop leadership skills
  - Find out what you’re interested in by practicing in a variety of settings

Why Should I Do a Residency?

Answers and Insights about Pharmacy Residency Training
Pharmacy residencies allow you to apply the knowledge and skills you’ve learned in school to real patients, situations, and settings. You will also be exposed to different facets of practice and learn about the many and varied career paths available to pharmacists today. This 15-minute video, broken into topic-specific chapters, offers an inside look at the in’s and out’s of doing a pharmacy residency and why they are so important to your professional future.

Read ASHP’s "Why Should I Do a Residency?" brochure [PDF]

Chapter 1: Why Should I Do a Residency? [VIDEO 1.22 min]
This introduction gives you a broad overview of what a pharmacy residency entails and how you can go about finding the right residency experience.

Chapter 2: What is a residency? [VIDEO 3.15 min]
Learn about one- and two-year pharmacy residency options as well as the variety of residency settings you can choose from.
Types of Residency Opportunities
Post-Graduate Year 1 (PGY1) Residency

• **Purpose**
  • Train to become clinical pharmacist
  • Rotations (usually 4-6 weeks) in various areas of pharmacy practice
  • Usually 12 months in duration

• **Pros**
  • Good programs train you to become excellent clinical pharmacists
  • Gives individual a great overview of the possibilities in pharmacy practice

• **Cons**
  • Can be a repetition of P4 year
  • Poor training/mentoring
  • Primarily used as staff pharmacist

• **Experiences**
  • Acute care, ambulatory care, administrative, residency project
Types of PGY1 Programs

• Pharmacy Practice/Acute Care
• Ambulatory Care
• Community Pharmacy
• Managed Care
• Pharmacy Practice with Emphasis in _____
  • Examples:
    • Portland VA Medical Center: PGY-1 residency, with emphasis in Primary Care
    • Medical University of South Carolina: PGY1 with Emphasis in Psychiatry Residency
Post-Graduate Year 2 (PGY2) Residency

• **Purpose**
  • Train to become a clinical pharmacist in a particular area of specialty
  • Usually 12 months in duration

• **Pros**
  • Excellent opportunity if you know what specialty you are interested in
  • Provide mentoring/training for career path

• **Cons**
  • Specialty needs to be marketable and desirable
  • Caution with too narrowly focused programs
  • May not get experience in all areas of pharmacy practice
  • Inexperienced preceptors

• **Experiences**
  • Acute care, ambulatory care, health system management, residency project
Types of PGY2 Programs

- Ambulatory Care
- Cardiology
- Critical Care
- Drug Information
- Geriatric Pharmacy
- Health-System Pharmacy Administration
- Infectious Diseases
- Internal Medicine
- Medication-Use Safety
- Nuclear Medicine
- Nutrition Support
- Oncology
- Pain Management and Palliative Care
- Pediatric Pharmacy
- Pharmacotherapy
- Informatics
- Psychiatric Pharmacy
- Pharmacy Residency Training in an Advanced Area of Practice
- Solid Organ Transplant Pharmacy
- Transitions of Care
- Others....
Why should I do a PGY2?

• PROS
  • Generalist vs Specialist
  • Connection to specialists within area and networking opportunities
  • Advanced pathway for board certification
  • Future employment opportunity

• CONS
  • Commitment to specialty area
  • Decreased income for 1 year
Selecting a Residency Program
How to Select a Program

• Residency Program
  • What is the reputation of the program/medical center?
  • Is it a teaching institution/academic center? (Does it matter?)
  • How many years have they offered a residency program?
  • How many residents have graduated from the program?
  • What positions have past residents been able to obtain?
  • What do past residents have to say about the program?
  • How much time do I spend on clinical activities (rounds, patient care related activities?)
  • How much time do I spend staffing?
  • Are the preceptors recognized for excellence in their area of practice?
  • Opportunities available post-residency?
Accredited vs. Non-Accredited

- **Accrediting Organizations**
  - ASHP accredited residency
  - ACCP peer reviewed fellowship
    - Voluntary peer review process conducted by the ACCP Fellowship Review Committee
  - APhA joint accreditation for Community Pharmacy
  - AMCP joint accreditation for Managed Care Pharmacy
- **Pros** of Non-Accredited Programs: Flexible, tailor to your wants/needs
- **Cons** of Non-Accredited Programs: No standard guidelines, may not obtain adequate components of most residencies
- Accreditation fairly important for PGY1, PGY2; accreditation for fellowships may not be as critical
In-State vs Out-of-State

