Residencies and the Application Process

ALSHP 2017 RESIDENCY CONFERENCE
SEPTEMBER 28TH, 2017

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Supply and Demand of Pharmacists

- Previous shortage of pharmacists
  - Pharmacy Manpower Project – 2001
    - Identified potential shift to provide more direct patient care
    - Projected a need for 417,000 pharmacist full-time equivalents (FTEs) by 2020
      - With the expected supply of only 260,000 pharmacist FTEs, they estimated a shortfall of 157,000 by 2020
        - Assuming 3 new PharmD programs would be added every 10 years

- Expansion of existing programs and establishment of new programs
  - Colleges and schools of pharmacy in the United States:
    - 80 in 2000
    - 142 (4 with precandidate status) in 2017

Pharmacy Workforce Center

5 = High demand: difficult to fill open positions  
4 = Moderate demand: some difficulty filling open positions  
3 = Demand in balance with supply  
2 = Demand is less than the pharmacist supply available  
1 = Demand is much less than the pharmacist supply available

http://pharmacymanpower.com/trends.js
Pharmacy Workforce Center

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The Future of Pharmacy

- Demand has decreased in various settings over the past decade\textsuperscript{1-2}
- Changes in healthcare and pharmacy\textsuperscript{1,3}
  - Healthcare delivery and reimbursement
  - Improve quality and transitions of care while reducing costs
  - Advancement of pharmacy practice into acute care and primary care settings (e.g. provider status)
  - Increased patient care activities in the community setting
- More positions requiring residency training\textsuperscript{1,3}

\textsuperscript{1Am J Pharm Educ. 2013;77(5):90; \textsuperscript{2Am J Pharm Educ. 2015;79(6):88; \textsuperscript{3www.ashp.org}
What is a Residency?

“A structured, directed, salaried, postgraduate training program in a defined area of pharmacy practice, typically lasting one year.”

- Date back to early 1930s
- American Society of Health-System Pharmacists (ASHP) established accreditation process 1962
- Distinguished PGY1 and PGY2 residencies in 2005
- In 2017, ~2000 ASHP-accredited residency programs and ~4200 positions (~3830 filled in Phase 1)
Why Do a Residency?

- “Allow you to apply the knowledge and skills you’ve learned in school to real patients, situations, and settings.”
- Job qualifications or requirements
  - Distinguishes you from other candidates in a competitive market
- Strengthen critical-thinking and leadership skills and increase confidence
- Networking opportunities
- Explore interests and career paths

www.ashp.org
Various Paths in the Pharmacy Profession

- Academia
- Ambulatory care
- Community and compounding
- Consultant
- Federal (Public Health or Armed Services)
- Hospital and institutional
- Informatics
- Managed care
- Nuclear
- Pharmaceutical sciences/industry
- Specialty pharmacy

www.aacp.org; www.pharmacist.com
Types of Residencies

- **Post Graduate Year 1 (PGY1) – Generalist**
  - Accelerate growth beyond entry-level professional competence in patient-centered care and in pharmacy operational services
  - Further the development of leadership skills that can be applied in any position and in any practice setting
  - Acquire substantial knowledge required for skillful problem solving
  - Strengthen professional values and attitudes
  - Advance the growth of clinical judgment
Types of Residencies

• Post Graduate Year 2 (PGY2) – Specialist
  ○ Continue your training and focus in a particular area of practice or take care of particular types of patients
  ○ Build upon those competencies developed by a PGY1 pharmacy residency pharmacy
  ○ Designed to develop:
    ▪ Accountability
    ▪ Practice patterns
    ▪ Habits
    ▪ Expert knowledge, skills, attitudes, and abilities

www.ashp.org
## PGY2 Specialty Residencies

- Ambulatory care
- Cardiology
- Community
- Corporate pharmacy leadership
- Critical care
- Drug information
- Emergency medicine
- Family medicine
- Geriatrics
- Health-system corporate administration
- Health-system pharmacy administration
- HIV
- Infectious diseases
- Informatics
- Internal medicine
- Managed care pharmacy systems
- Medication safety
- Neonatology
- Nephrology
- Neurology
- Nuclear
- Nutrition support
- Oncology
- Pain management/palliative care
- Pediatrics
- Pharmacoeconomics and outcomes
- Pharmacogenetics
- Pharmacotherapy
- Psychiatry
- Solid organ transplant
- Transitions of care
What Will You Do in Residency?

- Usually month-long learning experiences (i.e. required and elective)
  - Managing and improving the medication-use process
  - Providing evidence-based, patient-centered medication therapy management with interdisciplinary teams
- Exercising leadership and practice management
  - Precepting
- Demonstrating project management skills
  - Residency/research project
- Providing medication and practice-related education/training
  - Continuing education presentations and in-services
- Utilizing medical informatics
Researching Programs

- ASHP-accreditation
- Program that fits your needs
  - Past/current residents, preceptors, learning experiences and services provided
- Size of program
  - Number of residents and preceptors, learning opportunities
- Setting and services
  - Academic vs. community
  - Variety of learning experiences and patient populations
  - Teaching certificate program
Researching Programs

- Service expectations
  - Staffing and on-call requirements
- Work environment and staff support
  - Office
  - Available resources
- Geographic area
- Benefits
  - Salary, PTO, travel support
Where to Start?

