

Planning Your Career in Health System Pharmacy

Understanding the Residency Process

Tony Huke, Pharm.D., BCPS
Clinical Manager/Residency Program Director
Truman Medical Centers
Kansas City, MO

MSOP 16.007 Spring Meeting 2013 Pathways to Patient Care

Objectives

- Explain the residency application process from start to finish
- Follow tips and tricks to improve your candidacy
- Apply the information discussed to your own residency application process

MSOP 16.007 Spring Meeting 2013 Pathways to Patient Care

Topics to discuss

- What makes a good residency candidate
 - how can you become one
- Residency program selection
 - areas of interest: clinical and geographical
- First contact with a residency program
- The midyear experience
- The application process-PhORCAS®
- The interview
- The match/scramble
- Post match-preparing for your residency

MSOP 16.007 Spring Meeting 2013 Pathways to Patient Care

Don't take this too literally

Every program is different



MSRP '08, 2007 Agency Meeting 2011, Pathways to Patient Care

What makes a good residency candidate?

- Every program is a little different
 - Grades
 - Work experience
 - Letters of Recommendation x 3
 - Letter of Intent/Interest
 - Professional activities and Leadership

- Case presentation?

MSRP '08, 2007 Agency Meeting 2011, Pathways to Patient Care

How can you become a good candidate?

- Grades
 - Study Hard
 - Transcripts after fall semester (GPA likely higher)
- Work Experience
 - Retail vs. Health System
- Letter of Recommendation
 - Who is a good letter writer?
 - Faculty member
 - Supervisor/Manager/Boss
 - Preceptor
 - Educate them on the process if needed

MSRP '08, 2007 Agency Meeting 2011, Pathways to Patient Care

How can you become a good candidate?

- Letter of Intent
 - Info about you
 - Info about the program
 - Why do you want to be a resident at Residency X?
- Case presentation
 - You opportunity to submit your best work
 - Primary literature
 - References

ASHP 16, 2013 Spring Meeting 2013 A Pathways to Patient Care

How can you become a good candidate?

- Professional activities and Leadership
 - Meetings
 - Committees
 - Offices
 - Planning sessions
 - Think outside the box
 - Frame your work on your on your CV
- Posters
- Presentations
- Projects
- Management Activities

ASHP 16, 2013 Spring Meeting 2013 A Pathways to Patient Care

Residency Program Selection

- Areas of interest
- Reputation/Word of Mouth
- Geography
 - Where do you want to live
 - Where do you NOT want to live
- ASHP residency online residency directory
 - <http://accred.ashp.org/aps/pages/directory/residencyProgramSearch.aspx>
 - Use PGY-2's to find areas of expertise?

ASHP 16, 2013 Spring Meeting 2013 A Pathways to Patient Care

First Contact with a Program or Program Director

- E-mail
- Phone
- Onsite shadowing-likely not first contact
- Career Fair
- Area society meetings
- Residency Showcase
- State receptions at ASHP Mid-Year Meeting
- Face time! Face time! Face time!

ASHP 16, 16th Spring Meeting 2013: Pathways to Patient Care

Midyear...The Experience

- Attendance during your P3 year?
 - Good if you can afford it
 - Eliminates some of the anxiety
 - Remember you are not the reason the programs are there!
 - Be patient



ASHP 16, 16th Spring Meeting 2013: Pathways to Patient Care

Midyear...The Experience

- The Residency Showcase
 - Be prepared
 - No who, where and when
 - 3 Sessions
 - » Monday PM
 - » Tuesday AM
 - » Tuesday PM
 - Plan your route
 - Use the maps provided
 - Be flexible
 - First impressions
 - Who to talk to
 - Current Residents
 - Preceptors
 - RPDs
 - Other staff
 - What to ask
 - Program specific questions
 - Standard questions for every program for comparison
 - CV availability


<http://connect.ashp.org/midyear2012/ResidencyShowcase/TipsforProspectiveResidents/>

ASHP 16, 16th Spring Meeting 2013: Pathways to Patient Care

To PPS or not to PPS

That is the question

- What is PPS
 - Personnel Placement Service
 - Additional Fee
 - Face to face private interviews
 - More likely for PGY-2s or full time jobs
 - Some PGY-1s use it, most don't



MSHP '08-09 Spring Meeting 2013: Pathways to Patient Care


Midyear...The Experience

Do's and Don'ts

<p>Party Time</p> <ul style="list-style-type: none"> • Fun Places <ul style="list-style-type: none"> – Orlando – Anaheim – Las Vegas – New Orleans • Fun Times <ul style="list-style-type: none"> – Restaurants/Dinners – Receptions – Bars – Clubs – Amusement parks 	<p>Professional Time</p> <ul style="list-style-type: none"> • You are trying to get a job!!! • You never know who is who • Always on stage for the interview 
---	--