• **Pros**
  - Great way to experience pharmacy (and life) in different region of the country (for 1-2 years)
  - Larger network of top ranked programs
  - Broadens your network of colleagues
  - May be able to compete locally for PGY2 and fellowship positions

• **Considerations**
  - Geographic preference
  - Financial situation
  - Family life
  - Culture/extracurricular interests
Other Critical Factors

• Program quality
• Patient populations and services
• Teaching commitment
• Service commitment
• Work environment
• Residency projects
• What are the benefits?
• Number of residents in the program
• Are there support systems?
Finding a Residency Program
The purpose of the ASHP accreditation program is to identify and grant public recognition to practice sites having pharmacy residency training programs that have been evaluated and found to meet the qualifications of one of the Society's residency accreditation standards. Thus, accreditation of a pharmacy residency program by the Society provides a means of assurance to residency applicants that a program meets certain basic requirements and is, therefore, an acceptable site for postgraduate training in pharmacy practice in organized health care. More...

The online directory includes Postgraduate Year One (PGY1) pharmacy programs and Postgraduate Year Two (PGY2) pharmacy residency programs. With few exceptions, residency programs participate in ASHP’s Resident Matching Program. It is VERY IMPORTANT that you check with the programs that you are interested in to check if they participate in the Match. All residency applicants should become familiar with the Resident Matching Program. The directory provides uniform information about each accredited residency, and also lists information about residency programs in practice sites that have submitted accreditation applications but for which accreditation is still pending, i.e. programs with an accreditation status of pre-candidate, candidate or preliminary. Such residencies are not accredited and their listing in the Directory has no bearing on whether or not they may eventually be accredited.

It is intended that the Directory will be useful primarily to pharmacy students and pharmacists who are interested in applying for admission to ASHP-accredited residency programs. The user is urged to review the Guide to Use of the Directory before attempting to interpret the condensed information in the listings of the individual residency programs.

The information listed in this Directory reflects our most current records. If the information in your listing is not correct, please contact ASHP Accreditation Services Division at (301) 654-6845 or asd@ashp.org.
ACCP Residency Directory

Managed Care

http://www.amcp.org/Tertiary.aspx?id=9073
UCSD Residency Program

http://health.ucsd.edu/specialties/pharmacy/residency/Pages/default.aspx

Pharmacy Practice Residency Program

Program Summary

- Residency Positions Available Per Year
  12 new residents are accepted each year.
- Stipend
  The current annual stipend is approximately $42,000.
- Beginning Date
  July 1, 2012 (California Intern Pharmacist Licensure is required prior to July 1, 2012)
- Application Procedure
  Download Pharmacy Practice Residency Application
- Application Deadline
Community Pharmacy Residency Program

- Why do a Community Pharmacy Residency?
  - What is a community pharmacy residency program (CPRP)?
    - An advanced training opportunity (after graduation) to work with cutting-edge pharmacists in the community pharmacy setting
    - An opportunity for direct patient contact and to learn how to develop patient care services and improve patient care skills
    - A program to prepare you to become a practice change agent - a leader and innovator in community pharmacy practice
  - Who is eligible for a CPRP?
    - READ MORE

- Why establish a Community Pharmacy Residency program?
  - Community Pharmacy Residency Programs offer a host of benefits, including:
    - Demonstrate your commitment to leadership in the profession by advancing pharmacy as a patient-centered profession
    - Increasing the number of well-trained pharmacists prepared to work in expanding patient care roles and providing additional opportunities to recruit pharmacists
    - Read more about the benefits for schools/colleges of pharmacy and practice sites.

