The UC San Diego Health Department of Pharmacy offers a one-year specialty residency in critical care pharmacy practice beginning August 1st.

Scope:
UC San Diego Health consists of three acute care hospitals (UC San Diego Medical Center in Hillcrest, Sulpizio Cardiovascular Center, and Jacobs Medical Center which includes former Thornton Hospital) and associated outpatient clinics. UC San Diego Health is also affiliated with Rady Children’s Hospital-San Diego, the Veterans Affairs San Diego Healthcare System, and the Sharp Memorial Hospital Joint Blood and Marrow Transplant Program. The Health System is affiliated with the UC San Diego School of Medicine and the UC San Diego Skaggs School of Pharmacy and Pharmaceutical Sciences (SSPPS). The Department of Pharmacy provides clinical services at all three hospitals, including ICU services in the surgical, medical, burn, neonatal and cardiovascular ICUs, as well as assorted other clinical services.

Purpose:
PGY2 pharmacy residency programs build on Doctor of Pharmacy (Pharm.D.) education and PGY1 pharmacy residency programs to contribute to the development of clinical pharmacists in specialized areas of practice. PGY2 residencies provide residents with opportunities to function independently as practitioners by conceptualizing and integrating accumulated experience and knowledge and incorporating both into the provision of patient care or other advanced practice settings. Residents who successfully complete an accredited PGY2 pharmacy residency are prepared for advanced patient care, academic, or other specialized positions, along with board certification, if available.

Program Description:
UC San Diego Health is a university-affiliated teaching hospital which provides the unique capability to engage each of our residents in direct patient care activities, research, administration and project management, and teaching. Our PGY2 critical care pharmacy residency program emphasizes critical care pharmacotherapy, safe medication distribution, didactic and practical teaching, and pharmacy leadership. Graduates from our program have taken a wide variety of critical care, emergency department and academia positions. Graduates will be prepared to sit for the Board Certified Critical Care Pharmacy (BCCCP) exam.

PGY2 residents will gain the skills to function as the primary ICU pharmacist during their required, or core, ICU learning experiences, with the expectation that the resident will handle all aspects of the medication process from ordering to administration and follow up. Primary responsibilities include rounding with the ICU team(s), designing, recommending, monitoring, and evaluating patient-specific therapeutic regimens that incorporate the principles of evidence-based medicine, addressing all pharmacokinetically-monitored medications, being an active member of the Code Blue team, validating pharmacy orders for ICU patients, and overseeing and directing PGY1 resident and pharmacy student activities. This integration of staffing and clinical services prepares residents for any type of practice environment they may encounter in their future jobs by emphasizing the development of essential skills required for an advanced pharmacy practitioner: independent practice skills, multi-tasking and prioritization.

Teaching activities may include regular didactic presentations, leading ICU conferences for fourth year pharmacy students, involvement with UC San Diego SSPPS courses (e.g., conference leader for third year therapeutics course [optional], participation in Critical Care elective [required]), and, as warranted, clerkship preceptorship of PGY1 pharmacy practice residents and fourth-year UCSD pharmacy students. The ability to work independently and to supervise pharmacy students and residents will be emphasized. The resident will also be involved in a research project. Scientific writing is strongly emphasized and the preparation and submission of a manuscript suitable for publication will be expected.

Number of residency positions available: Two new residents are accepted each year.

House Officer Details:
The annual stipend is currently $54,000. Benefits include medical, dental, and vision insurance. In addition, vacation, sick and professional leave are provided. Please visit the UC San Diego Health Pharmacy Residency webpage for more
information about duty hours, leave, benefits, position description, terms of dismissal, and more. Click on the House Officer Policy and Procedure Document: https://health.ucsd.edu/specialties/pharmacy/residency/Pages/Salary-and-Benefits.aspx

Requirements:
If matched with the UC San Diego Residency Program, matched candidates must have all of the following:
1. Graduated from an ACPE-accredited school of pharmacy with a Doctor of Pharmacy degree
2. Successfully completed an ASHP-accredited PGY1 pharmacy practice residency. A signed residency certificate will be required prior to beginning residency.
3. Obtained California pharmacy licensure prior to beginning residency (absolute deadline to start = November 1st). The residency offer may be rescinded if the resident does not take the CPJE prior to August 1st or does not pass the CPJE on the first attempt.

