The University of Montana

Department of Pharmacy Practice



Community Medical Center

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**PGY-1 Pharmacy**

**Residency Program**

**July 2016**

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1. **General Information**
2. **ASHP Accreditation Standard for Postgraduate Year One (PGY1) Pharmacy Residency Programs**
   1. Available at:

<http://www.ashp.org/DocLibrary/Accreditation/ASD-PGY1-Standard.aspx>

1. **Position Description**
2. Introduction: The Pharmacy Residency is a postgraduate year one (PGY1) residency that is a cooperative program between the Pharmacy Department at Community Medical Center (CMC) and The University of Montana Pharmacy Practice Department (UM). It was established on July 1, 2001. The program is under the direction of the Residency Program Director (RPD) Michael Rivey, M.S., BCPS who serves as Clinical Consultant for Pharmacy Services at CMC and also is a Professor and Chair of Pharmacy Practice at UM. He also serves as a primary preceptor for the resident. Also involved with program direction is Dean Mikes, R.Ph. as Director of Pharmacy at CMC and Kevin Cady, Pharm.D. as Clinical Manager at CMC.

The residency will be located at CMC, which is a 154-bed community hospital.

1. Requirements: Applicant must have received a Pharm.D. degree from an American Council on Pharmaceutical Education (ACPE) accredited pharmacy school. The applicant also must have, or will soon have, a license to practice pharmacy in Montana at the time of starting the residency. Licensure is critical to completion of the residency requirements and, therefore the resident must have obtained licensure in Montana by August 15th of the residency year. Failure to attain licensure may result in suspension or dismissal from the residency. See Licensure & Extended Leave policy <http://health.umt.edu/pharmacypractice/Current%20Students/Residency%20Opportunities.php>
2. Purpose of program: The purpose of the program is to provide a setting in a community hospital in which the resident will have the opportunity to develop the knowledge, skills, and abilities to progress in the clinical practice of pharmacy in various healthcare settings and to function as a clinical pharmacy preceptor, and possibly a pharmacy faculty member.
3. Outcomes, Goals & Objectives of the residency: The “Goal Statements, Objectives, and Instructional Objectives for Pharmacy Practice Residency Training” by the American Society of Health-System Pharmacists (ASHP) are embraced as those of the program. In that regard, the program recognizes 4 primary outcomes for residency training:
   1. Provide evidence-based, patient-centered medication therapy management in collaboration with the health care team to provide safe and effective patient care
   2. Demonstrate competency in areas that advance practice and improve patient care
   3. Develop leadership and management skills
   4. Design and use effective methods in teaching, education, and dissemination of knowledge

Our residency also has additional focus in the outcome area of advanced development of teaching and learning activities.

