




**Residency Insights:
Getting the inside “scoop”**

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IT'S HOW MEDICINE
SHOULD BE


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 **Scoop: being the optimal candidate**

- Get involved in activities you are interested in that will look good on your resume; focus on leadership activities whenever possible
- Professional student organizations will allow you to network with residency program directors and preceptors
- Do your homework when evaluating residency programs – use the ASHP residency director, talk to mentors, past residents, think “outside the box” (i.e. Chicago)
- You should strongly consider interviewing at 4-5 programs
- Prepare thoughtful questions for your interview; practice a strong handshake and direct eye contact!
- Go after residency like you really want it, not something you “have” to do
- Start earlier than you think you need to on applications, CV, and letters


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 **Scoop: finding the right program for you**

- Go to ASHP Midyear Clinical meeting to talk to residency programs; you may want to consider participating in the Personal Placement Service (PPS) to interview for programs (both 1st and 2nd year)
- Determine what you are most interested in (or make a short list) and look for programs with options in those areas; try to talk to the preceptors or PGY2s in those areas at midyear or other showcase.
- Determine what type of hospital you want and ask how pharmacy is involved in clinical decision making (teaching hospital, one strongly affiliated with a school of pharmacy, community, managed care, etc)
- Examine the list of required rotations to make sure those are all interesting to you or if there are ones that are missing
- Look at expectations within the residency including staffing, on call time, teaching responsibilities
- Look at licensing requirements for all the states you wish to apply to
- Do NOT rank any program that you could not imagine being in.

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PGY1 Residency Options

Carol Heunisch, PharmD, BCPS



WHY DO A RESIDENCY?

- Opportunity to apply didactic knowledge
- Work with interdisciplinary patient care team
- Sharpen critical thinking skills
- Learn about leadership characteristics
- Exposure to variety of pharmacist career paths
- Differentiate candidates through career
- Networking



RESIDENCY PROGRAM TYPES

- Postgraduate Year 1 (PGY1)
 - Provide "generalist" training
 - Variety of practice settings: Health system, managed care, community.
 - Focus on development of clinical judgment & problem-solving skills.
 - Outcomes competencies:
 - Medication management
 - Leadership/practice management
 - Project management skills
 - Practice- and medication-related education/training
 - Utilization of medical informatics
 - Pharmacy practice residency most common.



RESIDENCY PROGRAM TYPES

- Postgraduate Year 2 (PGY2)
- Provide advanced training in focused area
 - Ambulatory care, Critical Care, Drug Information, Infectious diseases, practice management/administration, nuclear pharmacy—to name just a few!
- Integrates PGY 1 experience to allow independent practitioner functioning.
- Prepares for board certification in practice area.



RESIDENCY PROGRAM BASICS

- More than 800 programs nationally-hospital, clinic, community practice or managed care settings.
- Over 1500 pharmacists do residencies annually.
- Program length 1 year, full-time commitment.
- Paid stipend and usually benefits (insurance).
- Areas of program focus/training: Administration, Infectious Disease, General Medicine, Critical Care, staffing, plus electives.




**RESIDENCY PROGRAM STATISTICS
NATIONAL MATCH RESULTS 2010**

- | | |
|--|---|
| <ul style="list-style-type: none"> • Positions available: <ul style="list-style-type: none"> – PGY1: 1,951 (4% more than 2009) – PGY2: 439 (16% increase over 2009) • Candidates returning rank order list: <ul style="list-style-type: none"> – PGY1: 2,915 (up 16% from 2009) – PGY2: 369 (up 25% from 2009) | <ul style="list-style-type: none"> • Actual matches: <ul style="list-style-type: none"> – PGY1: 1,801 (9% more than filled in 2009) – PGY2: 369 (24% more than filled in 2009) <ul style="list-style-type: none"> • Includes 255 positions filled in the match plus 114 early commits |
|--|---|




RESIDENCY PROGRAM BASICS

- Program accreditation
 - ASHP accreditation means:
 - Training site compliant with standards of practice
 - Program committed to excellence in training
 - Continuous improvement of training and service
 - Peer-reviewed, meets requirements of training
 - Recognition by potential employers
- Accredited programs can be found at www.ashp.org in the “Residency Directory”




RESIDENCY PROGRAM BASICS

- “The Match”
 - “Resident Matching Program”
 - A service that pairs residents with residency programs.
 - Residency candidates **must** sign up for Resident Matching Program.
<http://www.natmatch.com/ashprmp/>
 - Match results available in March.
 - NMS provides information about positions available after match completed.



**CONSIDERING A RESIDENCY?
NOW WHAT?**

- Network and research prospective programs
- 4th Professional year
 - Draft CV and cover letter
 - Letters of recommendation
 - Sign up with National Matching Services
 - Register for ASHP Midyear Clinical Meeting & participate in residency showcase & PPS (Personnel Placement Service)
 - Complete program applications—apply to several, don't limit to one geographic area.
 - Interview
 - Submit ranking preferences to NMS
 - Match!



