Appendix A Acute Care

PGY1 Acute Care Pharmacy Residency Program Overview

National Matching Service Number: **176413**

[https://health.ucsd.edu/specialties/pharmacy/residency/Pages/pharmacypractice.aspx](https://health.ucsd.edu/specialties/pharmacy/residency/Pages/pharmacypractice.aspx)

The UC San Diego Health Department of Pharmacy offers a one-year pharmacy residency in Acute Care beginning July 1.

**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 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. UC San Diego Health 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 in both the inpatient and outpatient settings, to a broad spectrum of patient populations including internal medicine, surgery, cardiology, oncology, solid organ transplant, bone marrow transplant, infectious diseases, nephrology and HIV/AIDS.

**Purpose**
The purpose of the UC San Diego Health PGY1 Residency Program is to build on Doctor of Pharmacy (PharmD) 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 UC San Diego Health PGY1 Acute Care Residency Program provides trainees with an extensive experience in the art and science of pharmacy and in all aspects of the medication use process so they are able to achieve excellence in the medication-related care and treatment of their patients, research and teaching. Residents will be encouraged, trained and required to take ownership of the outcomes of their patients as they provide evidence-based contributions and recommendations in a multidisciplinary team acute care and transitional care environment.

Residents completing the UC San Diego Health PGY1 Acute Care Pharmacy Residency will be competent in the management of medication therapy for various disease states in a variety of health care settings and for diverse patient populations, primarily in the acute care environment. Residents will benefit from block and longitudinal learning experiences in the inpatient and ambulatory care settings with the majority of their training in the acute care setting, including medicine, critical care and several elective opportunities.

Resident pharmacists will have been trained and educated in teaching modalities and will have participated in a Teaching Certificate Program. Residents will have demonstrated proficiency in communication and in educating other health care professionals, patients, students and the community on medication related topics. Residents will have opportunities in precepting students on rotation and during Therapeutics Conferences from the UCSD (SSPPS). The resident will also be involved in a research project. Scientific writing is strongly emphasized and the preparation of a manuscript suitable for publication will be required.

Residents, also called Trainees and House Officers (see House Officer Policies and Procedures Document (HOPPD)), will have demonstrated professional maturity by evaluating and monitoring their own performance. They will have been trained in research methodologies and leadership skills. Graduates of this program will be prepared for adjunct faculty positions, direct patient care opportunities in acute care settings, advanced PGY2 programs and will be eligible to sit for board certification as a pharmacotherapy specialist. Pharmacy residents completing this program will be proficient in the areas of:

1. Patient care
2. Advancing practice and improving patient care
3. Understanding leadership and management skills
4. Teaching, education, and dissemination of knowledge
Number of residency positions available: 12 new residents are accepted each year.

House Officer Details:
The annual stipend is currently $50,500. 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

Candidate Eligibility Requirements:
The UC San Diego Health PGY1 Acute Care residency program participates in the PhORCAS on line application process. Eligible candidates must apply through PhORCAS, completing all sections and must meet the following:

1. Graduate or candidate for graduation of an Accreditation Council for Pharmacy Education (ACPE) accredited degree program (or one in the candidate process), or have a Foreign Pharmacy Graduate Equivalency Committee (FPGEC) certificate from the National Association of Boards of Pharmacy (NABP); if a Foreign Pharmacy Graduate, candidate must hold a valid Visa that does not require sponsorship of any kind for the duration of the residency appointment
2. Licensed or eligible for licensure as a pharmacist in the state of California
3. Have > B or “pass” average in combined Therapeutics (or equivalent) courses and > C in any given course

All applicants will be evaluated and ranked according to specific criteria using established rubrics; offers for an on-site interview with the RPD and interview team will be made. On-site interviews will be held during late January through early March.

The UC San Diego Health PGY1 acute Care residency program participates in the ASHP Resident Matching Program. 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

If matched with the UC San Diego Health Residency Program, matched candidates must:
1. Have successfully graduated from an ACPE accredited school of pharmacy with a Doctor of Pharmacy degree (International students: see HOPPD)
2. Obtain California pharmacy intern licensure prior to beginning; the residency offer may be rescinded if the resident does not have a California pharmacy intern license prior to July 1st of the appointment year
3. Obtain California pharmacist licensure within 90 days of the start of the residency program

Application:
Applications will be accepted at the opening of the PhORCAS online application system. Deadline for application is December 31st. Applications should be submitted through PhORCAS and include, in addition to completing all PhORCAS components, the following:

