

ASHP Midyear Meeting: Steps to a Successful Residency Showcase Experience

Carol Heunisch, Pharm.D,
BCPS

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OBJECTIVES

- Develop a timeline for Midyear planning & preparation
- Tips for successfully navigating the residency showcase

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ASHP MIDYEAR CLINICAL MEETING

- **Residency Showcase**
 - Informal meetings with residents, program directors, and preceptors
 - Opportunity to ask questions and get program information
 - Programs listed by training site, not specific program type
 - Listings available early November
 - Dates for 2015
 - Monday December 7: 1-4PM
 - Tuesday December 8: 8-11AM & 1-4PM

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ASHP MIDYEAR CLINICAL MEETING

- **ASHP Personnel Placement Service (PPS)**
 - Optional, additional fee for participation
 - Opportunity to schedule one on one interviews
 - Good to narrow potential programs for on-site interviews
 - Recruit for PGY1, PGY2 residents as well as fellowships
 - Search for “residency program postings”
www.careerpharm.com
 - Registration opens September 16
 - Available at Midyear December 6-9, 730AM-5PM

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TIMELINE FOR MIDYEAR PREPARATION

- **September**
 - Draft CV
 - Begin drafting cover letters
 - Letters of recommendation
 - Never too early to ask
 - Be respectful of time

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TIMELINE FOR MIDYEAR PREPARATION

- **October**
 - Review ASHP Online Residency Directory
 - Contact programs of interest for additional information
 - Register to attend the ASHP Midyear Clinical Meeting (don't forget to book hotel & travel)
 - Personnel Placement Service (PPS)?
 - Register for PhORCAS
 - <http://www.ashp.org/phorcas>
 - Register for The Match
 - <http://www.natmatch.com/ashprmp>
 - Review your clothing

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TIMELINE FOR MIDYEAR PREPARATION

- **November**
 - Finalize CV
 - Continue working on cover letters
 - Make selections for programs to visit at the residency showcase
 - Find out dates & times that the programs will be at the showcase
 - Look at the diagram to figure out where the program booth is located
 - Develop a list of questions
 - Do your homework—get to know the programs
 - Request transcripts to be sent to PhORCAS

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RESIDENCY SHOWCASE

- **Residency Showcase**
 - **Professional appearance**
 - Wear clothes that fit well, comfortable yet professional shoes
 - Carry a folder or portfolio for papers, notes
 - **Be respectful & make good use of everyone's time**
 - Articulate your interests up front
 - Be prepared with questions
 - Programs may or may not accept CVs
 - Take notes, collect names/business cards

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RESIDENCY SHOWCASE TALKING TIPS

- **Be prepared to ask:**
 - Opportunities (teaching, research, rotations)
 - How does the program assess potential candidates?
 - Unique features of a program/what sets it apart
- **Be prepared to answer:**
 - Why you are interested in the program
 - Unique qualities YOU bring to the program
 - How the residency program will help YOU meet your career goals
- **DON'T ask:**
 - “So, tell me about your program...”
 - Pay, location, vacation

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RESIDENCY RESOURCES

- <http://www.ashp.org>
- <http://www.natmatch.com/ashprmp>
- <http://www.careerpharm.com>
- <http://www.ichpnet.org>
- <http://www.ashp.org/phorcas>

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**PGY-1 Residency Training Programs:
What are my options in
Community and Ambulatory Care?**

Susan R. Winkler, PharmD, BCPS, FCCP
Midwestern University
Chicago College of Pharmacy

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PGY-1 Programs

- Separate accreditation standards for:
 - Pharmacy
 - Most common
 - Community
 - Managed Care
- Even programs following the same accreditation standard can have a different look, feel

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PGY-1 Programs

- Different Settings
 - Academic Medical Center/Community
 - Acute Care v. Ambulatory Care
 - College-based
- Different Patient Populations
 - Ambulatory Care
 - Pediatric Hospital
 - Veterans Affairs Medical Center

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PGY-1 Pharmacy: Two Different Programs

