

The Residency Showcase & Getting Ready for the Interview

Nora B Flint, Pharm.D., BCPS, FASHP
Director, PGY1 Residency Program
Rush University Medical Center
Chicago, IL

The speaker has no conflict to disclose.

The Residency Showcase

- Do your homework, know what programs will be there and those that you want to talk to
- You have only one chance to make a good first impression
- Skip the busy programs and go to the back of the room to the less busy ones first; manage your time
 - Go to the in-state program showcases and then skip them at the national showcases
 - Focus on out-of-state program showcases at the midyear
- Talk to preceptors/program directors AND residents

The Residency Showcase

- Don't monopolize anyone
- Don't schmooze
- Double check due dates for applications (ASHP directory may not be updated)
- Take notes afterwards so you will remember
 - Develop spreadsheet of programs, things you like/don't like

What Do You Want To Know?

- Think about what information that will help you distinguish one program you would prefer over another one
- Think about how can you ask your questions professionally?
 - How many hours a day will I have to be at the hospital?
☹OR
 - What is a typical resident's day like? 😊



What Do You Want To Know?

- Do you have specific areas that you want to practice in?
 - Research the programs for rotations offered, inpatient vs outpatient opportunities
- Do you have specific skills that you want to become proficient in?
- These are the things that you must do some self-assessment on in order to best prepare for interactions with programs

Getting Ready for the Interview *(it helps for the showcase, too)*

- Research the programs you are interested in
 - Hospital websites
 - ASHP directory
 - Google
 - Your network
 - Talk to former students from your school that went onto residency programs you are interested in



What Do You Want To Do After The Residency?

- Be as specific as you can
 - You have the privilege of changing your mind during your residency; no one will judge you
- Being a “clinical pharmacist” is not an answer; what does that mean?
- Be ready to articulate what you see yourself doing and why it appeals to you
- Don’t sound rehearsed – go over your answers beforehand
- You have only one chance to make a good first impression (sound familiar?)

Questions to be ready for

- What was your best patient care intervention and why?
- When did you feel you had the best interaction with another healthcare provider and why?
- When did you fail making an intervention and what did you learn from it?
- Why should we pick you?
- Why are you looking at us?



What Not To Ask

- Don’t ask questions that are easily found on a program’s website, or in printed material
- Don’t ask a program to change what they can offer just for your interests – it’s not that easy!
- Never ask about salary/stipend/pay
- Never ask about vacation; it sends the wrong message



Follow up

- Thank you notes
 - If you can add specifics from the interview dialogue to the note, that hits home
- Hand-written is special
- If email is necessary, take note that your font is consistent; if it’s not, that’s a sure sign of cut & paste and now I’m not feeling so special.....

The Inside Scoop from a Residency Preceptor: What Makes an Ideal Pharmacy Resident?

Carol Heunisch, PharmD, BCPS
Director, Inpatient Pharmacy Services
NorthShore University HealthSystem

The speaker has no conflict of interest to declare.

How can I make myself a good residency candidate?

- Be involved
- Network
- Be prepared
- Don't limit yourself
- Make good use of your time—and everyone else's
- Be interview ready

What makes an ideal resident?

- Demonstrate sound clinical knowledge
- Take initiative
- Be accountable
- Be service-oriented
- Be proud, professional, respectful, and humble
- Be creative and innovative
- Be open to each learning experience
- Be a leader
- Demonstrate effective time management
- Be balanced

References

- Kanji Z, Hamilton D, Hill D. Desirable traits of hospital pharmacy preceptors and residents. *CJHP* 2000; 53: 352-354.
- Miyares MA. The ideal resident: perspective from a residency program director. *Hosp Pharm* 2013;48(10):825-827.

