

UNSTOPPABLE



# Update from the ASHP Commission on Credentialing: Residency Town Hall

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Vice President, Accreditation Services

# ASHP Commission on Credentialing Update

- Introductions –New COC members
- Residency Growth
- Residency Match
- Accomplishments
- Standards Update
- Annual Report and Resident survey findings

# 2020 ASHP Commission on Credentialing

Suzanne Turner, Chair

Julie Dagam, Vice Chair

Jamie Kalus, Past Chair

Noelle Trinder (Public Member)

Terry Seaton (ACCP)

Amy Seybert (AACCP)

Marnie Wickizer (AMCP)

Michael Melroy

Donna Beehrle-Hobbs (VA)

Katie Mieure

Marjorie Shaw Phillips

Jean-Venable (Kelly) Goode (APhA)

Luke Mortensen (Public Member)

Joanna Huang- resident

Michael Hoying

Kerry Pickworth

Lonnie Smith

Jeff Huntress

Kathy Pawlicki (Board Liaison) – non-voting

Leaving after 2020

Serves August 2020 and March 2021

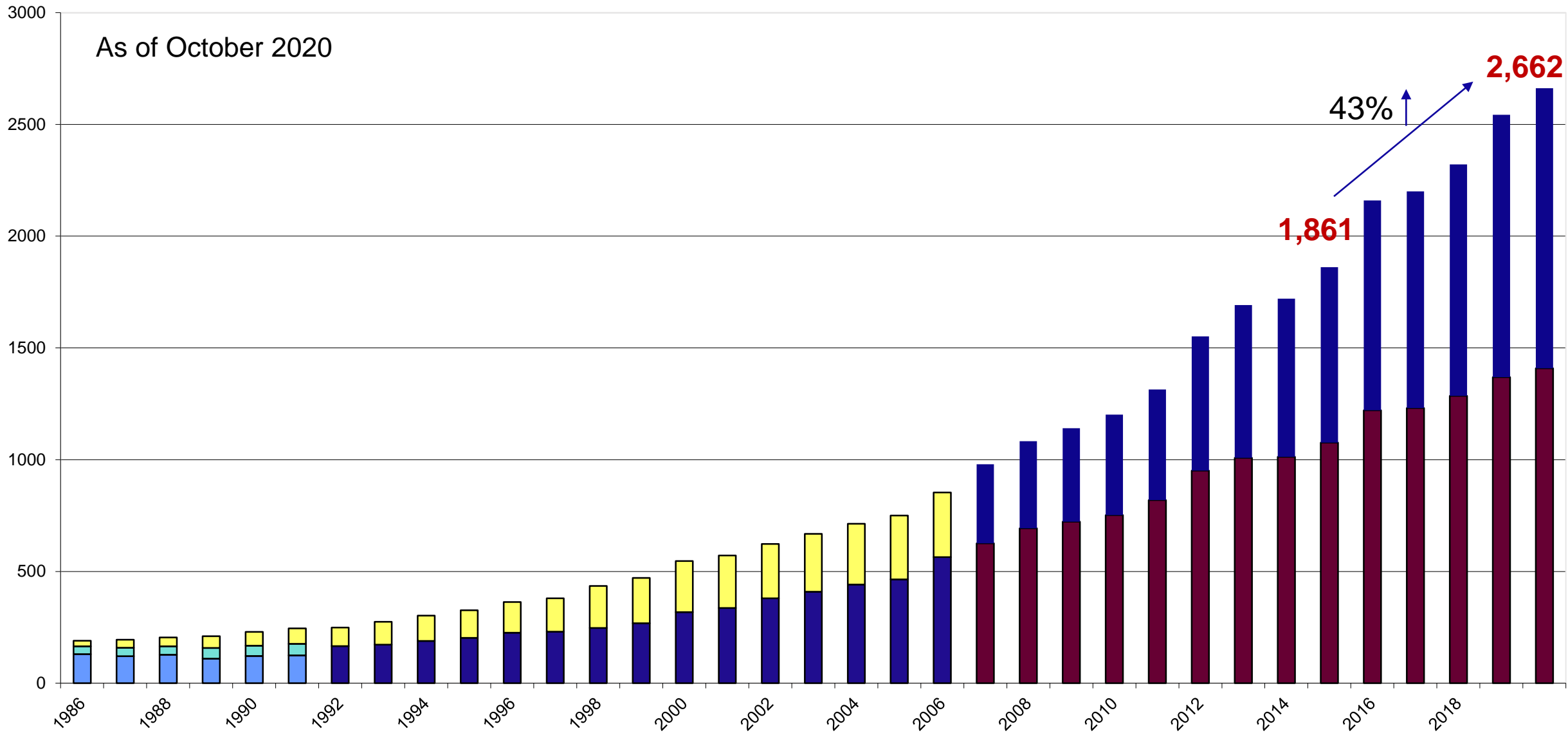
# New COC Members 2020

- Suzanne Turner – Past Chair
- Julie Dagam – Chair
- Marjorie Shaw Phillips – Vice Chair
- Jonathan Lacro
- Jennifer Hamner
- Patrick Fuller
- Diane McClaskey (AACCP)
- Amanda Kuhn- resident
- TBD, Public Member
- Tom Johnson (Board Liaison) – non-voting (thru March 2021)