<p>Academic Health-Center Based</p> <ul style="list-style-type: none"> • Orientation • Cardiology • Internal Medicine • Administration • Drug Information • Transplant • Infectious Diseases • Research/Project Month • Internal Medicine II • Ambulatory Care • Pediatrics • Longitudinal: Service/Staffing 	<p>College-based: Teaching & Ambulatory Care</p> <ul style="list-style-type: none"> • Amb Care I: Anticoagulation <ul style="list-style-type: none"> – Underserved Population • Internal Medicine Inpatient • Amb Care II: Diabetes • Amb Care III: Medical Home • Amb Care IV: Pulmonary <ul style="list-style-type: none"> – VA Setting – Community • Community Practice <ul style="list-style-type: none"> – Service/Staffing/Management • Longitudinal: Teaching/Precepting, Academia, Project
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PGY-1 Program: Day in the Life

<p>Patient Care</p> <ul style="list-style-type: none"> • Morning Rounds <ul style="list-style-type: none"> – Work rounds – Teaching rounds • Patient appointments • Medication Reconciliation • Antibiotic Stewardship 	<p>Other</p> <ul style="list-style-type: none"> • Med Safety Meeting • Topic Discussion with Students • Project Meeting with Mentor <ul style="list-style-type: none"> – Data collection • Staffing
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PGY-1 Community

- Accredited by ASHP in partnership with APHA
- Various models exist for operation of residencies:
 - College of pharmacy and community pharmacy partnerships
 - Independent programs through colleges of pharmacy with their own pharmacies
 - Independent programs through community pharmacies or chain corporations

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PGY-1 Community: Day in the Life

- Corporate experiences in leadership, practice management
- Development of business plan and implementation of pharmacy service
- Community Pharmacy Operations
- Community Pharmacy Clinical Services
- Ambulatory Clinic experiences
- Work within collaborative practice models
- Academic experiences
 - Didactic teaching
 - Practice-based research project
 - Grand Rounds

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PGY-1 Managed Care

- Accredited by ASHP in partnership with AMCP
- Residencies often operated through large managed care systems and pharmacy benefit management companies
- Presidency focused on project management, leadership development, population-based care and MTM

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PGY-1 Managed Care: Day in the Life

- Pharmacy benefit design/benefit manager experience
- Drug information/formulary management
- Ambulatory care experiences
- Medication safety
- Prior authorization
- MTM/Medication Use Management
- Research project
- Academic experiences

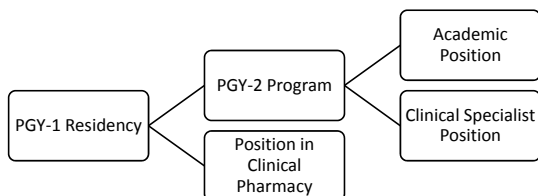
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All PGY-1 Programs

- Service Commitment
 - Staffing
 - Responsibilities
 - Time: How much? When? (weekend, evenings, on-call)
- Teaching Commitment
 - Is this something you want?
 - Is there teaching-related training?
- Program Size

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What next?



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Questions?



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Fellowships and Opportunities for PharmDs in the Pharmaceutical Industry

Mike Stamatīs, Pharm.D.
Rutgers Post-Doctoral Fellow,
Genentech Inc.

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Healthcare Simplified

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Opportunities for PharmDs in the Industry

Research & Development	Medical Affairs	Commercial	Regulatory Affairs
<ul style="list-style-type: none"> • Clinical pharmacology • Pre-clinical • Early Phase Development • Late Phase Development • Clinical operations 	<ul style="list-style-type: none"> • Medical Strategy • Medical Information • IMSL • Publications • Medical Education • HEOR 	<ul style="list-style-type: none"> • Marketing • Market Research • Advocacy & Policy • Market Access • Business Development 	<ul style="list-style-type: none"> • Advertising & Promotions • Regulatory Strategy • Drug Safety • Risk Management

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Cross Functional Interactions

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Drug Development

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What is an Industry Fellowship?