1. Letter of intent (see UC San Diego Health Acute Care Pharmacy residency website for prompt(s))
2. Current Curriculum Vitae with all experiential completed and anticipated rotations as well as pharmacy work experience
3. Three electronic references, two of which must be from preceptors who can directly comment on your clinical and practice skills

Program Structure

Required Learning Experiences
PGY1 Acute Care residents will gain the skills necessary to function as the primary pharmacist during their required core learning experiences. During direct patient-care learning experiences the resident will be expected to handle all aspects of the pharmacotherapeutic management of patients in the patient populations being covered. The resident will be expected to build relationships with each interdisciplinary team in a variety of settings and work proactively with the nurses, physicians and physician extenders to help address all aspects of patient care related to medications. Daily activities may include: working up patients including interpreting all pertinent laboratory and procedural results, interviewing patients/caregivers regarding chief complaints and medication histories, recommending changes to patient’s medication regimens, ordering and pharmacokinetically evaluating drug levels, attending daily multidisciplinary rounds, collaborating with physicians and other health care providers to discuss optimal pharmacotherapy to achieve therapeutic
goals, participating in patient education/consultation, and overseeing and directing P4 APPE pharmacy student activities. Residents will also gain experience in operational processes. Longitudinal core experiences are integrated to supplement block learning experiences.

Descriptions of each learning experience can be found in PharmAcademic

- Orientation: 2 weeks (concentrated)
- Central Pharmacy, CPOE Training and PK: 5 weeks
- Medicine: 10 weeks (5 weeks each at Hillcrest and La Jolla Hospitals)
- Adult ICU: 5 weeks
- Administration: 5 weeks
- Ambulatory Care: one, 5 week block learning experience and one, six month longitudinal ½ day per week clinic learning experience
- Transitions of Care: 10 weeks of ½ day per week
- Operations: longitudinal over the course of the residency year
  1. 20 weekends, which includes two minor and one major holiday
  2. 8 Wednesday mornings to cover staff meetings for two hours
- Therapeutic Conference Facilitator: 10 weeks of ½ day per week
- Residency Project: longitudinal over the course of the residency year
- Teaching Certificate Program (minimum experiences to receive Certificate of Completion): longitudinal over the course of the residency year
  1. Patient Directed Group Teaching/Outreach/Wellness (1)
  2. Small Group Teaching (5)
  3. Practice-based Small Group Facilitation (10 weeks of Therapeutics Conference)
  4. Journal Club (1)
  5. Tech Talk (1)
  6. Nursing in-service (1)
  7. Large Group Formal Presentation (Grand Rounds; 1)

**Elective Learning Experiences**

There are a variety of elective experiences from which the resident can choose. The electives can be selected from the list below and any of the core learning experiences listed above may be repeated. This will allow the resident the flexibility to tailor their experience to an area of interest. There are also opportunities to develop new elective rotations or modify existing elective rotations in the inpatient or outpatient environment.

Descriptions of each learning experience can be found in PharmAcademic

Residents may choose three elective experiences, of which two must be direct patient care. We offer elective training in a wide range of medical and surgical specialty areas, in both the inpatient, transitional and ambulatory care settings. Elective choices include:

- Abdominal Transplant/hepatobiliary
- Academia
- Administration (Acute or Am Care)
- Anticoagulation Management Clinic
- Antiretroviral/HIV Clinic
- Bone Marrow Transplant
- Burn ICU
- Cardiology
- Cardiovascular ICU (CVC ICU; Anesthesia Critical Care Medicine: ACCM)
- Chronic Kidney Disease Clinics
- CT Transplant/Mechanical Assist Devices
- Diabetes Clinics
- Emergency Department
Residents Learning Experiences and Rotation Schedule (Example)

