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Baptist St. Anthony's  
Health System  
PGY-1 Residency

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**2021-2022**

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# Mission and Vision

## BSA Mission

Provide quality healthcare in Christian love, service, and dignity

## BSA Vision

1. A great place for patients
2. A great place to work
3. The financial strength to accomplish #1 and #2

## Pharmacy Department Mission

Provide medications and information in a safe, timely, polite, and cost-effective manner.

## PGY1 Program Purpose

This PGY1 program builds on Doctor of Pharmacy education and outcomes to contribute to the development of clinical pharmacists responsible for medication-related care of patients with a wide range of conditions, eligible for board certification, and eligible for postgraduate year two (PGY2) pharmacy residency training.

## Program Description

The BSA Health System PGY1 Residency Program is designed to produce a generalized practitioner with proficiency in working with interdisciplinary teams to deliver comprehensive patient care to diverse populations presenting with varied and complex health problems. The focus on direct patient care, leadership, and teaching develops flexibility in the practitioner. The residency graduate refines the decision-making skill and supplements with strong knowledge acquisition in a broad range of disease states. The program provides significant depth and scope of knowledge and experience in comprehensive patient care and prepares residents to become Board Certified Pharmacotherapy Specialists and pursue PGY-2 specialty training.

The scope and depth of residency graduates' experience produces a pharmacist who can successfully serve healthcare institutions as an authoritative resource for information about medications and for decision-making affecting the care of patients. Groomed for practice leadership, residency graduates can be expected to continue their pursuit of expertise in practice; to possess advanced skills to identify the pharmacotherapy and medication-use training needs of other health care professionals; to deliver effective training to those health care professionals; and to contribute to the pharmacy literature. The program is unique as it provides many opportunities for residents to tailor experiences as their career goals evolve. Furthermore, the program is nationally recognized for a robust clinician-educator training program through a close affiliation with Texas Tech University Health Sciences Center School of Pharmacy.

## Introduction to the Program

The purpose of this manual is to provide detailed information regarding the PGY1 residency program. This information will serve as a supplement to the TTUHSC residency manual. Please refer to this document for program-specific policies and procedures.

Residency training is different in many ways to other types of development and certification. The most apparent ways are reflected in the design and scope of the 1-year program. This PGY1 Residency is designed to produce a generalized practitioner with proficiency and expertise in working with interdisciplinary teams to deliver comprehensive patient care to diverse populations from ambulatory care to critically ill, pediatric to geriatric ages, and presenting with varied and complex health problems. The 1-year training program allows for considerable efficiency in training. The focus on direct patient care and leadership development of this residency develops a clinician with flexibility in the direct patient care arena. The focus on broad knowledge base and decision-making skills supports a generalized practice-ready clinician or pursuit of specialty PGY-2 training. Beyond that, residents are expected to transition quickly from students to residents, to be aggressive self-learners, and to be receptive and adaptive to critical feedback. Though the current philosophy of residency training is to target competency, BSA residency candidates will be pushed beyond competency to develop excellence in all areas.

The scope and depth of residency graduates' experience produces a pharmacist who can successfully serve health care organizations as an authoritative resource for information about medications and for decision-making affecting the care of patients. Groomed for practice leadership, BSA residency graduates can be expected to continue their pursuit of expertise in practice through PGY2 training; to possess advanced skills to identify the pharmacotherapy and medication-use training needs of other health care professionals; to deliver effective training to those health care professionals; and to contribute to the pharmacy literature.

Our goals for you over the next year is to:

- 1) Develop high-level skills in all major areas of practice (including direct patient care, distribution, and practice management).
- 2) Become a proficient clinician in acute care practice. This will be reflected in your ability to effect change in patient and population-based care, the impact of your resident projects, and contributions to the medical literature.
- 3) Reflect excellence in all interactions with students, health-care providers, and patients. Excellence in this case means not only learning and exemplifying the appropriate skills, but routinely going above and beyond normal expectations to ensure that the best outcomes are met for whomever your target audience happens to be.
- 4) Exhibit the beginnings of those qualities that will define a leader within the profession and a mentor to others within the next 10 years.