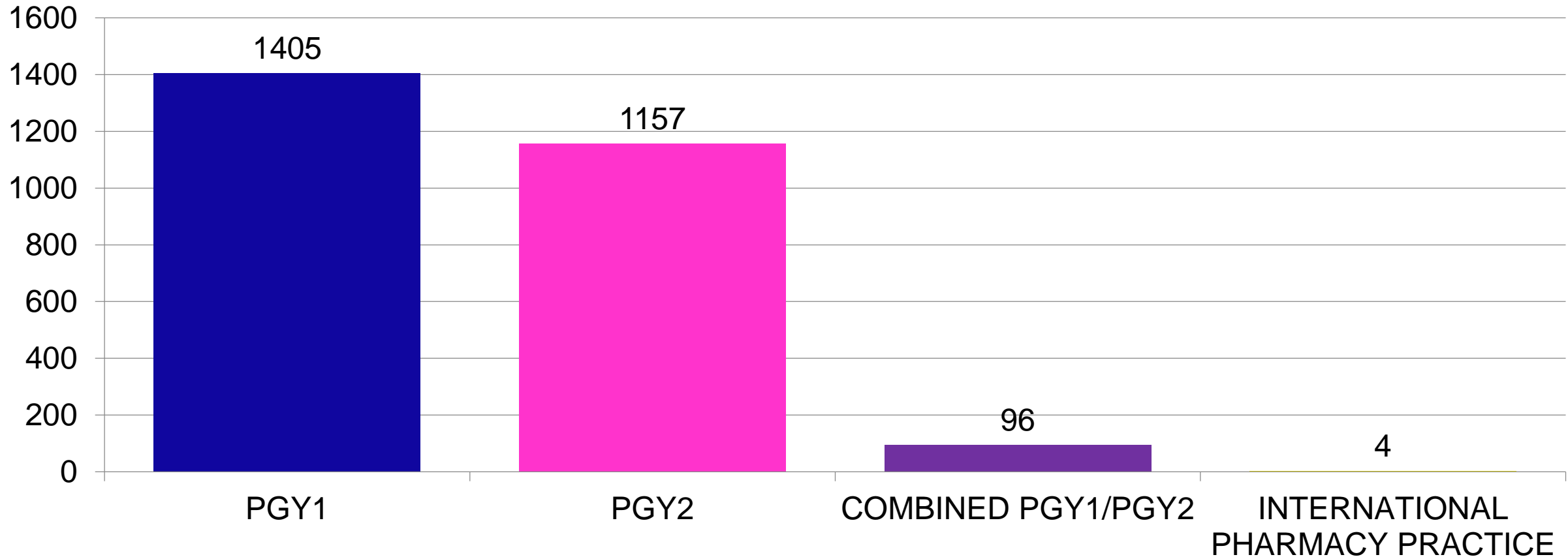
# Residency Growth and Capacity

# ASHP Accredited Pharmacy Residency Program Growth

■ Hospital ■ Pharmacy Practice ■ PGY1 ■ Clinical ■ Specialized ■ PGY2

