



Cleveland Clinic Mercy Hospital PGY-1 Pharmacy Residency Program Manual 2024-2025

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Overview

Cleveland Clinic Mercy Hospital

Cleveland Clinic Mercy Hospital, a ministry of the Sisters of Charity Health System, operates a 476-bed hospital, Level II Trauma center, serving Stark, Carroll, Wayne, Holmes and Tuscarawas Counties and parts of Southeast Ohio. As a Catholic health care organization, the mission at Mercy Hospital is to continue Christ's healing ministry by providing quality, compassionate, accessible, and affordable care for the whole person. Cleveland Clinic Mercy Hospital offers the area's most experienced robotic surgery center; nationally recognized heart and cancer centers; family-focused intensive care unit, and more. The hospital is a model of community health care demonstrating service excellence and providing wellness, education, and outreach to the community.

The inpatient Pharmacy Department is a 24-hour operation responsible for dispensing medications daily for an average census of 250 patients. The outpatient pharmacy also offers bedside delivery of patient discharge medications.

Post-Graduate Year 1 (PGY1) Pharmacy Residency Program

PGY1 pharmacy residency program builds upon Doctor of Pharmacy (Pharm.D.) 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.

Mercy PGY1 Pharmacy Residency Summary

An in-depth, professional, patient-centered pharmacy training experience where you can develop your professional expertise as a clinical practitioner, as well as the skills required to deliver safe and effective pharmaceutical care.

As a resident at Cleveland Clinic Mercy Hospital in Canton, Ohio, you will be involved in direct patient care and daily rounds as applicable to your monthly rotation. You will be responsible for the safe, effective, and economical use of medications in individual patients through the application of specialized skills, knowledge, and functions, taking into account patient specific and age-related needs. You will also have the unique opportunity to further support our [community outreach](#) through providing care to underserved populations including (but not limited to) those with financial needs and large immigrant population (Hispanic/Latinx community).

In addition, you will be exposed to the management of a pharmacy department and gain insight into the responsibility of accepting leadership and making a contribution back to the profession of pharmacy.

While working under the supervision of a licensed pharmacist and/or other licensed preceptor, you will:

- Evaluate, recommend, and monitor medication related therapy.
- Recommend and evaluate criteria for and perform medication use evaluations.
- Communicate with prescribers regarding medication-related therapy.
- Provide the safe storage, preparation and dispensing of medication.

- Provide counseling to patients and drug information to health care providers.
- Act as a mentor to pharmacy students and pharmacists.

Other opportunities include:

- Drug information
- Precepting APPE pharmacy students
- Pharmacy & Therapeutics Committee
- Basic Life Support (BLS), Advanced Cardiac Life Support (ACLS), Pediatric Advanced Life Support (PALS) certification
- Cardiac rehabilitation course teaching
- Presentations
- Professional meetings
- On-call program

Research project: Residents will complete a self-directed project. The scope, magnitude and type of project may vary according to individual interests, but must be completed within the residency year and in a manner suitable for presentation and publication. To assist with building research skills, the residents will participate in research curriculum that takes place throughout the year.

Core required experiences:

- Administration
- Ambulatory Care
- Critical Care
- Emergency Medicine
- Infectious Disease/Stewardship
- Internal Medicine
- Medication Safety
- Orientation
- Precepting
- Research
- Staffing

Elective experiences: Elective experiences include Oncology, as well as additional months of core required experiences. Other elective experiences may be developed based on resident interest and preceptor availability. Off-site electives may also be coordinated with another Cleveland Clinic Hospital (based on availability).

Stipend/benefits/vacation: \$51,000 stipend. Health insurance (medical, vision, and dental) and life insurance are available. Free access to Mercy Employee Fitness Center. Residents are allotted 14 time off days plus 7 wellness days. Professional membership stipend of up to \$250, in addition to reimbursement for any required conferences.

Optional certificate programs: Residents are highly encouraged to complete the teaching certificate program offered through Northeast Ohio Medical University (NEOMED) and/or a leadership certificate program offered through Cleveland Clinic.

Residency Accreditation

The PGY1 Residency program at Cleveland Clinic Mercy Hospital in Canton, Ohio, is accredited by the American Society of Health-System Pharmacists (ASHP) and complies with the officially published accreditation standards of ASHP.

Additional Program Details

Competency areas, goals, and objectives: As outlined by ASHP

Positions available: 2 positions

Program start and end date: June 17, 2024 – June 30, 2025

Application

Cleveland Clinic is committed to valuing all people through our organization, regardless of background or culture. A diverse and inclusive environment for students and staff and culturally appropriate care for our patients, are essential to fulfilling our vision to be the best place for care anywhere and the best place to work in healthcare. We welcome students from diverse backgrounds and cultures.

[Cleveland Clinic Office of Diversity and Inclusion.](#)

[Cleveland Clinic Lesbian, Gay, Bisexual & Transgender Health](#)

Interested applicants must be actively enrolled or PharmD graduates of accredited college of pharmacy, be eligible for licensure in the State of Ohio, and submit the standard application materials through PhORCAS (i.e., Letter of Intent, CV, the 3 standard reference forms in PhORCAS, official college transcripts), along with:

1. We request a minimum of one (two is preferred) of your three references should come from a preceptor who you have worked with in a clinical setting, related to an APPE in acute or ambulatory care. The clinical preceptor should be able to comment on your scope of responsibility, total patient load, level of autonomy, clinical abilities, and organizational and time management skills. All 3 reference writers should use the standard PhORCAS template to submit their candidate recommendations.
2. A response to the following essay statement is required for acceptance. The essay response should be no longer than one page in length. An application will not be reviewed if this statement is missing. Please note that the essay is separate from your letter of intent: You're a pharmacy resident starting a new rotation in a practice area where you initially felt confident in your clinical skills and knowledge base. You should be following 6 patients by the end of week one. However, by the end of week one, you are only able to fully follow and manage 4 patients. How do you handle this situation? Describe the steps you would take to improve performance.

Please submit all application materials via Pharmacy Online Residency Centralized Application Service (PhORCAS). Deadline for receipt of these materials to be considered for an interview is January 2, 2024 by 11:59 PM. In-person interviews are preferred; however, a virtual option will also be offered to any applicant unable to participate in person.

Appointments of applicants to residency positions are contingent upon the applicants satisfying certain eligibility requirements [e.g., graduating from an accredited college of pharmacy, obtaining a pharmacist license in Ohio within 90 days of the start date, and successful completion of a pre-employment physical and drug screen, including testing for cotinine and attendance of an onboarding appointment on-site in Ohio, or as otherwise directed by Occupational health at least two weeks prior to the residents start date]. Residency applicants must be authorized for employment in the United States at the time they apply for the residency. Cleveland Clinic Pharmacy does not sponsor applicants for work visas.

Unfortunately, we cannot accommodate OPT (Optional Practical Training) visas for the Residency Program as the program extends beyond 12 months. TN (Trade NAFTA) visas are acceptable; however, the candidate is responsible for the application process and all necessary fees. Cleveland Clinic cannot extend the candidate an employment letter until the candidate has matched with the Cleveland Clinic program and signed an acceptance letter. Any employment letter will state the length of the program (12 months).

Graduates of international pharmacy schools will be considered if they meet the ASHP criteria for application to residency ("To be eligible for pharmacist licensure, candidates must be

graduates or candidates for graduation from an ACPE accredited degree program (or one in the process of pursuing accreditation) or have a Foreign Pharmacy Graduate Examination Committee (FPGEC) certificate from the NABP”).

Appointments of applicants to residency positions are contingent upon the applicants satisfying certain eligibility requirements (e.g., graduating from accredited college of pharmacy, obtaining pharmacist license in Ohio within 90 days of start date, and successful completion of a pre-employment physical and drug screen, including testing for nicotine, and attendance of an on boarding appointment on site in Ohio, or as otherwise directed by Occupational health at least 2 weeks prior to the start date).

Pharmacy Preceptors

Meet our pharmacy preceptor team. Together, they are dedicated to making your post-graduate year 1 pharmacy residency (PGY1) an exceptional learning experience and career development opportunity.



Sunita R. Patel, PharmD, BCPS, BCACP, BC-ADM, CDCES

PGY1 Pharmacy Residency Program Director, Clinical Pharmacy Specialist - Internal Medicine
patels47@ccf.org

Education & Training:

- Northeast Ohio Medical University
- PGY1 Pharmacy Practice Residency: Summa Akron City Hospital



Kyle Sobecki, PharmD, MBA, BCPS

Administrative Director of Pharmacy Services
sobeckk@ccf.org

Education & Training:

- Northeast Ohio Medical University
- PGY1 Pharmacy Practice Residency: Cleveland Clinic Akron General



Theodore R. Rhodes, BSP, RPh

Director of Pharmacy Operations

rhodest3@ccf.org

Education & Training:

- University of Toledo



Matthew Reale, PharmD, BCCCP

Clinical Pharmacy Specialist - Critical Care

realem3@ccf.org

Education & Training:

- Northeast Ohio Medical University
- PGY1 Pharmacy Practice Residency: Summa Akron City Hospital
- PGY2 Critical Care Residency: University of Toledo Medical Center



Jeremy Hall, PharmD, BCPS

Clinical Pharmacy Specialist - Emergency Medicine

hallj24@ccf.org

Education & Training:

- Northeast Ohio Medical University
- PGY1 Pharmacy Practice Residency: Southwest General Health Center



Mackenzie Tenkku, PharmD, BCEMP, BCPS
Clinical Pharmacy Specialist - Emergency Medicine
tenkkum@ccf.org

Education & Training:

- Northeast Ohio Medical University
- PGY1 Pharmacy Practice Residency: Cleveland Clinic Akron General



Jennifer Winters, PharmD, BCACP
Clinical Pharmacy Specialist - Ambulatory Care
winterj2@ccf.org

Education & Training:

- Northeast Ohio Medical University



Kathleen M. Robinson, RPh, BCOP
Clinical Pharmacy Specialist - Oncology
robinsk26@ccf.org

Education & Training:

- University of Toledo



Akshith Dass, PharmD, BCIDP, BCPS

Clinical Pharmacy Specialist - Infectious Diseases/Antimicrobial Stewardship

dassa2@ccf.org

Education & Training:

- University of Toledo
- PGY1 Pharmacy Practice Residency: Cleveland Clinic Akron General
- PGY2 Infectious Diseases Residency: M Health Fairview, University of Minnesota Medical Center



Abigail Preston, PharmD

IV Room Coordinator

barlaga2@ccf.org

Education & Training:

- Ohio Northern University

Pharmacy Team

Pharmacists

John Aleman
Jordan Fahrni
Christa Hall
Rick Unsworth
Julie Ditch
Michael Maas
Jennifer Bailey
Justin Steele
Lisa Hoffman
Jordan Wanner
Frank Reale
Kathy Robinson
Celine Raible
Jacob Thorpe
Ashley Roach
Emma Coleman
Susmita Kundu
Kayla Rektor

Pharmacy Technician/Personnel

Kirstie Albright
Katie Baum
Angel Black
Michael Boydelatour
Cassie Corall
Celina Coy
Kara Deprill
Patricia Dryden
Bernadette Duke
Sheri Ferrell
Robin Hearrell
Brandy Hickman
Elizabeth Johnson
Taylor Johnson
George Kiriakou
Mohammed Farooqui
Christina Lamp

Marina Long
Sydney Mayle
Kelly Meredith
Christina Minger
Sue Nero
Linette Pridgen
Stephanie Rhodes
Beth Smith
Benjamin Spoerke
Samantha Stickel
Lia O'Malley
Courtney Diehl
Joy DiLorenzo
Codie Fether
Jaida Evans
Alaynah Richards
Chrissy Brna

PGY-1 Pharmacy Residents

2023-2024

Kayla Rektor, PharmD
School: Northeast Ohio Medical University

2022-2023

Yahira L. Diaz Cardona, PharmD
Clinical Pharmacist — Cleveland Clinic
Hillcrest Hospital
Hillcrest, OH

2021-2022

Peter Tran, PharmD
Specialty Practice Pharmacist — Ohio State
Wexner Medical Center
Columbus, OH

Enri Ismaili, PharmD, BCPS
Clinical Pharmacist — Cleveland Clinic
Hillcrest Hospital
Hillcrest, OH

2020-2021

Natalia Dziadosz, PharmD
Emergency Medicine Clinical Pharmacy
Specialist — HCA Florida Blake Hospital
Bradenton, FL

Sai Karwande, PharmD
Critical Care Pharmacist – Seattle
Children's Hospital
Seattle, WA

2019-2020

Ritika Jain, PharmD
Clinical Pharmacist — Beaumont Hospital
Royal Oak, MI

Carrie Cicirale, PharmD, BCPS, BCCP
Cardiology/Transitions of Care Clinical
Pharmacy Specialist — Barnes Jewish
Hospital
St Louis, MO

2018-2019

Molly Triner, PharmD, BCPS
Clinical Pharmacist — Summa Rehab
Hospital
Akron, OH

Lisanne McMullen, PharmD, BCCCP
Clinical Pharmacist — Rochester General
Hospital
Rochester, NY

2017-2018

Briana Mlady, PharmD, BCOP
System Oncology Pharmacist —
OhioHealth Mansfield Hospital
Columbus, OH

Christopher Miller, PharmD, BCPS
Clinical Pharmacist, Critical Care/Operating
Room — MedStar Washington Hospital
Center
Washington, DC

2016-2017

Greg Hauler, PharmD, BCPS
Clinical Pharmacist, Critical Care and
Infectious Diseases and Pharmacy
Residency Program Coordinator —
Cleveland Clinic Euclid Hospital
Avon, OH

Rachel Gresko, PharmD
Pharmacist — Wooster Community Hospital
Wooster, OH

2015-2016

Keith Posendek, PharmD, BCPS, BCGP,
BCCP
Clinical Pharmacy Coordinator — Firelands
Regional Medical Center
Sandusky, OH

Administration of the Residency Program

Administrative Director of Pharmacy Services

The Director of Pharmacy Services provides oversight for the conduct of the pharmacy residency program.

Residency Program Director (RPD)

The Residency Program Director is responsible for overseeing all aspects of the residency program. The RPD works with preceptors to schedule learning experiences and staffing schedules, and to monitor the resident's progress and resolve any issues pertinent to the program. The RPD and preceptors [known as the Residency Advisory Committee (RAC)] meet regularly to discuss resident progress on learning experiences and longitudinal activities. The RAC helps the RPD determine plans and adjustments for the resident to customize the residency year.

Preceptors

Pharmacist preceptors serve as leaders for the residency program in their particular practice areas. Preceptors also serve as research project advisors and residency advisors to mentor and assist residents throughout the residency year.

Resident Advisor

Each PGY1 resident will have a preceptor that will serve as a resident spokesperson/mentor to help advise the resident and provide the RAC updates on the resident's progress throughout the year. The advisor is chosen by the resident by August. The advisor serves as a resource for the resident to help achieve professional goals, guides the resident in overcoming obstacles to meet deadlines or other requirements of the residency program and helps ensure resident well-being. The resident is expected to keep their advisor updated on progress made throughout the year.

Residency Advisory Committee (RAC)

The Residency Advisory Committee is comprised of residency preceptors and RPD. The RAC discuss the resident development plan, resident's progress on learning experiences, longitudinal projects, and any concerns regarding the resident or the residency program. The RAC discusses the overall performance of the resident and provides suggestions for areas identified as needing improvement. These suggestions are discussed with the resident by the RPD. The RAC serves as the core group of interviewers for residency recruitment and selection for the match process. Other activities of the RAC include (but are not limited to): program policy development and approval, program development, preceptor development, ongoing continuous quality improvement, and annual program evaluation. The RAC meets regularly throughout the year (at a minimum, quarterly meetings are conducted).

Residents

Residents serve as leaders in the program. Residents may also help to improve the residency experience and program by providing feedback through learning experience evaluations, quarterly meetings with RPD, and the end of the year residency program feedback. Residents may also approach anyone in residency leadership at any time with feedback and suggestions for the program.

Program Customization

The resident's development plan is initially customized based on their entering interests, skills, and experiences. The ASHP Entering Resident Self-Assessment Form is to be completed and uploaded in PharmAcademic within 14 days from the start of the residency. After this, the RPD will develop, discuss, and document resident's initial development plan, within 30 days from the start of the residency, uploading into PharmAcademic. Progress towards achieving program and self-identified requirements and outcomes will be evaluated quarterly (at a minimum) by the RPD, utilizing evaluations and RAC feedback. The resident's continued and changing interests, along with the program goals and objectives are taken into consideration for changes on the customized resident development plan. An update to the resident's self-assessment and an update to the development plan are to be documented and finalized in PharmAcademic every 90 days from the start of the residency.