School of Pharmacy Profile

- July 09, 2012
- University of Southern California School of Pharmacy
- Jeffrey D. Good, PharmD, MPH, FCPHA, FCSHP
- READ MORE
Psychiatric Pharmacy Residency Programs

Search the psychiatric residency programs

- **FACILITY NAME**: [Input field]
- **DIRECTOR NAME**: [Input field]
- **STATE**: [Dropdown menu] All States
- **INSTITUTION**: [Checkbox] UNIVERSITY, VETERANS AFFAIRS, PGY1, PGY2, PGY1 AND PGY2
- **PROGRAM TYPE**: [Input field]

[Search] [RESET]
Clinical Practice

Anticoagulant Therapy
- David Adler, Pharm.D

Cardiology, Antiplatelet and Antithrombotic Therapy
- Doug Humber, Pharm.D

Cardiology and Internal Medicine
- Felix K Yam Pharm.D.
- Jennifer Namba, Pharm.D.

Critical Care; Cardiothoracic Surgery; Pulmonary Hypertension
- Farivar Jahansouz, Pharm.D

Diabetes Education and Internal Medicine
- Renu F Singh, Pharm.D, CDE

Diabetes Management
- Candis M Morello, CDE, FASHP

Family Medicine
- Nathan Painter, Pharm.D, CDE
- Sarah McBane, Pharm.D, CDE, BCPS, FCCP
- Linda Jane Bryant

Faculty Awards and Honors
Course Coordinators and Faculty
Voluntary Faculty
Research
Pharmacoeconomics Forum
Clinical Practice
Experiential Education
Partners in Medication Therapy
E-Value Login for Faculty
EMS Login for Preceptors
Starting the Process
## Take Advantage of Resources

http://pharmacy.ucsd.edu/current/year04.shtml

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### Postgraduate Preparation

**Program for Class of 2014**

- Residency Interview Prep – Dr. Juan Toledo, November 2013
- Residency Interview Prep Suggestions – Dr. Juan Toledo, November 2013
- Residency Interview Questions – Dr. Juan Toledo, November 2013
- Postgraduate Preparation Opportunities Schedule – Class of 2014
- Postgraduate Preparation Resource Guide
- Alumni Residency & Fellowship Information
- Fellowship Opportunities – Panel Discussion, August 2013
- PhORCAS for SSPPS Students – Dr. Charles Daniels, July 2013
- Roadmap to Residencies and Fellowships – Dr. Kelly Lee, July 2013
- Fellowship Programs and Career Tracks, Dr. Joseph Ma, August 2013
- Residency Application Process – Dr. Felix Yam, September 2013
- Residency Application Process PhORCAS – Dr. Marcie Lepkowsky, September 2013
Key Dates

CSHP Seminar Residency Showcase (San Diego, CA):
Friday, October 9, 2015
2:00pm – 5:00pm
Saturday, October 10, 2015
10:00am – 1:00pm

ASHP Midyear Clinical Meeting (New Orleans, LA)
Monday, December 7, 2015
1:00pm – 4:00 pm
Tuesday, December 8, 2015
8:00am – 11:00 am
Preparing for Showcases

• Print list of programs before you arrive and prioritize
  • May not need to visit local programs if you know them well
  • Attend all showcase days since different programs show on different dates
  • Research programs prior to arriving at showcases

• Bring plenty of CVs/business cards, notebook, pens

• Dress professionally and manage your time wisely

• Visit programs even if you don’t think you will apply – you might be surprised

• Be courteous with everyone during entire process

• Talk to different people at the booths; different perspective

• Treat the meeting as a mini-interview; do not be afraid to ask tough questions

• After each program, write down your impressions immediately and make personal notes
Questions – To Ask or Not to Ask?

Questions to Ask

- What are the qualities that you seek amongst your residency candidates?
- What type of mentoring and resident development do you provide?
- Where do your past residents typically work after finishing the program?
- What type of teaching opportunities are available for your residents (if applicable)?
- What is your format for interviews?
- What types of elective rotations do you offer?
  - May want to follow up with specific rotation if pursuing a PGY2 in that area
- How flexible is your program?
  - Such as repeating a rotation in an interest area, developing a new rotation, schedule changes

Questions NOT to Ask

- Can you tell me about your program?
- Is your program accredited?
- What is your salary?
- What are your benefits?
- How many vacation days do you offer?
- What is your staffing requirement?
Timeline
July – August

• Decide if you’re going to apply for a post-graduate program
• Decide type of program (general, specialized, fellowship)
• Decide accredited or non-accredited
• Decide geographic location
• Make list of programs of interest
• Start preparing your CV and determine potential reviewers (CURRENT PRECEPTORS ARE YOUR BEST BET – SO BE ON YOUR BEST BEHAVIOR)
• Register for CSHP Seminar
  • http://www.cshp.org/seminar
September – October

