

PGY1 Pharmacy Residency Program 2022-2023

Program Description

The PGY1 residency at Baptist-Memphis (TN) provides an opportunity to accelerate the professional growth of a pharmacist in an inpatient community hospital setting. Pharmacy residents will acquire knowledge for advanced problem solving, enhance professional practice, and advance clinical judgment through the available learning experiences. Through supervised practice under the guidance of model practitioners, residents will be responsible for pursuing optimal medication therapy outcomes in patients with a wide variety of disease states with a particular focus in cardiology, neurology, oncology and critical care. Residents provide pharmacy consult services including but not limited to nutrition support, anticoagulation, pharmacokinetics & drug information. Residents also collaborate on multi-disciplinary rounds in this 700 + bed tertiary care hospital. Major residency components include direct patient care, hospital committee work, teaching/precepting, research & staffing. A resident at Baptist-Memphis will develop clinical & professional skills throughout the year enhancing their ability to thrive in multiple practice settings post PGY1.

Specific program structure and emphasis is individualized for each resident based initially on the resident's self-identified level of knowledge, skill, and interest in various clinical practice areas. Thereafter, the program is customized with preceptor and mentor input in addition to resident progress. The common goal of all involved is to promote the best strategy for each resident's overall experience achieving the most optimal outcomes.

The Baptist-Memphis PGY1 pharmacy residency is a 12-month program composed of nine learning experiences following the six-week orientation period. Beginning in late June 2022, this residency program offers 9 resident positions.

Learning Experiences

Clinical and management learning experiences are each one month in length. Residents have the option of choosing up to four (4) electives or repeating a required rotation in an advanced format for a total of nine (9) learning experiences. Longitudinal experiences are 12 months in length & concentrated experiences are variable in length as described below.

Required Learning Experiences

- General Orientation (6 weeks)
- Cardiology (Cards or CVICU)
- Critical Care (Med/Surg OR Neuro)
- Internal Medicine
- Practice Management

- Concentrated Learning Experiences
 - Infectious Diseases & antimicrobial stewardship (3 weeks)
 - Resident Run Clinical Service Weeks (2 weeks at the end of the residency year)

- Longitudinal Learning Experiences (12 months)
 - Ambulatory Care
 - Consultative pharmacy related patient care services at Church Health Adult Medicine Clinic – Crosstown Concourse
 - Teaching and Precepting including Teaching Certificate Program through the University of Tennessee Health Science Center –College of Pharmacy
 - Didactic Lecture, facilitating Applied Therapeutics, precepting students
 - Other Education
 - Journal Club (1); ACPE Accredited Continuing Education Program (2); Pharmacy Newsletter and Clinical Writing Requirement
 - Pharmacy Practice Based Research Project
 - Staffing
 - 1301/Call Coverage

Elective Rotations/Learning Experiences (Select 4)

(Month long)

- Cardiology-Advanced/Heart Failure Clinic
- Critical Care (Med/Surg, Neuro or Cardiac*)
- Emergency Medicine
- Hematology/Bone Marrow Transplant

- Neurology
- Pain Management/ERAS
- Oncology (Solid Tumors)
- Pediatric Emergency Medicine
- Solid Organ Transplant (Heart)

*Not previously completed

**Advanced required (IM or Cards) or elective opportunities are potentially available based on request & preceptor availability

Requirements for Completion of Baptist-Memphis PGY1 Pharmacy Residency Program

The following criteria must be satisfactorily completed &/or documented no later than the last day of the residency are as follows:

- TN State licensure by the predetermined deadline established each calendar year. Documented in 30-day acceptance letter yearly.
- Abide by the standards established for ALL Baptist-Memphis employees with no disciplinary action requiring termination
- Completion of all required Baptist-Memphis assigned employee competencies including ACLS/BLS certification
- Completion of ALL required call and staffing shifts as assigned (2 -8hr staffing shifts alternating with clinical coverage every 3rd weekend, 4hr weeknight shift on non-staffing weeks = ~4 nights/9 weeks)
- Completion of clinical holiday coverage (1 major & 2 minor holidays)
- "Satisfactory" completion of
 - all required longitudinal education assignments as defined in the specific description for each activity
 - Journal Club, ACPE accredited continuing education x2, Clinical writing assignment, monthly newsletter x1, and medication safety project
 - a pharmacy practice improvement based yearlong research project including IRB approval, data collection and analysis, presentation of the final results at a professional meeting and to the associated hospital staff (service line, etc.) and development of a final manuscript suitable for publication
 - orientation, required, elective and longitudinal learning experiences (9 blocks)
- Documentation in PharmAcademic of achieved for residency ("ACHR") on 85% of the required & selected additional ASHP competency areas and objectives as evaluated in learning experiences and longitudinals. *The required number of "ACHs" needed per objective to obtain "ACHR" for the year will be provided to the resident during orientation*
- Active participation in the University of Tennessee Teaching and Learning Program (UT TLP) including facilitation of applied therapeutics, student precepting and presentation of a didactic lecture
- Attendance at the ASHP Mid-Year Clinical Meeting & Mid-South Residency Conference with active participation (presentation of resident research material as a poster at MYCM and assistance with recruitment and platform presentation with results at MRSC)
- Participation in one community outreach program as offered in conjunction with the pharmacy department
- Completion of all *PharmAcademic* evaluations and EPIC/BOC documentation
- Maintain ALL documents and resources relating to projects, longitudinal activities & presentations in the resident's electronic folder on the Shared Drive. Documented via "Resident End of the Year Checklist"
- Return ID badge, pager, iPad and any other Baptist-Memphis property on the last day of the residency

Salary and Benefits

Residents are full-time, salaried employees of Baptist-Memphis. Annual salary is \$46,000 paid in bi-weekly installments.