1. The resident will have the opportunity to:
   1. Practice personal and professional responsibility and communication skills to patients, other healthcare practitioners, and others.
   2. Further develop his/her drug therapy assessment ability by drug therapy review, physician rounding, patient contact, and interaction with healthcare personnel.
   3. Provide quality patient care by involvement with medical care, provision of drug delivery, pharmacy systems, inservice activities, and quality assurance related to medications.
   4. Develop skills related to the provision of drug information, formulary considerations, pharmacokinetic consultations, clinical recommendations for therapy, and patient medication counseling.
   5. Utilize medical informatics.
   6. Act as a preceptor to pharmacy students completing clinical clerkships.
   7. Participate in educational activities such as pharmacy student case conferences, physician journal club, staff development, and other interdisciplinary programs.
   8. Conduct a project related to pharmacy practice.
   9. Function as a pharmacy representative in various interdisciplinary committees, such as Infection Control, Pharmacy & Therapeutics Committee, Pain Service, Diabetes Task Force, and others.
   10. Become familiar with investigational drug studies.
2. Duration of Appointment: 1 year period from July 1 to June 30th. The residency may be extended under certain circumstances. See Licensure & Extended Leave Policy (<http://health.umt.edu/pharmacypractice/Current%20Students/Residency%20Opportunities.php>) and Part X of this section.
3. Benefits of resident position: The University of Montana governs benefits associated with the position, since the residency is “administrated” from that institution.
   1. annual stipend of $41,500
   2. Annual leave per UM position, approximately 12.5 days in the year
   3. sick leave: as in UM contract
   4. professional development and travel expenses of $2500
   5. professional leave as required for professional meetings (travel for interviews are not considered professional leave).
   6. other benefits as outlined by the University of Montana, e.g. medical/dental/life insurance
4. Resident responsibilities: The resident is an important member of the Pharmacy Dept. at CMC. The responsibilities for each resident will differ depending on the demands on the Pharmacy as a whole. However, certain aspects of the resident’s responsibilities may be outlined:
   1. Become competent in management of the pharmacy distribution system in order to work independently in any position within the Pharmacy.
   2. Participate in committee activities of the Pharmacy & Therapeutics Committee, Infection Control Committee, Diabetes Task Force, Medication Safety Committee, and others.
   3. Actively participate and promote the clinical pharmacy activities of the Pharmacy. This may be done by involvement in protocol management, such as the Pain Protocol, direct interaction with physicians, nurses and other healthcare workers, and development of new programs as dictated by the Director of Pharmacy, Clinical Manager, Clinical Coordinator, and perhaps staff pharmacists. The resident is expected to develop the ability and confidence to independently practice in all clinical settings in the hospital.
   4. Enhance communication and drug information provision provided by the Pharmacy to healthcare workers and patients.
   5. Actively participate in the education of pharmacy students.
   6. Develop interpersonal communication skills and become an effective member of a healthcare team approach to patient care.
   7. Complete a project promoting pharmacy practice.
   8. Work in concert with the RPD to enhance the residency experience for future residents.
5. Staffing
6. In order for the resident to gain adequate exposure to all pharmacy services they will have a staffing obligation which includes:
   1. Staffing a pharmacy service every third weekend
      1. Weekend staffing is in addition to the resident’s normal schedule. However, the resident will be given a day off during one of the weeks around the weekend staffing, to avoid 12 straight days of work. The time given will be variable, depending on the rotation the resident is presently completing.
      2. Staffing weekends are not eligible for PPL, but the resident may switch with another pharmacist if it is necessary for them to have one of these weekends off
   2. The resident will independently staff the Anticoagulation/Amb Care clinic 2 afternoons each week. The purpose of this staffing is to allow the resident to manage a group of patients on a longitudinal basis throughout their residency year.
   3. Staffing on their current rotation as part of their training when their preceptor deems the resident is qualified. Once qualified, the resident may also may cover for is an absent preceptor if there is not another pharmacist scheduled or available to do so.
   4. Coverage for staffing shortages
      1. Effort is made in the residency to NOT use residents for staffing shortages during clinical rotations
      2. The resident will be limited to filling in a maximum of four shifts that take them away from their rotational experiences in any given month
7. Staffing at this residency is incorporated with the aim to meet the residency objectives, rather than to cover daily pharmacy services.
8. Site of residency: The residency is located at Community Medical Center in Missoula. The hospital is a 154-bed community hospital serviced by private physicians and hospitalists. Areas of practice in the hospital are general internal medicine including infectious disease, adult intensive care, surgery including a significant orthopedic component, and women/children. The hospital has an obstetrics service in Missoula, which is complemented by a neonatal intensive care, pediatric surgery, pediatric intensive care, and general pediatrics services. The hospital is also home to a Rehabilitation Unit, lending to a focus in neurological disorders, and has interventional cardiology services. The hospital also has an affiliated Cancer Care Center. The hospital does not have a significant service component in the areas of nephrology, neurosurgery, or surgical cardiology.

The CMC pharmacy is a mixture of centralized and decentralized unit-based services, with Cerner electronic medical record and Pyxis automation. A wide scope of clinical services is provided, augmented by the association of the clinical faculty from the Univ. of Montana. A pharmacist-managed Pain Protocol is a focus area in the area of Orthopedics. An ICU-based clinical pharmacist position was approved in November 2007. An Ambulatory Care clinical pharmacist position was approved in October 2012, and an additional 1.6 FTE were added in 2015. A decentralized staff clinical pharmacist position was established in the Med-Surg area in 2013. A Medication Reconciliation pharmacist was added in late 2015. The resident is an important component of the clinical services at this hospital.