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Fellowship vs. Residency

Attribute	Fellowship	Residency
Impact on patient care	Global scale	Individual cases
Use of clinical knowledge	Varies depending on functional area	Direct patient care
General structure	1-2 year experience in core function ± rotations	1 year general practice ± 1 year specialty
Practice setting	Corporate	Inpatient/Outpatient
Scholarly activities	Teaching Research Publications	Teaching Research Publications
Salary	Competitive Stipend	Competitive stipend

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Fellowship Components

Industry Component	Academic Component
<ul style="list-style-type: none"> Hands on experience in specialty function and/or disease area Guidance from preceptors, mentors, and alumni Professional development through conferences, workshops, and more Internal and External rotation opportunities 	<ul style="list-style-type: none"> Professional Development Series Teaching opportunities Research collaboration with faculty for publications/posters Leadership opportunities as committee chairs and leads

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Fellowship Candidate Eligibility

- Obtain a Doctor of Pharmacy (Pharm.D) and/or Doctorate of Philosophy (Ph.D.) degree by July 1, 2016 from an ACPE accredited pharmacy program
- Attend formal interview process at the ASHP Midyear Clinical Meeting in New Orleans

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Leading Partner Companies for 2015-2016

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Please find us at the showcase!

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General PGY1 Information— What Are Your Options for Hospital & Informatics?

Noelle RM Chapman, PharmD,
BCPS, FASHP
Northwestern Memorial Hospital

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PGY1 Hospital Info

- WE are all individuals like YOU
 - This is why “fit” is most important
- What is your **goal**?

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PGY1 Hospital Info

- Common themes to consider in hospital programs:
 - Service component
 - Ambulatory care/transitions of care requirements
 - Required learning experiences
 - Research

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Different Strokes for Different Folks

- Large AMC
- Single site
- Well established
- Large class
- On-call
- Traditional PGY1 structure
- Small Community
- Health System
- Newer program
- Small class
- Service component
- Non-traditional experience

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Informatics

- Growing field in pharmacy
- Typically focused as a PGY2 program

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General PGY1 Information— What Are Your Options for Hospital & Informatics?

Noelle RM Chapman, PharmD,
BCPS, FASHP
Northwestern Memorial Hospital

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CV: The key to a top curriculum vitae

Karen M. Kelly, Pharm.D.
Clinical Pharmacy Manager
Evanston Hospital
NorthShore University
HealthSystem

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Curriculum vitae (CV)

- Latin = course or outline of your life
- Organized list of your professional qualifications, education, achievements & experiences
- Varies in length, more detailed than a resume
- Living document

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What should be included in a CV

- Your contact information @ top of page
 - Name, address, current phone & professional email address
- Licensure Status
 - State & type of license
- Education
 - Most recent educational experience first
 - School & your degree

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What should be included in a CV

- Professional experience
 - Most recent experience first
 - Position, name & location of employer, time frame of employment, name of supervisor including title
 - Description of position
 - Notable improvements & contributions to pharmacy practice
- Residency & Clerkship rotations
 - Spell out rotation & preceptor, including title
 - No abbreviations
 - Good to list if right out of school

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What should be included in a CV

- Presentations, posters & publications
 - Include title & year
 - Name of group presented to & location
 - Use official citation method
- Honors & Awards
 - List title & year
 - Deans list – include quarter & year
- Professional & Community Service
 - Name of group, office held, describe the scope of responsibility & impact

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What should be included in a CV

- Specialized Training & Certifications
 - CPR, ACLS, BCPS, immunization training
 - Include the full certification name and the year earned Membership in organizations
- Other special experiences or skills
 - Any unique quality, language, training
- References – list out

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Tips for a Top Notch CV

- Update regularly to reflect work experience, presentations
- Focus on professional, pharmacy-related information
- Include positive information about your achievements
- Be honest in your content

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Tips for a Top Notch CV

- Use headings to identify each section
- Use simple fonts
- High quality, conservative paper
- No abbreviations
- No colors
- Watch for spelling errors
- **Have someone proofread it for you**

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What do employers look for?