ASHP Entering Resident Self-Assessment Form

The residency program utilizes the standard ASHP Entering Resident Self-Assessment Form to help prepare for the entering resident. The form addresses career goals, practice interests, strengths and opportunities based on the educational goals and objectives, and personal well-being/resilience. The resident is asked to provide a narrative on activities and experiences that may have contributed to their skillset in the various competency areas. They are also asked to identify areas of improvement desired. The resident is also asked to complete optional additional assessments such as Grit Test, Myers Briggs, and Strengthsfinder to allow preceptors to learn their learning style and personality. The RPD will utilize the self-assessment to create the customized development plan to address these areas to achieve professional and personal goals.

Development Plan

The development plan monitors the resident's progress and tracks adjustments made to the resident's learning experience. The initial development plan incorporates the information from the ASHP Entering Resident Self-Assessment Form and plans for the following:

- Preliminary scheduling of required learning experiences
- Preliminary scheduling of elective learning experiences (as applicable)
- Adjustments to residency program to meet resident's goals (as applicable)
- Additional education goals and objectives to be reviewed during learning experiences

Updates to the development plan occurs on a quarterly basis. The development plan will be completed with consideration of resident's self-assessment, and feedback from RPD, and RAC. The resident will provide updates to career goals, practice interests, strengths and opportunities based on the educational goals and objectives, and personal well-being/resilience. The RPD will review evaluations, successful completions checklist, RAC feedback and resident input to evaluate the resident's progression in achieving program goals and objectives. The RPD will be responsible for identifying goals and objectives that have been achieved, areas for improvement, and expected progress of each resident relative to time in residency. Changes to the development plan will occur should there be identification of new strengths or areas of improvement and/or changes in short or long-term resident goals. No changes will be documented accordingly.

Residency Evaluation Process

For each learning experience, the resident should contact the preceptor prior to the first day to establish start time and any pre-learning experience readings or assignments. On the first day (or prior to) of the learning experience, the resident can review their strengths, areas for improvement, preferred learning styles, and any anticipated absences (from the resident or preceptor). On the first day (or prior to), each preceptor should review with the resident: schedule for the month, learning experience description, goals/objectives/activities/expectations of the learning experience, and readings for assigned topic discussions (as applicable).

Throughout the learning experience, the preceptor is expected to provide routine verbal feedback and final evaluation, in addition to optional formative feedback in PharmAcademic via “provide feedback to the resident” electronic documentation (as applicable). The goal of preceptor feedback is to guide the resident’s development as a confident and competent pharmacist, moving the resident toward independent practice on the learning experience. If feedback is not given routinely, the resident is encouraged to ask for feedback. All required resident evaluations should be completed in PharmAcademic no later than the end of the learning experience. This should be discussed concurrently with the preceptor’s evaluation of the resident. Additionally, each resident should evaluate their preceptor with inclusion of constructive feedback to improve the learning experience and submit these evaluations after they are reviewed on or before the last day of learning experience. The RPD will review all evaluations submitted through PharmAcademic. The RPD may send an evaluation back to a preceptor or resident if further clarification or additional feedback is necessary.

Formative Feedback by Preceptor

Preceptors will provide ongoing timely feedback to residents throughout the learning experience. Informal constructive feedback should be provided immediately as residents complete tasks and the preceptor instructs, models, coaches, and facilitates the experience. Residents who are not progressing satisfactorily should have written formative feedback uploaded in to PharmAcademic during the learning experience. Written feedback must include suggestions for improvement.

Summative Resident Performance Evaluations by Preceptor

At the conclusion of each learning experience (quarterly for longitudinal experiences), the preceptor will provide verbal and written feedback on the resident’s progress toward achieving assigned educational goals and objectives. Team-Based Summative Evaluations will be used for learning Experiences with more than one preceptor; there will be an assigned primary preceptor and secondary preceptor(s). All preceptors can add input in PharmAcademic to complete all formal evaluations. In the event the secondary preceptor(s) cannot complete the PharmAcademic evaluation, the primary preceptor will be responsible for collecting input from the other preceptor(s) and indicating “discussed with and input obtained from other assigned preceptor(s)” in the PharmAcademic evaluation. All learning experience evaluations and preceptor co-signatures are due by no later than the last day of the learning experience, midpoint, and/or quarter where applicable. There may be a 7-day grace period for compelling reasons.

The written feedback provided should be associated with a specific educational objective to help track resident progress across multiple learning experiences. Criteria based feedback should be provided with constructive, qualitative comments. Feedback should not focus on just what the resident has completed, but rather describing how the resident performed (specific and actionable, criteria based, recognize skill development, and focus on how resident can improve

their performance to meet “achieved” rating). The Overall Comments box should not contain feedback that is not already discussed within one of the evaluated objectives. If feedback does not pertain to any of the evaluated objectives, this could be included in the Overall Comments box.

A standardized approach for determination of the resident’s performance and professional growth within each goal will be applied as outlined in the learning experience description. Guidance on evaluation scoring in PharmAcademic is outlined below:

- Needs Improvement (NI)
 - The resident is deficient in skills/knowledge in this area and requires assistance to successfully complete the learning activities associated with the objective in more than 30% of instances.
 - Resident is unable to ask appropriate questions to supplement limitations and/or has a general deficit in this area.
 - The resident’s level of skill on the objective does not meet the preceptor’s standards of either “Achieved” or “Satisfactory Progress,” whichever applies.
- Satisfactory Progress (SP)
 - The resident has adequate skills/knowledge in this area and requires assistance to successfully complete the learning activities associated with the objective in 10-30% of instances. The resident performs associated tasks at an acceptable level, and in a consistent manner.
 - This applies to an objective whose achievement requires skill development during more than one learning experience. In the current learning experience, the resident has progressed at the required rate to attain full and independent ability to perform the objective by the end of the program.
 - Resident is able to ask questions to acknowledge limitations and/or judgment is not refined.
- Achieved (ACH)
 - The resident has the skill/abilities in this area and requires assistance to successfully complete the learning activities associated with the objective in less than 10% of the instances. The resident requires no further developmental work in this area and requires minimal supervision, or
 - The resident has fully accomplished the ability to independently perform the learning activities associated with the objective in a consistent manner.
- Achieved (ACHR) for Residency (determined by RPD and RAC)
 - An objective may be “Achieved for Residency” (ACHR) when the resident:
 - Has “Achieved” the objective twice during the residency (or at the discretion of the RPD and RAC).
 - For objectives that a resident has “Achieved” only once during the year, the RAC group may discuss resident progression and development, and if group agrees, mark as ACHR
 - A goal may be “Achieved for the Residency” (ACHR) when the resident:
 - Has “Achieved for Residency” all the objectives for the specific goal (done automatically by PharmAcademic when all the objectives have been achieved).

Summative Performance Self-Evaluation by Resident

Residents will be required to perform a self-evaluation in PharmAcademic on the required goals and objectives for the learning experience. Determination of the performance level by the resident within the self-evaluation should follow the program’s standardized guidance on

evaluation scoring as outlined above. Special attention should be given to consideration of what areas need to be developed as the resident moves forward through the program. Residents should complete the self-evaluation prior to the preceptor evaluation to demonstrate self-evaluation skills. All learning experience evaluations and co-signatures are due by no later than the last day of the learning experience, midpoint, and/or quarter (as applicable). There may be a 7 day grace period for compelling reasons.

The written self-evaluation should be associated with a specific educational objective to help track overall progress across multiple learning experiences. Self-evaluation should include constructive, qualitative comments. Self-evaluation should not focus on just what has been completed, but rather describing how you performed (specific and actionable, criteria based, skill development, and focus on how ways to improve performance).

Preceptor Evaluations by Resident

Residents will be required to perform an evaluation of the learning experience preceptor in PharmAcademic for all learning experiences. Residents should provide constructive feedback to preceptors regarding their strengths related to teaching effectiveness, ability to provide effective instruction and feedback, timeliness, modeling of professional behaviors, availability, and enthusiasm for teaching. Residents are encouraged to discuss serious concerns with the RPD or director of pharmacy immediately. All learning experience evaluations and preceptor cosignatures are due by no later than the last day of the learning experience, midpoint, and/or quarter (as applicable). There may be a 7 day grace period for compelling reasons.

Learning Experience Evaluation by Resident

Residents will be required to perform an evaluation of the learning experience in PharmAcademic for all learning experiences. Elements of evaluation will include ability of the learning experience to meet the stated objectives and identification of key strengths and weaknesses of the learning experience. Residents are encouraged to provide areas for improvement to the learning experience supporting the preceptor and program's efforts at continuous quality improvement. All learning experience evaluations and preceptor cosignatures are due by no later than the last day of the learning experience, midpoint, and/or quarter (as applicable). There may be a 7 day grace period for compelling reasons.

Presentation Evaluation Forms

Residents will be required to print off the appropriate presentation evaluation forms for any Mercy Pharmacy presentations during their residency year (forms located via shared OneDrive folder titled "Presentation Evaluation Forms"). Residents should print the applicable form as it relates to their presentation type, to seek feedback from audience participants. Residents should review this feedback and maintain record of this, to submit to their resident portfolio. For any non-Mercy Pharmacy presentations, residents may receive evaluations via a different method (ASHP Midyear, regional/local research conferences, etc.), resident should review this feedback and maintain record of this (as applicable), to submit to their resident portfolio.

Resident's Evaluation of the Residency Program

Residents will be asked to provide ongoing evaluation of the residency program (at a minimum, on a quarterly basis). The feedback will be used to make improvements in the program, as able, during the residency year. In addition, residents will be asked to provide a formal evaluation of the residency program based on their experiences on all aspects at the conclusion of the program year in June. The feedback will be used to make improvements in the program for subsequent years.

Annual Program Evaluation

Along with ongoing continuous quality improvement, an annual program evaluation is completed by the RAC. These assessment processes consider resident feedback, preceptor feedback, along with ASHP standards and best practices, and are completed to identify areas of improvements to be implemented to the residency program.

Education and Teaching Opportunities

Education and teaching are essential parts of Cleveland Clinic Mercy Hospital. The pharmacy department hosts students from multiple colleges of pharmacy. Although teaching opportunities will vary from resident to resident based on learning experience schedules and individual development plans, residents are expected to satisfy program minimum requirements for education and teaching, to successfully complete the residency program.

Learning Experiences

Cleveland Clinic Mercy Hospital offers learning experiences in many specialty areas within our hospital. In the event the resident is seeking a different experience from what is offered at Cleveland Clinic Mercy Hospital, they may have the opportunity to participate in an off-site learning experience within the enterprise (based on availability).

A maximum of two, off-site learning experiences are allowed per resident during the residency year. During this learning experience, the resident is expected to adhere to the same expectations as Mercy Hospital unless dictated otherwise by the preceptor. The resident is still expected to complete all required activities, projects, rotations, meetings at Mercy Hospital while at the off-site learning experience and should communicate these commitments before or on the first day of the learning experience with preceptor.

Preceptors

Preceptors will use the appropriate preceptor role (i.e., direct instruction, modeling, coaching, and facilitating) based on each resident's progression through the learning experience. The preceptor role may vary based on residents' progression. Direct instruction at level appropriate for residents (as opposed to students), only when needed. Modeling of practice skills described in the educational objectives. Coaching skills described in the educational objectives, providing regular, on-going feedback. Facilitating by allowing resident to assume increasing levels of responsibility for performance of skills with indirect support of the preceptor as needed. The ultimate goal is for the resident to function independently in each competency area by the conclusion of the residency program.

Preceptorship

The pharmacy department hosts students from multiple colleges of pharmacy. Residents will have many opportunities to interact with pharmacy students throughout their residency program. When residents are scheduled on a learning experience with students, as applicable, residents will help co-precept/guide the student through the layered learning model. During the second half of the year (based on availability), residents will also complete a Precepting learning experience where they will serve as the primary preceptor for an APPE student (using the appropriate preceptor role i.e., direct instruction, modeling, coaching, and facilitating).

Presentations

When required by the learning experience preceptor, the resident will present a formal presentation (case presentation, journal club, pharmacotherapy review, etc.) to pharmacy staff (or other healthcare staff). For all presentations, the resident presenting should ensure they have printed the appropriate presentation evaluation forms (if applicable) and access to equipment needed for the presentation.

Formal presentations made at Mercy Hospital, as well as at local and national conferences should be presented using the standard Cleveland Clinic PowerPoint templates.

Posters for any required conferences will need to be submitted to RPD by determined date for RPD to submit printing order.

Additional presentation opportunities are available based on resident interest and availability (medical resident lecture, presentation to local pharmacy organization, nursing in-service, etc.).

Teaching Certificate Program

An optional Teaching and Learning Curriculum Program (TLC) is offered through Northeast Ohio Medical University College of Pharmacy for all residents. The program purpose is to provide pharmacy residents with opportunities to: increase knowledge about teaching and learning, assessment, and academia; exercise teaching skills in the classroom and experiential setting; develop a philosophy of teaching; and prepare a teaching portfolio. Residents will be able to select between two tracks of the TLC program, based on their level of teaching experience and their interest in pursuing a career in academia (Track 1: Introduction to Teaching and Learning or Track 2: Exploring a Career in Academic Pharmacy). Each resident who completes all required program activities will be awarded a certificate of completion from the Department of Pharmacy Practice at the Northeast Ohio Medical University College of Pharmacy, along with option to receive a voluntary faculty appointment of Clinical Assistant Professor of Pharmacy Practice.

Leadership Certificate Program

An optional Pharmacy Resident Corners of Leadership Training Program is offered through Cleveland Clinic. Cleveland Clinic Pharmacy Resident Corners of Leadership Program seeks to develop leaders in pharmacy who, upon graduation, will be prepared to meet the informal leadership demands that are essential to furthering the pharmacy profession. The program aims to broaden pharmacy residents with a new perspective and to lead with: increased abilities to manage in an unpredictable, complex, and ambiguous environment; awareness of self and leadership styles; purposeful engagement within teams; practical working knowledge of key leadership and management communication strategies. Each resident who completes all required program activities will be awarded the leadership certificate.

Staffing Learning Experience Requirements

Once licensed, resident will be given the staffing schedule for the year. Staffing experience takes place in the central pharmacy and begins the first weekend of August (assuming licensure), and continues every other weekend, for a total of 22 weekends. Each resident is expected to work three of six holidays (Labor Day, Thanksgiving, Christmas, New Year's Day, Easter, Memorial Day). All staffing shifts are eight-hours each, first shift.

If schedule conflicts occur, each resident is expected to manage these independently. Switching shifts with other resident is permitted but must be communicated to the RPD and involved preceptor(s).

External On-Call Requirements (see policy)

External on-call program begins the first weekend of August, and continues every other week, throughout the year.

If schedule conflicts occur, each resident is expected to manage these independently. Switching shifts with other resident is permitted but must be communicated to the RPD and involved preceptor(s).

Research

Each resident is required to complete a research project. For each project, the resident is considered the primary investigator with guidance available from project preceptors and other resources. As a primary investigator, the resident is responsible for all appropriate communication surrounding the project, deadlines, and goals of the project to be met on a timely basis, presentation of the projects in various stages at hospital, local and national meetings, and in general for the overall progress of projects.

Residents are encouraged to share their own research ideas or interest areas. In addition, a list of suggested topic areas will be presented to the residents during orientation. After initial introduction and discussion of potential topics, residents are to meet with potential project preceptors to further discuss the projects in which they are interested.

In July and August, during the initial project meetings, the preceptors and resident should meet and discuss the project timeline. Any barriers that impede the progress of the project should be communicated to the project preceptors as soon as possible. Any changes in the timeline needs to be approved by the project preceptors and RPD. Any information received regarding research abstract/presentation deadlines will be forwarded from the RPD to residents and project advisors. Drafts of protocols/abstracts/posters/presentations need to be submitted to and approved by the project preceptors ahead of the deadlines. By the end of the year, it is expected that each resident completes a final draft manuscript that is suitable to submit for publication to a peer-reviewed pharmacy/medical journal.

Throughout the residency year, the resident will also attend the residency research curriculum and residency skills workshop. These sessions are generally held once a month with the goal to assist the resident with the various stages of research as they are working on their project. Research resources can be found at <https://ccf.jiveon.com/docs/DOC-55709>.

General research timeline

Month 1 (July): Narrow topics of interest.

Month 2 (August): Finalize topic.

Month 3 (September): Resident to work closely with their research team for any protocol updates and edits. Finalize procedure and protocol. Finalize IRB checklist and protocol. Create REDCAP account.

Month 4 (October): Resident to submit IRB checklist and protocol to IRB at least 1 week prior to IRB meeting. Resident to present protocol to IRB. Resident to submit request for data pulls (if applicable). Resident to create and submit abstract for ASHP midyear submission (if applicable), to start designing poster for ASHP midyear. Create REDCAP project.

Month 5 (November): Present at OCCP if applicable (or other conference as identified by RAC). Resident to finalize and submit poster for printing by deadline provided. Create and finalize REDCAP project for data collection.