Application:
All applicants must be enrolled in the Resident Matching Program. To facilitate this enrollment process and for further information, please visit the following website: www.natmatch.com/ashprmp. Applications will be accepted when PhORCAS opens and due by December 31st. Applications should be submitted through PhORCAS and include the following:
1. Letter of intent: New this year, we will no longer use a letter of intent to evaluate candidates. Instead, we will be asking all candidates to complete an online supplemental application. This application can be found at https://ucsd.co1.qualtrics.com/jfe/form/SV_brXXVaKVum7wofz
2. Current Curriculum Vitae with all experiential completed and anticipated learning experiences as well as pharmacy and nonpharmacy work experience.
3. Three electronic references are required. At least two of the references should be from preceptors or supervisors who can directly comment on your clinical practice skills.
   Note: Please have recommendation writers complete the electronic reference form within Phorcas with detailed characteristic and narrative comments. One to two areas of improvement or constructive feedback that the recommender feels the candidate should continue to work on as a PGY2 resident should be identified. No separate letter of recommendation is required.

Prior to an onsite interview, a virtual interview (via Zoom, GoToMeeting, Skype or other modality) in early January is required for non-UC San Diego Health PGY1 residents. On-site interviews will be held during late January through early March. For residents applying for the 2019-2020 academic year, onsite interviews will be held 1/31/2020 and 2/3/2020. A third interview may be scheduled, if needed.

Program Structure 2020-2021 Academic Year:
- 2-4 weeks of orientation/training/research (duration determined by the resident’s previous experience)
- Core (required) learning experiences: unit/shift based learning experiences; 4 weeks each; will be completed in first half of year:
  o C1 (Surgical and Trauma ICU)
  o C2 (Burn ICU and Burn step down)
  o C3 (Medical ICU)
  o J1 (mixed neuro/medical/oncology ICUs)
  o S1 (primarily cardiovascular)
- Elective learning experiences: 4 weeks each
  o Core repeat
  o Elective learning experiences; typically service-based ICU experiences
- Resident project/research
- Research Primer Series
- Staffing (16 weekends, annually)
- Practice Management and Effective Education or Teaching Presentations and teaching
  o Committee participation (Code Blue, Critical Care MERP)
  o Journal club presentations (4 required)
  o Clinical forum presentation (4 required)
  o Grand Rounds (1 required, may be completed with co-resident)
  o Participation in SSPPS 274 Critical Care Elective
  o MUE
  o Formulary monograph or orderset review
- Publication submission
Required Learning Experiences (aka Core Rotations):
Descriptions of each learning experience can be found in PharmAcademic

PGY2 residents will gain the skills to function as the primary ICU pharmacist during their required learning experiences with the expectation that the resident will handle all aspects of the medication process from ordering to administration and follow up. Because required ICU experiences will focus on developing the skills necessary to effectively be the lead ICU pharmacist, they will primarily be assigned in the first half of the residency year. Rather than focusing on a specific team, the PGY2 resident will be expected to identify medication-related issues and manage the therapeutic plan of every patient in the unit, regardless of the primary service. The resident will be expected to build relationships with each medical team in the ICU and work proactively with other disciplines (i.e. physicians, nurses, respiratory therapists, dieticians, social workers, and case managers) to achieve efficient work flow and medication delivery. Daily activities will include: participation in rounds, carrying the Code Blue emergency pager as assigned by the Pharmacist’s schedule, reviewing each patient’s profile for appropriateness of drug therapy, performing pharmacokinetic monitoring on all therapeutically monitored drugs (TDM), validating pharmacy orders on all ICU patients, and overseeing and directing PGY1 resident and pharmacy student activities. This integration of staffing and clinical services prepares residents for any type of practice environment they may encounter in their future jobs by emphasizing the development of essential skills required for an advanced pharmacy practitioner: independent practice skills, multi-tasking and prioritization.

Elective Learning Experiences (aka Elective rotations):
Descriptions of each learning experience can be found in PharmAcademic

There are a wide variety of learning experiences the resident can choose their five electives from; and one elective must be a repeat of a required ICU learning experiences. Electives can be selected from the list below and any of the required ICU learning experiences may be repeated again as a general elective. Elective learning experiences (except repeat core) generally allow the PGY2 resident to learn about being a service-based pharmacist. This will allow the resident the flexibility to tailor their PGY2 experience to an area of interest. Elective learning experiences will generally be scheduled in the second half of the residency year (after the required ICU learning experiences are completed). New experiences may be created on a case-by-case basis if the resident has an interest in a practice area not covered by the elective learning experiences below.

