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| <p>Title: Pharmacy Residency Certificate Requirements</p> <p>Policy Number: D-PHA-0048</p> <p>Replaces (supersedes):</p> <p>Requirements for Residency Certificate</p>  | <p>Policy Chronicle:</p> <p>Effective Date: 02/25</p> <p>Date the Original Version of Policy was Effective: 07/17</p> <p>Most Recent Review: 01/25</p> <p>Previous Reviews: 05/18, 10/20, 11/23</p> <p>Owners:</p> <p>Gail M. Sanchez, PGY1 Residency Program Director and Senior Clinical Pharmacist Specialist – Internal Medicine</p> <p>Garrett Lech, PGY2 Residency Program Director and Supervisor, Pharmacotherapy Services</p> <p>Mary E. Regan, Associate Chief Pharmacy Officer, Inpatient Services</p> <p>Monica Akus, Associate Chief Pharmacy Officer, Pharmacotherapy Services</p> |
| <p>Areas of Operation:</p> <p>Inpatient Pharmacy Pharmacotherapy Services</p> | <p>Regulatory / Accreditation Standards:</p> <p>American Society of Health-System Pharmacists (ASHP) Accreditation Standard for Post Graduate Pharmacy Residency Programs (2023)</p> |
| <p>Keywords: Certificate, pharmacy, residency</p> | |

Purpose:

To articulate the criteria required for a Pharmacy Resident to obtain a Pharmacy Residency Certificate signifying the successful completion of the Pharmacy Residency Program at the Cambridge Health Alliance (CHA).

Scope:

This policy applies to the CHA Pharmacy Residents.

Personnel:

The CHA Pharmacy Residents.

Cambridge Health Alliance

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Definitions:

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| Critical Objectives | Selected objectives deemed essential for a resident to achieve to be eligible for successful completion of the program. |
| Good Standing | In complete and current compliance with all policies and procedures without any existing violations. |
| Needs Improvement (NI): | Resident displays ≥ 1 of the following characteristics: <ul style="list-style-type: none">• Requires direct and repeated supervision, guidance, intervention, or prompting• Cannot gather basic information to answer general questions• Makes questionable or unsafe decisions• Fails to seek out feedback, incorporate feedback, or is unable to create a sound plan for improvement• Fails to complete tasks in a timely manner• Acts in an unprofessional manner |
| Satisfactory Progress (SP): | Resident displays all the following characteristics: <ul style="list-style-type: none">• Resident performs at the level expected for his/her training• Resident responds to feedback and requires limited prompting and guidance to complete tasks appropriately• Resident can accurately reflect on performance and create a sound plan for improvement• There is evidence of improvement during the rotation, even if it is not complete mastery of the task |
| Achieved (ACH): | Resident displays all of the following characteristics: <ul style="list-style-type: none">• Resident independently and competently completes assigned tasks• Resident consistently demonstrates ownership of actions and consequences• Resident accurately reflects on performance and can create sound plan for future growth• Resident demonstrates the ability to perform the objective• Resident appropriately seeks guidance when needed |
| Achieved for Residency (ACHR) | <ul style="list-style-type: none">• Resident consistently performs objectives at achieved level, as defined above, for the residency as determined by the Residency Program Director. |

Policy:

The CHA Pharmacy Resident must comply with the following criteria to qualify for a Pharmacy Residency Certificate:

1. The Pharmacy Resident must receive 'Achieved' or 'Achieved for Residency' on the selected critical objectives in the 4th quarter summative evaluation. See Appendix A., 'Selected Critical Objectives for the PGY-1 Pharmacy Residency Program' for details for the PGY1 Pharmacy Residency Program. See Appendix B, 'Selected Critical Objectives for the PGY2 Ambulatory Care Pharmacy Residency Program' for details for the PGY2 Ambulatory Care Pharmacy Residency Program.
2. The Pharmacy Resident must not have any ratings of "Needs Improvement" for the Program's critical objectives in the 4th quarter summative evaluation.
3. The Pharmacy Resident must complete all Pharmacy Residency Program requirements as defined in our Pharmacy Residency Handbook.
4. The Pharmacy Resident must be in good standing with the Pharmacy Enterprise and CHA.