Month 6 (December): Present poster at ASHP Midyear and Cleveland Clinic Internal Research Symposium (if applicable). Resident to collect data using REDCAP. Resident to research and identify a potential journal of interest for manuscript submission.

Month 7 (January): Continue to gather and compile data (if applicable).

Month 8 (February): Finalize and submit data for statistical analysis through STATA or statistician (as applicable). Target for completion of data collection is mid-February.

Month 9 (March): Analyze data and draw conclusions. Submit abstract for required conferences, as applicable. Prepare presentations. Schedule practice sessions for presentations.

Month 10 (April): Write manuscript for identified journal. Practice presentation for conferences.

Month 11 (May): Present data at OCCP (or other conference as identified by RAC). Finalize manuscript.

Month 12 (June): Final project manuscript to be submitted to preceptors by June 1st for edits.

Past Resident Research Projects		
Year	Resident Name	Project Name
2015-2016	Keith Posendek	Pharmacists' Roles in an Acute Care Urban Hospital
2016-2017	Rachel Gresko	Pharmacist Management of Vancomycin Dosing in the Critical Care Unit of an Acute Care Urban Hospital
2016-2017	Greg Hauler	Implementation of Two Follow-up Interactions between a Pharmacist and Patient after Hospital Discharge to Reduce 30-day Readmission Rate
2017-2018	Briana Mlady	Retrospective Review of Anticoagulant Use in Cancer Patients: Direct Oral Anticoagulants Versus Vitamin K Antagonist
2017-2018	Christopher Miller	Glycemic Control in the Intensive Care Unit: A Pharmacist Driven Approach
2018-2019	Molly Triner	Impact of Procalcitonin-Guided Antibiotic Management in Chronic Obstructive Pulmonary Disease Exacerbation and Community-Acquired Pneumonia
2018-2019	Lisanne McMullen	Incidence of Acute Kidney Injury Associated with Duration of Vancomycin and Piperacillin/tazobactam Combination Therapy
2019-2020	Ritika Jain	Direct Oral Anticoagulation (DOAC) Use in the Obese Population
2019-2020	Carrie Cicirale	Safety of Inpatient Dofetilide Initiation per Cardiology Services: A Retrospective Review
2020-2021	Sai Karwande	Phenobarbital in the Setting of Acute Alcohol Withdrawal
2020-2021	Natalia Dziadosz	Impact of Antibiotic Time-Out in An Intensive Care Unit
2021-2022	Enri Ismaili	Antibiotic Selection in the Risk for Surgical Site Infections in Penicillin Allergic Patients
2021-2022	Peter Tran	Impact of Preadmission Therapeutic Anticoagulation on Outcomes of Coronavirus Disease 2019
2022-2023	Yahira Díaz Cardona	Impact of Positive Real-Time Polymerase Chain Reaction Viral Panel on the Duration of Antimicrobials
2023-2024	Kayla Rektor	Impact of Nasal Staphylococcus aureus Decolonization with Intranasal Mupirocin on ICU-acquired Blood Stream Infections

Departmental and Professional Meetings

Residents are required to participate in various meetings over the course of their residency year. Hospital meetings may include Pharmacy and Therapeutics, departmental meeting, residency meetings, etc. Preceptors may ask the resident to attend a meeting as part of the learning experience. The below are more routine meetings in which the resident would attend.

Pharmacy and Therapeutics Committee Meetings

The resident will attend the Pharmacy and Therapeutics (P&T) committee meetings, which are held every other month. The resident will also be involved in writing the meeting minutes for every other meeting throughout the residency year. If applicable, the resident may also have the opportunity to present at a P&T committee meeting.

Quarterly Residency Development Plan Meetings

The resident will attend Quarterly Residency Development Plan meetings with the RPD. The resident will provide an update on progress throughout the year on projects, learning experiences, and other responsibilities. At this time, the RPD will also review and update the quarterly development plan with the resident.

Departmental Staff Meetings

These staff meetings are frequently conducted in person and also provided via email to keep the staff updated on current issues and events. Although the resident is not expected to attend all of these meetings, each resident is expected to review pharmacy communications for updates.

Clinical Pharmacy Meetings

Residents are expected to attend the clinical meetings unless patient care activities or rotational activities conflict.

Professional Meetings

Residents will receive a professional membership stipend of up to \$250. Residents will be informed of required conference attendance during the residency year. All meetings including required must be approved prior to plans being made. Non-required meetings will be discussed with the RPD, preceptors, and director of pharmacy.

The resident is responsible for making all necessary arrangements (per pharmacy department policy) for any required conferences. Dates and times for travel should be discussed with the RPD before finalizing travel arrangements. Meeting expenses including airfare, meals, hotel, conference registration, and transportation to and from airport will be reimbursed according to pharmacy department policy.

Residents are required to become a member of ASHP. Residents are required to attend the ASHP Midyear Meeting. Residents will provide a poster presentation at ASHP Midyear Meeting, along with supporting recruitment activities at the Midyear Residency Showcase, participate in professional development and network with others. The resident is encouraged to participate in as many conference activities as possible. At the ASHP Midyear conference, each resident will need to block off time for participation in the residency showcase. ASHP Midyear conference is also an opportunity for residents to pursue PGY2 residencies or post-residency career opportunities.

Residents are required to attend Cleveland Clinic Internal Research Symposium to present their research project (if applicable). Residents are required to attend and present their research at the spring Ohio College of Clinical Pharmacy meeting (if applicable).

Residents are encouraged to become a member of Ohio Society of Health-System Pharmacy (OSHP), joining the local Akron Area Society Chapter (AASHP). AASHP Meetings are generally held every other month in the Akron/Canton area, on the second Tuesday of the month at 1800. Meetings involve discussion of business agenda/local and state pharmacy updates, philanthropy, continuing education, leadership, and networking opportunities.

Miscellaneous

Clinical Intervention Documentation

Residents are expected to document all clinical interventions in EPIC. Residents are expected to enter safety events into SERS (Safety Event Reporting System), as appropriate, and work with the medication safety team to identify process improvements.

Competency Areas

A list of required competency areas, goals, and objectives required for the residency year is located in PharmAcademic and in the "Required Competency Areas, Goals, And Objectives for PGY1 Pharmacy Residency" located on the ASHP website. In addition, competencies for the respective learning experience are documented in the learning experience descriptions. All residents will receive a "Taught and Evaluated in Learning Experiences" grid during orientation.

Resident Workspace

Each resident will be provided a dedicated workspace and equipment which includes an office key, desk, chair, desktop phone, laptop computer with docking station, and a shared printer.

Cleveland Clinic Mobile Phone

Each resident will be provided a Cleveland Clinic Mobile Phone for the residency year. When on-call, these phones should be carried at all times, on and off site. Resident must adhere to the Cleveland Clinic Mobile Device User Guidelines.

Vocera device

Each resident will be given a Vocera device to be carried at all times while on-site. The resident should log in at the beginning of the work day, and log out at the end of the work day. These devices only work on the campus. The devices should not be taken off campus by the residents and must be secured at the end of each day.

Lab Coat

Each resident will be provided personalized lab coats.

Remote Access

Remote access will be given to all the residents to access EPIC and work-related documents at home on their Cleveland Clinic laptop computer.

SharePoint and OneDrive

Pharmacy policies and guidelines can be found on the Cleveland Clinic intranet. SharePoint is available to be used by all pharmacy department personnel. Information specific to the pharmacy residency is on OneDrive under the Mercy Pharmacy Residency folder. Each resident will also be given a personal folder (shared with RPD) on OneDrive to be used to maintain an electronic record of their residency portfolio (deliverables including all paper evaluations, presentations and assignments, drafts with hand-written and electronic feedback, PowerPoint presentations, research (i.e., copies of abstracts submitted, protocol, manuscript of publishable quality), meeting minutes, etc. Any hardcopies should be scanned in. These files need to be maintained and organized throughout the year for ease of use by the RPD and for possible use for accreditation surveys or other purposes. Resident Connect Today page also houses other resources <https://ccf.jiveon.com/community/pharmacy-residency/pages/residents>.

Program Policies and Procedures

Hospital Policies

All hospital policies apply to pharmacy personnel including pharmacy residents. In the event a pharmacy department policy is stricter than the hospital policy, the resident shall abide by the pharmacy department policy. Hospital and pharmacy policies can be found on the Cleveland Clinic Portal (Policy & Procedure Manager). Pharmacy Residency Policies can be found on the shared OneDrive folder (Mercy Pharmacy Residency) and are included at the end of this manual.

Pharmacy Licensure (see policy)

Pharmacy residents must be licensed within the first 90 days of start date.

Preceptor Qualifications (see policy)

All pharmacy residency preceptors will meet eligibility and qualification criteria as determined by ASHP.

Requirements for Successful Completion of Residency (see policy)

Each resident is expected to complete the requirements for successful completion of the program in order to graduate from the program.

Resident Remediation and Dismissal (see policy)

Residents are required to comply with all policies and procedures of the hospital and department of pharmacy. The pharmacy resident remediation and dismissal policy includes actions taken for residents who fail to progress.

Resident Duty Hours (see policy)

Residents are expected to follow the established duty hours policy. Residents are responsible for keeping track of their hours in PharmAcademic to ensure that they are not exceeding.

Time Off (see policy)

Residents are allotted 14 time off days to be used throughout the residency year.

Well-being (see policy)

Residents are allotted 7 wellness days to be used throughout the residency year. Residents are provided resources and opportunities to assess and support well-being and resiliency throughout the residency year. Pharmacy residency wellbeing and resiliency resources can be found on the shared OneDrive folder (Mercy Pharmacy Residency). Cleveland Clinic enterprise resources can be found on the Cleveland Clinic Portal (Caregiver Well-Being). In addition, the pharmacy team organizes quarterly wellness events.

Leave of Absence (see policy)

If the resident is requiring a leave of absence from the residency, plans should be discussed with the RPD and director of pharmacy.

All residency program policies to follow.

<p>Title/Description: PGY1 Pharmacy Residency Program Purpose Statement</p>	<p>Policy Manual #R1.01 Revised Date: 1/16; 1/21, 7/22, 7/23 Effective Date: 7/15</p>
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Policy:

It is the policy of Cleveland Clinic Mercy Pharmacy to align with American Society of Health-System Pharmacists (ASHP) Post-graduate Year 1 (PGY1) Pharmacy Residency Program purpose statement.

Policy Statement:

PGY1 pharmacy residency program builds 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.

Oversight and Responsibility

The Residency Advisory Committee is responsible to review, revise, update, and operationalize this policy to maintain compliance with regulatory or other requirements.

Authorized by:

Director of Pharmacy

Residency Program Director

Title/Description: PGY1 Pharmacy Resident Selection Policy	Policy Manual #R1.02 Revised Date: 12/15; 1/21, 12/21, 7/22, 12/22, 7/23 Effective Date: 7/15
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Policy:

This policy will be followed when evaluating recruitment, residency candidates' application materials, determining which applicants to invite for interviews, and determining overall scores used to develop the final rank order list.

Procedures:

1. Recruitment:
 - a. Recruitment is done by participating in virtual or on-site local, state, and national residency showcases and open houses. Along with offering multiple modalities of recruitment to all candidates, as able, program will also attend diverse career fairs/residency showcases to maximize reach to all candidates. Program will utilize accessible platforms, as able, (e.g. social media, SNPhA, Howard University showcases) to promote recruitment efforts.
 - b. All recruitment efforts will be communicated on an ongoing basis to contacts for schools of pharmacies throughout the country, along with candidate interest list.
 - c. Cleveland Clinic Health-System Residency Program Materials (including brochure) are sent to all Colleges of Pharmacy which the Cleveland Clinic currently has an affiliation agreement to take IPPE and/or APPE students.
 - d. Each affiliated College of Pharmacy is sent an annual survey to assess progress on diversity, equity, and inclusion in their strategic plan. Colleges of Pharmacy with robust strategic plans will be offered additional and intentional recruitment such as offerings for direct communication with program directors and college-specific open houses.
 - e. Cleveland Clinic Health-System Residency Programs are listed in the ASHP and ACCP Residency Directories.
 - f. Cleveland Clinic Health-System Residency Programs (including brochure) is sent to Black, Indigenous and People of Color (BIPOC) where there are Colleges of Pharmacy (for purposeful and intentional recruitment).
 - g. Cleveland Clinic Residency Programs (including Residency Program Directors and preceptors) attend diversity and inclusion training provided by Cleveland Clinic (available in MyLearning) and are often done as preceptor development sessions.
 - h. All residency program directors will take implicit bias testing annually prior to interviews to assess and bring awareness to personally held implicit bias.
 - i. All promotional materials/brochures will reflect diversity of the residency program(s) within the enterprise.
 - j. Diversity statement will be communicated in the residency program brochure and on the residency website.
 - k. Description of diverse patient populations will be included in promotional materials/website, including underserved populations (those with financial need, immigrant population, etc.).

2. Applicants must submit materials for application through PhORCAS, according to the Cleveland Clinic Residency Brochure, by the submission deadline (January 2 at 11:59 PM annually)
3. Application Requirements:
 - a. Interested applicants must be PharmD graduates of accredited college of pharmacy, be eligible for licensure in the State of Ohio and submit the standard application materials through PhORCAS (i.e. Letter of Intent, CV, the 3 standard reference forms in PhORCAS, official pharmacy college transcript), along with: Cleveland Clinic requests a minimum of one (two is preferred) of the candidate's three references should come from a preceptor who worked with them in a clinical setting, related to an APPE in acute or ambulatory care. The clinical preceptor should be able to comment on the candidate's scope of responsibility, total patient load, level of autonomy, clinical abilities, and organizational and time management skills. All 3 reference writers should use the standard PhORCAS template to submit their candidate recommendation. A response to an essay statement is required for acceptance. The essay response should be no longer than one page in length. An application will not be reviewed if this statement is missing. Please note that the essay is separate from the candidate's letter of intent. PGY-1 candidates must have graduated or be actively enrolled in an ACPE Accredited School of Pharmacy or foreign equivalent (see criteria #8 below)
4. Cleveland Clinic Health-System Residency sites agree that no person at these sites will solicit, accept, or use any ranking-related information from any residency applicant.
5. Residency applicants must be authorized to work in the United States at the time they apply for the residency. Cleveland Clinic Pharmacy does not sponsor applicants for work Visas.
6. Appointments of applicants to residency positions may be contingent upon the applicants satisfying certain eligibility requirements [e.g., graduating from accredited college of pharmacy, obtaining pharmacist license in Ohio within 90 days of start date, and successful completion of a pre-employment physical and drug screen, including testing for nicotine, and attendance of an onboarding appointment on site at Mercy, or as otherwise directed by Occupational health].
7. Unfortunately, we cannot accommodate Optional Practical Training visas for the Cleveland Clinic Pharmacy Residency program as the program extends beyond 12 months. Trade NAFTA visas are acceptable; however, the candidate is responsible for the application process and all necessary fees. Cleveland Clinic cannot extend the candidate an employment letter until the candidate has matched with the Cleveland Clinic program and signed an acceptance letter. Any employment letter will state the length of the program (12 months).
8. Graduates of international pharmacy schools will be considered if they meet the ASHP criteria for application to residency. To be eligible for pharmacist licensure, candidates must be graduates or candidates for graduation from an ACPE accredited degree program (or one in the process of pursuing accreditation) or have a Foreign Pharmacy Graduate Examination Committee (FPGEC) certificate from the NABP.
9. Each application is reviewed within 2 weeks after the application deadline.
 - a. Each application is evaluated with a standardized form (see PGY1 Residency Candidate Pre-Interview Screening Evaluation Form). This form is based on pre-determined, objective criteria that provide a holistic review process.
 - b. Each application is evaluated by the residency program director (RPD) or designee(s) using the standardized form. All qualifying candidates will be screened by at least two preceptors. Scores will be averaged.

