ASHP Midyear Meeting: Steps to a Successful Residency Showcase Experience

Carol Heunisch, Pharm.D, BCPS

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

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

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

TIMELINE FOR MIDYEAR PREPARATION
– September
  • Draft CV
  • Begin drafting cover letters
  • Letters of recommendation
    – Never too early to ask
    – Be respectful of time

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
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

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

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

RESIDENCY RESOURCES

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

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

PGY-1 Pharmacy: Two Different Programs

<table>
<thead>
<tr>
<th>Academic Health-Center Based</th>
<th>College-based: Teaching &amp; Ambulatory Care</th>
</tr>
</thead>
<tbody>
<tr>
<td>Orientation</td>
<td>Amb Care I: Anticoagulation</td>
</tr>
<tr>
<td>Cardiology</td>
<td>Underserved Population</td>
</tr>
<tr>
<td>Internal Medicine</td>
<td>Internal Medicine Inpatient</td>
</tr>
<tr>
<td>Administration</td>
<td>Amb Care II: Diabetes</td>
</tr>
<tr>
<td>Drug Information</td>
<td>Amb Care III: Medical Home</td>
</tr>
<tr>
<td>Transplant</td>
<td>Amb Care IV: Pulmonary</td>
</tr>
<tr>
<td>Infectious Diseases</td>
<td>– VA Setting</td>
</tr>
<tr>
<td>Research/Project Month</td>
<td>– Community</td>
</tr>
<tr>
<td>Internal Medicine II</td>
<td>Community Practice</td>
</tr>
<tr>
<td>Ambulatory Care</td>
<td>– Service/Staffing/Management</td>
</tr>
<tr>
<td>Pediatrics</td>
<td>Longitudinal: Teaching/Precepting, Academia, Project</td>
</tr>
<tr>
<td>Longitudinal: Service/Staffing</td>
<td></td>
</tr>
</tbody>
</table>

PGY-1 Program: Day in the Life

**Patient Care**
- Morning Rounds
  - Work rounds
  - Teaching rounds
- Patient appointments
- Medication Reconciliation
- Antibiotic Stewardship

**Other**
- Med Safety Meeting
- Topic Discussion with Students
- Project Meeting with Mentor
  - Data collection
- Staffing

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
**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

**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

**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

**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

**What next?**
- PGY-1 Residency
- PGY-2 Program
- Position in Clinical Pharmacy
- Academic Position
- Clinical Specialist Position

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

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

Opportunities for PharmDs in the Industry

<table>
<thead>
<tr>
<th>Research &amp; Development</th>
<th>Medical Affairs</th>
<th>Commercial</th>
<th>Regulatory Affairs</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Clinical pharmacology</td>
<td>• Medical Strategy</td>
<td>• Marketing</td>
<td>• Advertising &amp; Promotions</td>
</tr>
<tr>
<td>• Pre-clinical</td>
<td>• Medical Information</td>
<td>• Market Research</td>
<td>• Regulatory Strategy</td>
</tr>
<tr>
<td>• Early Phase Development</td>
<td>• MSL</td>
<td>• Advocacy &amp; Policy</td>
<td>• Drug Safety</td>
</tr>
<tr>
<td>• Late Phase Development</td>
<td>• Publications</td>
<td>• Market Access</td>
<td>• Risk Management</td>
</tr>
<tr>
<td>• Clinical operations</td>
<td>• Medical Education</td>
<td>• Business Development</td>
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<td></td>
<td>• HEDR</td>
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</tbody>
</table>

Cross Functional Interactions

Drug Development

What is an Industry Fellowship?
Fellowship vs. Residency

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

Fellowship Components

<table>
<thead>
<tr>
<th>Industry Component</th>
<th>Academic Component</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hands on experience in specialty function and/or disease area</td>
<td>Professional Development Series</td>
</tr>
<tr>
<td>Guidance from preceptors, mentors, and alumni</td>
<td>Teaching opportunities</td>
</tr>
<tr>
<td>Professional development through conferences, workshops, and more</td>
<td>Research collaboration with faculty for publications/posters</td>
</tr>
<tr>
<td>Internal and External rotation opportunities</td>
<td>Leadership opportunities as committee chairs and leads</td>
</tr>
</tbody>
</table>

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

Leading Partner Companies for 2015-2016

Please find us at the showcase!
General PGY1 Information—What Are Your Options for Hospital & Informatics?
Noelle RM Chapman, PharmD, BCPS, FASHP
Northwestern Memorial Hospital

PGY1 Hospital Info
• WE are all individuals like YOU
  – This is why “fit” is most important
• What is your goal?

Informatics
• Growing field in pharmacy
• Typically focused as a PGY2 program

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

General PGY1 Information—What Are Your Options for Hospital & Informatics?
Noelle RM Chapman, PharmD, BCPS, FASHP
Northwestern Memorial Hospital
CV: The key to a top curriculum vitae

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

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

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

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

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

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
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

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**

What do employers look for?

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

What NOT to Include in your CV

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

Conclusion

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

References

- University of Kent, Careers and Employability Service. How to write a successful CV. Available at: [http://www.kent.ac.uk/careers/cv.htm](http://www.kent.ac.uk/careers/cv.htm). Accessed July 1, 2015.
The Letter of Intent

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

Objectives

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

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

Why do I need one?

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

Overcoming Barriers

<table>
<thead>
<tr>
<th>Issue</th>
<th>Recommendation</th>
</tr>
</thead>
<tbody>
<tr>
<td>&quot;I do not feel comfortable selling myself.&quot;</td>
<td>• Use comments/feedback from rotations to help you identify your strengths</td>
</tr>
<tr>
<td></td>
<td>• Don’t go overboard (i.e., “I am the best student ever”)</td>
</tr>
<tr>
<td>&quot;I am not a good writer.&quot;</td>
<td>• Put down all of your ideas first</td>
</tr>
<tr>
<td></td>
<td>• Enlist help (i.e., mentor, preceptor, etc.) when “smoothing it out” but</td>
</tr>
<tr>
<td></td>
<td>make the changes YOURSELF</td>
</tr>
<tr>
<td>&quot;I do not know what to put in the letter.&quot;</td>
<td>• Seek examples from current residents, websites, etc.</td>
</tr>
<tr>
<td></td>
<td>• Refer to outside sources for suggestions (residency books, articles,</td>
</tr>
<tr>
<td></td>
<td>this presentation, e.g.)</td>
</tr>
</tbody>
</table>

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!)
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

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

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”

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

Additional Reading


Questions?
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
AACP Academic Leadership Fellow
Associate Professor of Clinical and Administrative Sciences
Roosevelt University College of Pharmacy

Main Goal of the Interview

• Residency program perspective:
  - Evaluate which candidate if 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

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

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

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

Interview Questions

• Personal
• Behavioral
• Clinical
• Experiential
• Reflective
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?

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

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

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?

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?

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
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

Objectives

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

Reasons to Do a Residency

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

Personal Fit

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

What to Expect in Residency

- Staffing Component
- Clinical Component
- Administration
- Research Projects
- Presentations
- Teaching Roles
- Committee Membership
- Leadership Opportunities
- Call Responsibility

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
**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**

Get the Inside Scoop from a Past Resident

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PGY2 Solid Organ Transplant Pharmacy Resident
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