## **Program Goals:**

### **Practice Excellence**

- Develop a mastery of knowledge in pharmacotherapy.
- Demonstrate advanced practice skills in the acute care setting.
- Engage in practice management initiatives to improve the care of patient populations.
- Establish yourself as an integral member of the health care team.

### **Leadership Excellence**

- Contributes to change consistent with team, department, and organizational goals.
- Educate learners effectively in various settings.
- Interpret and disseminate knowledge in pharmacotherapy.
- Generate new knowledge that enhances the care of patients or education of learners.

### **Individual Excellence**

- Utilize an ongoing system of self-assessment and development.
- Demonstrate exemplary verbal and written communication skills.
- Employ strategies for balancing multiple work-related and personal responsibilities.
- Adopt a long-term commitment to professional and community service.

## Program Structure

<b>Required Orientation and Staff Training (8 weeks)</b>	
<b>Required Longitudinal Experiences (10 months)</b>	
Pharmacist Staffing	
Professional Development	
Management - Practice & Operational	
Medication Safety and Compliance	
<b>7 Required Rotations (4 weeks unless otherwise specified)</b>	
Family Medicine (6 weeks)	
Adult Med-Surg	
Infectious Disease / Antimicrobial Stewardship	
Critical Care	
Oncology	
Emergency Medicine	
Family Medicine Precepting (6 weeks)	
<b>2 Elective Rotations (4 weeks)</b>	
Cardiology	Pediatrics
Transitions of Care	Palliative Care
Hospitalist	Neonatology
Advanced Infectious Disease	Pulmonology
Advanced Critical Care	Surgery / SICU
Pediatric Oncology	Ambulatory Care

## REQUIRED RESIDENT RESPONSIBILITIES & ACTIVITIES

### Residency Orientation

A 4-week formal orientation program for all residents is scheduled for July of each year which is dedicated to the orientation of new residents to the mission, policies, procedures, and general activities of the BSA Pharmacy Department. Residents will complete a separate 4-week orientation for department staff training. During orientation the residents will have the opportunity to participate in the following activities:

- TTUHSC Residency Orientation
- BSA Health System orientation
- BSA Pharmacy Culture Camp
- TTUHSC Residency Workshop
- Multiple clinical and scholarly development sessions

### Resident Seminar

Residents will present one formal seminar (45-50 minutes with 10 minutes for questions) during the residency program to the local-ASHP pharmacy organization. The goal of the seminar is to expand the resident's communication skills, presentation techniques, and expand knowledge in a topic of their choosing. The resident will be responsible, with guidance from the RPD, for identifying a mentor. The seminar topic will be chosen by the resident with guidance from their RPD and chosen mentor, and

should involve a therapeutic or practice management area. The objectives of the resident seminar include critical literature evaluation, enhancement of presentation and communication skills, and provision of continuing education for pharmacists. The seminar will be scheduled during September-May (excluding December). The resident will be responsible for submitting learning objectives, speaker conflict of interest forms, presentation materials, and assessment questions.

### **Resident Research Project**

Residents will complete one major project during each year of their residency program. The project should be clinical in nature. The residency project process encompasses a wide range of skill sets. Residents are assigned project mentors and teams based on research interests. Residents will work with their project mentor (and research team) to identify a project idea, scientific question, and study protocol. Residents will submit the project for IRB and institutional review. Residents are required to present research findings at the ALCALDE conference and SOP Annual Research Days and strongly encouraged to present a poster at a state or national professional meeting. A manuscript suitable for submission and publication for the project is also required.

Residents will develop a timeline for completion that includes the following major requirements (a more detailed timeline is suggested).