1. Residency Graduation or Dismissal criteria
   1. Graduation criteria
      1. The resident must achieve a minimum rating of Satisfactory Progress (SP) on all objectives set forth in the program with the Achieved (ACH) rating being the goal
      2. The resident must provide the following items to the RPD by the end of the residency year
         1. A copy of their major project for the residency in manuscript format
         2. A copy of their Drug Utilization Evaluation (DUE)
         3. Presentation of a minimum of one drug class review, drug monograph, treatment guideline, or protocol to the P&T committee
         4. A copy of successful completion of the Teaching Certificate
   2. For dismissal criteria refer to the Resident Corrective Action & Dismissal Policy (<http://health.umt.edu/pharmacypractice/Current%20Students/Residency%20Opportunities.php>)
      1. Failure to complete the residency: A resident may fail to complete the residency on June 30 of the residency year, due to various causes such as significant family or sick leave or failure to attain competence in a residency requirement (Section IV above). In cases of incompletion due to excessive leave and if the RPD and preceptors agree that the resident will successfully complete the requirements (see Resident Corrective Action & Dismissal Policy), the resident will be allowed to finish the residency. However, completion of the residency must occur immediately following the June 30 date, as an extension of the residency year. Compensation for the extra time in the residency likely will not be available. The resident and RPD will meet to develop and mutually agree to expectations and a timeline for completion of the residency. No certificate of completion will be awarded until all requirements of the residency are fulfilled. See Licensure & Leave Policy (<http://health.umt.edu/pharmacypractice/Current%20Students/Residency%20Opportunities.php>)
2. Dismissal of resident from program. See Corrective Action & Dismissal Policy (<http://health.umt.edu/pharmacypractice/Current%20Students/Residency%20Opportunities.php> ). The resident may be dismissed from the program by UM; however, the resident understands that CMC has the right to immediately remove a resident from its facilities if CMC believes the resident’s actions or behavior threatens patient safety or is inconsistent with CMC policies. Basically, the resident can/will be dismissed from the program by UM for the following reasons if he/she:
3. Commits a crime that is a felony or significantly impacts his/her ability to practice pharmacy. This would result in immediate dismissal.
4. Fails to progress towards attainment of the residency goals. A written warning of the risk of dismissal which will outlines the reasons for possible dismissal will be given by the RPD to the resident, who will then have 1 month to address the outlined issues.
5. Gross misconduct towards the RPD, any member of the Pharmacy Department, other healthcare worker, or patient will result in a warning and, based on the severity, a written warning as outlined in point (2) above.
6. Chronic absenteeism may be considered to impede progress towards residency goals attainment.
7. Professional liability: The resident actions will be covered to some degree by UM insurance. However, it is always recommended that a resident obtain personal liability insurance, since he/she will commonly be acting as an independent practitioner.
8. **Residency Educational Outcomes, Goals, & Objectives**
   1. Available at:

<http://www.ashp.org/menu/Accreditation/ResidencyAccreditation.aspx>

* Click on the Regulations and Standards section
* Click on the link for named Pharmacy Residency Program (PGY1)
  1. This residency also includes the Elective Outcome and Goal E6: Teaching and Learning. Objectives related to the objectives of that goal will be fulfilled primarily by completion of the Teaching Certificate.

1. **PharmAcademic**
   1. All evaluations and the Customized Residency Plan for this program will be managed through the PharmAcademic system
   2. The RPD will provide training on PharmAcademic at during the Orientation to the Residency process at the beginning of the program
2. **University and Hospital/Pharmacy Information**
   * + 1. **Mission, Vision & Values: UM and CMC**

**http://health.umt.edu/pharmacy/MissionandGoals.pdf**

[**http://communitymed.org/index.php/contact/mission-and-vision/**](http://communitymed.org/index.php/contact/mission-and-vision/)

* + - 1. **Pharmacy Operations**
         1. Policies & Procedures for Community Medical Center and for the Pharmacy Department can be found on the intranet under the Policies tab on the home page with the following link: [**http://10.131.8.99/hpm/**](http://10.131.8.99/hpm/)

a. Hospital security does not allow the P&P link to be accessed from outside the hospital intranet- please ask any questions regarding specific Pharmacy policies & procedures

* Moonlighting will be permitted under the Pharmacy Resident Duty Hours and Moonlighting Policy and Procedures (<http://health.umt.edu/pharmacypractice/Current%20Students/Residency%20Opportunities.php>) and as outlined in the ASHP Duty Hours which can be found via the following link:

<http://www.ashp.org/DocLibrary/Accreditation/Regulations-Standards/Duty-Hours.aspx>

* + - * 1. Orientation will be completed as part of the Pharmacy Systems rotation. Refer to the rotation outline for further details.
        2. Paid Time Off (PTO)

1. Timing of PTO submissions
   * 1. Resident PTO requests must be received by the RPD and any affected preceptor 15 days in advance of the requested day off, although requests are encouraged to be submitted as soon as possible.
     2. If there are extenuating circumstances (e.g. family emergency) PTO days will be considered on a case-by-case basis

Holiday coverage

1. The resident will not be responsible for covering the major holidays of New Year’s Day, Memorial Day, July 4th, Labor Day, Thanksgiving, and Christmas as a part of the residency. Other “soft” holidays (e.g. Veterans’ Day, MLK Day, etc.) that occur during their specified working (i.e. weekdays or scheduled weekends) hours will be worked as part of the residency, unless requests are submitted by the resident for PTO and approved by the Pharmacy Manager

