Interview: Getting ready to be interviewed for a PGY1 Residency

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The Interview: Purpose

• Their Purpose:
  – Assess your qualifications
  – Assess your fit with their program and department

• Your Purpose:
  – Assess whether their program fits with your interests and needs
  – Assess whether their department fits with you!

The Interview: Format

• Individual v. group
  – Often combination
• Meeting with RPD, Director of Pharmacy
• Meetings with preceptors
• Meetings with residents
• Tour
• Lunch
• Presentation or clinical case?
The Interview: Your Preparation

• Research the program!!
• Ask about the expectations of the interview
  — Presentation?
    • Format, AV availability, audience, handout
    • Draw upon previously given presentations
  — Clinical case?
    • References, timing
• Develop a list of questions you’ll ask
• Think about answers to potential questions they’ll ask

Questions They’ll Ask

• Why do you want to do a residency?
• Why THIS residency?
• Goals (this year, 1 year, 5 years, 10 years)
• What can YOU bring to this program?
• Strengths/weaknesses
  — Highlight how you have improved in areas of weakness
• How do you manage ....time? ....stress?... conflict?

Questions They’ll Ask

• 3C’s
  — How do you handle change?
  — How do you handle criticism?
  — How are you creative?
• Clinical scenarios/Behavioral
  — What would you do if....
  — Tell me about an intervention
  — Give examples of...conflict resolution, group project, etc.
Questions You Can Ask

• Ask questions and ask appropriate questions
  – Nothing shows lack of interest like silence or questions not matched to the program
• Typical day/rotation
• How are projects selected?
• How is the staffing component integrated?
• Where are past residents now?
• Consider asking preceptors/RPD and residents the same questions

Miscellaneous

• Be polite in all correspondence and with other co-interviewees
• Attire
  – Typical dress code
  – Comfortable shoes
• Be prepared
  – Water
  – Money
• Thank you notes
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

– Almost 1000 PGY1 programs nationally—hospital, clinic, community practice or managed care settings.
– Approximately 2000 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

2012

• Positions available:
  – PGY1: 2,408 (13% more than 2011).
  – PGY 1 applicants: 3706
  – PGY1 includes general, community, managed care positions.
  – PGY2: 590 (12% increase over 2011).
• Actual matches:
  – PGY1: 2268 (13% more than filled in 2011).
  – PGY2: 505 (14% more than filled in 2011).
  • Includes 326 positions filled in the match plus 179 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 Service
  - 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.ashp.org)
- [http://www.natmatch.com/ashprmp](http://www.natmatch.com/ashprmp)
- [http://www.careerpharm.com](http://www.careerpharm.com)
- [http://www.ichpnet.org](http://www.ichpnet.org)
CV: The key to a top curriculum vitae
Karen Kelly, Pharm.D.
Pharmacy Manager
Evanston Hospital
NorthShore University HealthSystem

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

What should be included in a CV?

- **Presentations**
  - Include title, name of group presented to, year

- **Publications**
  - Use official citation method

- **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 no 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!

References

What is PhORCAS?

- PhORCAS is the Pharmacy Online Residency Centralized Application Service, a web-based residency application service.
- The goal of PhORCAS is to streamline the residency application process.
- PhORCAS is a partnership between ASHP Accreditation Services and Liaison International. Liaison International (www.liaison-intl.com) has built and maintains 22 other centralized application services (including PharmCAS).
- PhORCAS will be divided into 3 main portals: the application portal, the program portal, and the reference portal.

How is PhORCAS used by residency program applicants?

- The residency applicant creates a PhORCAS account which is then transferred seamlessly to the National Matching Service (NMS) as part of the account creation process.
  - The portal is linked with the NMS, allowing applicants to register seamlessly with NMS as part of the PhORCAS application process.
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  - Each program registered in the ASHP Resident Matching Program, with a unique NMS code, will automatically be uploaded into PhORCAS unless the program director selects an “Opt out” option.
  - There will be routine updates between NMS and PhORCAS to verify that applicants have registered for the match, or if new residency programs have been added to PhORCAS.
  - Following the match, NMS will produce a dynamic list of available programs post-match thus allowing candidates who use PhORCAS in the post-match (“scramble”) process.
    - The list of available programs offering positions post-match will be posted in PhORCAS if they participate in the scramble.
    - The information currently in PhORCAS can be used, and the applicant and reference writer can choose to undertake the site web posts match applications.
    - Applicants will submit their information from the PhORCAS application portal. Programs will use the new applications in a first-come, first-served list as the “Post-match” applications.

How are PhORCAS and the National Matching Service (NMS) connected?

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What are the benefits of PhORCAS to residency applicants?

- One online submission
  - Applicants will not have to pay for multiple mailing and tracking of deliveries.
  - Information is transferred real time to programs thus decreasing variations in mail deliveries.
- Electronic tracking, verification of application process
  - The applicant will know exactly what application components are pending and which references have not submitted letters of reference or all letters.
- Reduced applicant hassle with transcripts
  - This saves thousands of hours spent by applicants to completed applications.
- Flexibility to standardize or customize
  - Application can submit the same application materials to all programs or customize their application materials specific to each program (e.g., CV, personal statement).
  - PhORCAS allows upload of supplemental information that can be required by a program, as long as it is a PDF file.
  - Matching (CV, and/or Personal Statement), NMS (NMS Transcript), PhORCAS. All programs specific application materials can be uploaded through the use of the supplemental information sections in PhORCAS and can be specific text to that application. There is a space limitation of MB for supplemental data.
- Consolidated National Matching Service (NMS) and PhORCAS registration
  - The applicant will login for PhORCAS with one and then be directed across to the NMS with site, allowing them to pay fee and register for NMS.
- System available for post-match process
  - Applicants will be able to see residency programs accepting applications post-match and are able to send PhORCAS application materials to the appropriate residency programs. The includes the end date or deadline to provide application materials to residency programs and reference expedited reference letter requests.

FEES AND ADMINISTRATIVE INFORMATION

- What is the fee for applicants?
  The initial applicant PhORCAS fee is $75 and includes the first 8 program selections. Each additional program selected is $5.
  PhORCAS will automatically transfer applicants to the National Matching Service (NMS) allowing them to pay and register for NMS. The NMS fee is $115. The applicant must be registered with NMS before applying to residency programs in PhORCAS.
- How were the applicant fees for PhORCAS determined?
  Working with American Optometric Association (AOA) and the American Association of Colleges of Pharmacy (AACP) and the National Residency Matching Program (NRMP) we surveyed 1,073 applicants and 2,742 programs participating in PhORCAS.
  From the survey, we found that the majority of applicants (92%) agreed that a PhORCAS fee of $75 was reasonable and a fee of $115 for NMS registration was reasonable. We also found that the majority of applicants (88%) agreed that a PhORCAS fee of $75 was reasonable for one program and a fee of $115 for NMS registration was reasonable.
- Additional PhORCAS fees may apply to programs with multiple sites, each with their own matching code, in the applicant applying to each site.
  Yes, this applicant applies to each individual site that has its own individual National Matching Service (NMS) code. However, all the sites are part of one residency class and one Residency match. The applicant will only have to pay one $115 NMS registration fee. If the applicant applies to all the sites associated with that residency program, the applicant will pay the $115 for each site.