Residents are eligible to participate in the health, dental, and vision plan as Baptist-Memphis employees. Employees who enroll in the plan may obtain coverage for their spouses and dependent children. Coverage is effective July 1, 2022.

Staffing /On Call Requirements

Residents work every third weekend. Weekend assignments will alternate between coverage of clinical consults with a specialist back up or staffing in the main pharmacy. On staffing weekends, the resident will work an 8-hour shift on Saturday and Sunday in order verification in the main pharmacy. Additionally, the resident will be required to complete a weekly evening shift (5pm - 9pm) of order verification in the ED or staffing as the 4th floor evening Patient Care Area Pharmacist (PCAP). The resident that staffs the weekend is not required to complete the evening staffing component the week before OR the week following the weekend staffing shift. Residents also provide clinical coverage of the 24-hour clinical pharmacy pager the week prior to their assigned weekend.

Time Off

The resident is granted 20 days of paid time off (PTO) at the beginning of the residency program. PTO is utilized throughout the year for any vacation, sick leave (including family related sickness, as needed), unworked holidays, and interview days. Bereavement leave &/or jury duty may be considered an exception to PTO dependent on circumstance & in accordance with Baptist-Memphis HR policy. A maximum of four (4) residents may take PTO on any given day. A minimum of four (4) residents are assigned to each major holiday; specific dates will be determined yearly. Additionally, residents may only schedule a maximum of five (5) consecutive days of planned PTO during any single rotation block.

Attendance at the Midyear Clinical Meeting (MYCM) and the Mid-South Residency Conference (MSRC) is required and therefore considered professional leave (PL). Adequate days will be provided to attend required meetings and will not count against the PTO bank of 18 days. Residents are also allowed one day of PL to complete the NAPLEX or MPJE. Other PL maybe requested by the resident as appropriate based on professional clinical presentation opportunities at regional, state or national pharmacy meetings. Requests are reviewed for approval.

Non-adherence to the above PTO/PL guidelines could negatively impact the residents ability to complete the 12month program. See "leave of absence" policy below addressing the need for extended leave outside of these parameters (including extended sick or family leave).

Policies of the Residency

Leave of Absence

A leave of absence (LOA) is the need for 10 or more consecutive days of extended, excused absence from the residency without pay due to an unforeseeable, unavoidable circumstance. PTO must be depleted before a LOA will be considered. In the event that a resident needs to request a LOA, they will be responsible for notifying the RPD as soon as possible. A LOA is granted by exception only. The resident will not receive compensation during a LOA however, insurance coverage may continue.

If LOA is approved, the RPD will determine the amount of training time required to compensate for the LOA (make up training time will not exceed the LOA taken & will constitute a 12 month training experience). Should the resident choose to make up the leave, the program will resume the resident's previous pay scale as per the job description for the remaining days required to complete the residency requirement. The resident will still be required to satisfactorily complete all residency components as outlined in the completion requirements. New deadlines may be developed to accommodate the extension.

A LOA may be granted up to a maximum of 8 weeks when approved by the Director of Pharmacy and Human Resources for Baptist-Memphis.

Work "Duty Hours" Tracking

In order to track hours worked, the resident will maintain a monthly excel spreadsheet with hours worked in the hospital per day. The resident will document arrival and departure times on all days in the hospital (weekdays and weekends). In a separate column, the resident will designate the amount of time per day spent on projects. A comment column is also available for details to help explain hours that deviate from the normal expected hours. Please see the attached policy on duty hours in accordance with ASHP recommended standards.

"Moonlighting"

Work at an institution outside of Baptist-Memphis for pay (*moonlighting*) may be permitted based on a written agreement between the RPD and the resident. Ideally, if shifts for extra pay are desired, residents are encouraged to

pick up within BMH- Memphis at night or on weekends when not previously committed/scheduled. If extra shifts are worked, the resident will be paid at a competitive staff pharmacist rate. To work these shifts, the resident must be trained in the area and deemed competent via completed competencies.

A resident is allowed 2 extra shifts per 4 week scheduling period as long as 80 duty hours per week (averaged over a 4-week period) are not exceeded. All extra hours worked will be reported on a monthly basis by each resident to the RPD & documented on the "Duty Hours" spreadsheet. As per ASHP standards, the Accreditation Council for Graduate Medical Education (ACGME) duty hour requirements are to be followed at all times.

Residency requirements are the resident's most important commitment for the duration of the year. First and foremost, the resident is expected to achieve the goals and objectives of the residency program related to both administrative and professional practice skills. If this is compromised by excessive staffing shifts, the resident will not be allowed to pick up more shifts at the discretion of the RPD or resident mentor.

Dismissal

Baptist-Memphis seeks to maintain a program with constructive and corrective feedback to residents that explains how and why conduct or performance is not acceptable. The resident also receives communication regarding the behavior required to improve and meet the standards established in a manner consistent with program completion. Documentation occurs after corrective behavior is not implemented by the resident in an appropriate and timely manner. If behavior is not corrected to acceptable level or improved after two documented instances of corrective feedback, residents will be evaluated for termination. See Process for Dismissal of a PGY1 Pharmacy Resident for more details.

For more information, please contact RPD, Amy Evans, Pharm.D. (amy.evans@bmhcc.org)

Website: <https://www.baptistonline.org/physician-resources/pharmacy-residency/memphis/pgy1>

 **YouTube** <https://youtu.be/GqqUqKAXcol>

 **YouTube** <https://youtu.be/E98RQ4he1yI>

 **Twitter** @BaptistMemRxRes