### **Teaching Responsibilities**

Residents have various opportunities to be involved in teaching activities within TTUHSC SOP. Residents will complete a formal Clinician-Educator Training through a 12-month Teaching and Learning Certificate program. Residents will participate in a series of scheduled discussions and targeted learning activities. In addition, the Clin-Ed training program provides teaching opportunities within didactic, laboratory, small group, and experiential settings. Assigned teaching responsibilities will foster development of residents' communication skills, build confidence, and promote effectiveness as a teacher.

- **Didactic Instruction**

Residents will present 1 formal didactic lecture per year. Residents are paired with a faculty mentor and are responsible for establishing learning objectives, engaging students actively within the classroom, and developing assessment questions. Residents learn how to present material effectively to both live and distant audiences. A formal summative evaluation will be completed by the faculty mentor for each didactic lecture.

- **Laboratory Instruction**

Residents provide hands-on instruction in patient care-focused laboratory courses during the fall and/or spring semesters. Residents are assigned afternoon sessions for laboratory and discussion-based learning including clinical immunizations, parenterals and specialty pharmacy, and applied patient assessment. Residents will be required to review the laboratory worksheet and activities with the faculty mentor 30 minutes before each session to ensure the resident can function as an independent facilitator.

- **Discussion-Based Instruction**

Residents will learn facilitation skills, balancing the needs and assessments of multiple groups within the Clinical Correlations course series. Residents will have the opportunity to share their creativity through development of session activities. Residents will be required to review the

worksheet and activities with the faculty mentor 30 minutes before each session to ensure the resident can function as an independent facilitator.

- **Experiential Instruction**

Residents will be licensed preceptors within 6 months of their state licensure and serve as primary preceptor for P3 / P4 clerkship students in one teaching block throughout the program.

## Resident Discussion Meetings

Residents participate in weekly business meetings and discussion sessions. The meetings provide an opportunity for routine communication with the residency program leadership and a strategy to staying on track with various residency projects and deadlines. The discussion aspect of the weekly sessions rotates between resident-led complex case presentations, journal club, and personal development resources.

## Travel Opportunities

There are few required travel commitments for residents. Residents are encouraged to choose meetings to best meet their professional development goals.

### Required Travel

- **Residency Workshop**

Scheduling Information: Typically 3<sup>rd</sup> week in July in Dallas, TX

The workshop provides opportunities for networking with SOP residents from all campuses, interactive training programs, and team building exercises.

- **ALCALDE (Southwest Residency Leadership Conference)**

Scheduling Information: Typically 1<sup>st</sup> week in April, rotating sites

Residents should plan on attending all components of the conference. Residents will present a 15-minute platform presentation based upon their major project. Though not required, residents also have the opportunity to participate in the Texas Society of Health System Pharmacists meeting which is scheduled concurrently with ALCALDE (April 12-14<sup>th</sup>). Activities that residents have participated in the past are the Clinical Skills competition and poster presentations.

Additional Information: [www.tshp.org](http://www.tshp.org) (through R&E Foundation)

- **ASHP Midyear Clinical Meeting**

Scheduling Information: Early December, 4 rotating sites (Anaheim, Las Vegas, Orlando, New Orleans)

The meeting is the primary venue for employment activities and presentation of research poster. Residents are expected to support residency program recruitment activities.

### Other Travel Opportunities

- **ACCP Fall Meeting**

Scheduling Information: Typically late October, rotating sites

Opportunities for poster presentation (abstract due 2<sup>nd</sup> week of July), networking, high-level educational programming, events targeted for residents and new practitioners. The meeting also includes a recruitment forum.

- **ACCP Updates in Therapeutics Meeting**

Scheduling Information: These workshops occur in mid- to late-February, rotating sites. Residents may choose to attend the Preparatory Review Courses in preparation for BCPS certification. Opportunities for scientific poster presentation (abstracts due beginning of January) and other educational opportunities.

Additional information at [www.accp.com](http://www.accp.com)

### Contact Information

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