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
- **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



PROFESSIONAL ORGANIZATION MEMBERSHIP

- ICHP, ASHP, APhA
- Offers network opportunities on and off campus
- Access to programs like residency showcases at state and national meetings
- Leadership opportunities
- Access to journals such as AJHP for clinical & operational skills enhancement



RESIDENCY RESOURCES

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



CV: The key to a top curriculum vitae

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What is a curriculum vitae (CV)

- CV: Latin = course or outline of your life
- Written profile of your professional qualifications
- Organized list of achievements & experiences
- Focus on education, professional experience
- Varies in length, one to several pages
- Longer, more detailed than a resume
- Living document



What should be included in a CV?

- Your contact information
 - Centered, top of page
 - Name, address, phone & email
- Education
 - Most recent educational experience first
 - Spell out your degree, subject & school
- Specialized Training & Certifications
 - CPR, ACLS, BCPS, immunization training
 - Include the full certification name and the year earned



What should be included in a CV?

- Professional experience
 - Most recent experience first
 - Time employed, position title, name & location of employer, name & contact of supervisor
 - Description of position if not easily identifiable
- Clerkship rotations
 - Good to list if right out of school
 - Spell out names; no abbreviations
 - Include title, name of group presented to, year



What should be included in a CV?

- Presentations
 - Include title, name of group presented to, year
- Publications
 - Use official citation method
 - List title & year
 - Deans list – include quarter & year
- Honors & Awards
 - List title & year
 - Deans list – include quarter & year



What should be included in a CV?

- Membership in organizations
 - include offices held
- Licensure
 - include state & type of license
- Professional & Community Service
 - Name of group, office held, scope of work
- Other special experiences or skills
 - Any unique quality, language, training
- References – list out



Tips for a Top Notch CV

- Focus on professional, pharmacy-related information
- Include positive information about your achievements
- Use headings to identify each section
- For offices held, describe the scope of responsibilities & their impact
- Update regularly to reflect work experience, presentations



Tips for a Top Notch CV

- Identify your preceptors and supervisors by name, include their title
- Use simple fonts – Times New Roman, Arial
- High quality, conservative paper
- Watch for spelling errors
- Do not use abbreviations
- Do not use colors
- Be honest in the content
- Have someone proofread it for you



What do employers look for in a CV?

- Signs of achievement
- Willingness to work hard
- Professionalism
- Patterns of stability & career direction
- Hard worker



What NOT to Include in your CV

- Personal information: age, marital status
- Interests and hobbies
- Reason for changing jobs or no job
- Photo, unless requested
- Information prior to pharmacy school except for education, previous degrees, or unique achievements
 - exclude high-school



CV: 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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Guide to a Successful Residency Interview

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Program's Perspective

- Is the applicant qualified?
- What kind of person is the applicant?
- Will the applicant fit in with the rest of the department?
- Will the applicant be an asset to our program?

They are looking for the best fit for the position



Types of Interviews

- One-on-one interview
- Panel interview
- Group interview
- Behavioral interview
- Lunch/Dinner interview
- Phone interview



Preparation

- Research the program
 - structure, goals, preceptors, publications
- Know yourself
- Inform your references
- Wear professional attire
- Project positive body language
- Practice interview techniques and etiquette



Questions to Expect

- Personal
 - Tell me about yourself
 - Why do you want to do a residency?
 - What do you hope to accomplish during this residency?
 - List one of your greatest accomplishments
 - Describe a strength/weakness
 - Where do you see yourself in 5 years? 10 years?



Questions to Expect

- Clinical
 - How would you handle a specific clinical situation?
 - Questions related to the interview presentation
- Behavioral (STAR method)
 - Tell me about a time when you performed well under pressure
 - Give an example of how you handled adversity
 - Describe a situation when you demonstrated leadership



How to Answer Questions

- Know your strengths and provide specific examples
- Match your strengths to the qualifications of the position
- Show what you've done to overcome your weaknesses
- Be honest and be prepared



Ask Questions of the Program

- Shows you have interest
- Shows you have researched the program
- Helps evaluate if the position is right for you
- Tailor questions to your interviewer
- Get contact information from interviewers



Example Questions to Ask

- What clinical services does the department plan to initiate?
- What is a typical day for a resident?
- How extensive is the staffing component?
- What projects are your residents working on?
- What teaching opportunities are available?
- What are the career paths of your most recent graduates?



Follow Up Letter

- Express your appreciation
- Reiterate your interest and why you would be good for the position
- Include strengths/skills that did not get conveyed during the interview
- Be concise
- Include your contact information
- Send within 24-48 hours of interview



Interview Summary

- Do your research
- Know what you are looking for in a residency program
- Practice questions with specific examples
- Be familiar with proper etiquette
- Ask questions
- Be confident and interested!



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