Procedures:

1. The Pharmacy Residency Programs will utilize the American Society of Health-System Pharmacists approved rating scale for summative evaluations as follows:
 - A. Needs Improvement (NI)
 - B. Satisfactory Progress (SP)
 - C. Achieved (ACH)
 - D. Achieved for Residency (ACHR)
 - E. Not Applicable (N/A)
2. The Residency Program Director (RPD) will review each Pharmacy Resident's 4th quarter summative evaluation to determine eligibility to obtain a Pharmacy Residency Certificate.
3. A Pharmacy Resident is assessed for eligibility to receive a Pharmacy Residency Certificate in the following manner:
 - A. The RPD will meet with the Residency Advisory Committee (RAC) to discuss the Pharmacy Resident's 4th quarter summative evaluation.
 - B. The RPD will determine if the Pharmacy Resident has met the qualifying criteria detailed above in the policy.
 - C. The RAC and RPD will determine if the Pharmacy Resident has completed all residency requirements by reviewing the requirements (i.e., block rotation experiences, longitudinal learning experiences, periodic project requirements).
4. The Pharmacy Resident will be notified by the RPD whether he/she will receive a Pharmacy Residency Certificate.

Reference: N/A

Reviewed by:

| Committee Name / Content Expert | Chairperson / Name | Date |
|---------------------------------|---|----------|
| Residency Advisory Committee | Gail M. Sanchez, PGY1 Residency Program Director | 02.05.25 |

This policy has been reviewed and approved electronically by:

| Approver | Title | Initials | Date |
|-----------------|---|----------|----------|
| Monica Akus | Associate Chief Pharmacy Officer, Pharmacotherapy Services | MA | 02-06-25 |
| Steven Cano | Chief Pharmacy Officer | SC | 02-05-25 |
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Appendix A. Selected Critical Objectives for the PGY-1 Pharmacy Residency Program:

Selected critical objectives must be achieved for the Pharmacy Resident to be eligible to graduate from the residency program. These objectives are as follows:

1. (R1.1.3) Develop evidence-based, cost effective, and comprehensive patient-centered care plans.
2. (R1.1.5) Follow-up: Monitor therapy, evaluate progress toward or achievement of patient outcomes, and modify care plans.
3. (R1.2.1) Collaborate and communicate with healthcare team members.
4. (R2.1.5) Assess potential or future changes aimed at improving pharmacy practice, improvement of clinical care, patient safety, healthcare operations, or specific question related to patient care.
5. (R3.2.1) Apply a process of ongoing self-assessment and personal performance improvement.
6. (R3.2.2) Demonstrate personal and interpersonal skills to manage entrusted responsibilities.
7. (R3.2.3) Demonstrate responsibility and professional behaviors.
8. (R4.1.2) Create written communication to disseminate knowledge related to specific content, medication therapy, and/or practice area.
9. (R4.1.3) Develop and demonstrate appropriate verbal communication to disseminate knowledge related to specific content, medication therapy, and/or practice area.

Appendix B. Selected Critical Objectives for the PGY2 Ambulatory Care Pharmacy Residency Program

1. (R1.1.1): Interact effectively with health care teams to collaboratively manage ambulatory care patients' medication therapy.
2. (R1.1.4): Analyze and assess information to ensure safe and effective medication therapy for ambulatory care patients.
3. (R1.1.7): Document direct patient care activities appropriately in the medical record, or where appropriate.
4. (R1.1.8): Demonstrate responsibility to ambulatory care patients for patient outcomes.
5. (R2.1.2): Contribute to the development of a new ambulatory care pharmacy service or the enhancement of an existing service.
6. (R3.1.1): Demonstrate personal, interpersonal, and teamwork skills critical for effective leadership
7. (R3.1.2): Apply a process of ongoing self-evaluation and personal performance improvement.
8. (R3.3.1): Effectively manage ongoing operational functions of the service.
9. (R4.1.2): Use effective presentation and teaching skills to deliver ambulatory care related education to pharmacy or interprofessional attendees, including complex topics to expert drug therapy audiences.
10. (R4.1.3): Use effective written communication to disseminate knowledge related to ambulatory care.