- Professionalism
- Signs of achievement
- Hard worker, continue to have the willingness to work hard
- Patterns of stability & career direction

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What NOT to Include in your CV

- Personal information
- Reason for changing jobs or no job
- Photo, unless requested
- High-school
- Interests and hobbies

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Conclusion

- Be honest in your content
- Highlight your strengths & achievements
- Create a good first impression
- Your CV as an advertisement for YOU!

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References

- American Society of Health-System Pharmacists. Curriculum Vitae Resource Center. Available at: <http://www.ashp.org/menu/MemberCenter/SectionsForums/PSF/CareerCenter/Career-Planning/Curriculum-Vitae-Resource-Center.aspx>. Accessed July 1, 2015.
- CV-Resume.org. CV Resume and Cover Letter. Available at <http://cv-resume.org>. Accessed July 1, 2015.
- University of Kent, Careers and Employability Service. How to write a successful CV. Available at: <http://www.kent.ac.uk/careers/cv.htm>. Accessed July 1, 2015.

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The Letter of Intent

Jen Phillips, PharmD, BCPS
Associate Professor, Midwestern University
September 12, 2015

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Objectives

1. Identify the purpose of a letter of intent.
2. List things to include and not include in a letter of intent.

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The Match Process

- Residencies are looking for the “best fit”
 - Clinical interests
 - Character
 - Learning style
 - Strength/type of clinical rotations
 - Professional involvement
 - Clinical aptitude
 - Personality

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Why do I need one?

- Important way for you to DISTINGUISH yourself from other candidates
- Highlights things not included in a CV such as: skills, experience, goals, and communication skills

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Overcoming Barriers

Issue	Recommendation
"I do not feel comfortable selling myself."	<ul style="list-style-type: none"> • Use comments/feedback from rotations to help you identify your strengths • Don't go overboard (i.e., "I am the best student ever.")
"I am not a good writer."	<ul style="list-style-type: none"> • Put down all of your ideas first • Enlist help (i.e., mentor, preceptor, etc.) when "smoothing it out" but make the changes YOURSELF
"I do not know what to put in the letter."	<ul style="list-style-type: none"> • Seek examples from current residents, websites, etc. • Refer to outside sources for suggestions (residency books, articles, this presentation, e.g.)

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What to include

- Why you want to do a residency
- Why you want to do a residency **THERE**
- Current area(s) of interest
- Preferred environment
- Short and long-term goals
- Other information requested by the program (check recruiting materials!)

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What NOT to include

- List or summary of rotations
 - This is already included in your CV
- Negative experiences
 - Pharmacy is a small world!
- Hobbies/outside interests

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Format

- Standard business letter
 - Address to the appropriate person
 - Spell name correctly!
 - Separate letter for **each** site
 - Style
 - 1 page
 - 11-12 point font
 - No “frilly” font styles
 - Appropriate margins

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Format

- 3-5 paragraphs
 - Intro
 - Why interested in the position/place
 - Body
 - Highlight skill set, successes, experiences
 - Use specific examples
 - Sell the match!
 - Conclusion
 - Summarize / reinforce interest
 - “Thank you for your time/consideration”

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Additional “hints”

- Proofread, proofread, PROOFREAD!
- Spend a LOT of time thinking
 - Goals, preferences, etc.
- Customize your letter by site
 - People, experiences, examples that support your skill assessment
- Send a different letter to each place

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Additional Reading

- Bauman JL, Sims KA. The ACCP Field Guide to Becoming a Standout Pharmacy Residency Candidate. American College of Clinical Pharmacy. 2012. p. 181-183.

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Questions?