- Finalize your CV (takes longer than you think!)
- Start thinking about recommendation letter sources
- Prepare for CSHP Seminar and list of programs
- Have primary and secondary list of programs you want to visit
- Register for ASHP MCM (Registration opens mid-July and open generally through November; http://connect.ashp.org/midyear/home)
- Register for PhORCAS
November 1 – November 30

- Register for the Match and obtain Match number
- Finalize list of recommendation letter sources and set up meetings to formally ask for letters
- Download application forms and start completing applications
- Prepare “packets” for recommendation letters
- Write letter of intent
- Prepare for the ASHP Midyear Meeting
- Order transcripts (caution holiday schedule, transmission time)
Recommendation Letter Items

• Letter of intent
  - Can be the same one that is needed for the application
  - Purpose is to know why you are applying for residency

• Curriculum Vitae

• A one-page document/table that lists all of the programs that you're applying to including:
  - Exact name of program (e.g. PGY1 Residency in Acute Care, etc…)
  - Exact name, degrees and titles to whom the letter should be addressed
  - Reasons why you are applying to that residency/fellowship in particular
  - Website of the program and deadline
  - Additional evaluation form needed (Y or N)
  - Ranking of program (if known)

• All items should be emailed by _____________ (find out from preceptor/faculty)
December – February

- ASHP Residency Showcase
  - After ASHP MCM, review your notes and finalize your choices
  - Finalize letter of intent
  - Finish applications
- ASHP Residency Showcase / finalize choices
- Finalize letter of intent and finish applications
- Submit applications
- Programs will send out announcements about on-site interviews (most programs will require one)
- Once you find out about an interview, talk with your APPE preceptor about potential dates and how many days you are allowed
- Schedule the interview and try to find out who you’re interviewing with
- Ask details about the schedule, opportunity to talk with residents, tour, etc
- Most programs will not provide accommodations, travel or meal reimbursement (be prepared for any unexpected expenses)
- Make travel arrangements and let your preceptor know
February – March

- Consult with preceptors, faculty members and past residents
- Decide which program to rank
- Submit match rankings (March)
- If not matched, seek other programs
- If matched, sign letter of intent and celebrate!
- Let your references know of the results
POSTGRADUATE PREPARATION

- Alumni Residency & Fellowship Information
- Interview Pearls
- Is Completing a Residency Really Worth Dealing with the Application Process?
- Postgraduate Preparation Opportunities
- Postgraduate Preparation Resource Guide
- Preparing Your Residency Application
- Residency Application Process/PhorCAS
- Residency Match Process 2013
- Roadmap to Residency

STUDENT CV

- Student CV Instructions
- Student Curriculum Vitae template
- Sample Student Curriculum Vitae
- Student Cover Letter
Additional Resources

• ACCP
  • Field Guide to Becoming a Standout Pharmacy Residency Candidate

• ASHP
  • http://www.ashp.org/menu/Residents/GeneralInfo/AdditionalInfo.aspx

• APhA
  • https://www.aphafoundation.org/AM/Template.cfm?Section=Residencies_Advanced_Training

• Faculty, preceptors, alumni
And last but not least…

• Note important deadlines and mark your calendars
• Never too early to prepare
• Your CV is probably never perfect – but you can try!
• Keep your options open
• Thank those who have assisted you along the way…
Question and Answer Session
Additional Slides about PPS
General PPS information

• PPS = Personal Placement Services

• CareerPharm’s PPS occurs during ASHP Midyear Clinical Meeting
• Requires separate registration for candidates and programs
• Starting in October, candidates are provided exclusive online access to available jobs and residency/fellowship positions

• http://www.ashp.org/menu/careerpharm/pps
PPS web site

- Post your resume online, screening jobs
- Log in using your ASHP ID (customer/member number)
- Print all of the positions that interest you before arriving at the meeting
- You may contact an employer (if phone/e-mail is provided) to express your interest in interviewing at PPS prior to departing for the MCM
Who Participates in PPS?

• Over 2000 qualified candidates and students combined participated in PPS, 2012.

• Over 400 top healthcare employers used PPS to recruit pharmacy, staff, residents and fellows at last year’s event.