MSHP '08-09 Spring Meeting 2013: Pathways to Patient Care

The Application Process



Florida Orthopedic Residency Credentialing Application Service

<ul style="list-style-type: none"> • Fee for service <ul style="list-style-type: none"> – \$75 for 1st 4 programs – \$25 each thereafter • Almost every program uses PhORCAS • Centralized portal to upload information • Ability to track application 	<ul style="list-style-type: none"> • Generic Information <ul style="list-style-type: none"> – CV – Transcript – Contact info • Program specific information <ul style="list-style-type: none"> – Letter of intent – Letters of Recommendation – Supplemental info
--	---

<http://www.ashp.org/phorcas>
<http://www.ashp.org/DocLibrary/Accreditation/PhORCASApplicantFlyer.aspx>

MSHP '08-09 Spring Meeting 2013: Pathways to Patient Care

The Interview

- Congrats you made the first cut!!!!
- Wear a suit
- Be on your best behavior
- You are on your interview all day long
 - Even when with just the residents
- Be professional
- Don't be too relaxed
- Ask lots of questions

MSRP '12-13 Spring Meeting 2013 Pathways to Patient Care

The Interview

- You are interviewing me as much as I am interviewing you...don't forget the questions
 - Write them down, we don't mind the big list
- Try and get to know the culture of the department
- Try to get to know the people
 - The more homework you have done the easier this is
 - This is where the face time pays off

MSRP '12-13 Spring Meeting 2013 Pathways to Patient Care


The Interview

- Let your personality show
 - But be professional
- For most programs your interview score is separate from your packet score
- Listen to your gut...more on that later

MSRP '12-13 Spring Meeting 2013 Pathways to Patient Care


The Match

- Your Rank Order List (ROL)
 - How to rank
 - Listen to your gut
 - No obligation either way
 - Rank based on true preference
- How does this work?
 - Weighted towards the candidates choice
 - Personal vs. professional impact on decision
- Lots of information below:
 - <http://www.natmatch.com/ashprmp/>




The Match an example

<ul style="list-style-type: none"> • Candidate A <ul style="list-style-type: none"> – Program 2 – Program 1 • Candidate B <ul style="list-style-type: none"> – Program 2 – Program 1 • Candidate C <ul style="list-style-type: none"> – Program 1 – Program 2 – Program 3 	<ul style="list-style-type: none"> • Program 1 (2 positions) <ul style="list-style-type: none"> – Candidate B – Candidate A – Candidate C • Program 2 (1 position) <ul style="list-style-type: none"> – Candidate B – Candidate A • Program 3 (1 position) <ul style="list-style-type: none"> – Candidate C – Candidate B – Candidate A – Scramble
--	---



The Scramble

<ul style="list-style-type: none"> • Not the end of the world! <ul style="list-style-type: none"> – Same process just shortened • Good programs and good candidates go unmatched • Over 1000 candidates go unmatched each year : (• Call your LOR writers first • Be prepared for non traditional interviews <ul style="list-style-type: none"> – Phone/Skype 	<ul style="list-style-type: none"> • Be prepared to be offered the job at the end of the interview • Ask to sleep on it • Last gasp <ul style="list-style-type: none"> – Expansion grants • Apply next year
---	---



So I matched...now what?

- Finish school
 - You will likely have 2-3 more rotations
 - You still have to graduate!!!!
 - Enjoy it, it is a huge accomplishment
 - Take advantage of May and June
 - It is likely the last time in your life where you will have 2 full months off



NSRP/SCIEP Spring Meeting 2013, Pathways to Patient Care

So I matched...now what?

- Get licensed
 - Turn in your paperwork ASAP
 - Rules vary by school and state
 - Get your Authorization to Test ATT (permission slip)
 - Study for Boards
- Move if needed
 - Move early and get settled
 - Internet is important!
 - Get to know your new town
 - See if you can connect with your new co-residents ahead of time
 - No guarantee you will be BFFs
- Work Hard...it is worth it!



NSRP/SCIEP Spring Meeting 2013, Pathways to Patient Care

Questions?



NSRP/SCIEP Spring Meeting 2013, Pathways to Patient Care

Tony Huke, Pharm.D., BCPS
Clinical Manager/Residency Program Director
Truman Medical Center-Hospital Hill
Kansas City, MO
Michael.Huke@tmcmcd.org
www.TruMed.org/PharmRes

NSRP 10.2012 Spring Meeting 2012 Pathways to Patient Care