

# Launching a PGY1 Residency in a Health-System Specialty Pharmacy Setting: A focus on Program Design, Residency Candidate Interest, and Preceptor Readiness and Satisfaction

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## BACKGROUND

- Health-System Specialty Pharmacy is a growing field of interest due to increased development and spending associated with specialty medications.<sup>1,2</sup>
- Vanderbilt Specialty Pharmacy (VSP) is a health-system specialty pharmacy with an integrative model comprised of 42 pharmacists and 27 technicians that service 21 different clinics and 3 pharmacies.
- VSP began a community-based residency in 2020 with the goal of creating an ASHP accredited residency program in the health-system specialty pharmacy setting.
  - The pharmacists have diverse backgrounds (i.e. retail pharmacy, inpatient pharmacy, newly licensed, with and without residency experience etc.)
  - This unique set of pharmacists led to a degree of preceptor hesitancy upon residency initiation, which prompted the development of the preceptor readiness program.

**OBJECTIVE:**  
Recruit and develop practitioners to sustain and expand the specialty pharmacy practice

## METHODS

**COMPARE:** PGY1 Pharmacy Practice and PGY1 Community-based ASHP Residency standards

**DESIGN:** Residency focused on ASHP accreditation standards based in a single specialty pharmacy health system setting

**PREPARE:** Pharmacists of varying levels of experience to engage as preceptors

**EVALUATE:** Residency candidate application metrics in two application cycles for specialty pharmacy interest

**ANALYZE:** Preceptor survey at the conclusion of the first year of the program to obtain feedback on preceptor readiness and program success

## COMPARE AND DESIGN

PGY1 Community-based <sup>3</sup>	PGY1 Pharmacy <sup>4</sup>
- Medication management of chronic disease states	- Drug therapy monitoring (i.e. renal dosing, pharmacokinetics)
- Health and wellness services	- IV admixture and sterile products
- Immunizations	- Compounding
- Collaborative Pharmacy Practice Agreement (CPPA)	- Monograph
- Transition of care plan	- MUE
- Business plan	- PT&D
- Pharmacy billing (adjudication/insurance claims)	

- Above are areas in which the Community-Based Residency standard fit well with VSP's practice model and areas in which the Pharmacy Residency standard was a challenging fit.
- Aligning goals and objectives of the residency with the pharmacy model leads to improved fiscal prosperity of both the residency and the pharmacy.

Vanderbilt's high touch, patient-centered, health system specialty pharmacy practice model fits best into the **community-based residency program standard**

## EVALUATE

First Recruitment Year	Second Recruitment Year	
<b>PHASE 1:</b>	<b>PHASE 1:</b>	<b>PHASE 2:</b>
<ul style="list-style-type: none"> <li>28 applicants</li> <li>50% specialty pharmacy interest</li> </ul>	<ul style="list-style-type: none"> <li>34 applicants</li> <li>62% specialty pharmacy interest</li> </ul>	<ul style="list-style-type: none"> <li>45 applicants</li> <li>51% specialty pharmacy interest</li> </ul>

- Applicant number grew in the second year of recruitment.
- It was very rare for an applicant to apply to our residency who did not have ambulatory or community-based career goals.

## RESULTS

### PREPARE

#### Baseline Preceptor Experience

Rotation Type	Rotation	Pre-Residency Launch
Required Clinical Rotations	Hepatology/ID	S and R
	Inflammatory	None
	Neurology	S
	Oncology/Hematology	None
Elective Rotations	Pediatrics	S and R
	Hemophilia	S
	Pulmonary	None
	Cardiology-Lipid	None
	Endocrinology	S
	Longitudinal	Practice Management
	Pharmacy Operations Walk-Up	S
	Pharmacy Operations Mail-Order	S
	Staffing/On-call	None
	MTM	S
	Research	S

S: student precepting experience; R: resident precepting experience

#### Preceptor Characteristics at Start of Residency in 2020:

- 17 primary preceptors
- Pharmacist median years of licensure: 12 years
- Residency Experience:
  - 59% completed a PGY1 residency
  - 24% completed a PGY2 residency
- Precepting Experience:
  - 35% resident precepting experience
  - 18% APPE student precepting experience
- 100% preceptor attendance in Readiness Program

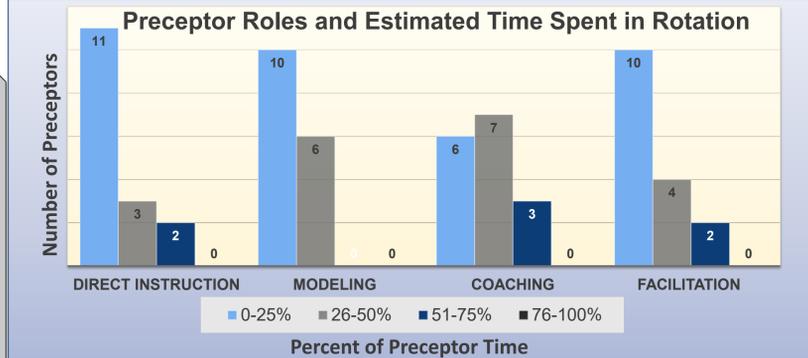
#### Readiness Program:

- Readiness Session Topics:
  - The 4 Preceptor Roles
  - Rotation Management
  - Evaluation and Scoring
  - Providing Feedback
  - PharmAcademic Basics
- 92% preceptor satisfaction that the content provided a strong foundation for the initiation of the program

#### Survey Results:

- 100% preceptor survey participation (1 partially completed)
- Top 3 Concerns of Preceptors:**
  - Time management and reduction in workflow efficiency
    - At the end of the residency, there was a 55% reduction in concern for efficiency, indicating efficiency was not negatively impacted.
  - Providing a valuable learning experience
  - Lack of experience precepting residents
- Areas for improvement:**
  - 31% of preceptors wished that they had more time to complete rotation objectives with the resident
  - Less committee/meeting involvement for the resident while in clinic so that he/she may be singularly focused

### ANALYZE



- Preceptor roles when precepting a resident are different than precepting a student, residents require less direct instruction.
- Preceptors of residents spend more time modeling and coaching.
- Preceptors wished they had more training on coaching and facilitation.

## CONCLUSIONS

- Specialty pharmacy fits well into the PGY1 Community-Based practice model and is a growing area of interest for many prospective residents.
- Resident precepting requires a higher level of skill for a preceptor. This partnership is mutually beneficial for both preceptor and resident.
- We plan to focus more time on coaching and facilitation in future preceptor readiness sessions, and rotations have been revised to allow more singularly focused time on precepting.
- With preceptor support and a training plan in place, preceptors of all residency experience levels can engage in a productive experience.

## REFERENCES

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## DISCLOSURES

Nothing to disclose for all authors