- **ASHP Residency Resource Center**
  - [https://www.ashp.org/Professional-Development/Residency-Information](https://www.ashp.org/Professional-Development/Residency-Information)
- **ACCP**
  - [https://www.accp.com/stunet/compass/residency.aspx](https://www.accp.com/stunet/compass/residency.aspx)
- **APhA**
  - [http://www.pharmacist.com/residency](http://www.pharmacist.com/residency)
- **ALSHP Residency Conferences**
- **ASHP Midyear Meeting in December, Orlando**
  - Residency Showcase
  - Personal Placement Service (PPS)
- **Mentors, faculty, peers, current or past residents**
ASHP Midyear Clinical Meeting (MCM)

- Orlando, FL – December 3-7, 2017
  - Residency showcase
    - Programs from all over the country
    - Research programs prior and have a plan for visiting booths
      - Programs may prioritize time to P4 students
      - Programs will only be available for one time slot
    - Monday, December 4\textsuperscript{th}, 1:00-4:00 pm
    - Tuesday, December 5\textsuperscript{th}, 8:00-11:00 am AND 1:00-4:00 pm
    - Showcase listing now available
      - [https://www.ashp.org/midyear17/Residency-Showcase/Information-for-Prospective-Residents](https://www.ashp.org/midyear17/Residency-Showcase/Information-for-Prospective-Residents)
Personal Placement Services (PPS)
- Candidates and programs/employers can communicate and share information prior to MCM
- Interviewing sessions with programs and employers at MCM
- Requires additional registration
  - Early bird fee ends Oct 23rd
  - $85-230 depending on candidate
- December 3-6th from 7:30 am – 5:00 pm
- [https://midyear17.ashp.org/PPS/PPS-Candidates](https://midyear17.ashp.org/PPS/PPS-Candidates)
The Application Process

• Application Components
  ○ Standardized application forms
  ○ Letter of intent
  ○ Curriculum vitae (CV)
  ○ Letters of recommendation
    ▪ Usually 3, identify EARLY

• PhORCAS (Pharmacy Online Residency Centralized Application Service)

• Onsite interviews

• The Match – Phase 1 and 2

www.ashp.com
The Match: Phase 1 and 2

The Match
- Helps coordinate process for programs and residents
- Registration opens in early November
- Phase 1
  - Applicant and program rank order list both due and results released in March
- Phase 2 (those who did not obtain position or participate in phase 1)
  - Submit applications in March and results released in April
Recommended Timeline

• **August/September**
  - Begin revising CV
  - Begin requesting letters of recommendation
  - Review resources and residency directory

• **October**
  - Request additional information from programs of interest
  - Research programs and begin plan for visiting booths
  - Attend regional showcases and register to attend ASHP MCM
  - Register for PPS if applicable
  - Make necessary travel arrangements

• **November**
  - Register for PhORCAS and The Match – same website portal
    - **Deadline March 5th, 2018**
  - Finalize CV and letter of intent
  - Request transcripts be sent to PhORCAS

www.ashp.org
Recommended Timeline

- **December**
  - Attend the ASHP MCM
  - Confirm all program requirements and enter necessary information into PhORCAS
  - Complete and submit applications in PhORCAS
  - Schedule on-site interviews

- **January**
  - Schedule and begin on-site interviews

- **February**
  - Complete on-site interviews and begin ranking process
Recommended Timeline

- **March**
  - Submit your final rank order list – 3/6/2018
  - Receive results of Phase 1 – 3/20/2018
  - If you did not match...
    - Submit applications for Phase 2 – 3/23/2018

- **April**
  - Submit your final rank order list for phase 2 – 4/5/2018
  - Receive results of Phase 2 – 4/12/2018
  - Begin applying for licensure in your state

- **July**
  - Begin!
Once You Match...

- Complete required documentation
  - Contract/acceptance letter
- Employment requirements
  - Health screening, etc.
- Living arrangements
  - Ask current or past residents, preceptors, and staff
- Most programs begin in July
  - Ask about additional required orientation sessions prior to July
What if I Don’t Match?

- Do not give up!
- Apply for programs in phase 2 of The Match and after The Match
- If you do not obtain a position in 2018:
  - Re-evaluate your goals and reach out to a mentor
  - Expand your criteria
  - Critically examine yourself and identify areas to make yourself a stronger candidate
    - Specific qualities or experiences
    - Leadership skills
  - Continue professional development
    - Seek a position in a clinical or relevant environment to the residency you are seeking
During Residency...

- Learn!
- Take advantage of opportunities and experiences
- Network and get involved
- Work towards future goals and ambitions
  - Consider PGY-2 residency
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