THE LETTER OF INTENT

ICHP Annual Meeting Student Session
Jen Phillips, PharmD, BCPS, FCCP, FASHP
September 16, 2017

The letter of intent is one important way for you to distinguish yourself from other candidates. Residency programs are looking for the candidate(s) who are the best “fit” for their institution. Often times, the “most qualified” applicant is not necessarily the “best fit” candidate. Residency programs determine “best fit” by evaluating a number of criteria including (but definitely not limited to) the following:

- Clinical interests
- Short and long term professional goals
- Clinical strengths/weaknesses
- Character strengths/weaknesses
- Learning style
- Strength of clinical rotations
- Level of professional involvement
- Clinical aptitude
- Personality

The letter of intent can significantly help or hurt your likelihood of getting an interview. Below are some helpful hints to consider when you are writing your letter of intent:

1. Include the following:
 - a. Why you want to do a residency
 - b. Why you want to do a residency at that particular institution
 - c. A statement of your current areas of interest
 - i. Clinical subject area (if known)
 - ii. Preferred environment
 - d. A statement of your short and long term goals
2. Do ***not*** include the following:
 - a. List or summary of rotations (this information is already included in your CV)
 - b. Negative experiences (pharmacy is a small world!)
 - c. Hobbies or outside interests
3. Additional “hints”
 - a. Proofread, proofread, PROOFREAD!!!
 - b. Spend a lot of time thinking about your goals and preferences before writing.
 - c. Be specific about people you have interacted with.
 - d. Personalize your letter with specific experiences.
 - e. Send a different letter of intent to each residency you are applying to!

December 1, 2017

Sarah Wieczorkiewicz, PharmD
Residency Program Director
Lutheran General Hospital
1775 Dempster Street
Park Ridge, IL 60068

Dear Dr. Wieczorkiewicz:

I am writing this letter to express my interest in the PGY1 Pharmacy Residency Program at Lutheran General Hospital. I had the pleasure of speaking with your infectious diseases pharmacist, Dr. Sarah Wieczorkiewicz, at the ICHP Residency showcase and with your current pharmacy resident, Dr. Lulu Jin at the ASHP Midyear Clinical Meeting. These interactions, combined with my own research, solidified my decision to pursue a residency at your institution. It was refreshing to hear Dr. Wieczorkiewicz and Dr. Jin speak about your residency program with such high regard and enthusiasm. I am very impressed with your program and the opportunities that are offered to residents.

I believe that the training offered by your program will help me achieve both my short and long term goals. My immediate goal is to obtain a PGY-1 residency in order to further develop my clinical and leadership skills as well as expand my skills in research and administration. I am excited about the fact that your institution is located in a large metropolitan area as this ensures a diverse patient population, which I consider to be ideal for learning. I am also very excited about the wide variety of critical care experiences that exist at your institution and about the fact that your institution offers a teaching certificate. After completion of a PGY-1 residency, my goal is to pursue a PGY-2 residency in critical care. After that, I aspire to obtain a faculty position as a clinical pharmacist within a teaching hospital where I will have the opportunity to precept students, give didactic lectures, and advance the role of pharmacists through involvement in professional organizations.

I am passionate about pharmacy practice. I have had a number of exciting and rewarding experiences during my clinical rotations and while working as a pharmacy technician at Rush University Medical Center. As a result of these experiences, I believe that I have the skills, motivation, character, and dedication necessary to succeed in your program. I am a very hardworking individual who values innovation and a team approach to providing optimal patient care. From my research and interactions with members of your clinical staff, it appears as if your institution has similar values.

My application materials are enclosed for your review. If you have any questions or concerns, please do not hesitate to contact me. I look forward to speaking with you and members of your department regarding my application. Thank you for your time in considering my candidacy for your residency program.

Sincerely,

XXXXXX

December 1, 2017

Rosie Glitazone
123 Pharmacy Drive
Chicago, IL 60001
December 1, 2013

Jill Burkewitz, PharmD
PGY-1 Residency Program Director
Midwestern University
555 31st Street
Downers Grove, IL 60515

Dear Dr. Burkewicz:

I am writing this letter to express my sincere interest in the residency program at the University of Illinois at Chicago Medical Center. I believe your residency program is a perfect match to my interests.

I have worked very hard during pharmacy school. I currently have a 3.9 GPA and I am a member of Rho Chi. I am also a member of pharmacy organizations like ICHP and IPhA. In addition, I consider myself to be a very well-rounded person. When I am not doing pharmacy, I enjoy bike riding and reading.

During my fourth year, I chose clinical rotations that matched my interests and prepared me well for a residency. Currently, I am on an infectious diseases rotation and I like it very much. I may consider going into this as a specialty area of pharmacy practice. I have also done rotations in internal medicine, community pharmacy, and ambulatory care. I am scheduled to do rotations in critical care and psychiatry.