10. The candidates who will be invited for virtual or on-site interviews are reviewed through discussion with the Residency Advisory Committee (RAC).
 - a. The number of candidates invited for an interview will be determined based on number of available residency positions (typically seven candidates are invited per residency position)
 - b. If there are more candidates than interview dates and times available, the candidates that will be offered an interview will be determined based on the screening scores as well as preceptor interactions with the candidates.
11. Candidates invited for virtual or on-site interviews will be provided applicable residency materials including:
 - a. Requirements for Successful Completion of Residency Policy and Checklist
 - b. Resident Licensure Policy
 - c. Resident Leave of Absence Policy
 - d. Resident Duty Hours Policy
 - e. Resident Moonlighting Policy
 - f. Resident Remediation and Dismissal Policy
 - g. Program Structure Policy
 - h. Program start date and term of appointment
 - i. If exact date is not finalized before the time the applicant is invited to interview, an approximate start date will be provided.
 - i. Stipend and benefit information
 - i. Benefit information includes vacation, holiday, professional, and sick leave allotment and whether health insurance is available.
 - j. Financial support for professional society dues, and required professional meeting attendance (ex: required meetings include pharmacy association meetings and regional residency conferences)
 - i. If exact amount of financial support is not known at the time the applicant is invited to interview, that information will be communicated to the applicant.
 - k. Enterprise Residency Early Commitment Procedures
 - i. CCHS Regional Hospital PGY2 RPDs and associated Residency Advisory Committees (RAC) will determine on an annual basis if they will early commit PGY1 Pharmacy residents from other CCHS Regional Hospitals in to their PGY2 residency programs and inform respective programs no later than October 1 or the preceding Friday if October 1 falls on a weekend.
12. All candidates participating in Phase I of the Match must complete a virtual or on-site interview. Accepting candidates will be provided an option of interview format (virtual vs. on-site), along with an itinerary of the interview, as applicable.
 - a. In person interview day includes hospital tour, meeting with preceptor team, meeting with current residents, and independent case workup and presentation to preceptor team.
 - b. Virtual interview day includes meeting the preceptor team, meeting with current residents, and independent case workup and presentation to preceptor team. Given the nature of the virtual interview, hospital tour will be omitted.
 - c. Prior to the interview, application materials for each candidate will be made available to each preceptor for review.
 - d. Preceptors will utilize pre-determined interview questions and defined criteria for rating applicant's interview performance.
13. Scoring

- a. Each preceptor that interviews the candidate completes an evaluation using a standardized form (PGY1 Residency Candidate Post-Interview Evaluation)
 - i. Pre-determined, objective criteria will be utilized for evaluating each applicant's interview performance. The candidates will also be given an overall rating by each preceptor either to recommend, recommend with reservations, or to not recommend for the position. Ratings of recommend with reservations or not recommend require comments as to why the preceptor feels this way.
 - b. Total score includes application evaluation and interview evaluation.
14. Rank
- a. The preceptors will submit individual rank order lists.
 - b. Residency Advisory Committee will formally meet to review individual rank lists, total scores, the individual evaluations and other supporting documents, and rank candidates in order of preference based on above pre-determined criteria.
 - c. The order of selection will be determined by the consensus of the preceptors with final approval by the RPD. The RPD is responsible for submitting approved rank list to Match.
 - d. No person will solicit, accept, or use any ranking-related information from any residency applicant.
15. Phase two process
- a. In the event the program does not match during phase one, the program will participate in phase two. Phase two applications will be reviewed and screened similarly to phase one (as outlined above). A minimum of one preceptor will screen applications.
 - b. The number of offers will depend upon the number of open resident positions.
 - c. Given the shorter timeline, alternatives to an on-site interview may be permitted, along with abbreviated interview format based on preceptor availability. Case workup will be completed independently and electronically submitted to team for review.
 - d. Phase two candidates will follow the same scoring (with an abbreviated case workup evaluation) and ranking process as phase one.
16. Scramble
- a. In the event the program does not match one or more residency positions in phase one or phase two of the match, the program will pursue residency candidates through the scramble.
 - b. Candidates will undergo the same selection and evaluation process as in phase two. Given the shorter timeline, alternatives to an on-site interview may be permitted, along with abbreviated interview format based on preceptor availability.
17. Match
- a. Within 30 days, matched residents are sent Acceptance Letters by the RPD. Once signed letters are received back from matched resident, then the RPD/Pharmacy Director contacts Cleveland Clinic Human Resources to begin official hiring and on-boarding process.
 - i. Documented communication will be in writing in the form of an email. At that time, the program will also provide residency manual, general information about the hiring process, including pre-employment requirements and confirmation of program start date and term of appointment.

References and Related Topics:

PGY1 Residency Candidate Pre-Interview Screening Evaluation

PGY1 Residency Candidate Post-Interview Evaluation

<https://www.ashp.org/-/media/assets/professional-development/residencies/docs/examples/ASHP-Accreditation-Standard-for-Postgraduate-Residency-Programs-effective-July-2023.pdf>

Oversight and Responsibility

The Residency Advisory Committee is responsible to review, revise, update, and operationalize this policy to maintain compliance with regulatory or other requirements.

Authorized by:

Director of Pharmacy

Residency Program Director

<p>Title/Description: PGY1 Pharmacy Resident “Moonlighting” Policy</p>	<p>Policy Manual #R1.03</p> <p>Revised Date: 1/16; 5/21, 7/22, 7/23</p> <p>Effective Date: 7/15</p>
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Policy:

After becoming licensed in the state of Ohio, the PGY1 resident may have the ability to staff extra shifts at Cleveland Clinic Mercy, not related to the residency (based on rotation schedule, generally after 4 PM on weekdays, or weekends when not part of staffing component). In those circumstances, the resident will be paid as a pharmacist. The resident will not be used as extra staffing help in case of call-offs during the day. In the case that the resident has an interest in working extra internal staffing shifts, the resident must obtain permission from the Residency Program Director (RPD) and any involved preceptor(s).

It is the policy of Cleveland Clinic Mercy Pharmacy to comply with ASHP policy for moonlighting (also refer to “Resident Duty Hours” policy). Highlights of the ASHP moonlighting policy include the following:

- Moonlighting is defined as any voluntary, compensated, work performed outside the organization (external), or within the organization where the resident is in training (internal). These are compensated hours beyond the resident’s salary and are not part of the scheduled duty periods of the residency program.
- Moonlighting (internal or external) must not interfere with the ability of the resident to achieve the educational goals and objectives of the residency program, and must not interfere with the resident’s fitness for work nor compromise patient safety. It is at the discretion of the residency program director whether to permit or to withdraw moonlighting privileges.
- All moonlighting hours must be counted towards the clinical experience and educational work 80-hour maximum weekly hour limit averaged over a four-week period and included in the tracking of hours.
- Programs that allow moonlighting must have a documented structured process that includes at a minimum:
 - The type (internal only, external only, or both) and maximum number of moonlighting hours allowed by the program per week, pay period or month.
 - Requirement for the resident to receive approval for moonlighting hours and to inform the residency program director of their completed moonlighting hours.
 - A plan for how to proceed if residents’ participation in moonlighting affects their performance during scheduled duty hours.

Procedures:

1. All internal moonlighting must first be approved by the RPD.
2. Internal moonlighting will be capped at 16 hours per week.
3. The RPD will monitor duty hours to comply with the “80 hour rule” established standards above.
4. External moonlighting (pharmacy or non-pharmacy related) is not allowed while completing the PGY1 residency at Cleveland Clinic Mercy Hospital due to the amount of staffing shifts available for moonlighting and the inability to track external moonlighting adequately.

5. The program director will only approve the moonlighting activity if the resident is satisfactorily meeting all residency program goals and objectives, and if the activity is not in violation of the Duty Hours standard.

Regulatory Requirement/References

American Society of Health-System Pharmacists (ASHP)

Pharmacy Specific Duty Hours Requirements for the ASHP Accreditation Standards for Pharmacy Residencies. Available from:

<https://www.ashp.org/-/media/assets/professional-development/residencies/docs/duty-hour-requirements.pdf>

[Accessed July 1, 2023]

Oversight and Responsibility

The Residency Advisory Committee is responsible to review, revise, update, and operationalize this policy to maintain compliance with regulatory or other requirements.

Authorized by:

Director of Pharmacy

Residency Program Director

Title/Description: PGY1 Pharmacy Resident Evaluation Policy	Policy Manual #R1.04 Revised Date: 12/16; 1/21, 12/23 Effective Date: 7/15
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Policy:

It is the policy of Cleveland Clinic Mercy Pharmacy that all pharmacy residents receive formal evaluation of their progress throughout the residency year. Each resident will be evaluated on the last day of the learning experience, midpoint, and/or quarter (as applicable).

Performance Indicator Definitions:

Needs Improvement (NI)

- The resident is deficient in skills/knowledge in this area and requires assistance to successfully complete the learning activities associated with the objective in more than 30% of instances.
- Resident is unable to ask appropriate questions to supplement limitations and/or has a general deficit in this area.
- The resident’s level of skill on the objective does not meet the preceptor’s standards of either “Achieved” or “Satisfactory Progress,” whichever applies.

Satisfactory Progress (SP)

- The resident has adequate skills/knowledge in this area and requires assistance to successfully complete the learning activities associated with the objective in 10-30% of instances. The resident performs associated tasks at an acceptable level, and in a consistent manner.
- This applies to an objective whose achievement requires skill development during more than one learning experience. In the current learning experience, the resident has progressed at the required rate to attain full and independent ability to perform the objective by the end of the program.
- Resident is able to ask questions to acknowledge limitations and/or judgment is not refined.

Achieved (ACH)

- The resident has the skill/abilities in this area and requires assistance to successfully complete the learning activities associated with the objective in less than 10% of the instances. The resident requires no further developmental work in this area and requires minimal supervision, or
- The resident has fully accomplished the ability to independently perform the learning activities associated with the objective in a consistent manner.

Achieved for Residency (ACHR)

- An objective may be “Achieved for Residency” (ACHR) when the resident:
 - Has “Achieved” the objective twice during the residency (or at the discretion of the RPD and Residency Advisory Committee).
 - For objectives that a resident has “Achieved” only once during the year, the RAC group may discuss resident progression and development, and if group agrees, mark as ACHR

- A goal may be “Achieved for the Residency” (ACHR) when the resident:
 - Has “Achieved for Residency” all the objectives for the specific goal (done automatically by PharmAcademic when all the objectives have been achieved).

Procedure:

1. Prior to the start of each residency year, the goals and objectives for resident evaluations will be reviewed, evaluated, and chosen from PharmAcademic by the RPD and each preceptor.
2. The goals and objectives will be available in PharmAcademic for the resident to review prior to the start of each rotation.
3. Throughout the learning experience, the preceptor is expected to provide routine verbal feedback and final summative evaluation, in addition to optional formative feedback in PharmAcademic via “provide feedback to the resident” electronic documentation (as applicable).
4. Preceptors will evaluate each resident at the end of each experience in a summative manner. If the experience is longitudinal, the evaluation must be done quarterly. Both the resident and preceptor will fill out the evaluation forms independently in PharmAcademic. Additionally, the resident will fill out an evaluation of the rotation and preceptor.
5. The preceptor and resident should meet to review the evaluations and discuss the progress of the resident. All learning experience evaluations and co-signatures are due by no later than the last day of the learning experience, midpoint, and/or quarter (as applicable). There may be a 7 day grace period for compelling reasons. All evaluations are reviewed and approved by the RPD.
6. At a minimum, all preceptors and RPD (Residency Advisory Committee) will meet on a quarterly basis (or more frequently) to discuss the progress of each resident. The individual evaluations from each rotation will be reviewed along with the evaluation of longitudinal rotations.
7. At a minimum, the RPD will meet with resident on a quarterly basis to discuss each resident’s quarterly development plan. The RPD will discuss strengths and opportunities identified during the evaluation process with the resident. If additional needs or issues are identified by the RAC, more frequent meetings with RPD will be conducted.

References

<https://www.ashp.org/-/media/assets/professional-development/residencies/docs/required-competency-areas-goals-objectives>

Oversight and Responsibility

The Residency Advisory Committee is responsible to review, revise, update, and operationalize this policy to maintain compliance with regulatory or other requirements.

Authorized by:

Director of Pharmacy

Residency Program Director

<p>Title/Description: PGY1 Pharmacy Resident Remediation & Dismissal Policy</p>	<p>Policy Manual #R1.05</p> <p>Revised Date: 1/16; 1/21, 12/21, 7/23</p> <p>Effective Date: 7/15</p>
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Purpose:

To define the remediation and dismissal procedure for pharmacy residents who fail to meet the required standards for completion set forth by the American Society of Health-System Pharmacists (ASHP).

Policy Statement:

To graduate and receive a pharmacy residency certificate, pharmacy residents must meet all the requirement set forth by the Pharmacy Residency Program. Residents will be evaluated according to the ASHP Standard under Standard 1 (Requirements and Selection of Residents; specifically 1.6) and Standard 2 (Responsibilities of the Program to the Resident; specifically 2.7, the Residency Program Director will award a certificate of residency only to those who complete the program’s requirements). Failure to meet the successful completion requirements will result in dismissal from the Pharmacy Residency Program.

Policy Implementation:

1. Failure to pass Ohio State Board of Pharmacy Licensure requirements within the first 90 days of start date will result in termination from the residency program. Exceptions (e.g., medical leave of absence in accordance with Resident Leave of Absence Policy) will be considered on an individual basis. If exception approved, the residency will be extended by the amount of time as the extension (e.g., up to 12 weeks based on PGY1 Pharmacy Program Leave of Absence Policy) to ensure that the resident completes 12 months of training and completes two-thirds of the residency as a licensed pharmacist.
2. Performance deficiencies can be identified by personal interactions with the resident, by formative and summative evaluations (located in PharmAcademic), and quarterly development plans (located in PharmAcademic).
3. To address the performance deficiencies, the Residency Program Director (RPD) will conduct a performance management discussion, review the resident’s current performance and work with him/her to create a plan to achieve the required standards for completion by ASHP.
4. If the resident continues to not meet the required standards for completion, the RPD will notify the Director of Pharmacy, System Director of Residency Programs, and Cleveland Clinic HR business partner(s) or designee.
5. If it is determined the resident may not be able to meet the requirements to successfully complete the residency (See “Requirements for Successful Completion of PGY1 Pharmacy Residency Policy”), a Resident Improvement Plan will be created by the RPD and Director of Pharmacy or designee and will include input from preceptors.
6. The Resident Improvement Plan will identify measurable metrics, the current performance, desired performance, methods and timeframe for improvement and the consequences of successful and unsuccessful completion of the plan.
 - a. Examples of metrics include but are not limited to: a) select objectives from the residency specific ASHP competency areas, goals, and objectives and rating of specific objective (e.g., satisfactory progress or achieved); 2) presentation and/or project milestones and completion; 3) time management of work with specific

- dates for completion; and 4) professionalism (e.g., arriving and leaving rotation on time, and interaction with other health care professionals and patients).
- b. The timeframe of the Resident Improvement Plan is typically four (4) weeks.
 - c. The resident and RPD will sign and date the Resident Improvement Plan.
7. If the resident meets the expectations of the improvement plan, the resident must maintain consistency of the expected improvements for the remainder of the residency program without any deviation or regression from the plan. Failure to achieve expected improvements of the plan or maintaining consistency of the expected improvements for the remainder of the residency program may result in unsuccessful completion of the residency program and termination of employment.
 8. If the resident does not successfully meet all the metrics of the Resident Improvement Plan, but demonstrates progress, the Plan may be extended with updated metrics and timeframes.
 - a. The timeframe of a Resident Improvement Plan extension is typically four (4) weeks.
 9. During the Resident Improvement Plan period, the resident will meet with the RPD or designee on a regular basis, typically once a week (or more frequently as needed), to review progress of the plan.
 10. If the resident is not successful in meeting the requirements outlined in the Resident Improvement Plan, he/she will be terminated from the residency program.
 11. Resident will also be dismissed from the residency program if the resident cannot make up time missed from a leave of absence within 6 months of the end date of the residency as outlined in the Acceptance Letter (see Resident Leave of Absence Policy)

Workplace Conduct and Performance

Cleveland Clinic has established standards of behavior and expectations governing performance and conduct as identified in the Cleveland Clinic Professional Conduct policy, Corrective Action policy, and other applicable policies. The purpose of this criteria is to assist with managing employee performance and conduct issues that interfere with safe, orderly, effective, and efficient operation of the organization.

Conduct prohibited by these policies is unacceptable in the workplace or in any work-related setting outside the workplace such as during business trips or business meetings. Those individuals who engage in acts prohibited by Cleveland Clinic policies, regardless of status, position, or title, will be subject to appropriate action, including but not limited to corrective action up to and including discharge.

Regulatory Requirement/References

American Society of Health System Pharmacists (ASHP)
Corrective Action Policy
Professional Conduct Policy

Standard 1. [1.6] Requirements for successful completion and expectations of the residency program must be documented and provided to applicants invited to interview, including policies for professional, family, and sick leaves and the consequences of any such leave on residents' ability to complete the residency program and for dismissal from the residency program.

Standard 2. [2.7] The RPD will award a certificate of residency only to those who complete the program's requirements.

<https://www.ashp.org/-/media/assets/professional-development/residencies/docs/examples/>

Oversight and Responsibility

The Residency Advisory Committee is responsible to review, revise, update, and operationalize this policy to maintain compliance with regulatory or other requirements.

Authorized by:

Director of Pharmacy

Residency Program Director

<p>Title/Description: PGY1 Pharmacy Resident Licensure Policy</p>	<p>Policy Manual #R1.06</p> <p>Revised Date: 1/16; 1/21, 12/21, 7/22, 6/23, 7/23, 11/23</p> <p>Effective Date: 7/15</p>
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Purpose:

To support the Licensure/Certification/Clinical Competency Policy (<https://ccf.policytech.com/docview/?docid=68978>), this document outlines the Ohio Pharmacy Licensure expectations for all pharmacy residents during post-graduate 1(PGY1).