- Repeat required ICU
- Abdominal Transplant
- Bone Marrow Transplant
- Cardiology
- Cardiothoracic Transplant/Mechanical Assist Devices
- Emergency Department (ED)
- Informatics/Epic
- Pharmacy Administration
- Geriatric ED
- Infectious Diseases
- Neuro critical care
- Neonatal ICU
- Pediatric ICU (Rady’s)
- Trauma
Resident Learning Experiences and Rotation Schedule (2019-2020 Example)

**A minimum of 80% of rotation time must be completed on block learning experiences**

<table>
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<tr>
<th>Learning Experience</th>
<th>Dates</th>
<th>Resident #1</th>
<th>Resident #2</th>
<th>Presentation Schedule or other items</th>
<th>Committee work</th>
<th>Research Primer Course</th>
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<td>See attached schedule (TBD)</td>
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<td>C1</td>
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<td>C2 J1</td>
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1.5 - 3 weeks

**Orientation**

**Required learning experiences**

C3/MICU (4 weeks), C1/SICU (4 weeks), C2/BICU (4 weeks), S1/CT-ICU (4 weeks), J1/PCCM/NCC (4 weeks).

**Supplemental learning experiences**

Abdominal transplant, cardiology, CT txp/VAD, emergency department, infectious disease, NICU, NCC, PCCM, ACCM, trauma, pediatric ICU

**Staffing**

PGY2 CC residents are required to staff 16 weekends during their PGY2 year. This includes one major and one minor holiday. Scheduled training weekends are also included. Voluntary training weekends are not included. To help provide more formative feedback, residents are expected to seek feedback from at least one staff member each weekend they staff. The feedback will be solicited via an online survey [https://ucsd.co1.qualtrics.com/jfe/form/SV_e9Zc1CCEMbnw1v](https://ucsd.co1.qualtrics.com/jfe/form/SV_e9Zc1CCEMbnw1v)

**Research**

3 weeks. During research weeks, the resident is expected to be onsite for at least 8 hours daily; preferably between 6:00 am and 6:00 pm. Prior to each research week, the resident and RPD will meet to discuss required ‘deliverables’ for the week, depending on the resident project progress. Any excursions from this time must be accounted for by requesting time off via the leave adjustment form [https://ishare.ucsd.edu/sites/RX/HR%20documents/Leave_Adjustment_Form.pdf](https://ishare.ucsd.edu/sites/RX/HR%20documents/Leave_Adjustment_Form.pdf)

**Admin**

Ad Hoc; when returning from conferences or as assigned, remainders of weeks should be used for admin projects. They are not considered off time unless vacation has been requested via leave adjustment form [https://ishare.ucsd.edu/sites/RX/HR%20documents/Leave_Adjustment_Form.pdf](https://ishare.ucsd.edu/sites/RX/HR%20documents/Leave_Adjustment_Form.pdf)

**Committee**

Code Blue (1st Tuesday/month noon-3, Hillcrest), Critical Care MERP (2nd Monday of odd months), 11:30-12:30 Jacobs

**Vacation/Weekend Makeup**

When preceptors are on a minimum schedule and may not be available to provide constructive feedback, residents will not be permitted to make up days missed from learning experiences. All vacation requests, including this time period, should be documented with a leave adjustment form [https://ishare.ucsd.edu/sites/RX/HR%20documents/Leave_Adjustment_Form.pdf](https://ishare.ucsd.edu/sites/RX/HR%20documents/Leave_Adjustment_Form.pdf) before the time is taken

**Staffing:**

Staffing will be incorporated into the residency experience with weekend shifts that provide the opportunity for PGY2 residents to cover 1-3 ICU’s simultaneously. The PGY2 critical care residents are required to staff 16 weekends (which includes 1 minor holiday weekend PLUS 1 major holiday (Thanksgiving, Christmas, or New Year’s). The resident will get 13 paid days for holidays and 12 sick days for the academic year. Vacation time will be in accordance with GME rules and will be defined as 20 days of vacation PLUS 5 days for professional leave to attend meetings or conferences. Please refer to [House Officer Policy and Procedure Document](https://ishare.ucsd.edu/sites/RX/HR%20documents/Leave_Adjustment_Form.pdf) for more detailed information about vacation. To help provide more formative feedback, residents are expected to seek feedback from at least one staff member each weekend they staff. The feedback will be solicited via an online survey [https://ucsd.co1.qualtrics.com/jfe/form/SV_28XYFXGDFnhj0wd](https://ucsd.co1.qualtrics.com/jfe/form/SV_28XYFXGDFnhj0wd)