I am a very hard-working and conscientious student; I think I will make a good resident. Attached you will find a copy of my application, three letters of recommendation, my transcript, and my questionnaire. If you have any additional questions, please feel free to contact me via e-mail, as this is the fastest way to get a hold of me.

Thank you for your time and consideration. I look forward to hearing from you.

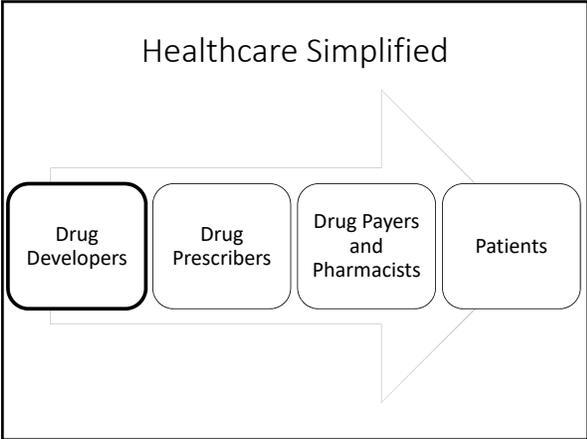
Sincerely,

Rosie Glitazone
PharmD Candidate

**Fellowships and Opportunities for PharmDs
in the Pharmaceutical Industry**

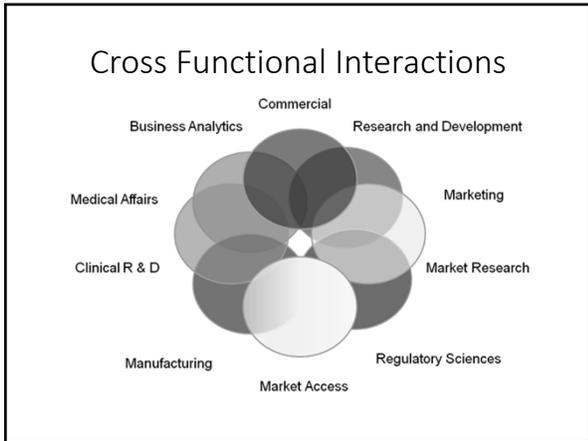
Tian Sun, Pharm.D.
Rutgers Post-Doctoral Fellow,
Genentech Inc.

The speaker has no conflict of interest to declare.



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• MSL• 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



Fellowship vs Residency

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

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 at Ernest Mario School of Pharmacy Research collaboration with Rutgers faculty for publications/posters Leadership opportunities as committee chairs and leads

Candidate Eligibility

- Obtain a Doctor of Pharmacy (Pharm.D) degree by July 1, 2018 from an ACPE accredited pharmacy program
- Attend formal interview process at the ASHP Midyear Clinical Meeting in Orlando, Florida

Key Takeaways

- Wide range of avenues and career paths for PharmDs in the pharmaceutical and biopharmaceutical industry
- RPIF program offers fellowships to help jump-start your career in industry by offering the following:
 - Challenging and supportive environment
 - Networking and mentorship opportunities
 - Opportunities for research, publications, teaching, and leadership

Please find us at the showcase!

**PGY-1 Residency Training Programs:
What are my options?**

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

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

PGY-1 Programs

- Different Settings
 - Academic Medical Centers
 - Community Hospitals
 - Acute Care vs. Ambulatory Care
 - College-based
- Different Patient Populations
 - Ambulatory Care
 - Pediatric Hospital
 - Veterans Affairs Medical Center

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"> • Medication Safety Meeting • Topic Discussions 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 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

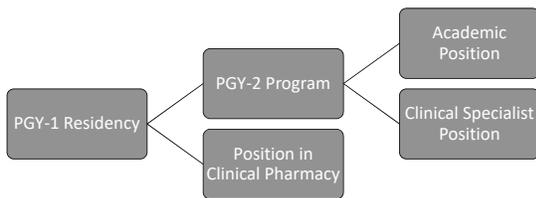
PGY-1 Community: Day in the Life

- 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

All PGY-1 Programs

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

What next?



Questions?

