

POST – GRADUATE RESIDENCY TRAINING:
Planning for the Future

- **What is a residency?**
 - Time commitment
 - An investment in the future
 - Requires dedication and motivation
 - Get out of it only what you put into it (self-directed learning with mentorship)
- **Deciding is a residency is right for you**
 - What are your career goals?
 - Gain experience in your interest area
 - Volunteer
 - Part-time job
 - Talk to practitioners in your interest area
 - What type of qualifications are required for future careers you are interested in
 - Pick up a copy of AJHP, Pharmacotherapy, glance through the job advertisements in the back; what are the qualifications required or preferred?
 - Future of the pharmacy profession
- **Selecting a residency**
 - Join ASHP (if not already a member)
 - Talk to peers (faculty, mentors, current residents)
 - Read literature describing residents & benefits
 - AJHP
 - Residency Directories (ASHP, ACCP)
 - Opportunities Brochure
 - **August**
 - Begin working on Curriculum Vitae
 - Include presentations/project completed or are in progress during P-4 rotations
 - Have several people (peers, faculty, preceptors) review it, proofread it, and provide constructive criticism
 - Appearance of documents is the first impression of you a future program sees—make sure it is proof-read by mentors, colleagues, faculty & checked for formatting/typos
 - Make plans to attend ASHP Midyear Meeting in December
 - **September**
 - Matching application is available online
 - Matching fee approximately \$112
 - The application enters you into the match; your ASHP membership number is required—match application deadline is early January
 - <http://www.natmatch.com/ashprmp/index.htm>
 - **October & November**

- Read through the program descriptions in the ASHP & ACCP residency directories
 - Pick programs that you find interesting
 - Write to/email the contact person listed in the residency, express your interest in the programs, and request more detailed information regarding their programs; also indicate that you will be attending the ASHP Midyear meeting
 - Some programs may not have their updated brochures ready until November
- **December**
- **ATTEND THE ASHP MIDYEAR MEETING!!**
 - Student information session usually early Saturday AM
 - Attend residency showcases (Mon PM, Tues AM, Tues PM)
 - Each residency showcases only on 1 day, so don't miss out on your opportunity; check the schedules ahead of time
 - Talk to faculty representatives, mentors, administrators, practitioners, etc. regarding their perceptions & requirements for the programs you are considering
 - Talk to current residents
 - Pick up an application and information packet or find online contact info
 - Talk to as many programs as possible (eliminate them NOW, rather than LATER, when you have to pay \$\$\$)
 - Jot down notes – it will help you decide where to apply when you get home
 - Send follow-up thank you letters to programs with whom you met (esp. ones you're very interested in)
 - After Midyear, review information and narrow down programs of interest you pursue for an interview
 - Talk to faculty members, mentors, administrators, practitioners, etc. Regarding their perceptions of the programs you are considering
 - Complete applications, request letters of recommendation & transcripts **(BEFORE CHRISTMAS BREAK!!!!!!!!!!!!!!!!!!!!!!)**
 - Transcripts usually must be official copies (not issued to student)
 - Most application deadlines are early in January – be prompt and allow for Christmas/New Years mail delays
- **January**
- Programs will contact you to set up interviews
 - Interviews begin in late January & run through the end of February
 - Since you have a limited number of professional leave days, choose interviews wisely (spread out amongst Rotations 6 & 7)
 - Continue to investigate programs
 - Networking, current literature, MEDLINE searches of key preceptors
- **February**
- Be prepared for an all-day interview
 - Take notes, you'll be glad you did when it comes time to rank programs
 - Send thank-you letters to programs after you have finished interviewing

- Make a list of pro's and con's for each program
- Talk to faculty, practitioners, preceptors, mentors regarding your experiences and perceptions of the interview
- **March**
 - Submit your rank order list online to the matching company by the deadline (usually 1st week of March or so)
 - DO NOT RANK A PROGRAM WHERE YOU ARE NOT WILLING TO GO!!!!!!!!!!!!!!!!!!!!
 - Match results will be sent out by email on the date specified (usually 3rd week in March)

Residency programs usually begin July 1st; some have orientation 1-2 weeks prior to the start of the program

INTERVIEW QUESTIONS FOR RESIDENCY PROGRAMS

1. Who are the practitioners with whom I'll be working?
2. What are the strengths/weaknesses of the program?
3. What types of elective rotations are offered?
4. What have past residents gone on to accomplish?
5. What are my opportunities to learn about _____?
6. What are my opportunities to publish?
7. What meeting(s) will I be required to attend and/or present at (ex. P & T)?
8. What presentations are required?
9. How much staffing is required (and where – satellites, IV room, etc.)?
10. What are my opportunities to teach/precept/lecture to pharmacy and other students/professionals?
11. What types of research projects have been done in the past?
12. **Is your program undergoing any changes which will affect the program next year?**
13. What funds are available for travel to Midyear?
14. What funds are available for research projects?
15. What supplies are available (computers, photocopying, parking, office, office supplies)?
16. What types of additional training experiences are available (ACLS)

Questions for Current Pharmacy Residents

1. Would you do the residency again?
2. What have been positive/negative experiences regarding the program?
3. What have you gained from the program?
4. What would you change about the program?
5. Is the residency what you thought it would be, based on your interview and the preliminary information you were presented?
6. What is a typical day for you?
7. What are the strengths/weaknesses of the program?

Residency Showcase

A. How to decide who to visit

1. List what you desire of a residency program and prioritize your list.
 - a. Challenging – physician and patient contact, responsibility, and team participation
 - b. Teaching opportunities – college of pharmacy and in-services
 - c. Research opportunities
 - d. Staffing requirements
 - e. Etc.
2. Read through the ASHP residency directory and mark those programs that you feel meet your criteria.
3. Rank the top 10-15 programs.
4. Talk to faculty, staff, residents and friends about the programs you have listed and get as much feedback as you possibly can. Also ask for additional suggestions for residency programs.
5. Re-rank your top 10 programs and plan to visit their showcases.
6. When planning your sequence of visits, save your top choices to last so you can develop more questions to ask as you go along and spend the most time at these showcases. **DO NOT LOSE TRACK OF TIME** – ask your questions and move on or you will run out of time.

B. What questions should you ask (always talk to as many residents as you can!!)

1. What are the strengths and weaknesses of the residency?
2. What are your daily activities?
3. What are your in-patient and out-patient responsibilities?
4. How many days do you spend on-call in one month?
5. What is the ratio of clinical staff pharmacist to residents? How much staffing is required of the residents?
6. How many hours per day do you spend working outside of work?
7. How much autonomy do you have? Who do you report to?
8. How are the Pharm.D. Residents received at your institution? Are you respected by the physician and nurses?
9. What is the holiday schedule?
10. What are your teaching/presentation responsibilities?
11. What type of benefits do you receive?
12. Would you choose this residency again if you had the choice?

C. Tips on remembering people and highlights from each booth

1. Summarize each program prior to visiting each showcase to prepare yourself to ask the questions that are most pertinent for each program.
2. Address the directors of the programs by name (match a name to a face) and remind them of who you are (i.e. I am _____ from _____ and I inquired about your program several weeks ago). Also try to obtain business cards.

3. Summarize your visit once you leave the showcase – list the plus and minuses of the program, names of the people you talked to, and the answers to your pertinent questions.
4. Once you have visited all the showcases you listed, re-rank your choices once again while the information is still fresh in your head.
5. Write follow-up letters to the 5 (or so) programs that interested you the most and request an application and additional information.
6. Get started on those applications as soon as possible!!!!!!!!!!!!!!