Definitions:

ACPE - Accreditation Council for Pharmacy Education

NAPLEX - North American Pharmacy Licensure Examination

MPJE - Multistate Pharmacy Jurisprudence Examination

Procedure:

All pharmacy residents must successfully be licensed by the Ohio State Board of Pharmacy in a timely manner, including reciprocity.

1. All pharmacy residents must have graduated from an Accreditation Council for Pharmacy Education (ACPE) accredited School of Pharmacy, and be licensed in the State of Ohio.
2. Residents should contact the Ohio State Board of Pharmacy as soon as possible after the match to determine licensure requirements. Residents are responsible for determining and completing Ohio intern hour requirements necessary to be eligible to sit for Licensure Examinations.
3. Residents must obtain an Ohio Pharmacy Intern License if currently does not hold a Pharmacist License in Ohio or in another state.
 - a. Residents do not need Ohio Intern License if currently holds a current/active Pharmacist License in another state while waiting for reciprocity to be determined by Ohio State Board of Pharmacy.
 - i. Reciprocity should be done as soon as possible (July of residency year)
4. Residents must maintain Ohio Pharmacy Intern License until obtaining a Pharmacist License in Ohio.
 - a. Failure to obtain or maintain Ohio Pharmacy Intern License while waiting for Ohio Pharmacist License will result in suspension from work/residency
5. Until the resident is licensed in Ohio, they must work under the direct supervision of a licensed pharmacist.
6. All pharmacy residents should obtain their Ohio Pharmacy License prior to orientation or as soon as possible after starting orientation.
7. Residents must be licensed within the first 90 days of start date.
 - a. Residents should complete initial licensure examinations by July 15 and shall complete no later than July 31, to allow adequate time for re-testing in the event the resident does not pass the initial examinations.
 - b. For NAPLEX, after a failed attempt, please refer to NAPLEX standards regarding waiting period for next attempt.

- c. For MPJE, after a failed attempt, there is a 30 day waiting period for next attempt at the MPJE.
 - d. Failure to obtain license by August 1 may impact resident's staffing and clinical rotations (e.g., attendance at local, state, and national conferences), and may extend the residency program length to meet requirements as outlined in the Requirements for Successful Completion of Residency Policy.
- 8. Failure to pass Ohio State Board of Pharmacy Licensure requirements within the first 90 days of start date will result in termination from the residency program. Exceptions (e.g., medical leave of absence in accordance with Resident Leave of Absence Policy) will be considered on an individual basis. If exception approved, the residency will be extended by the amount of time as the extension (e.g., up to 12 weeks based on Resident Leave of Absence Policy) to ensure that the resident completes 12 months of training and completes two-thirds of the residency as a licensed pharmacist.
- 9. Managers or designee are responsible for performing primary source verification of a resident's license within first 90 days of start date.
 - a. Manager or designee is responsible for performing primary source verification of renewal no later than the expiration of the credentials.
 - b. Manager or designee will retain a copy of the website screen print, dated no later than the expiration date in the resident's departmental file, and submit to Human Resources.
- 10. Residents are responsible to maintain current licensure, certification, and/or clinical competencies as required by their position as outlined in the Licensure/Certification/Clinical Competency Policy. Continued employment is contingent upon maintaining current credentials.

Regulatory Requirement/References

Ohio Licensure as a Pharmacist by Examination. Available from

<https://www.pharmacy.ohio.gov/Licensing/Pharmacist>

NAPLEX- <https://nabp.pharmacy/programs/examinations/naplex/>

Oversight and Responsibility

The Residency Advisory Committee is responsible to review, revise, update, and operationalize this policy to maintain compliance with regulatory or other requirements.

Authorized by:

Director of Pharmacy

Residency Program Director

Title/Description: PGY1 Pharmacy Resident Time Off Policy	Policy Manual #R1.07 Revised Date: 12/14; 1/21, 12/21, 3/22, 12/22 Effective Date: 7/15
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Policy:

It is the policy of Cleveland Clinic Mercy Pharmacy that pharmacy residents will be allotted 14 time off days (for professional, personal, and sick days).

Procedure:

1. The resident will have 14 “time off” days.
 - a. These time off days may be used for illness or personal time, licensure requirements [reciprocity hearing or taking the North American Pharmacist Licensure Exam (NAPLEX) and/or jurisprudence exam(s) for licensure in Ohio] or interviewing for PGY2 residencies or jobs.
 - i. Residents will not be charged “time off” days for required off-site activities (ASHP Midyear, Residency Conference attendance).
 - b. Request for time off days must be submitted to and approved by all involved preceptor(s), the RPD and Director of Pharmacy.
 - c. Request for “time off” days must not interfere with the ability to complete a rotation, project, or meet staffing requirements.
 - i. Staffing rotation:
 1. Resident will be provided a schedule with the assigned shifts during orientation. Resident is expected to work their assigned shifts. A resident may not request time off for a scheduled staffing shift.
 2. A resident may switch scheduled staffing shift(s) with their co-resident but must get approval from the preceptor, pharmacy manager, and RPD.
 - a. If there are situations where a resident cannot switch their shift(s), the resident will be expected to make up the staffing requirement.
 - ii. Resident should discuss time off days with all involved preceptor(s) first and is responsible for first obtaining approval from all involved preceptor(s).
 - iii. Once approval is obtained from involved preceptor(s), resident is responsible for e-mailing the RPD and Director of Pharmacy to obtain final approval.
 - iv. In the event of an unanticipated time off day, resident should notify all involved preceptor(s), RPD, and Director of Pharmacy as soon as possible (or no later than expected start time of rotation).
 1. Staffing rotation:
 - a. Resident call off of a scheduled staffing shift:
 - i. A resident who needs to call off for a scheduled staffing shift due to illness or emergency should follow the call off procedure (see manager or staffing operations preceptor for policy)
 - ii. Resident should first try to switch with their co-resident for the shift that cannot be worked in order

to avoid a call off. If unable to switch, the resident should notify the preceptor, pharmacy manager, and RPD.

- iii. A resident who calls off on a scheduled staffing shift must make up the missed hours. The scheduling of the make up hours will occur at the discretion of the preceptor, pharmacy manager, and RPD to ensure the resident meets the minimum required staffing hours for successful completion of the program.
- b. Procedures for making up a staffing hours:
 - i. The rescheduled hours will equal the number of hours that were missed.
 - ii. Residents may be required to take a day off and charged a time off day in order to make up the missed hours and remain within duty-hours restrictions.
- d. The time off days may be used as sick time or family time before the resident will be required to make up instructional days missed. This may require the resident staying beyond the end date of the residency to successfully complete the program (See "Resident Leave of Absence" Policy).
- e. Resident cannot take more than a total of 5 days off during a monthly rotation (or 25% of rotation).

Oversight and Responsibility

The Residency Advisory Committee is responsible to review, revise, update, and operationalize this policy to maintain compliance with regulatory or other requirements.

Authorized by:

Director of Pharmacy

Residency Program Director

<p>Title/Description: Non-Pharmacist as Pharmacy Preceptor Policy</p>	<p>Policy Manual #R1.08 Revised Date: 12/15; 1/21, 3/22, 7/23 Effective Date: 7/15</p>
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Policy:

It is the policy of Cleveland Clinic Mercy Pharmacy that residency rotations with non-pharmacist preceptors (e.g., physicians, physician assistants, certified advanced practice providers) may be permitted as electives during the second half of the residency year (as availability exists).

Procedure:

1. If resident demonstrates interest in a rotation area not offered at Cleveland Clinic Mercy, opportunity for an offsite elective option within the Cleveland Clinic System may pursued.
 - a. If unable to identify an offsite elective option, Cleveland Clinic Mercy Pharmacy may permit an elective with a non-pharmacist preceptor (as availability exists). Utilization of non-pharmacist preceptors may occur when a qualified pharmacist preceptor does not maintain an active practice in the area, but the experience adds value to the resident’s professional development. The following requirements will be followed:
 - i. Direct patient care learning experiences are scheduled after the RPD and preceptors assess and determine that the resident is ready for independent practice.
 - ii. Readiness for independent practice is documented in the resident’s development plan.
 - iii. The RPD, designee, or other pharmacist preceptor works closely with the nonpharmacist preceptor to select the educational objectives and activities for the learning experience.
 - iv. The learning experience description includes the name of the non-pharmacist preceptor and documents the learning experience is a non-pharmacist precepted learning experience.
 - v. At the end of the learning experience, input from the non-pharmacist preceptor is reflected in the documented criteria-based summative evaluation of the resident’s progress toward achievement of the educational objectives assigned to the learning experience.

Oversight and Responsibility

The Residency Advisory Committee is responsible to review, revise, update, and operationalize this policy to maintain compliance with regulatory or other requirements.

Authorized by:

Director of Pharmacy

Residency Program Director

Title/Description: PGY1 Pharmacy Resident Advisor Policy	Policy Manual #R1.09 Revised Date: 1/21, 7/23, 12/23 Effective Date: 7/15
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Policy:

Each PGY1 Pharmacy Resident will choose an advisor at the beginning of the residency year. In general, the resident advisor will serve as an advocate for the resident and to provide continuity in the overall feedback and evaluation of resident performance. The goal in providing a residency advisor is to give the resident a specific contact, of their choosing, with whom they will be comfortable discussing any matters related to the completion of the residency.

Advisor responsibilities:

1. Meet with the resident at least quarterly (or more often if necessary) to review progress or address any other concerns. Key areas that will be focused on include resident well-being, advice on projects (initiation, completion, deadlines, etc.), elective rotation selection, time management, professional interpersonal relationships and conflict, career opportunities after residency, and any residency-related or other issues that may arise.
2. Act as a personal contact in all matters related to the completion of the pharmacy residency program.
3. Collaborate with the resident to develop their residency plan and monitor the plan's progress.
4. Act as an impartial third party should issues or conflicts arise between the resident and the director/managers of the pharmacy department or preceptors within the residency program
5. Review all of the resident's evaluations with the resident before the quarterly development plan residency advisory committee meeting to help the resident identify strengths and weaknesses by Competency Area.
6. Serve as the resident's representative to provide deeper understanding of the self-assessed progress and areas for improvement during the quarterly evaluation meetings.
7. In concert with the other preceptors and the RPD, devise a plan for building on the resident's strengths and addressing weaknesses.

Oversight and Responsibility

The Residency Advisory Committee is responsible to review, revise, update, and operationalize this policy to maintain compliance with regulatory or other requirements.

Authorized by:

Director of Pharmacy

Residency Program Director

<p>Title/Description: PGY1 Pharmacy Residency Preceptor Evaluation Policy</p>	<p>Policy Manual #R1.10 Revised Date: 12/14; 1/21, 7/23 Effective Date: 7/15</p>
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Policy:

It is the policy of Cleveland Clinic Mercy Pharmacy that all pharmacy preceptors receive formal evaluation of their clinical skills and teaching ability through review of resident feedback. The results of the evaluations will be considered as part of the annual preceptor reappointment review and goal setting for each preceptor.

Procedure:

1. Pharmacy residents will evaluate each preceptor at the end of the learning experience, midpoint, and/or quarter (as applicable) using the PharmAcademic system. Residents should provide constructive feedback to preceptors regarding their strengths related to teaching effectiveness, ability to provide effective instruction and feedback, timeliness, modeling of professional behaviors, availability, and enthusiasm for teaching.
2. Residents should discuss any serious preceptor concerns with the RPD or director of pharmacy immediately.
3. Each preceptor, as a part of the annual preceptor reappointment, is required to review resident feedback and complete a preceptor and learning experience self-assessment, to identify a minimum of one goal for the next year that is focused on improving or developing a core skill in instructing, modeling, coaching, or facilitating.

Oversight and Responsibility

The Residency Advisory Committee is responsible to review, revise, update, and operationalize this policy to maintain compliance with regulatory or other requirements.

Authorized by:

Director of Pharmacy

Residency Program Director

<p>Title/Description: Requirements for Successful Completion of PGY1 Pharmacy Residency Policy</p>	<p>Policy Manual #R1.11</p> <p>Revised Date: 12/14; 1/21, 12/21, 3/22, 7/22, 9/23</p> <p>Effective Date: 12/14</p>
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Policy:

It is the policy of Cleveland Clinic Mercy Pharmacy that all pharmacy practice residents are aware of the graduation requirements for this program. If a resident does not successfully meet and complete all criteria for graduation, the residency certificate will be withheld. The Residency Advisory Committee (RAC) will convene and decide on a plan to ultimately help the resident meet criteria for graduation, which may include extra assignments, extending the residency, or other duties as decided by the RAC. Failure to comply with the written plan in the time frame specified will result in dismissal from the program and no certificate will be conferred.

Definitions:

Acceptance Letter (ASHP Standard): Within 30 days of the Match, the program contacts each matched candidate in writing to conform and document their acceptance of the Match. At that time, the program also provides general information about the hiring process including pre-employment requirements. This “Acceptance Letter” letter is sent and outlines requirements for successful completion of the residency program. The letter is signed and dated by both the resident and the Residency Program Director (RPD). The letter also includes a start date and end date of the residency program, stipend, and benefits.

Performance Indicator Definitions:

Needs Improvement (NI)

- The resident is deficient in skills/knowledge in this area and requires assistance to successfully complete the learning activities associated with the objective in more than 30% of instances.
- Resident is unable to ask appropriate questions to supplement limitations and/or has a general deficit in this area.
- The resident’s level of skill on the objective does not meet the preceptor’s standards of either “Achieved” or “Satisfactory Progress,” whichever applies.

Satisfactory Progress (SP)

- The resident has adequate skills/knowledge in this area and requires assistance to successfully complete the learning activities associated with the objective in 10-30% of instances. The resident performs associated tasks at an acceptable level, and in a consistent manner.
- This applies to an objective whose achievement requires skill development during more than one learning experience. In the current learning experience, the resident has progressed at the required rate to attain full and independent ability to perform the objective by the end of the program.
- Resident is able to ask questions to acknowledge limitations and/or judgment is not refined.

Achieved (ACH)

- The resident has the skill/abilities in this area and requires assistance to successfully complete the learning activities associated with the objective in less than 10% of the

instances. The resident requires no further developmental work in this area and requires minimal supervision, or

- The resident has fully accomplished the ability to independently perform the learning activities associated with the objective in a consistent manner.

Achieved for Residency (ACH-R)

- An objective may be “Achieved for Residency” (ACH-R) when the resident:
 - Has “Achieved” the objective twice during the residency (or at the discretion of the RPD and Residency Advisory Committee).
 - For objectives that a resident has “Achieved” only once during the year, the RAC group may discuss resident progression and development, and if group agrees, mark as ACH-R
- A goal may be “Achieved for the Residency” (ACH-R) when the resident:
 - Has “Achieved for Residency” all the objectives for the specific goal (done automatically by PharmAcademic when all the objectives have been achieved).

Procedure:

In order to graduate with the PGY1 pharmacy residency certificate, all residents must meet the Successful Completion requirements:

1. Obtain pharmacist licensure in the State of Ohio within 90 days of start date (see Resident Licensure Policy)
2. Complete 12 months of learning experiences, including required monthly and longitudinal experiences (see Program Structure Policy)
 - a. A pharmacy resident must complete at least 2/3 (two-thirds) of the residency (8 months) as a licensed pharmacist in Ohio.
 - b. Resident must complete all required rotations, along with 3 additional elective rotations.
3. Participate in Residency Research Curriculum and complete a self-directed original resident project with a manuscript suitable for publication.
 - a. Present research at Ohio Chapter of Clinical Pharmacy (OCCP) spring meeting and/or other conference venue as agreed upon by the residency committee and Cleveland Clinic travel policies.
4. Complete a medication use evaluation (MUE)
5. Complete and present a formulary review monograph (or equivalent project such as an SBAR)
6. Complete all required staffing and holiday shifts.
 - a. Staffing every other weekend (total 22 weekends; 44 eight-hour shifts; 352 hours), as well as three (3 eight-hour shifts; 24 hours) of the six holidays (Labor Day, Thanksgiving Day, Christmas Day, New Years Day, Easter Sunday, Memorial Day).
7. Complete External On-Call Requirements (every other week starting first weekend of August)
8. Complete at least two different formal presentations to healthcare staff:
 - a. Journal Club
 - b. Case Presentation
 - c. Pharmacotherapy review
9. Resident must “Achieved for Residency” 80% of the objectives (27/33) at some point during the residency. Of which, resident must “Achieved for Residency” the below ten objectives (refer to Pharmacy Residency must “Achieved for Residency” Objectives

Policy). And by the end of the residency, there can be no objectives that are rated as Needs Improvement not followed by a Satisfactory Progress during the residency.