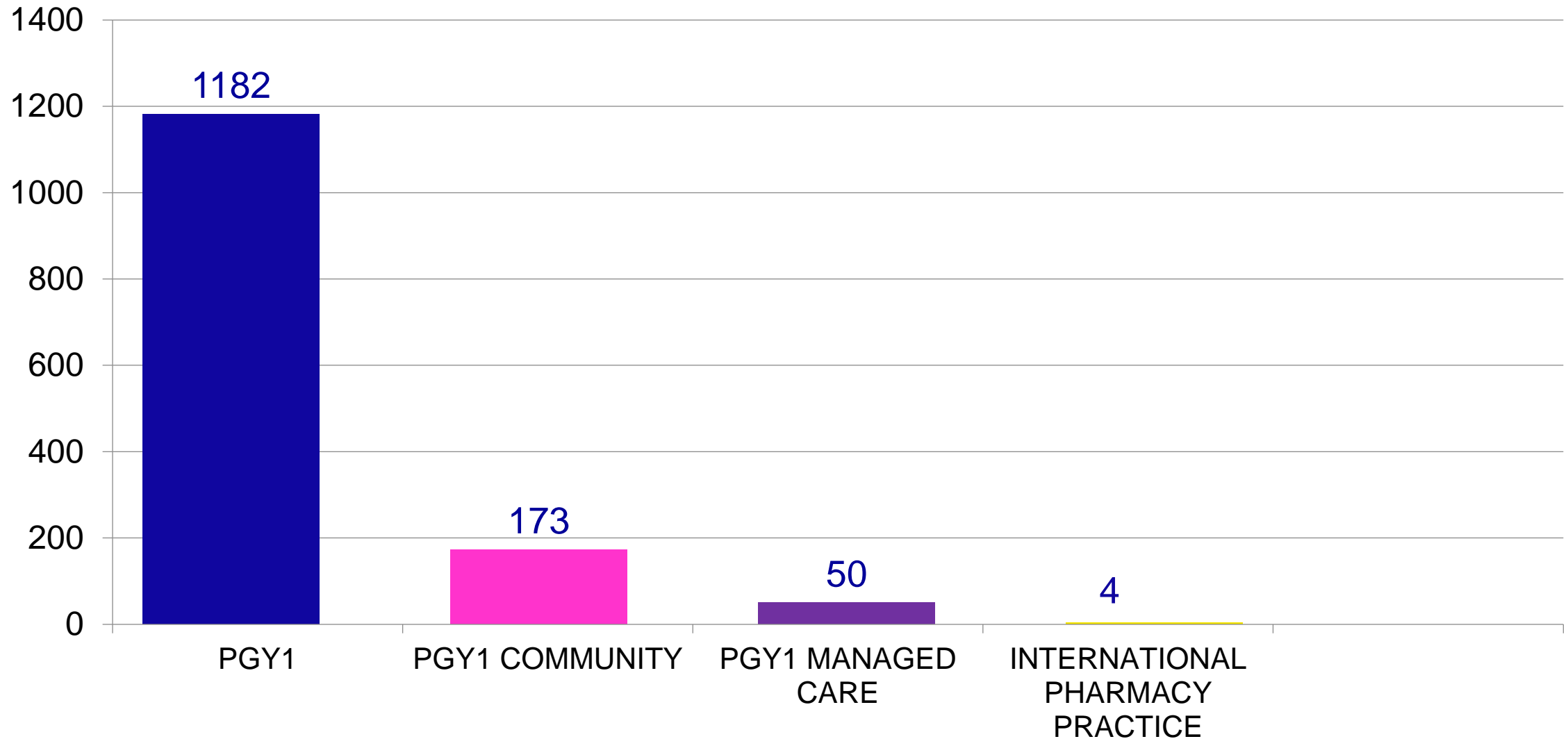


# 2020 Residency Program Distribution



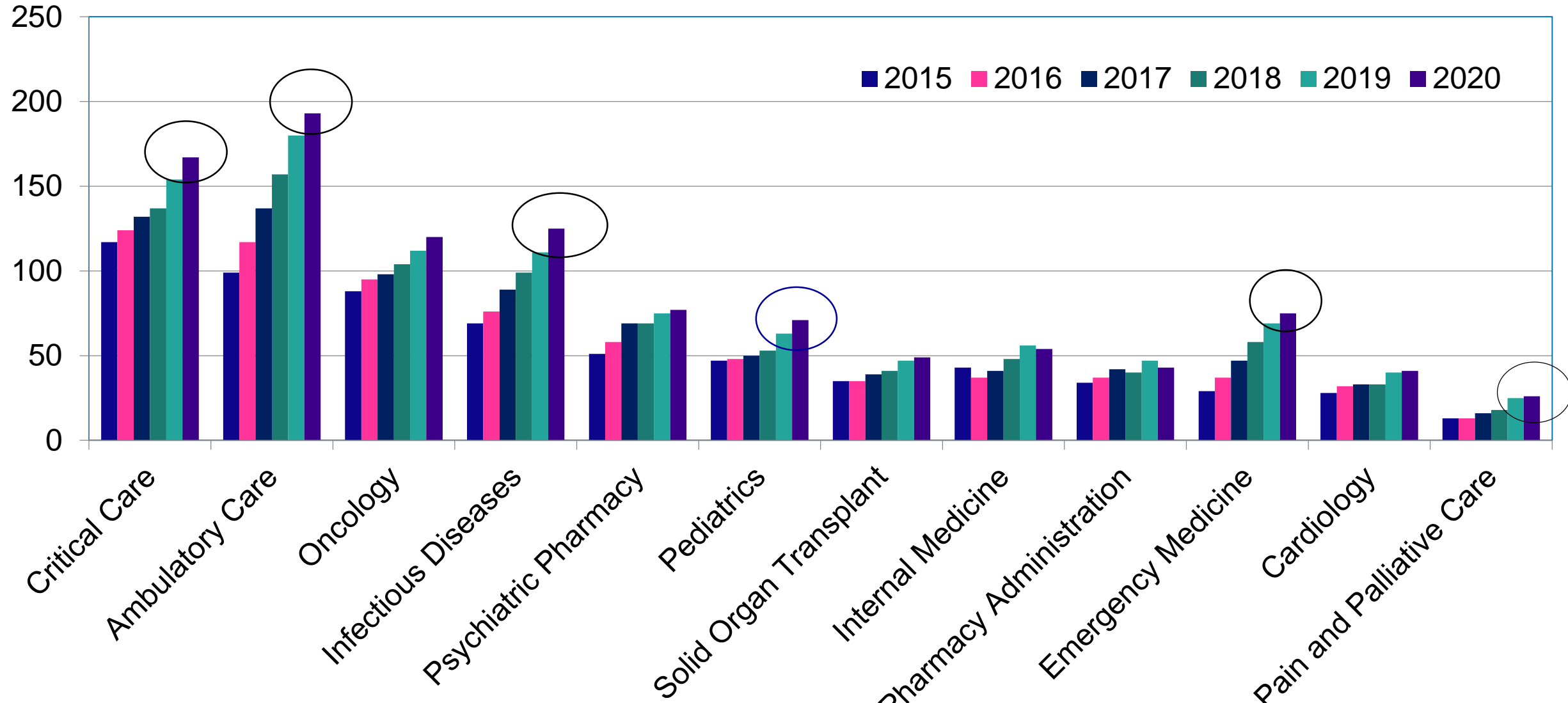
Includes Accredited, Candidate Status, and Pre-Candidate Status Programs as of 10/29/2020

# 2020 PGY1 Residency Programs





# Distribution of PGY2 Programs



Includes Accredited, Candidate Status, and Pre-Candidate Status Programs as of 10/29/2020

