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Applicability WA - Providence
St. Peter Hospital

Pharmacy Residency Combined PGY1/PGY2/MHA Health-System Pharmacy Administration Program: Program Completion

PURPOSE:

Upon successful completion of all requirements of the PGY1/PGY2/MHA Health-System Pharmacy Administration and Leadership Residency (HSPAL), the resident will be awarded a certificate of completion. This certificate will attest that the resident has achieved competencies consistent with and in accordance with accreditation standards as set forth by [American Society of Health-System Pharmacists](#) (ASHP) and/or other accrediting bodies.

APPLIES TO:

This policy applies to Residents completing the PGY1/PGY2/MHA Health-System Pharmacy Administration Residency Program at Providence St. Peter Hospital (PSPH).

POLICY STATEMENT:

This policy outlines the competencies that must be achieved in order to complete the residency program for the resident to be awarded a certificate of completion.

PGY1/PGY2/MHA Health-System Pharmacy Administration Residency Program Purpose: PGY2 residency programs build upon Doctor of Pharmacy (PharmD) education and PGY1 pharmacy residency training to develop pharmacist practitioners with knowledge, skills, and abilities as defined in the educational competency areas, goals, and objectives for advanced practice areas. Residents who successfully complete PGY2 residency programs are prepared for advanced patient care or other specialized

positions, and board certification in the advanced practice area, if available.

OBSERVATION &/OR SAFETY FACTORS:

This policy is consistent with residents successfully completing the program, with knowledge and understanding of the following resident-specific policies:

1. Pharmacy Residency Program: Duty Hours
2. Pharmacy Residency Program: Leave of Absence
3. Pharmacy Residency Program: Selection
4. Pharmacy Residency Program: Separation of Employment
5. Pharmacy Residency Program: Problem Identification and Resolution

The following criteria must be satisfied to successfully complete the program:

1. Score of "Achieved for Residency" for all ASHP objectives for the program at the time of last evaluation.
2. Satisfactory completion of all rotations as determined by the preceptors for the rotations.
3. Completion of the required components of the residency (*see below required activities*).
 - A. All must be deemed satisfactory by the program director and the preceptor of the rotation/activity.
4. Completion of the residency project and submission of a formal write-up in manuscript format (by the first day of the last month of residency).
 - A. The manuscript will be reviewed by the project preceptor and the program director.
 - B. Revisions are at the discretion of the preceptor and program director.
5. Completion of the online shared folder with completed work- Including the residency completion checklist.

PROCEDURE:

Prior to being awarded a certification of completion, residents must have all major program requirements above "signed off" by the RPD, which will be documented in the customized plan for each resident.

Residency Program Requirements for Residency Completion: (*The following are descriptions of required activities that must be satisfied to successfully complete the program*)

1. Obtain certificate of completion of PGY1 residency year.
2. Learning Experiences (Required)
 - Each resident is required to complete a defined number of core rotations: Orientation, Executive Health-System Administration and Leadership, Financial Management, Human Resources Management, Operations and Technology Management, Health-System Pharmacy Administration and Leadership, Quality and

Compliance, Clinical Practice Management, as well as required longitudinal rotations (Practice Management and Staffing).

- Learning experiences are typically 6 weeks in length.
- Flexibility will be discussed on a case-by-case basis relative to incoming residents who have completed multiple advanced pharmacy practice clinical rotations in core areas.
- Rotations will be evaluated using PharmAcademic.
- At the beginning of each rotation, the preceptor will provide the resident with the rotation goals and objectives, rotation activities, and method of evaluation.
- Residents are responsible for coordinating their evaluations with the preceptor.
 1. Rotation evaluations that are scheduled during the last week of the learning experience are to be completed no later than the last day of the learning experience.

3. Participation in Residency Orientation Program (Required):

- Start of Residency
 1. A formal orientation program for the resident is scheduled in the first month of each residency year.
 - a. This orientation period is to introduce the incoming resident to Executive Leaders, System Leaders, the Hospital at large, and to outline the expectations for the residency year.
 - b. Orientation may include Practice Management Activities such as initial work on year-long residency project, and teaching PGY1 residents who are also in orientation.

4. Department of Pharmacy Practice - Service Component (Required):

- The resident is required to complete a pharmacy practice component of the residency program.
 1. Often referred to as "staffing", the service component of the residency, is crucial to the development of professional practice and distribution skills so as to provide safe and effective pharmaceutical care.
 2. The resident is required to staff the equivalent of every third weekend, or approximately 34 shifts over the PGY2 year.
 3. The resident also will develop insight into the operations, policies, and procedures of acute care facilities.