**Resident Project:**

The resident will be responsible for conducting a resident project throughout the academic year that will be completed and presented at the UC Collaborative Annual Pharmacy Leadership Conference, or an equivalent conference. A Resident Research Primer Course has been developed by the UC San Diego Health Research Council to coach residents through the various aspects of the research process. PGY2 critical care residents who have not previously completed the Research Primer Course are required to attend. More information can be found in the Resident Manual, Appendix S. If time allows, the resident will be involved with the initiation of a second project. This initiation phase will involve defining the study design, writing up the protocol and beginning the IRB approval phase. The purpose of starting a second project...
is to facilitate subsequent critical care residents who can then finish the projects that were started the previous year. A list of project ideas will be generated from the ICU preceptors and the resident is expected to select a project during the first month of the residency year. Research time will be given during the resident year. During research weeks, the resident is expected to be onsite for at least 8 hours daily; preferably between 6:00 am and 6:00 pm. Any excursions from this time must be accounted for by requesting time off via the leave adjustment form https://ishare.ucsd.edu/sites/RX/HR%20documents/Leave_Adjustment_Form.pdf

Practice Management and Effective Education or Teaching:
The PGY2 resident will track their progress and development in the areas practice management, clinical quality improvement projects (if not a part of year-long resident project), medication use evaluation, order set review (and/or formulary monograph), and effective education or training to health care professionals or health care professionals in training through this longitudinal experience. Quarterly, the RPD and resident will complete a summative evaluation via PharmAcademic and update the resident's customized training plan, as needed. Items which are included and evaluated in this longitudinal rotation include committee participation (Code Blue/Critical Care MERP), practice management opportunities such as order set review (optional guideline creation/revision and formulary monographs), and the resident's progress in covering disease states listed in the Critical Care Appendix (topics listed individually in learning experience descriptions).

Effective education opportunities which will be evaluated and will include grand rounds, clinical forums (4 required during residency), journal clubs (4 required during residency), inservices (as possible or as designated in the learning experience description), and teaching opportunities (i.e. critical care elective, ART facilitation or lecture).

**Grand Rounds:** The resident will deliver a 1-hour CE lecture to the pharmacy staff regarding a topic in critical care. Residents can either present individual topics at various times of the year or they could present a topic together. Grand Rounds presentations need to be presented to the project preceptor at least two weeks in advance for feedback and comments. Failure to do so will result in delay of the presentation. A full 'run-through' presentation must be scheduled at least one week in advance of the planned presentation in order to provide a seamless educational lecture. Please refer to Appendix J in the Residency Manual for more information and evaluation strategies. An on-demand PharmAcademic evaluation will be used to track Grand Rounds completion.

**ICU Pharmacy Clinical Forums and Journal Clubs:** Residents are required to present four clinical forums and four journal club presentations during the year at our Pharmacy Clinical Forum. Clinical Forums are clinically focused 20-minute presentations based on a recent patient case. The resident is encouraged to discuss topics related to the ASHP supplemental Appendix for an Advanced Practice Residency in Critical Care for these presentations. Journal Club topics should be focus on critically reviewing a recently published journal article related to critical care. During the second half of the year, the resident may choose to facilitate a PGY1 Journal Club in lieu of performing two of their required JC presentations. All Clinical Forum and Journal Club presentations need to be presented to the project preceptor at least one week in advance for feedback and comments. Failure to do so will result in delay of the presentation. Please refer to Appendix K (Journal Club) and Appendix M (Clinical Forum) for more information and evaluation strategies. An on-demand PharmAcademic evaluation will be used to track Clinical Forums and Journal Clubs.

**Inservices:** When designated by the learning experience description, residents will provide interdisciplinary inservices. More information can be found in learning experience descriptions (see PharmAcademic).