- 1) Objective R1.1.3: (Analyzing) Collect information on which to base safe and effective medication therapy.
- 2) Objective R1.1.4: (Analyzing) Analyze and assess information on which to base safe and effective medication therapy.
- 3) Objective R1.1.5: (Creating) Design or redesign safe and effective patient-centered therapeutic regimens and monitoring plans (care plans).
- 4) Objective R1.1.6: (Applying) Ensure implementation of therapeutic regimens and monitoring plans (care plans) by taking appropriate follow-up actions.
- 5) Objective R1.3.1: (Applying) Prepare and dispense medications following best practices and the organization's policies and procedures.
- 6) Objective R2.2.1: (Analyzing) Identify changes needed to improve patient care and/or the medication use systems.
- 7) Objective R2.2.5: (Creating) Effectively develop and present, orally and in writing, a final project report.
- 8) Objective R3.2.3: (Applying) Contribute to departmental management.
- 9) Objective R3.2.4: (Applying) Manages one's own practice effectively.
- 10) Objective R4.1.2: (Applying) Use effective presentation and teaching skills to deliver education.

References and Related Topics:

Successful Completion Checklist

<https://www.ashp.org/-/media/assets/professional-development/residencies/docs/examples/ASHP-Accreditation-Standard-for-Postgraduate-Residency-Programs-effective-July-2023.pdf>

Oversight and Responsibility

The Residency Advisory Committee is responsible to review, revise, update, and operationalize this policy to maintain compliance with regulatory or other requirements.

Authorized by:

Director of Pharmacy

Residency Program Director

<p>Title/Description: PGY1 Pharmacy Residency must “Achieved for Residency” Objectives Policy</p>	<p>Policy Manual #R1.12</p> <p>Revised Date: 7/15; 1/21, 12/23</p> <p>Effective Date: 7/15</p>
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Policy:

Pharmacy residents will be evaluated on a total of thirty-three objectives during the residency year, in accordance with ASHP Standards and Competency Areas, Goals, and Objectives. It is the policy of Cleveland Clinic Mercy Pharmacy that all pharmacy residents must “Achieved for Residency” (ACHR) 80% of the objectives (27/33) by the end of the residency year (as stated in Requirements for Successful Completion of Residency Policy).

Of the total thirty-three objectives that residents will be evaluated on, the below select 10 objectives must be “Achieved for Residency” by the end of the residency year. Residents will have the opportunity to be evaluated on the below 10 objectives multiple times throughout the residency year. Residents progress towards the objectives will be assessed on a quarterly basis, at a minimum. If additional opportunities are necessary for resident to meet these requirements, objectives will be assigned to elective learning experiences (as applicable).

1. **Objective R1.1.3:** (Analyzing) Collect information on which to base safe and effective medication therapy.
2. **Objective R1.1.4:** (Analyzing) Analyze and assess information on which to base safe and effective medication therapy.
3. **Objective R1.1.5:** (Creating) Design or redesign safe and effective patient-centered therapeutic regimens and monitoring plans (care plans).
4. **Objective R1.1.6:** (Applying) Ensure implementation of therapeutic regimens and monitoring plans (care plans) by taking appropriate follow-up actions.
5. **Objective R1.3.1:** (Applying) Prepare and dispense medications following best practices and the organization’s policies and procedures.
6. **Objective R2.2.1:** (Analyzing) Identify changes needed to improve patient care and/or the medication use systems.
7. **Objective R2.2.5:** (Creating) Effectively develop and present, orally and in writing, a final project report.
8. **Objective R3.2.3:** (Applying) Contribute to departmental management.
9. **Objective R3.2.4:** (Applying) Manages one’s own practice effectively.
10. **Objective R4.1.2:** (Applying) Use effective presentation and teaching skills to deliver education.

References

<https://www.ashp.org/-/media/assets/professional-development/residencies/docs/required-competency-areas-goals-objectives>

Oversight and Responsibility

The Residency Advisory Committee is responsible to review, revise, update, and operationalize this policy to maintain compliance with regulatory or other requirements.

Authorized by:

Director of Pharmacy

Residency Program Director

Cleveland Clinic Mercy Hospital PGY1 Pharmacy Residency Successful Completion Requirements Checklist 2024-2025

Criteria	Completed Date																																				
<p>Ascertainment of Ohio pharmacist licensure as soon as possible, but must be licensed within 90 days of start date in pursuant to the Resident Licensure Policy</p> <ul style="list-style-type: none"> Completed License No. *** 																																					
<p>Successful completion in each of the required rotation areas (see program structure)</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 80%;">Required Rotations</th> <th style="width: 20%;">Date</th> </tr> </thead> <tbody> <tr><td>Orientation (~month)</td><td></td></tr> <tr><td>Internal Medicine (month)</td><td></td></tr> <tr><td>Critical Care (month)</td><td></td></tr> <tr><td>Infectious Disease/Stewardship (month)</td><td></td></tr> <tr><td>Emergency Medicine (month)</td><td></td></tr> <tr><td>Ambulatory Care (month)</td><td></td></tr> <tr><td>Precepting (month)</td><td></td></tr> <tr><td>Research (month, December)</td><td></td></tr> <tr><td>Administration and research (month, April)</td><td></td></tr> <tr><td>Medication Safety (longitudinal)</td><td></td></tr> <tr><td>Administration (longitudinal)</td><td></td></tr> <tr><td>Staffing (longitudinal)</td><td></td></tr> <tr><td>Research (longitudinal)</td><td></td></tr> </tbody> </table> <ul style="list-style-type: none"> <i>Resident must also complete 3 additional elective rotations of which no more than 1 may be in a non-direct patient care area.</i> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 80%;">Elective Rotation</th> <th style="width: 20%;">Date</th> </tr> </thead> <tbody> <tr><td> </td><td></td></tr> <tr><td> </td><td></td></tr> <tr><td> </td><td></td></tr> </tbody> </table>	Required Rotations	Date	Orientation (~month)		Internal Medicine (month)		Critical Care (month)		Infectious Disease/Stewardship (month)		Emergency Medicine (month)		Ambulatory Care (month)		Precepting (month)		Research (month, December)		Administration and research (month, April)		Medication Safety (longitudinal)		Administration (longitudinal)		Staffing (longitudinal)		Research (longitudinal)		Elective Rotation	Date							
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<p>Presentation at the Ohio Chapter of Clinical Pharmacy (OCCP) meeting and/or a regional or national residency conference as agreed upon by the residency committee and Cleveland Clinic travel policies*</p> <p><i>*Note: If travel restrictions do not permit completion of this activity at an external venue, participation in a local hospital-based research presentation will meet this requirement</i></p>																																					

	Meeting Venue	Presentation Title	Date		
A manuscript (in publishable form) written and submitted to the residency director prior to the end of the residency year.					
	Title	Target Journal	Date		
Completion of a medication use evaluation.					
•					
Completion and presentation of at least one formulary review monograph (or equivalent such as an SBAR)					
	Title/Agent	Panel	Date		
Complete at least 2 different formal presentations to healthcare staff					
	Venue	Presentation	Date		
Staffing every other weekend (total 22 weekends; 44 eight-hour shifts; 352 hours), as well as three (3 eight-hour shifts; 24 hours) of the six holidays (Labor Day, Thanksgiving Day, Christmas Day, New Years Day, Easter Sunday, Memorial Day).					
•					
Participation in pharmacy residency on-call program, activities, and number of shifts to be dependent on departmental needs (every other week, starting first weekend of August, see on-call policy)					
•					
Successful completion of the residency goals and objectives as defined in the Successful Completion of the Residency Policy. Resident must "Achieved for Residency" 80% of the objectives (27/33). Of which, resident must "Achieved for Residency" the ten objectives as outlined in the must "Achieved for Residency" Policy R1.12. And by the end of the residency, there can be no objectives that are rated as Needs Improvement not followed by a Satisfactory Progress during the residency.					
	Mercy Hospital (Highlighted objectives are must ACHR objectives); Must ACHR 27/33	ACH for Rotation	ACH for Rotation	ACHR	Date
	R1 Patient Care				
	R1.1 In collaboration with the health care team, provide safe and effective patient care to a diverse range of patients, including those with multiple co-morbidities, high-risk medication regimens, and multiple medications following a consistent patient care process				
	R1.1.1 Interact effectively with health care teams to manage patients' medication therapy				
	R1.1.2 Interact effectively with patients, family members, and caregivers				

R1.1.3 Collect information on which to base safe and effective medication therapy					
R1.1.4 Analyze and assess information on which to base safe and effective medication therapy					
R1.1.5 Design or redesign safe and effective patient-centered therapeutic regimens and monitoring plans (care plans)					
R1.1.6 Ensure implementation of therapeutic regimens and monitoring plans (care plans) by taking appropriate follow-up actions					
R1.1.7 Document direct patient care activities appropriately in the medical record or where appropriate					
R1.1.8 Demonstrate responsibility to patients					
R1.2 Ensure continuity of care during patient transitions between care settings					
R1.2.1 Manage transitions of care effectively					
R1.3 Prepare, dispense, and manage medications to support safe and effective drug therapy for patients					
R1.3.1 Prepare and dispense medications following best practices and the organization's policies and procedures					
R1.3.2 Manage aspects of the medication-use process related to formulary management					
R1.3.3 Manage aspects of the medication-use process related to oversight of dispensing					
R2 Advancing Practice and Improving Patient Care					
R2.1 Demonstrate ability to manage formulary and medication-use processes, as applicable to the organization					
R2.1.1 Prepare a drug class review, monograph, treatment guideline, or protocol					

R2.1.2 Participate in a medication-use evaluation					
R2.1.3 Identify opportunities for improvement of the medication-use system					
R2.1.4 Participate in medication event reporting and monitoring					
R2.2 Demonstrate ability to evaluate and investigate practice, review data, and assimilate scientific evidence to improve patient care and/or the medication-use system					
R2.2.1 Identify changes needed to improve patient care and/or the medication-use system					
R2.2.2 Develop a plan to improve the patient care and/or the medication-use system					
R2.2.3 Implement changes to improve patient care and/or the medication-use system					
R2.2.4 Assess changes made to improve patient care or the medication-use system					
R2.2.5 Effectively develop and present, orally and in writing, a final project report					
R3 Leadership and Management					
R3.1 Demonstrate leadership skills					
R3.1.1 Demonstrate personal, interpersonal, and teamwork skills critical for effective leadership					
R3.1.2 Apply a process of on-going self-evaluation and personal performance improvement					
R3.2 Demonstrate management skills					
R3.2.1 Explain factors that influence departmental planning					
R3.2.2 Explain the elements of the pharmacy enterprise and their relationship to the health care system					

	R3.2.3 Contribute to departmental management					
	R3.2.4 Manages one's own practice effectively					
R4 Teaching, Education, and Dissemination of Knowledge						
R4.1 Provide effective medication and practice-related education to patients, caregivers, health care professionals, students, and the public (individuals and groups)						
	R4.1.1 Design effective educational activities					
	R4.1.2 Use effective presentation and teaching skills to deliver education					
	R4.1.3 Use effective written communication to disseminate knowledge					
	R4.1.4 Appropriately assess effectiveness of education					
R4.2 Effectively employs appropriate preceptor roles when engaged in teaching students, pharmacy technicians or fellow health care professionals						
	R4.2.1 When engaged in teaching, select a preceptor role that meets learners' educational needs					
	R4.2.2 Effectively employ preceptor roles, as appropriate					

<p>Title/Description: Expectations of the PGY1 Pharmacy Resident Policy</p>	<p>Policy Manual #R1.13 Revised Date: 12/16; 1/21, 12/21, 7/23, 12/23 Effective Date: 7/15</p>
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Policy:

It is the policy of Cleveland Clinic Mercy Pharmacy that all pharmacy practice residents are aware of the expectations for this program.

Procedure:

1. Residents are expected to utilize outlook calendar, personal calendar, or another preferred method to assist with time management and schedule of activities and deadlines throughout the residency year.
2. Residents should arrive to all activities/meetings/presentations promptly, including the staffing component. If they are running late or will need to leave early, they should inform all involved parties as soon as possible.
3. Each resident will be dressed professionally (as defined by each preceptor), and act professionally and respectfully at all times.
4. Each resident will prepare for all learning experiences in a manner befitting of a resident, such as topic discussions, rounding experiences, professional presentations, etc.
5. All deadlines need to be upheld. If the resident is having trouble meeting the timeline, communication in advance should be made to the preceptor/RPD. At that point, the preceptor/RPD has the authority to determine if the deadline can be revised.
6. The resident should be proactive about getting assignments accomplished or understanding the status of program activities. The resident should ask questions when unsure and especially ask for feedback on learning experiences, projects, etc., if they are unclear of their progress or feedback has not been given for a while.
7. Absences, sick time, tardiness should be communicated to the preceptor/RPD, and all involved parties as soon as possible.
8. The resident is expected to be fair and honest when filling out all evaluation forms especially the preceptor evaluation form. If for some reason, the resident is uncomfortable disclosing information on the evaluation form, the resident should communicate this to the RPD, director of pharmacy/manager, or advisor.
9. All learning experience evaluations and preceptor co-signatures are due by no later than the last day of the learning experience, midpoint, and quarter where applicable. There may be a 7-day grace period for compelling reasons.
10. The resident should check their email on a regular basis. At the very least, email should be checked once in the morning when they arrive and before leaving for the day.
11. Each resident may also choose to participate in optional programs offered: Teaching certificate program through Northeast Ohio Medical University (NEOMED) and/or Cleveland Clinic Leadership Program. Completion of a certificate program is not required for successful completion of the residency program; however, if resident elects to participate, they are expected to communicate and balance the requirements of the certificate program with the requirements of residency program.

Oversight and Responsibility

The Residency Advisory Committee is responsible to review, revise, update, and operationalize this policy to maintain compliance with regulatory or other requirements.

Authorized by:

Director of Pharmacy

Residency Program Director

<p>Title/Description: PGY1 Pharmacy Residency Competency Areas, Goals, & Objectives Policy</p>	<p>Policy Manual #R1.14</p> <p>Revised Date: 12/16;1/21</p> <p>Effective Date: 7/15</p>
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Policy:

ASHP has established Competency Areas, Outcomes, Goals, and Objectives associated with accreditation. These will be a foundation of the residency program at Cleveland Clinic Mercy, as a guiding tool that helps residents achieve educational and clinical competency. The required competency areas, including all of the goals and objectives falling under them, must be included in all programs. Each of the goals falling under the program’s selection of program competency areas must be evaluated at least once during the residency year.

The following Competency Areas are required by ASHP for accreditation:

- R1: Patient Care
- R2: Advancing Practice and Improving Patient Care
- R3: Leadership and Management
- R4: Teaching, Education, and Dissemination of Knowledge

There are thirty-three objectives that must be taught and evaluated by preceptors at least one time each throughout the residency. These objectives vary based on the experience, but the resident will be made aware of the objectives and learning activities associated with objectives on each experience’s orientation.

References:

<https://www.ashp.org/-/media/assets/professional-development/residencies/docs/required-competency-areas-goals-objectives>

Oversight and Responsibility

The Residency Advisory Committee is responsible to review, revise, update, and operationalize this policy to maintain compliance with regulatory or other requirements.

Authorized by:

Director of Pharmacy

Residency Program Director

<p>Title/Description: PGY1 Pharmacy Program Leave of Absence Policy</p>	<p>Policy Manual #R1.15 Revised Date: 12/15; 1/21, 12/21, 7/22 Effective Date: 7/15</p>
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Purpose:

To support the FMLA – Family and Medical Leave of Absence Policy (<https://ccf.policytech.com/dotNet/documents/?docid=73824>), this document outlines the leave of absence procedures for pharmacy residents. Pharmacy residents must follow Human Resources policies and procedures for Leave of Absence requests.

Procedure:

Leave of Absence Requests

1. Per residency year, each resident has 14 “time off” days.
 - a. “Time off” days may be used for 1) illness or personal time, 2) licensure requirements [reciprocity hearing or taking the North American Pharmacist Licensure Exam (NAPLEX) and/or jurisprudence exam(s) for licensure in Ohio], or 3) interviewing for PGY2 residencies or jobs.
2. Each resident has up to 12 weeks for a leave of absence.
 - a. All requests for Leave of Absence must be submitted in writing to the respective Residency Program Director (RPD) and Human Resources. The RPD shall notify the appropriate pharmacy leadership (e.g., Pharmacy Manager/Pharmacy Director). Please refer to individual Human Resources Policies and Procedures for specific processes and documentation requirements based on type of leave.
 - b. The resident will need apply to take unpaid leave up to 12 weeks, unless eligible for Short Term Disability pay, per Human Resources Benefits eligibility guidelines. The temporary position will have equivalent benefits as the resident’s regular job.
 - c. If a Leave of Absence is approved, and the resident has used all “time-off” days, the below will be followed to ensure the residency program is a minimum of 12 months in length (per American Society of Health-System Pharmacy Residency Standards).
 - i. Residents taking leave greater than paid leave allowed (i.e., 14 “time-off” days) cannot be awarded a residency certificate unless additional leave is made up.
 - ii. For example, if a resident needs to take a leave of absence and they have 10 days of “time off” remaining out of the 14 “time off” days, they use the 10 “time off” days remaining and then will need to make up the remaining days taken on the leave of absence [i.e., a resident takes 4 weeks leave or 20 work calendar days leave of absence, they will be required to make-up 10 work calendar days for the residency at the end of the year and any required staffing shifts missed (e.g., weekends)].

