Residency Insights: Getting the inside “scoop”

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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

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.
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

• Positions available:
  – PGY1: 1,951 (4% more than 2009)
  – PGY2: 439 (16% increase over 2009)
• Candidates returning rank order list:
  – PGY1: 2,915 (up 16% from 2009)
  – PGY2: 369 (up 25% from 2009)
• Actual matches:
  – PGY1: 1,801 (9% more than filled in
    2009)
  – PGY2: 369 (24% more than filled in 2009)
  • 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

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
  – 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 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

Guide to a Successful Residency Interview

Jenny Philip, PharmD, BCPS
Clinical Pharmacist
Evanston Hospital
NorthShore University HealthSystem

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?

• 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!

References