

**PGY-1 PHARMACY RESIDENCY PROGRAM STRUCTURE**  
**Hunterdon Medical Center, Flemington, NJ**

**Purpose:** PGY1 residency programs build upon Doctor of Pharmacy (PharmD) education and outcomes to develop pharmacist practitioners with knowledge, skills, and abilities as defined in the educational competency areas, goals, and objectives. Residents who successfully complete PGY1 residency programs will be skilled in diverse patient care, practice management, leadership, and education, and be prepared to provide patient care, seek board certification in pharmacotherapy (i.e., BCPS), and pursue advanced education and training opportunities including postgraduate year two (PGY2) residencies.

**Resident Schedule:**

The residency program director and preceptors will establish the rotation schedule based on the initial *ASHP Entering Interest Form* and *Entering Objective-Based Self-Evaluation*. This schedule will be reviewed with the resident at Residency/Department Orientation in the first week of residency. Modifications based on change in resident interests and professional goals will be discussed with preceptors and a customized training plan will be developed. In the event that a change is needed the RPD and preceptors review the request, modify the schedule and updates will be documented in the customized training plan.

**Residency Rotations:**

REQUIRED ROTATIONS		
Concentrated (5 weeks)	Extended (12 weeks)	Longitudinal (as designated)
<ul style="list-style-type: none"> <li>• Hospital Pharmacy Practice   Orientation</li> <li>• Infectious Diseases</li> <li>• Internal Medicine</li> <li>• Ambulatory Care</li> <li>• Critical Care</li> <li>• Pharmacovigilance</li> <li>• Academia</li> <li>• Research and Projects</li> </ul>	<ul style="list-style-type: none"> <li>• Administration</li> <li>• Pharmacotherapy</li> <li>• Pharmacy Management</li> </ul>	<ul style="list-style-type: none"> <li>• Hospital Pharmacy Practice (11 months)</li> <li>• Ambulatory Care: Population Health (3 months)</li> <li>• Ambulatory Care: Cardiology (3 months)   10 half days</li> <li>• Ambulatory Care: Family Practice (5 months)</li> <li>• Research and Projects (11 months)</li> </ul>
<b>ELECTIVE ROTATIONS (5 WEEKS)*</b>		
Transitions of Care Advanced Practice Internal Medicine Advanced Practice Infectious Diseases Advanced Practice Critical Care <i>*Based on interest, an Advanced Practice Elective of a Required Rotation may be developed</i>		

**Orientation:** A formal orientation program for all residents is scheduled in July of each year. Attendance is mandatory. All residents will participate in new employee orientation both for the facility and the residency program. This orientation will introduce incoming residents to our facility, pharmacy department, and our residency program, as well as outline the expectations of the residency year.

**Contact with Preceptor Prior to Start of Each Learning Experience:** Residents are required to contact their new preceptors **at least one week prior** to the start of their new learning experience to make arrangements with regard to start time, location, and any other pre-requisites for that learning experience.

**Scheduling Evaluation with Preceptor:** Residents are required to schedule 3-4 weeks in advance a meeting with their preceptor to meet in-person to discuss the preceptor’s summative evaluation, the resident’s self-summative evaluation, the resident’s evaluation of the learning experience, and the resident’s evaluation of the preceptor.

**Indication of Goals and Objectives Taught/Evaluated Per Rotation:** Please see grid in PharmAcademic™

**Descriptions of Learning Experiences:** Please see details in PharmAcademic™

Rotations are determined by resident's interests, and personal and professional goals for completing their residency program. Each rotation has its own goals, objectives and schedule, all determined by the preceptor. Residents are expected to function independently and demonstrate proficiency throughout the rotation. Preceptors are responsible for ensuring rotation and program goals are met, provide mentorship and teach principals of pharmacy practice by incorporating the four teaching models. The preceptor is responsible for establishing a schedule and providing ongoing feedback and timely summative evaluations.

**Evaluation:** The evaluation process is an important aspect of the residency program. It affords the resident the opportunity to receive feedback about their strengths and areas where improvement is needed, to learn to self-assess these areas, and to provide feedback to preceptors about the residency program. The preceptors, residents, and RPD have shared responsibility in the evaluation process. Informal communication on a daily basis between the resident and preceptor are essential for early detection and resolution of any potential problem/concerns by either the resident or the preceptor. A quarterly evaluation session will be held to have both the resident and the RPD exchange feedback concerning the overall effectiveness of the residency's training experience to that point. PharmAcademic® is our primary method of documentation of evaluations. The RPD will orient residents and preceptors to PharmAcademic®.

**Development Plans:**

Purpose: to modify the design and conduct of the program to address each resident's unique learning needs and interests. The development plan is used to monitor, track and communicate the residents' overall progress throughout the residency and adjustments made to meet their learning needs. The preceptor committee will meet quarterly to discuss the progress of the residents and agree to development plan adjustments needed for residents.

**Initial Development Plan:** In the first weeks of the program the resident will complete an initial self-evaluation to identify their short and long term goals, their incoming strengths and areas for improvement and incoming interests. The initial development plan created by the RPD will incorporate the aforementioned information and adjust the following:

- Resident's schedule
- Preliminary determination of elective learning experiences
- Educational goals and objectives to be emphasized during all learning experiences
- Changing evaluation schedule/requirements
- Modify preceptor's use of modeling, coaching and facilitating

**Quarterly Development Plan:** On a quarterly basis there will be a review of the residents' progress in achieving competencies, goals and objectives. Adjustments will be made based upon:

- Review of residents' performance relevant to the previous quarter's plan with input from preceptors
- Identification of new strengths or actionable areas for improvement
- Optional changes in short or long term career goals and interests and if no changes document accordingly
- Documentation of specific objectives to focus on in the upcoming quarter
- Additional evaluations needed for select objectives

Modification to the schedule as needed for the upcoming quarter