Make-up Time for Absences

1. Leave of absence(s) may extend the training period to reach an acceptable level of performance in order to graduate from the program. The resident must complete 12 months of residency.

2. Leave of absence time must be completed within 6 months of the date the program was scheduled to be completed, or the resident forfeits the privilege of receiving a residency graduation certificate and is dismissed from the residency program. In other words, for a leave of absence, the residency position will be held for 6 months after the end date of the residency in the Acceptance Letter.
3. When returning from a leave of absence, all Successful Completion Requirements must be met in order to obtain a residency graduation certificate. For example, the resident must complete all required rotations as outlined in the Successful Completion Requirements; therefore, any required rotations and deliverables missed during the leave of absence would need to be made up upon the residents return and done within the allowable period of the extension.
4. Upon returning from leave, hours will be paid and must be: worked under the guidance of a preceptor, equal to the hours missed, and used to complete the Successful Completion Requirements not yet achieved.

Regulatory Requirement/References

Family and Medical Leave Act (FMLA)

Cleveland Clinic- Human Resources Policies and Procedures:

- Bereavement Leave
- FMLA – Family and Medical Leave of Absence
- FMLA – Military Family Leave of Absence
- Jury Duty/Witness Leave
- Leave of Absence - Medical
- Leave of Absence - Military
- Leave of Absence – Personal
- Religious, Cultural, Ethical Accommodation

Oversight and Responsibility

The Residency Advisory Committee is responsible to review, revise, update, and operationalize this policy to maintain compliance with regulatory or other requirements.

Authorized by:

Director of Pharmacy

Residency Program Director

<p>Title/Description: PGY1 Pharmacy Program External On-Call Policy</p>	<p>Policy Manual #R1.16 Revised Date: 12/15; 1/21, 12/21, 7/22, 12/23 Effective Date: 7/15</p>
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Policy:

It is the policy of Cleveland Clinic Mercy Pharmacy that all pharmacy residents will fulfill External On-Call (at-home) requirements in addition to other requirements of the residency.

Procedure:

1. External On-Call is required by residents of the program to graduate per Requirements of Successful Completion Policy
2. The resident, when properly trained, will be placed into the On-Call schedule every other week for 7 days, starting the first weekend of August.
 - a. Vacation time may not be used in lieu of on-call expectations. Residents are responsible for trading on-call shifts if the need arises. For extended leaves of absence please refer to the Residency Policy on Leave of Absence.
3. External On-Call consists of carrying/regular access to use of personal and hospital provided telephone device outside the hospital. Resident is expected to have notifications/sound activated on personal and hospital provided telephone devices during their call week. The duties of the on-call program are listed below. The duties may change based on Department of Pharmacy needs; this information will be communicated to the residents in a timely manner.
 - a. External on-call primarily entails addressing rapid blood culture identification (BCID) results as outlined in the [Pharmacy Rapid Diagnostic & Antimicrobial Stewardship Guideline](#) (during the hours of 1500-2100).
 - b. If arises, external on-call also includes being available during the on-call week for any clinical questions by pharmacist, nurses, or providers.
4. The resident will always have a backup on-call preceptor listed with them on the schedule. This system will be in place throughout the entire residency year, if the resident needs assistance to complete the responsibilities required.
 - a. During the first quarter of on-call, the resident must contact the backup on-call preceptor to confer with before addressing any clinical questions. This timeframe can be adjusted based on the resident's progress.
 - i. During the first quarter of on-call, after the completion of the call week, the backup on-call preceptor will review the week/discuss feedback with resident. Backup on-call preceptor will also review resident wellness to ensure there is not a negative effect on patient care or residents' learning due to sleep deprivation or serious fatigue. Any concerns will be discussed with RPD. If residents' participation in the on-call program affects their performance during duty hours, possible plans to address may include: modification of call duties between resident and backup on-call preceptor, further education of any gaps in on-call procedure understanding.
 - b. Level of supervision will be adjusted accordingly as resident progresses throughout the year, and as determined by RAC. As the resident progresses, the resident will be encouraged to try to answer the clinical question first/BCID results, and if they are unable or do not feel comfortable, they may contact the backup on-call preceptor for guidance. The RPD will discuss the on-call program with the resident during each quarterly meeting to ensure there is not a negative effect on patient care or residents'

learning due to sleep deprivation or serious fatigue. The resident and preceptors will also be instructed to discuss any concerns with RPD throughout the year. If residents' participation in the on-call program affects their performance during duty hours, possible plans to address may include: modification of call duties between resident and backup on-call preceptor, further education of any gaps in on-call procedure understanding.

5. Refer to Resident Duty Hour Policy
 - a. At-home call must not be so frequent or taxing as to preclude rest or reasonable personal time for each resident.
 - b. The frequency of at-home call must satisfy the requirement for one-day-in-seven free of duty, when averaged over four weeks. No at-home call can occur on the day free of duty.
 - c. At-home or other call hours are included in the maximum of 80 hours a week calculation and included in the tracking of hours only if they meet the following criteria:
 - i. If a resident is called into the hospital from at-home, the time spent in the hospital by the resident must count towards the 80-hour maximum weekly hour limit.
 - ii. Only the time spent by the resident on on-call related work activities during their assigned on-call hours, taking calls from home and utilizing electronic health record related to at-home call, count towards the 80 hour maximum weekly hour limit.

References and Related Topics:

BCID-2 CCF Mercy BioFire Blood Culture Powerpoint

Mercy On Call Guide

[Pharmacy Rapid Diagnostic & Antimicrobial Stewardship Guideline](#)

Oversight and Responsibility

The Residency Advisory Committee is responsible to review, revise, update, and operationalize this policy to maintain compliance with regulatory or other requirements.

Authorized by:

Director of Pharmacy

Residency Program Director

<p>Title/Description: Preceptor Appointment/Re-Appointment Policy</p>	<p>Policy Manual #R1.17 Revised Date: 2/16; 6/16; 1/21, 6/22, 7/23 Effective Date: 7/15</p>
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Policy:

It is the policy of Cleveland Clinic Mercy Pharmacy that all preceptors be appointed with the expectation that they will continue to develop their professional skills and satisfy the ASHP required eligibility and qualifications criteria for preceptor appointment and reappointment. The Academic and Professional Record (APR) form will be completed and maintained by each preceptor to ensure all required criteria are met.

Procedure:

1. **Pharmacist Preceptors' Eligibility (Standard 4.5):** PGY1 Preceptors must be licensed pharmacists who:
 - a. have completed an ASHP-accredited PGY1 residency program followed by a minimum of one year of pharmacy practice experience in the area precepted;
or
 - b. have completed an ASHP-accredited PGY1 residency program followed by an ASHP accredited PGY2 residency and a minimum of six months of pharmacy practice experience in the area precepted
or
 - c. have three or more years of pharmacy practice experience in the area precepted if they have not completed an ASHP-accredited residency program.

2. **Preceptors Qualifications (Standard 4.6):** Preceptors must demonstrate the ability to precept residents' learning experiences as evidenced by:
 - 4.6.a** Content knowledge/expertise in the area(s) of pharmacy practice precepted. (see APR form)
 - 4.6.b** Contribution to pharmacy practice in the area precepted
 - 4.6.c** Role modeling ongoing professional engagement.
 - 4.6.d** Preceptors who do not meet criteria for 4.6.a, 4.6.b, and/or 4.6.c have a documented individualized preceptor development plan to achieve qualifications within two years.

3. **Standard 4.7:** Preceptors maintain an active practice and ongoing responsibilities for the area in which they serve as preceptors.
 - 4.7.a** Preceptors actively participate and guide learning when precepting residents.

4. **Residency Learning Experiences (Standard 3.2):** Learning experience descriptions must be documented and include:
 - 3.2.a.1** A general description, including the practice area.
 - 3.2.a.2** The role of pharmacists in the practice area.
 - 3.2.a.3** Expectations of residents.
 - 3.2.a.4** Resident progression.
 - 3.2.a.5** Objectives assigned to the learning experience.
 - 3.2.a.6** For each Objective, a list of learning activities that facilitate its achievement.

3.2.b At the beginning of each learning experience, preceptors must orient residents to their learning experience using the learning experience description.
3.2.c Preceptors use the appropriate preceptor role (i.e., direct instruction, modeling, coaching, and facilitating) based on each resident's progression through the learning experience.

5. **Resident Evaluations (Standard 3.4):** The extent of residents' progression toward achievement of the program's required educational goals and objectives must be evaluated.

3.4.a. Formative assessment and feedback

3.4.a.1 Preceptors provide ongoing verbal feedback to residents about how they are progressing and how they can improve.

3.4.a.1.a Feedback is documented for residents not progressing as expected.

3.4.a.2 Preceptors make appropriate adjustments to learning activities based on residents' progression.

3.4.b.1 Summative evaluation Preceptors for the learning experience document a summative evaluation of the resident by the end of each learning experience.

3.4.b.1.a For learning experiences greater than 12 weeks, a summative evaluation is completed at evenly spaced intervals and by the end of the learning experience, with a maximum of 12 weeks between evaluations.

3.4.b.2 The documented summative evaluation includes the extent of the resident's progress toward achievement of assigned objectives based on a defined rating scale.

3.4.b.2.a The preceptor documents qualitative written comments specific to the evaluated objectives.

3.4.b.2.b The preceptor and resident discuss each summative evaluation.

3.4.b.3 If more than one preceptor is assigned to a learning experience, all preceptors provide input into residents' evaluations.

3.5 Evaluation of the Preceptor and Learning Experience

3.5.a Residents document and discuss an evaluation of each preceptor by the end of the learning experience.

Procedure for Appointment:

1. Preceptors are appointed based on meeting the eligibility and qualification requirement (see APR form). If a preceptor does not meet the qualification requirements, RPD will implement and document an individualized preceptor development plan to achieve qualifications within two years.
2. Preceptors will have a true interest in teaching residents (using the four preceptor roles) and helping the residents reach professional goals.

Procedure for Re-Appointment:

1. On an ongoing and annual basis (cycle), preceptor application will be completed with the following components:
 - a. Preceptor must continue to meet criteria for appointment based on the preceptor's updated APR. The preceptor must update their APR each cycle. APR will be updated electronically on PharmAcademic.
 - b. Preceptor must participate in at least two preceptor development sessions each cycle.
 - i. Preceptor is responsible for keeping track of their completed sessions (date/title of session/proof of completion)
 - ii. Preceptor must attest to completion of two sessions each cycle.

- c. Preceptor must complete a preceptor and learning experience self-evaluation each cycle.
 - i. Preceptor must identify at least one area that is an opportunity for improvement.
- 2. The preceptor application will be submitted and reviewed by RPD. A preceptor reappointment checklist will be completed on an annual basis for approval by RPD.
 - a. There is no evidence of a pattern of negative resident evaluations for the preceptor.
 - b. If the preceptor does not meet re-appointment criteria, an individualized preceptor development plan will be implemented.

Preceptor Development (see Preceptor Development Policy)

A group preceptor development plan will be created and implemented each year to support the ongoing refinement of preceptor skills. Preceptors are expected to continuously develop their teaching skills. Preceptor development will be addressed in two ways:

- 1. Preceptor and learning experience self-assessment and improvement which must be completed every reappointment cycle by each preceptor.
- 2. Participation in two preceptor development sessions every year.
 - a. Qualifying preceptor development sessions may include, but are not limited to:
 - i. Online or live continuing education activities sponsored by an organization (ASHP, OSHP, ACCP, etc.) or a College of Pharmacy.
 - ii. Review and discussion of key articles provided by the RPD or other leadership.
 - iii. Live or recorded development activities offered through the department.
 - iv. If a preceptor participates in an activity at a conference or meeting that may qualify, he/she may submit supporting documentation (slides, objectives, etc.).

References and Related Topics:

Academic and Professional Record Form

Preceptor Application Form

Preceptor Development Plan

<https://www.ashp.org/-/media/assets/professional-development/residencies/docs/examples/ASHP-Accreditation-Standard-for-Postgraduate-Residency-Programs-effective-July-2023.pdf>

<https://www.ashp.org/-/media/assets/professional-development/residencies/docs/required-competency-areas-goals-objectives>

Oversight and Responsibility

The Residency Advisory Committee is responsible to review, revise, update, and operationalize this policy to maintain compliance with regulatory or other requirements.

Authorized by:

Director of Pharmacy

Residency Program Director

Title/Description: Resident Duty Hours	Policy Manual #R1.18 Revised Date: 12/21. 7/22, 11/23 Effective Date: 12/21
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Purpose:

To outline duty hour requirements for all pharmacy residents.

Definitions:

ASHP: American Society of Health-System Pharmacists

Duty Hours: Defined as all hours spent on scheduled clinical and academic activities, regardless of setting, related to the pharmacy residency program that are required to meet the educational goals and objectives of the program.

- Duty hours *includes*: inpatient and outpatient patient care (resident providing care within a facility, a patient's home, or from the resident's home when activities are assigned to be completed virtually); staffing/service commitment; in-house call; administrative duties; work from home activities (i.e., taking calls from home and utilizing electronic health record related to at-home call program); and scheduled and assigned activities, such as conferences, committee meetings, classroom time associated with a master's degree for applicable programs or other required teaching activities and health and wellness events that are required to meet the goals and objectives of the residency program.
- Duty hours *excludes* reading, studying, and academic preparation time (e.g., presentations, journal clubs, closing knowledge gaps); travel time (e.g., to and from work, conferences); and hours that are not scheduled by the residency program director or a preceptor.

Continuous Duty: Assigned duty periods without breaks for strategic napping or resting to reduce fatigue or sleep deprivation.

Moonlighting: Defined as any voluntary, compensated, work performed outside the organization (external), or within the organization where the resident is in training (internal). These are compensated hours beyond the resident's salary and are not part of the scheduled duty periods of the residency program.

Procedure:

Pharmacy residents must not violate duty hour requirements approved by the American Society of Health-System Pharmacists (ASHP) Commission on Credentialing.

Tracking of Compliance with Duty Hours

- Duty hour attestation form will be completed electronically by each resident on a monthly basis through PharmAcademic.
 - RPD will assess Duty Hours Attestation in PharmAcademic on a monthly basis.
 - If an infraction occurs, the RPD will meet with the resident to discuss, and any of the following actions can be taken:
 - Remove ability to complete internal moonlighting,
 - Modify resident schedule to reduce duty hours to be in compliance with policy,

- Permit additional time off, as applicable, to be in compliance with duty hour policy,
- Assess resident duty hours more frequently (weekly or every other week, as applicable)

Maximum Hours of Work per Week and Duty Free Times

- Duty hours must be limited to no more than 80 hours per week, averaged over a four-week period, inclusive of internal and external moonlighting.

Mandatory Duty-Free Times

- Residents must have a minimum of one day in seven days free of duty (when averaged over four weeks).
- At-home call cannot be assigned on these free days.
- Residents must have at a minimum of 8 hours between scheduled duty periods.
- Residents are not permitted to work more than two consecutive weekends in a row (i.e., both Saturday and Sunday).
 - Before a resident trades/switches weekend staffing with another resident, it must be approved by the RPD. Once the RPD approves the trade/switch, the schedule can then be updated by responsible party.

Continuous Duty

- Continuous duty periods for residents should not exceed 16 hours.

Moonlighting

Moonlighting must not interfere with the ability of the resident to achieve the educational goals and objectives of the residency program, and must not interfere with the resident's fitness for work nor compromise patient safety.

- It is at the discretion of the RPD (and/or Residency Advisory Committee) whether to permit or to withdraw moonlighting privileges.
 - The RPD may, at any time and without notice, prohibit the resident from moonlighting if his/her assessment indicates that resident performance is being compromised or the moonlighting arrangement is in violation of this procedure or the Duty Hours standard.
- All moonlighting hours must be counted towards the clinical experience and educational work 80-hour maximum weekly hour limit averaged over a four-week period and included in the tracking of hours.
- Refer to Resident Moonlighting Policy

Call Programs (Refer to Resident On-Call Policy)

There must be a documented structured process that includes:

- Level of supervision a resident will be provided based on the activities the resident is expected to perform during the on-call period, the level of resident training and timing during the residency year.
- Identification of a backup system if the resident needs assistance to complete the responsibilities required of the on-call program.
- Method of evaluating the impact of the call program to ensure there is not a negative effect on patient care or residents' learning due to sleep deprivation or serious fatigue.
- Hours worked with in-house on-call programs and hours that meet the criteria below for at-home or other call programs must be included in the tracking of hours.