<table>
<thead>
<tr>
<th>Rotation</th>
<th>Dates</th>
<th>Rotation</th>
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<tr>
<td>1</td>
<td>7/1-7/15/xx</td>
<td>Orientation</td>
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<tr>
<td>2</td>
<td>7/18 – 8/19/xx</td>
<td>Training</td>
</tr>
<tr>
<td>3</td>
<td>8/22 – 9/23/xx</td>
<td>Medicine I</td>
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<td>4</td>
<td>9/26 – 10/28/xx</td>
<td>Elective 1</td>
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<tr>
<td>5</td>
<td>10/31 – 12/9/xx</td>
<td>Ambulatory Care</td>
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<tr>
<td>6</td>
<td>12/12 – 2/3/xx</td>
<td>Elective 2</td>
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<td>7</td>
<td>2/6 – 3/17/xx</td>
<td>Medicine 2</td>
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<tr>
<td>8</td>
<td>3/20 – 4/21/xx</td>
<td>Administration</td>
</tr>
<tr>
<td>9</td>
<td>4/24 – 5/26/xx</td>
<td>ICU</td>
</tr>
<tr>
<td>10</td>
<td>5/30 – 6/30/xx</td>
<td>Elective 3</td>
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Staffing/Vacation/Educational leave:
Staffing will be incorporated into the residency experience with weekend shifts that provide the opportunity for PGY1 residents to experience operations and patient care in a variety of areas/shifts under the supervision and with the support of preceptors and experienced staff pharmacists. PGY1 residents will staff 20 weekends (which includes 2 minor holiday weekends PLUS 1 major holiday (Thanksgiving, Christmas, or New Year’s), and eight Wednesday morning two hour
coverage of the central pharmacy. The resident will get eight additional paid holidays off 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.

**Resident Project:**
The resident will be responsible for conducting a resident project throughout the academic year that will be completed and presented at the Western States Conference or an equivalent professional meeting. 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 process. The purpose of starting a second project is to facilitate subsequent residents who can then finish the projects that were started the previous year. A list of project ideas will be generated from preceptors and the resident is expected to select a project during the first month of the residency year.
Assessment Overview (PGY1 Acute Care)

*It is the resident’s responsibility to ensure the timely completion of all evaluations*  
(within seven days of the end of the learning experience or the evaluation due date).

<table>
<thead>
<tr>
<th>Type of Assessment</th>
<th>Timing</th>
<th>Summative</th>
<th>Summative-Self</th>
<th>Resident assessment of Preceptor</th>
<th>Resident assessment of Learning Experience</th>
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<td>TOC</td>
<td>Final</td>
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<td>Teaching Certificate Program</td>
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<td>Final</td>
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<td>Quarterly</td>
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<tr>
<td>Professional Devlopment</td>
<td>Quarter</td>
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**Assessment Strategy – PharmAcademic**

The PGY1 Acute Care 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 Standards, Competency Areas with corresponding Goals and Objectives.

Residents who are matched with this PGY1 program are entered into PharmAcademic prior to their arrival in July. 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 Standard Entering Interests Form
- Goal-Based Entering Interests Form

Residents’ schedules and assigned Goals and Objectives are entered into PharmAcademic. We have chosen to use the PharmAcademic evaluation tools for our Learning Experiences. For each Learning experience, the following Assessments are completed:

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

Preceptors and residents are encouraged to exchange in on-going, daily verbal feedback throughout each rotation experience. The Resident and Preceptors are trained and reminded throughout the year to complete evaluations in a
thorough (quantitatively and qualitatively) and timely manner. 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.

The Residents discuss their Program goals and interests quarterly (Quarterly Plan Development Update) with the RPD to evaluate where they are in meeting the residency and resident’s goals and to set or modify goals for the remaining months of the residency program. Residents may choose to meet more often and as needed as their interests change throughout the year. 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 Resident completes the ASHP PharmAcademic exit evaluation. Residents also are required to complete an evaluation of the Residency Program.

The results of these year-end Program evaluations are reviewed by the RPD and discussed at RAC for potential merit and action plans are developed in an effort to achieve continuous quality improvement.

**PGY1 Competency Areas, Goals and Objectives**

**ASHP Definitions**

- **Competency Area:** Categories of the residency graduates’ capabilities; Competency areas fall into one of three categories:
  - **Required:** Four competency areas are required (all programs must include them and all their associated goals and objectives)
    - Competency Area R1: Patient Care
    - Competency Area R2: Advancing Practice and Improving Patient Care
    - Competency Area R3: Leadership and Management
    - Competency Area R4: Teaching, Education, and Dissemination of Knowledge
  - **Additional:** Competency area(s) other than the four areas required for all program that programs may select to add as required for their specific residency program
  - **Elective:** Competency area(s) selected optionally for specific resident(s)
- **Educational Goals (Goal):** Broad statement of abilities
  - Please visit the ASHP website to find specific goals and objectives for PGY residencies. Click on the link for ‘Required Competency Areas, Goals, and Objectives’ or click the link here: [https://www.ashp.org/Professional-Development/Residency-Information/Residency-Program-Directors/Residency-Accreditation/PGY1-Competency-Areas](https://www.ashp.org/Professional-Development/Residency-Information/Residency-Program-Directors/Residency-Accreditation/PGY1-Competency-Areas)