Teaching - Skagg's School of Pharmacy and Pharmaceutical Sciences:
Involvement with UCSD’s School of Pharmacy will vary but the resident is required to participate in the Critical Care elective (SPPS 274) leading case conferences and the ACLS hands-on learning experience at the Sim Lab. The resident may be asked to write up cases for therapeutics conference based on real patients and prepare exam questions based on the lectures presented. PGY2 Critical Care residents may also choose to be a conference leader for one of the therapeutics course for 3rd year pharmacy students. Residents will also have multiple opportunities to directly precept students who are currently on rotation with the resident. If the resident has the opportunity to give a lecture in a course, an on-demand PharmAcademic evaluation will be completed by Course Faculty assessing the resident the objectives in Goal 4.1. Provide effective medication and practice-related education to critically ill patients, caregivers, healthcare professionals, students, and the public (individuals and groups) https://www.ashp.org/-/media/assets/professional-development/residencies/docs/pgy2-newly-approved-critical-care-pharmacy-2016.ashx?la=en&hash=8861F9DD0BD06308FAA06FABA45E575567738C07.

BCCCP Lecture Series (aka Critical Care Bootcamp):
Critical care residents will be strongly encouraged to research and deliver at least one 120-minute lecture on various didactic topics throughout the year. These topics will be related to the BCCCP Preparatory Review Course and will be relevant to the patient population they are currently involved with from a learning experience perspective, when possible. All parties are welcome to attend but the core ICU pharmacists are strongly encouraged to attend. This lecture series is held in conjunction with the San Diego Veteran’s Affairs and Scripps Mercy PGY2 critical care residents, giving the residents the opportunity to network with other critical care pharmacists in the area.

**Critical Care Conference:** The resident will be encouraged lead/coordinate a weekly critical care conference with the ICU students and PGY1 residents. Topics may vary according to the discretion of the resident, but typically include: how to work-up/present patients, sedation/analgesia/paralytics, Surviving Sepsis, hemodynamics, antibiotic review, acid-base, ACLS. Leading the conference provides residents the opportunity to practice a variety of teaching styles and improves their understanding of and ability to teach fundamental ICU topics.

**Teaching Certificate:** Participation in the Teaching Certificate program is optional and will be discussed on a case by case basis. Please refer to Appendix N in the Residency Manual for more information on these topics.

**Publication:**
The resident will be required to submit a manuscript for publication by the end of their residency year. The purpose of this requirement will be the development of scientific writing and communication skills. The types of publishable literature can include any of the following types of manuscripts:

- Case Reports with a review of relevant literature
- Primary research/original research
- Medication Use Evaluation
- Meta-analysis of a disease state or therapy
- Review article

**Meetings:**
The residents will have the opportunity to attend various professional meetings throughout the year. The annual travel stipend is variable, based on funding. In the past, residents have received a set stipend for the year which they can use at their discretion for registration, travel, accommodations, etc. The cost of attending UC Collaborative Annual Pharmacy Leadership Conference (or an equivalent conference) will be deducted from the travel stipend, along with any other conferences the resident chooses to attend. Residents are encouraged to attend a specialty meeting (e.g. Society of Critical Care Medicine Annual Congress). Attendance at UC Collaborative Annual Pharmacy Leadership Conference (or an equivalent conference) to present their resident project is mandatory.

**Assessment Strategy – PharmAcademic:**
The PGY2 Critical Care Specialty Residency Program uses the ASHP on-line evaluation tool called PharmAcademic, which is available for all ASHP-accredited pharmacy residency programs. This system, which is technologically supported by the McCreadie Group, supports the ASHP Residency Learning System (RLS).

Residents who are matched with this PGY2 specialty program are entered into PharmAcademic prior to their arrival in August. The incoming resident completes two pre-residency questionnaires that help the Residency Program Director (RPD) design a residency year that is tailored to the specific needs and interests of the resident:

- ASHP Entering Interests Form
- Entering Objective-Based Self-Evaluation

The RPD uses the ASHP Entering Interest Form and Entering Objective-Based Self-Evaluation form to create residents customized training plan. The Residency Requirement Checklist and Customized Training Plan will be discussed and modified (as necessary) through a collaborative effort between the RPD and resident. In addition, the resident may request schedule modifications throughout the residency year and the RPD will make all efforts to accommodate these requests. Assessment tools will be adjusted as changes are made. The RPD will share changes to the Residency Requirement Checklist and Customized Training Plan via PharmAcademic automatic emails to scheduled preceptors and during quarterly PGY2 Critical Care Residency Advisory Council (RAC) meetings.
Residents' schedules are entered into PharmAcademic. For each Learning experience, the following assessments are completed:

- Preceptor Assessment of Resident: Summative (for each Learning experience)
- Resident Self-Assessment: Summative-self (for each Learning experience)
- Resident Assessment of the Learning Experience
  - Resident assessment of Preceptor(s)
  - Resident assessment of Learning Experience

Preceptors and residents are encouraged to exchange in on-going, daily verbal feedback throughout each learning experience. Residents are expected to provide constructive feedback to the preceptor in their PharmAcademic evaluation at the end of the learning experience. This feedback, along with Preceptor self-evaluation is helpful in developing worthwhile and relevant preceptor development programming. The Resident and Preceptors are trained and reminded throughout the year to complete evaluations in a thorough (quantitatively and qualitatively) and timely manner (within 7 days of learning experience end). To this end, evaluations may be used, not only as assessment tools, but as tools that Preceptors may turn to for help in guiding Residents to improve, grow and achieve the residency programs and the residents’ goals and objectives for the residency year. The RPD reviews all evaluations and solicits verbal feedback from preceptors and residents to provide guidance to help the resident maximize the residency experience.

Residents will be required to complete a PGY2 Critical Care Program Evaluation during the 3rd quarter. Feedback will be discussed at the PGY2 Critical Care RAC meeting and agreed upon changes will be incorporated into the next academic year structure. Additionally residents will be required to complete an exiting Objective-Based Residency Self-Evaluation.

**Assessment Overview (PGY2 Critical Care)**

*It is the resident’s responsibility to initiate the evaluation process with each rotation preceptor prior to the end of each learning experience and to schedule at least quarterly meetings with the residency director.*

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Practice Management and Effective Education or Teaching

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<th>Resident Skills and Knowledge</th>
<th>Program Evaluation</th>
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PGY2 Critical Care Competency Areas, Goals and Objectives (2016 Standard):

- Educational Outcome: broad categories of the residency graduates’ capabilities.
  - Outcome R1: Patient Care
  - Outcome R2: Advancing Practice and Improving Patient Care
  - Outcome R3: Leadership and Management
  - Outcome R4: Teaching, Education, and Dissemination of Knowledge

- Educational Goals: Goals listed under each outcome are broad sweeping statements of abilities.

- Educational Objectives: Resident achievement of educational goals is determined by assessment of the resident’s ability to perform the associated educational objective below each educational goal.

- The resident is encouraged to read detailed information about each goal at the ASHP website (click on Critical Care Pharmacy (PGY2), 2016)
  [https://www.ashp.org/Professional-Development/Residency-Information/Residency-Program-Directors/Residency-Accreditation/PGY2-Competency-Areas](https://www.ashp.org/Professional-Development/Residency-Information/Residency-Program-Directors/Residency-Accreditation/PGY2-Competency-Areas)

- For information about Goals and Objectives Taught/Taught and Evaluated in Learning Experiences, please visiting PharmAcademic, go the ‘Reports’ tab, and click on ‘Goals and Objectives Taught/Taught and Evaluated in Learning Experiences’.

PGY2 Critical Care Residency Requirements for Completion/Graduation:

- Successful completion of learning experiences: all learning experience objectives marked satisfactory progress (SP), ACH or achieved for residency (ACHR) by the final evaluation. Any expectations of the residents that are not met or learning objectives with needs improvement (N/I) from an on-demand or scheduled evaluation will result in a meeting between the learning experience preceptor, RPD, and resident and a plan of correction will be formulated. Failure to complete the plan of correction, may result in disciplinary action.

- ≥90% of RLS goals marked “Achieved for the Residency” by the end of the year (as evaluated by individual rotation preceptors or by the RPD upon final review of the resident’s progress). All patient care related objectives (Outcome R1: Patient Care) must be achieved.

- Creation and completion of required presentations: 4 Journal Clubs, 4 Clinical Forums, 1 Grand Rounds

- If not completed during a UC San Diego PGY1 residency program, Residents will be required to complete a Research Primer Course and demonstrate competence as defined by the Research Council. If necessary, a remediation plan will be designed for residents who do not demonstrate competence.

- Completion of a residency project; including presentation at a suitable conference/meeting and completion of a project ‘write-up’ in a manuscript suitable for publication (does not need to be submitted for publication)

- Submission of a manuscript for publication (does not have to be accepted)

- Participation in the Critical Care elective (as described above)

- Twelve months minimum is allotted to successfully complete the core requirements. If a core rotation must be repeated, then elective time shall be used. If the above requirements are not met in full, the residency certificate may be withheld at the discretion of the residency director.