- A plan for how to proceed if residents' participation in the call program affects their performance during duty hours
- At-Home Call
 - At-home call must not be so frequent or taxing as to preclude rest or reasonable personal time for each resident.
 - The frequency of at-home call must satisfy the requirement for one-day-in-seven free of duty, when averaged over four weeks. No at-home call can occur on the day free of duty.
 - At-home call hours are included in the maximum of 80 hours a week calculation and included in the tracking of hours only if they meet the following criteria:
 - If a resident is called into the hospital/organization from at-home or other call program, the time spent in the hospital/organization by the resident must count towards the 80-hour maximum weekly hour limit.
 - Only the time spent by the resident on on-call related work activities during their assigned on-call hours, taking calls from home and utilizing electronic health record related to at-home call, count towards the 80 hour maximum weekly hour limit.

Statement on Well-Being and Resilience

- A. Residents are at an increased risk for burnout and depression due to the nature of the healthcare environment and psychological, emotional, and physical well-being are critical in the development of the competent, caring, and resilient pharmacist.
- B. As part of the development of the resident, it is the responsibility of the pharmacy leaders to ensure residents are educated on wellness and resilience, including education on burnout syndrome, the risks, and mitigation strategies as part of the orientation to the residency.
- C. It is also the responsibility of pharmacy leaders to ensure preceptors are educated on burnout syndrome, including the risks and mitigation strategies, in order to help identify and provide resources for at-risk residents, and to recognize when it may be in the best interest of patients to transition care to another qualified, rested pharmacist.
- D. As part of promoting a culture of wellness, pharmacy leaders must ensure that there is not excessive reliance on residents to fulfill service obligations that do not contribute to the educational value of the residency program or that may compromise residents' fitness for duty and endanger patient safety. However, as members of the healthcare team, residents may be required to participate in departmental coverage in times of unusual circumstances/state of emergency situations (e.g., mass-casualty, downtime, and natural disasters, pandemic) that go beyond the designated duty hours for a limited timeframe.

Regulatory Requirement/References

American Society of Health-System Pharmacists (ASHP)

Pharmacy Specific Duty Hours Requirements for the ASHP Accreditation Standards for Pharmacy Residencies.

Available from:

<https://www.ashp.org/-/media/assets/professional-development/residencies/docs/duty-hour-requirements.pdf>

[Accessed July 1, 2023].

Oversight and Responsibility

The Residency Advisory Committee is responsible to review, revise, update, and operationalize this policy to maintain compliance with regulatory or other requirements.

Authorized by:

Director of Pharmacy

Residency Program Director

Title/Description: PGY1 Pharmacy Residency Program Structure	Policy Manual #R1.19 Revised Date: 3/22, 12/22, 8/23 Effective Date: 3/22
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Policy:

It is the policy of Cleveland Clinic Mercy Pharmacy to follow the program structure as outlined below.

Procedure:

The PGY1 Pharmacy Residency program’s structure is outlined in the table below. All core experiences (as outlined) are required. Learning experiences are scheduled in such a way that the residents have core required rotations prior to the Midyear meeting in December, while taking the residents’ requests into account. This is intended to assist the resident in determining their areas of interest as well as evaluate what opportunities to seek at the Midyear meeting. The learning experiences can be modified throughout the course of the residency year based on the resident’s career goals.

No more than one-third of the residency (four months) may deal with a specific disease state or population. Residents must spend at least two-thirds (eight months) of the residency in direct patient care activities. Elective experiences include Oncology, as well as additional months of core required experiences. Other elective experiences may be developed based on resident interest and preceptor availability. If Cleveland Clinic Mercy Hospital is unable to provide an elective experience in the resident interest area, the RPD will seek potential off-site opportunities at other Cleveland Clinic campuses, if available. A maximum of two off-site learning experiences are allowed per residency year. Any interest for offsite opportunities should be discussed during Orientation in order to seek availability and coordinate accordingly. Travel reimbursement would not be provided for any off-site elective experiences. If unable to identify an offsite elective option, Cleveland Clinic Mercy Pharmacy may permit an elective with a non-pharmacist preceptor (as availability exists – refer to Non-Pharmacist as Pharmacy Preceptor Policy).

Residency program experiences include a combination of concentrated and longitudinal rotation experiences. Availability of experiences are as follows:

Learning Experience	Duration*	Designation	Sequence during year**
Orientation	6 weeks	Required	June-July
Internal Medicine	4 weeks	Required	First half of year
Critical Care	4 weeks	Required	First half of year
Infectious Disease/Stewardship	4 weeks	Required	First half of year
Emergency Medicine	4 weeks	Required	First half of year
Ambulatory Care	4 weeks	Required	First or second half of year
Research	4 weeks	Required	December
Administration/Research	2 weeks administration + 2 weeks research	Required	April

Research	Longitudinal, (~2 days/month)	Required	All year
Administration	Longitudinal (~1-2 days/month)	Required	All year (starting in August)
Medication Safety	Longitudinal (~1-2 days/month)	Required	All year (starting in August)
Staffing	Longitudinal [every other weekend (total 22 weekends; 44 eight-hour shifts; 352 hours), as well as three (3 eight-hour shifts; 24 hours) of the six holidays]	Required	All year (starting in August, assuming licensure)
Precepting	4 weeks	Required	Second half of year
Oncology	4 weeks	Elective	Second half of year
Internal Medicine II	4 weeks	Elective	Second half of year
Critical Care II	4 weeks	Elective	Second half of year
Emergency Medicine II	4 weeks	Elective	Second half of year

*Please note projects, presentation preparation, and certain other activities will require you to invest time outside of a normal workday.

**Sequence of learning experiences may be adjusted based on the resident's career goals.

Oversight and Responsibility

The Residency Advisory Committee is responsible to review, revise, update, and operationalize this policy to maintain compliance with regulatory or other requirements.

Authorized by:

Director of Pharmacy

Residency Program Director

<p>Title/Description: PGY1 Pharmacy Preceptor Development Policy</p>	<p>Policy Manual #R1.20</p> <p>Revised Date: 6/22</p> <p>Effective Date: 6/22</p>
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Policy:

It is the policy of Cleveland Clinic Mercy Pharmacy that all preceptors be appointed with the expectation that they will continue to develop their professional skills.

Procedure:

Cleveland Clinic will offer multiple educational opportunities for preceptors to improve their precepting skills. Individual preceptor development plans will be developed as necessary, and any preceptor who has specific development needs identified through the preceptor needs assessment process. The RPD, in conjunction with the RAC, will be responsible for the following on an annual basis:

1. Assessment of Preceptor Development Needs:
 - Preceptors will be required to complete the preceptor self-evaluation annually by June 30th.
 - The RPD will review residents' evaluations of preceptors and learning experiences annually to identify potential preceptor development needs.
 - The RPD will solicit verbal feedback from residents annually.
2. Development Process for Annual Preceptor Development Plan:
 - Preceptor development needs identified through the assessment process will be discussed annually as part of the annual end-of-year RAC meeting.
 - The RAC will come to a consensus on the areas of preceptor development to focus on during the upcoming year.
 - The RPD will develop a tentative preceptor development plan for the upcoming year with activities to address areas of need and a schedule of activities and will present to the RAC.
 - If preceptor development needs have been identified for individual preceptor(s) which will not be met by the current preceptor development plan, the RPD may also develop an individual plans for these preceptors in addition to the plan for the preceptor group.
 - The preceptor development plan will be publicized to all preceptors and will be documented as an attachment to the RAC meeting.
3. Review of Effectiveness of Previous Year's Plan:
 - Review of current preceptor development plan will occur annually at the annual end-of year RAC meeting.
 - Effectiveness of the plan will be assessed as follows:
 - Review of current preceptor needs assessment results to determine if any needs addressed through preceptor development activities in the past year are still identified as top areas of need.
 - Discussion with preceptors of the effectiveness of activities utilized on the past year to address preceptor development needs.
 - The discussion of effectiveness of previous year's plan will be utilized when developing topics, scheduling, and preceptor development activities for upcoming year.

Additional Required Preceptor Training for New Preceptors:

- Read “ASHP Accreditation Standard for Postgraduate Residency Programs.” <https://www.ashp.org/-/media/assets/professional-development/residencies/docs/examples/ASHP-Accreditation-Standard-for-Postgraduate-Residency-Programs-effective-July-2023.pdf>
- Read “Required competency areas, goals, and objectives for PGY1 Pharmacy Residencies” <https://www.ashp.org/-/media/assets/professional-development/residencies/docs/required-competency-areas-goals-objectives>
- Read Cleveland Clinic Mercy Hospital Pharmacy Residency Manual and review components with RPD.
- As needed, the RPD will develop an individual preceptor development for preceptors requiring additional qualifications.
- Appointment of an advisor to mentor preceptors requiring a preceptor development plan.

Other Opportunities for Preceptor Development for Preceptors:

- Preceptors may attend programs locally, regionally, or nationally to enhance their precepting skills. Please submit request to director of pharmacy if requesting professional leave or travel reimbursement.
 - Attendance at professional meetings is subject to Cleveland Clinic’s travel policy.
 - Those who attend meetings which provide education regarding training will share the information at the RAC meeting or other forum as appropriate.
- Online or live continuing education activities sponsored by an organization (ASHP, OSHP, ACCP, etc.) or a College of Pharmacy.
- Review and discussion of key articles provided by the RPD or other leadership.
- Live or recorded development activities offered through the department.
- APhA and Pharmacist Letter have educational programs available to orient new preceptors.
- Cleveland Clinic Pharmacy Professional Development, ASHP, Vizient (Annual Pharmacy Professional Development and Workforce Webinar Series) and other web-based programs are available.

References and Related Topics:

Preceptor Development Plan

<https://www.ashp.org/-/media/assets/professional-development/residencies/docs/examples/ASHP-Accreditation-Standard-for-Postgraduate-Residency-Programs-effective-July-2023.pdf>

Oversight and Responsibility

The Residency Advisory Committee is responsible to review, revise, update, and operationalize this policy to maintain compliance with regulatory or other requirements.

Authorized by:

Director of Pharmacy

Residency Program Director

Title/Description: Well-being	Policy Manual #R1.21 Revised Date: 7/23 Effective Date: 12/22
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Purpose:

To provide resources and opportunities for assessing and supporting resident well-being and resilience.

Procedure:

1. All residents will be allotted a total of 7-wellness days for the residency term. These days are separate from the 14-time off days (see Policy 1.07 Resident Time Off Policy). Resident can choose to use the wellness day for their self-identified purpose (personal time, project time, etc.). Resident is not required to be on campus during the wellness day.
 - a. Resident can use a maximum of 1-wellness day per month; this can be used as a one 8-hour day or two half days (4 hours each). Wellness days do not accrue throughout the year. If not used, will be forfeited.
 - b. Resident must identify wellness day [with approval from all involved preceptor(s), RPD, and Director of Pharmacy] by no later than the first working day of each month.
 - i. Resident should discuss wellness day with all involved preceptor(s) first and is responsible for first obtaining approval from all involved preceptor(s).
 - ii. Once approval is obtained from involved preceptor(s), resident is responsible for e-mailing the RPD and Director of Pharmacy to obtain final approval.
 - iii. If above steps are not completed by the first working day of each month, day will be forfeited for that month.
 - iv. Once wellness day is identified, day may not be changed during the rotation month.
 - c. Wellness day selected must not interfere with any required expectations or anticipated obligations of the residency, including monthly and longitudinal rotation activities.
 - d. If wellness day is taken during the resident's on-call week, resident is still responsible for all on-call activities.
 - e. Including time off days, resident cannot take more than a total of 5 days off during a monthly rotation (or 25% of rotation).
2. Resources for well-being and resilience will be provided during orientation, and as they arise throughout Cleveland Clinic system and American Society of Health-System Pharmacists (<https://wellbeing.ashp.org/>).
 - a. Cleveland Clinic enterprise resources can be found on the Cleveland Clinic Portal (Caregiver Well-Being). Cleveland Clinic Pharmacy Professional Development Connect Today page for clinical resources, educational opportunities, and peer to peer interaction.
 - b. <https://www.ccemployeewellness.com/refresh-programs>
 - c. Pharmacy residency wellbeing and resiliency resources can be found on the shared OneDrive folder (Mercy Pharmacy Residency).
 - d. Mental health emergency training
 - e. Pharmacy Enterprise Wellness and Resiliency Task Force
 - f. Access to ASHP Wellbeing Ambassador certificate program resources

3. Well-being and resilience assessment will be incorporated into quarterly development plan and regular discussions throughout the residency term.

Statement on Well-Being and Resilience

- A. Residents are at an increased risk for burnout and depression due to the nature of the healthcare environment and psychological, emotional, and physical well-being are critical in the development of the competent, caring, and resilient pharmacist.
- B. As part of the development of the resident, it is the responsibility of the pharmacy leaders to ensure residents are educated on wellness and resilience, including education on burnout syndrome, the risks, and mitigation strategies as part of the orientation to the residency.
- C. It is also the responsibility of pharmacy leaders to ensure preceptors are educated on burnout syndrome, including the risks and mitigation strategies, in order to help identify and provide resources for at-risk residents, and to recognize when it may be in the best interest of patients to transition care to another qualified, rested pharmacist.
- D. As part of promoting a culture of wellness, pharmacy leaders must ensure that there is not excessive reliance on residents to fulfill service obligations that do not contribute to the educational value of the residency program or that may compromise residents' fitness for duty and endanger patient safety. However, as members of the healthcare team, residents may be required to participate in departmental coverage in times of unusual circumstances/state of emergency situations (e.g., mass-casualty, downtime, and natural disasters, pandemic) that go beyond the designated duty hours for a limited timeframe.

Regulatory Requirement/References

American Society of Health-System Pharmacists (ASHP)

Oversight and Responsibility

The Residency Advisory Committee is responsible to review, revise, update, and operationalize this policy to maintain compliance with regulatory or other requirements.

Authorized by:

Director of Pharmacy

Residency Program Director

Title/Description: PGY1 Pharmacy Resident Time Away Policy	Policy Manual #R1.22 Revised Date: Effective Date: 6/23
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Policy:

It is the policy of Cleveland Clinic Mercy Pharmacy that time away from the residency program does not exceed a combined total of 37 days per residency year.

Procedure:

1. Time away from the program is defined as the total number of days taken for vacation, sick, interview, personal days, wellness days; holidays; religious time; jury duty; bereavement leave; military leave; parental leave; leaves of absence; extended leave; conference and/or education days.
 - a. A grid outlining resident time away and a grid outlining required conferences/meetings will be provided to residents during orientation.
 - i. Procedure for residents requesting attendance at unrequired meetings:
 1. Meetings associated with Cleveland Clinic business:
 - a. The resident must submit in writing to his/her RPD the name of the meeting, desired dates of attendance including days needed for travel, and reason(s) for wanting to attend the meeting.
 - b. The RPD will present the request to the Residency Committee.
 - c. The Residency Advisory Committee will determine if the meeting qualifies as Cleveland Clinic business.
 - d. The Residency Advisory Committee will determine if the resident is approved to attend the meeting.
 - e. If approved, the resident will be granted Meeting Days to attend.
 - f. The resident will be responsible for making all travel arrangements and for all travel-associated expenses. Professional allotments may be applied (if available).
 2. Meetings not associated with Cleveland Clinic business:
 - a. Do not require RPD approval to attend the meeting.
 - b. Require the resident to use approved time off.
 - c. The resident will be responsible for making all travel arrangements and for all travel-associated expenses.
2. If a resident exceeds 37 days away from the program, in order to fulfill the requirements of the ASHP standard, the program will be extended by the number of days the resident is away from the program in excess of 37.

References

PGY1 Pharmacy Resident Maximum Time Away Grid

Oversight and Responsibility

The Residency Advisory Committee is responsible to review, revise, update, and operationalize this policy to maintain compliance with regulatory or other requirements.

Authorized by:

Director of Pharmacy

Residency Program Director

PGY1 Pharmacy Resident Maximum Time Away Grid

Program	Time off (includes sick days, interview days and exam time)	Unworked Holidays (July 4th unworked; Work 3 of the 6: Labor Day, Thanksgiving, Christmas, New Years, Easter Sunday, Memorial Day)	Wellness Days	Meeting days (Midyear)	Meeting days (local)		Meeting days (Specialty)		Recruitment Days		Possible Bereavement (Bereavement is offered per Mercy policy and is determined based on the relation to the deceased)	Maximum Time Away
PGY-1 Residency	14	4	7	4	2	OCCP	0	N/A	1	OSHP	3	35

