



**POLICIES AND PROCEDURES MANUAL**

System       Department

**Supersedes:** |

Section: Pharmaceutical and Nutrition Care

Subject: Certificate of Residency Requirements for PGY1 Pharmacy Residents

Number: RES 025

Attachments:

Date Effective: 10/11

Date Reviewed: 10/11, 5/14, 9/16, 12/18, 1/21

## **Description**

The following outlines Nebraska Medicine's policy in regard to required expectations and activities PGY1 pharmacy residents must complete in order to receive a Certificate of Residency.

## **PGY1 Residency Requirements, Duties and Responsibilities**

The residency program is a minimum of twelve months in duration and a full-time practice commitment. Residents will be required to perform and participate in a number of activities throughout the year. These activities are designed to ensure compliance as outlined in the ASHP Required Competency Areas, Goals, and Objectives for Postgraduate Year One (PGY1) Pharmacy Residencies and the ASHP Accreditation Standard for Postgraduate Year One (PGY1) Pharmacy Residency Programs.

In addition to the expectations outlined in the accreditation standards, residents are expected to:

- Uphold and adhere to all standards of the pharmacy profession
- Uphold and adhere to the iTEACH Values and policies of Nebraska Medicine

The following activities are required for successful PGY1 program completion:

- Residents shall complete required residency orientation and training
- Residents shall complete a minimum of two-thirds (2/3) of the residency as a pharmacist licensed to practice pharmacy in the state of Nebraska
- Residents shall complete BLS and ACLS certification (PALS is optional)
- Residents shall complete service commitment required duties (including staffing and on-call)
- Residents shall participate and complete patient required activities (e.g., documentation, pharmacokinetics, patient education and counseling)
- Residents shall complete evaluations in PharmAcademic, quarterly development plans and other evaluations as assigned in a timely manner
- Residents shall complete rotational requirements
- Residents shall attend assigned residency, departmental and Nebraska Medicine meetings
- Residents shall participate in medication safety initiatives or projects
- Residents shall present and participate in the Residency Leadership Development Series
- Residents shall present and participate in journal clubs
- Residents shall present and attend Pharmacy Grand Rounds (PGR) seminars
- Residents shall attend and participate at the annual Residency Fall Retreat
- Residents shall attend and participate at the ASHP Midyear Clinical Meeting (at the discretion of the program director)
- Residents shall participate in all residency recruitment activities, including residency interviews (at the discretion of the program director)
- Residents shall participate in the precepting of P4 pharmacy students on clinical rotations
- Residents shall participate in teaching activities at the UNMC College of Pharmacy

- Residents shall complete a research project designed to improve the services of the department and/or contribute knowledge to the pharmacy profession
- Residents (at the discretion of their RPD) will present their research project (poster or podium) at a RAC approved venue(s) determined on a yearly basis.
- Residents shall complete a research project manuscript
- Residents shall complete a teaching certificate program

The ASHP Standard Summative Scale through PharmAcademic will be utilized by preceptors and the program director to evaluate resident progress on residency required and elective objectives and goals for all rotational experiences.

**Needs Improvement (NI):** indicates that the resident is failing to make satisfactory progress (at the level of a PGY1 resident) and is in need of improvement on an objective(s).

*Preceptors and the residency program director (RPD) can make this determination.*

Examples of NI include:

- Resident was unable to complete assignments on time and/or required significant preceptor oversight;
- Resident's aptitude or clinical abilities were deficient;
- Unprofessional behavior was noted.

Preceptors must identify and document in PharmAcademic why resident needs improvement on any objective(s).

Preceptors must identify and document in PharmAcademic key steps for resident to take to improve performance in order to make satisfactory progress on identified objective(s).

The resident's RPD will follow up on all "needs improvements" and document accordingly in the resident's development plan.

**Satisfactory Progress (SP):** indicates that the resident is making good progress on an objective.

*Preceptors and the RPD can make this determination.*

Examples of SP include:

- Resident's skill level has progressed at a rate that will result in full mastery by the end of the residency program;
- Resident is able to perform with some assistance from the preceptor;
- Improvement is evident throughout the experience.

Preceptors may include documentation in PharmAcademic addressing areas of progress and identifying specific areas of enhancement that will lead to an achievement of objective(s).

**Achieved (ACH):** indicates that an objective associated with a specific goal has been achieved by the resident. Resident's performance meets or exceeds what is expected of a PGY1 resident.

*Preceptors and RPD can make this determination.*

Examples of ACH include:

- Resident has fully mastered the goal/skill based on their residency training;

- Resident has performed the skill consistently with little or no assistance from the preceptor and can complete the objective independently.

Preceptors may include documentation in PharmAcademic identifying how objective(s) was/(were) achieved.

**Achieved for the Residency (ACHR):** indicates that an objective associated with a specific goal has been achieved by the resident with consistency, independence and professionalism.

*Only the RPD can make this determination* by a thorough review of resident's performance on objective(s) through PharmAcademic evaluations and formal feedback.

**Residents must achieve for the residency (ACHR) 100% of all program required and elective objectives and goals as selected in PharmAcademic.**

Residents who have completed all residency program requirements will be awarded a Certificate of Residency upon the recommendation of the residency program director and agreement of the residency advisory committee and director of pharmacy.

All signatures on the Certificate of Residency shall signify that the resident has completed all program requirements and demonstrated appropriate competency and professionalism.

**Failure to demonstrate adequate performance and progress, or failure to meet program deadlines and requirements may result in formal disciplinary action, including but not limited to possible dismissal from the program.**

Reviewed by: Residency Advisory Committee

**Department Approval**

Signed | s |: [Patrick Fuller]  
Title: [PGY1 Residency Program Director]  
Department: [Pharmaceutical & Nutrition Care]

**Administrative Approval**

Signed | s |: [Lori Murante]  
Title: [Director]