**III. Residency Experiences**

**Orientation to the residency**: provided by RPD over first 3-4 weeks of residency

**Required Rotations**

1. Pharmacy Systems

Preceptor: Tuire Reinivaara

1. Pain Management/Orthopedics

Preceptor: Dan Lee

1. Rehabilitation Medicine

Preceptor: Doug Allington

1. Internal Medicine

Preceptor: Catie Walker & Mike Rivey

**Longitudinal Experiences (required)**

1. Pharmacy Practice Management

Preceptor: Tuire Reinivaara & Kevin Cady

1. Residency Project

Preceptor: Assigned based on project

1. Education

Preceptors: Sarah Miller, Doug Allington, & Mike Rivey

1. Ambulatory Care

Preceptor: Nikki Summerday

**C. Elective Rotations**

1. Critical Care/Pulmonology

Preceptor: Bob Hendryx

1. Emergency Medicine

Preceptor: Ann Oberlander

1. Oncology

Preceptor: Craig Eyer

1. Infectious Disease

Preceptor: Mike Rivey & Les Whitney, MD

1. Neonatology/Pediatrics

Preceptor: Haley Cote & Bonnie Stephens, MD

1. Ambulatory Care I and II

Preceptor: Nikki Summerday

1. Education rotation

Preceptor: Jean Carter, PhD

1. Drug Information Service at UM

Preceptor: Sherrill Brown

* Any required rotation may be taken a second time as an elective

(max = 8 weeks for any single rotation)

* + - 1. **Concentrated Experiences**
  1. Certifications

a. BLS (required)

* + 1. ACLS (optional)
  1. P&T drug class review, drug monograph, treatment guideline, or protocol (minimum of one these activities required)
  2. ASHP Midyear Poster Presentation (required)
     1. Registration deadline: October 1

**Evaluations**

**Evaluation scale definitions:**

**NI** = The resident consistently performs poorly, and/or requires persistent oversight for completion of the objective or goal

**SP** = The resident consistently performs well, but may still require some oversight to complete the objective or goal

**ACH** = The resident consistently completes the objective or goal at a high level while working independently

**ACH-R** = The resident demonstrates the ability to improve on any SP marks from previous evaluations to meet the ACH criteria in subsequent evaluations, or meets the ACH criteria for the goal or objective in multiple practice experiences

* + - 1. Each rotation will require completion of the following evaluation forms which require co-signatures by the resident, preceptor, and RPD:
* Preceptor evaluation of resident
* Resident evaluation of preceptor
* Resident evaluation of the learning experience
* Resident self-evaluation
  + - 1. Longitudindal experiences will complete the above evaluations quarterly
      2. Overall assessment of the resident and revision to their Customized Residency Plan (Resident Development Plan) will be conducted on a quarterly basis with the RPD.

**Preceptor Responsibilities**

1. The preceptor will meet with the resident at the beginning of the rotation. At this time, the preceptor will:
   * + 1. Discuss the preceptor’s specific goals and objectives for the resident throughout the rotation
2. Assess the resident’s baseline knowledge, previous experience, and aptitude
3. Develop an understanding of the resident’s specific goals, interests, and expectations for the rotation
4. The preceptor will fulfill the four preceptor roles as stated in the ASHP Accreditation Standard of instructing, modeling, coaching, and facilitating
5. Throughout the rotation, the preceptor will interact with the resident, providing guidance, assistance, advice, and supervision.
6. Preceptor interaction with the resident will involve teaching pharmacy related and/or patient-related topics. This may include informal lectures, formalized patient care rounding, or other methods of teaching at the preceptor’s discretion.
7. The preceptor will provide ongoing verbal feedback regarding the resident’s progress and performance.
8. If problems arise during the rotation that impairs communication between the preceptor and resident, the RPD shall serve as the liaison for assistance in the matter.
9. The following accommodations shall be required during the time of preceptor absence:
10. When the primary preceptor is absent, the resident shall be supervised by the scheduled pharmacist in the clinical area for that day.
11. If for any reason there is not a pharmacist scheduled for the clinical area in which the resident is rotating through, the primary preceptor must assign a pharmacist that will be available for resident questions and other patient care issues.
12. Upon completion of the rotation, the preceptor shall complete a PharmAcademic resident evaluation form. This evaluation will be completed no later than 10 working days following the end of the rotation. This form is to be discussed with the resident before its submission to the RPD; the RPD will attend the discussion if possible This expectation corresponds to the evaluation procedure followed by the resident at the end of each rotation.
13. The RPD has the responsibility of reviewing each evaluation form. If problems have been expressed or if the above responsibilities have not been fulfilled, the RPD shall discuss these issues with the preceptor immediately following each rotation’s review. If problems persist the program director shall bring the specific issues to the Residency Advisory Committee (RAC) for further review. The committee will then decide upon further action, if necessary.