# 2020 Two-Phase Match

**MATCH**

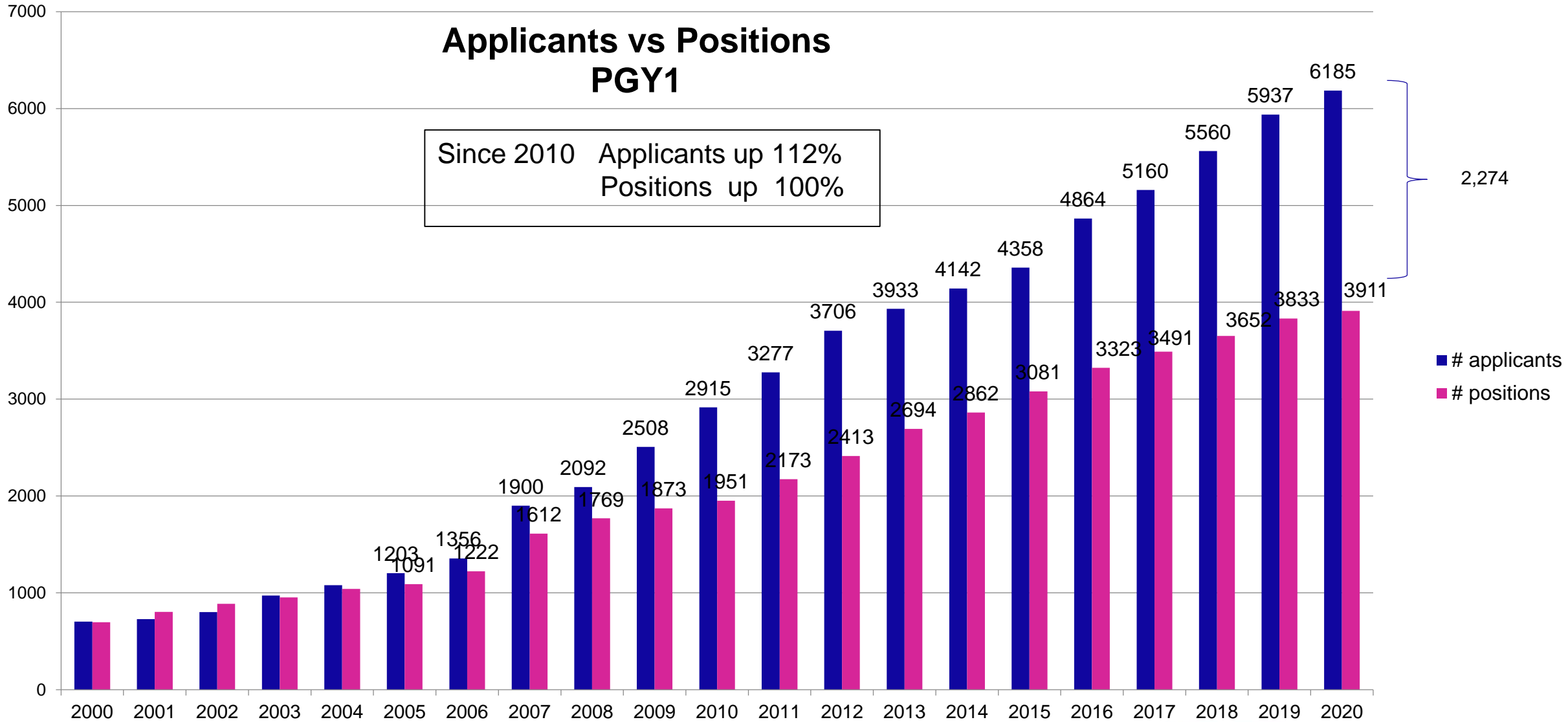
# 2020 Match: Increases in both the number of applicants and positions offered

- PGY1
  - 2% increase in positions offered (5% in 2019)
  - 4% increase in applicants (7% in 2019)
- PGY2\*
  - 8% increase in positions offered (9% in 2019)
  - 12% increase in applicants (11% in 2019)
  - There were **498** early commits in 2020 compared to **473** in 2019

\* Includes early commitment process

# Applicants vs Positions PGY1

Since 2010 Applicants up 112%  
Positions up 100%



# Going Into the Scramble

|              | End of Match or Phase II  | End of Match or Phase II     |
|--------------|---------------------------|------------------------------|
| <b>2019</b>  | <b>Unfilled Positions</b> | <b>Unmatched Applicants*</b> |
| PGY1         | 11                        | 2115                         |
| PGY2         | 26                        | 258                          |
| <b>Total</b> | <b>37</b>                 | <b>2373</b>                  |
| <b>2020</b>  |                           |                              |
| PGY1         | 5                         | 2281                         |
| PGY2         | 38                        | 315                          |
| <b>Total</b> | <b>43</b>                 | <b>2596</b>                  |