- **Educational Objective:** Observable, measurable statement describing what residents will be able to do as a result of participating in the residency program.
- **Criteria:** Examples intended to help preceptors and residents identify specific areas of successful skill development or needed improvement in resident

UC San Diego Health PGY1 Acute Care Residency Program **Required** and **Additional** Competency Area goals and objectives:

- **Required**
  - Competency Area R1: Patient Care
  - Competency Area R2: Advancing Practice and Improving Patient Care
  - Competency Area R3: Leadership and Management
  - Competency Area R4: Teaching, Education, and Dissemination of Knowledge
- **Additional**
  - Competency Area E6: Teaching and Learning
    - **Goal E6.1:** Demonstrate foundational knowledge of teaching, learning, and assessment in healthcare education
      - **E6.1.1:** Explain strategies and interventions for teaching, learning, and assessment in healthcare education
      - **E6.1.2:** Explain academic roles and associated issues
Goal E6.2 - Develops and practices a philosophy of teaching
~ E6.2.1 - Develop a teaching philosophy statement
~ E6.2.2 - Prepare a practice-based teaching activity
~ E6.2.3 - Deliver a practice-based educational activity, including didactic or experiential teaching, or facilitation
~ E6.2.4 - Effectively document one’s teaching philosophy, skills, and experiences in a teaching portfolio

PGY1 Acute Care Residency Requirements for Completion/Graduation:
• California Board of Pharmacy Intern License must be obtained prior to the start of the Residency Program
• Successfully licensed as a pharmacist by the California Board of Pharmacy within 90 days of the start of the appointment year; failure to be a licensed pharmacist in California within 90 days of the start of the residency is grounds for automatic resignation
• Completion of all evaluations in PharmAcademic within 7 days of due date
• Completion of residency project
  ▪ Abstract
  ▪ Platform presentation
  ▪ Manuscript
  • Completion of Teaching Certificate Program
  • Attendance at all SDPRL required meetings
  • Successful completion of all learning experiences (learning objectives marked as SP, ACH or ACHR; no NI)
  • All R.1 objectives ACHR by the final evaluation
  • ACHR of 90% or more of ASHP goals and objectives N/I: Skill and/or task that is unable to be consistently reproduced and requires direct supervision and assistance
    S/P: Skill and/or task that is reproducible with minimal assistance and/or direction
    ACH: Reproducible skill and/or task that is consistent across time independently
  • Completion of all required competencies
  • Membership in the California Society of Health Systems Pharmacists and the American Society of Health-System Pharmacists
  • Maintain professional standards throughout residency appointment
  • Twelve months maximum is allotted to successfully complete the residency graduation requirements; If a required rotation must be repeated then elective time shall be used if possible; if the above requirements are not met in full, the residency certificate may be withheld at the discretion of the Residency Program Director; exceptions and continuation beyond twelve months is at the discretion of the Residency Program Director and Pharmacist-in-Chief and is reviewed on a case by case basis

Consequences of Failure to Meet Licensing Requirements
• The UC San Diego Health Pharmacy Residency PGY1 Programs require all Residents to have obtained their California Intern Pharmacist License prior to the Appointment Residency Year; additionally, PGY1 Pharmacy Residents must obtain their Pharmacist License in California within 90 days of the start of the appointment year to maximize their learning opportunities; failure to be a licensed pharmacist in the State of California within 90 days of the start of the residency program will result in automatic voluntary resignation or implementation of a corrective action plan at the discretion of the RPD (and upon advice from the RAC and PIC); the Corrective Action Plan is written by the Resident’s Residency Program Director and must be adhered to by the Resident; the Corrective Action Plan may include, but is not limited to, changes in rotation and staffing schedules, and a paid or unpaid extension of the residency year (to ensure that a minimum of 2/3 of residency is completed as a pharmacist licensed to practice in the state of California)
• Once licensed, Residents must maintain a full and unrestricted license in order to continue their appointment; should a Resident’s license be placed on probation, his/her continuation in training will be at the discretion of the Program Director and the Pharmacist in Chief; appointments will not be made for Candidates/Residents who are on probation from the California Board of Pharmacy

Additional Notes:
All Program requirements of the resident must be completed within three months post-residency to have the Certificate of Completion conferred.