5. Practice Management (Required):

- The Practice Management Learning Experience includes residents performing in Leadership Roles, Weekly "Practice Management" topic discussions, and a Residency Project.
 1. Initial assignments for topic discussions, Leadership Roles, and Projects will be assigned based on results of the resident skills assessment survey.

- Practice Management will be a longitudinal learning experience which is evaluated quarterly through PharmAcademic. Residents in the HSPAL Program will assist with oversight and facilitation of topic discussions of the PGY1 residents in the leadership roles.
 1. Weekly Practice Management Meetings with active participation in Topic Discussions.
 2. Leadership Roles: Definitions and roles will be reviewed during orientation
 3. Residency Project:
 - a. Each resident is responsible for the completion of a residency project.
 1. The project includes, at a minimum:
 - a. Presentation of a poster at the ASHP Midyear meeting.
 - b. Full completion of final project expectations as determined by project preceptor.
 - c. Submission of final project write-up in a manuscript form suitable for publication in AJHP.
6. Precepting: The resident will precept students and other PGY1 residents using the four preceptor roles:
- Direct instruction appropriate for residents (as opposed to students), when needed.
 - Modeling of practice skills described in the educational objectives.
 - Coaching skills described in the educational objectives, providing regular, on-going feedback.
 - Facilitating by allowing resident to assume increasing levels of responsibility for performance of skills with indirect support of the preceptor as needed.
7. Master of Healthcare Administration Degree
- The resident will successfully complete the Master of Healthcare Administration (MHA) Degree through a Providence approved and sponsored program.
 - The majority of the coursework will be completed before the resident finishes their PGY2 year.
8. Participation in Resident Progress Meetings
- Residents will attend scheduled Progress meetings to discuss upcoming resident events, other issues pertaining to the residency program, and actions/ recommendations made at residency advisory committee meetings, etc.
 - Meetings will be scheduled by the RPD.
 - Participation is expected in the Progress meetings and Practice Management meetings; residents should notify the residency director if they are unable to attend due to urgent patient care activities.

9. Drug Information Participation (satisfactory performance as determined by the RPD or his/her designee is required for successful completion of the residency).

- These topics will be discussed in Practice Management meetings as well and all major program requirements will be "signed off" by the RPD, which will be documented in the customized plan for each resident.

1. Serve as advisory for a Medication Use Evaluation:
2. Participate in Daily Safety Huddle: review UORs in Datix, report out at Safety Huddle, and update and assign UORs as appropriate.
3. Each resident will participate in the development or modification of initiatives related to adverse drug event prevention, monitoring, and reporting.
4. Residents will be involved in modification of policies and/or protocols related to Medication Quality and Safety as necessary.

10. Additional responsibilities:

- The resident will oversee the completion of annual DOH self-inspection documents for PCH and PSPH.
- The resident will schedule and facilitate regular Pharmacy Leadership Book/Journal Clubs.
- All other responsibilities as assigned by the RPD and/or pharmacy leadership team.

11. Fellowship Year

- Upon successful completion of the PGY2 year, the individual will transition into the Fellow role.
- The Fellow will serve as a member of the South Puget Sound (SPS) Pharmacy leadership team.
- The duties of the Fellow will be designed to match with the individual's areas of interest.

AGE-RELATED CONSIDERATIONS:

N/A

CONTRIBUTING DEPARTMENT/COMMITTEE APPROVAL:

N/A

DEFINITIONS:

N/A

ATTACHMENT:

N/A

OWNER:

Senior Manager, Quality & Medication Safety, Pharmacy Services South Puget Sound

REFERENCES:

- [Pharmacy Residency Program: Duty Hours](#)
- [Pharmacy Residency Program: Leave of Absence](#)
- [Pharmacy Residency Program: Selection](#)
- [Pharmacy Residency Program: Separation of Employment](#)
- [Pharmacy Residency Program: Problem Identification and Resolution](#)
- [American Society of Health-System Pharmacists](#)

ADMINISTRATIVE APPROVAL:

Regional Director, Pharmacy Services, South Puget Sound

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All Revision Dates

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Approval Signatures

Step Description	Approver	Date
Site Administrator, SWSA	Erika Sherie Luat: Quality Accreditation Analyst	7/10/2023
Regional Director Pharmacy Services SWSA	Lauren Bristow: Senior Director Pharmacy	6/26/2023
	Julie Mccoy: Senior Manager Pharmacy	6/26/2023

Standards

No standards are associated with this document