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PhORCAs – The new on-line
residency application system

Frank Paloucek, PharmD, DABAT, FASHP

No handouts available

Residency Interview Pearls

Abby A. Kahaleh, BPharm, MS, PhD, MPH
ACCP Academic Leadership Fellow
Associate Professor of Clinical and
Administrative Sciences

Roosevelt University College of Pharmacy

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Main Goal of the Interview

- Residency program perspective:
 - Evaluate which candidate is the most qualified
 - Assess which candidate fits the best
- Residency applicant perspective:
 - Evaluate clinical management, opportunities available at the program
 - Find the program that fits the best with your interest

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Prior to the Interview (1)

- Research the program
- Familiarize yourself with the location of the interview
- Gather information from current and/or previous residents
- Make sure all your documents have been received
- Ask about formal presentations, number of interviewers, and expectations

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Prior to the Interview (2)

- ▶ Have electronic and hard copies of your CV, letter of intent
- ▶ Select your references carefully
- ▶ Share with your references the residency programs that you are interviewing with
- ▶ Dress professionally and have positive attitude
- ▶ Practice mock interviews with friends and/or family members

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Types and Format Interviews

- Individual, group, combination
- Meeting with residents, preceptors, pharmacy directors, residency directors, staff
- Presentation, clinical case
- Tour of the facility
- Breaks/meals between interviews

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Interview Questions

- Personal
- Behavioral
- Clinical
- Experiential
- Reflective

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Personal Questions

- ▶ What are your short and long-term *career goals*?
- ▶ Why do you want to do a *residency*?
- ▶ What are your *strengths* and *weaknesses*?
- ▶ What is your greatest *professional accomplishment*?
- ▶ What makes you the *best candidate*?

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Behavioral Questions

- Tell me about a time when you took the *lead* in a situation
- Share an example when you had a *conflict* with a colleague, preceptor, supervisor
- Describe your approach to *conflict resolution* and *stress management*
- Based on your personal experience explain the best strategy for handling *mistakes*

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Clinical Questions

- Provide an example of a specific patient case during your rotations when you went *above* and *beyond* the call of duty
- Questions on *clinical trials*, *patient cases*, *guidelines* related to your presentation
- Share a specific example of a recommendation/suggestion that you made during *rounds* or at a *clinical site*

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Experiential Questions

- ▶ Describe your best *clinical rotation*
- ▶ Share the most significant *contribution* that you made during your rotations?
- ▶ Describe your most favorite and memorable *patient*?
- ▶ What would your first and last *preceptor* say about you?
- ▶ Who was your *favorite* preceptor?

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Reflective Questions

- ▶ What are your *best* and *worst* qualities?
- ▶ Why did you attend *pharmacy school*?
- ▶ Where do you see yourself *after residency*?
- ▶ What areas of *pharmacy practice* interest you?
- ▶ How would you define *pharmaceutical care*?

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Tips for Answering Questions

- *Listen* carefully to the question
- Ask for a *clarification*, if you didn't understand the question
- Be *honest*, *confident*, and *straightforward*
- *Repeat* the question if you need time to gather your thoughts
- Provide *specific examples* and link them to the question
- Know your *strengths*, *weaknesses*, and your *plan of action*

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The Match / Ranking Process and
Post-match scramble

Nora Flint, PharmD, FASHP, BCPS

No handouts available

Get the inside scoop from a
residency preceptor

Christopher W. Crank, PharmD, MS,
BCPS AQ-ID

No handouts available

The Vibrant Shuffle on the Path to a Residency

Get the Inside Scoop from
a Past Resident

Lana Wong, PharmD
PGY2 Solid Organ Transplant Pharmacy Resident
Northwestern Memorial Hospital

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Objectives

- Reasons to do a residency
- Find your personal fit
- What to expect
- How to be successful
- Resources

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Reasons to Do a Residency

- Personal development
 - Feedback
- Professional development
 - Leadership skills
 - Career opportunities
- Interests development
 - PGY2, fellowship, etc.

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Personal Fit

- Class size
- Location
- Mentorship
- Specialty interests
- Experiences
 - Research, academia, patient populations

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What to Expect in Residency



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How to Be Successful in Residency

- Be open-minded
 - Adaptability
- Be organized
 - Time Management
- Be professional
- Be intentional
 - Plan ahead for your next step
- Be proactive
 - Ask for help and feedback

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Resources

- Preceptors
- Faculty
- Current & past residents
- Informational meetings
 - Round tables & showcases
- Literature
 - *Get the Residency: ASHP's Guide to Residency Interviews and Preparation*

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The Vibrant Shuffle on the Path to a Residency

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