Overall position fill rate for PGY1 and PGY2 was **99.1%**

# Residency Program Growth Summary

- 43% increase in programs in past 5 yrs
- PGY2 and combined programs outpacing PGY1 programs in percent growth from 2015-2020
- Ambulatory Care, Critical Care, Emergency Medicine, Peds, and Palliative Care seeing significant growth

## Percentage of Graduates Seeking PGY1 Residency

| Year | Graduates | Participants in PGY1 Match | Percentage of Grads in Match |
|------|-----------|----------------------------|------------------------------|
| 2006 | 10,199    | 1,356                      | 13%                          |
| 2007 | 10,282    | 1,898                      | 19%                          |
| 2008 | 11,127    | 2,092                      | 19%                          |
| 2009 | 11,516    | 2,501                      | 22%                          |
| 2010 | 11,487    | 2,898                      | 25%                          |
| 2011 | 12,346    | 3,257                      | 26%                          |
| 2012 | 13,163    | 3,706                      | 28%                          |
| 2013 | 13,207    | 3,933                      | 30%                          |
| 2014 | 13,838    | 4,142                      | 30%                          |
| 2015 | 13,994    | 4,358                      | 31%                          |
| 2016 | 14,556    | 4,864                      | 33%                          |
| 2017 | 14,502    | 5,160                      | 36%                          |
| 2018 | 14,905    | 5,560                      | 37%                          |
| 2019 | 14,800    | 5,937                      | 40%                          |

# Match 2021 Schedule

- **Nov. 1, 2020:** List of ASHP match programs available and PhORCAS opens.
- **March 5, 2021:** Rank order lists submission deadline for Phase I Match
- **March 19, 2021:** Results of Phase I Match are released to applicants, program directors. The list of programs with available positions for Phase II of the Match will be provided on the Match web site beginning at 12:00 p.m. Eastern Time.
- **March 23, 2021:** Applicants who either did not obtain a position in the Phase I Match or did not participate can submit applications to programs participating in Phase II Match (0900 ET).
- **April 7, 2021:** Rank order lists submission deadline for Phase II Match
- **April 14, 2021:** Results of Phase II Match are released to applicants and program directors.

<https://natmatch.com/ashprmp/schedule.html>



# Accomplishments 2020

- PGY1 Guidance document updates – standards guidance for community-based programs
- Revised PGY2 Medication Use, Safety, and Policy Pharmacy Residency Competency Areas, Goals, and Objectives (merger of Drug Information and Medication-Use Safety)
- Revised PGY2 Corporate Pharmacy Administration and Leadership Competency Areas, Goals, and Objectives
- Revised PGY2 Population Health Management and Data Analytics Competency Areas, Goals, and Objectives
- Revised PGY2 Investigational Drugs and Research Pharmacy Competency Areas, Goals, and Objectives
- Revised the PGY2 criteria for the recognition of a novel PGY2 residency in a new advanced area of pharmacy practice and review process

# Accomplishments 2020 cont.

- Revised 24-month residency program requiring a distinct postgraduate year one (PGY1) and postgraduate year two (PGY2) program structure that uses the PGY1 Competency Areas, Goals, and Objectives (CAGOs) for year one and the PGY2 CAGOs for year two.
- 3<sup>rd</sup> Annual RPD report and 2<sup>nd</sup> annual preceptor survey and 1<sup>st</sup> annual resident survey
- Work on revision of the PGY1 and PGY2 residency standards
- PharmAcademic - many updates

# Residency Accreditation Standards Revision

# Objectives for Standards Revision

- **Optimal standards** - should reflect contemporary practice and push the profession forward
- Harmonize PGY1, PGY1 Community-based and PGY1 Managed Care standards as well as PGY2
- Reduce redundancy
- Consider whether existing guidance should be reflected in the standard. Find right balance between generality and detail.
- Simplify where possible. Keep what adds value and improves quality

# Objectives for Standards Revision

- Evaluate best placement in the standards for preceptor qualifications
- Consider well-being and resilience and diversity as new additions
- Include more nutrition and operations in the next standard
- Incorporate requirements for diversity in recruitment

# Objectives for Standards Revision

- Incorporate requirements for well-being and resilience
- The PAI 2030 document as well as the revised Long Range Vision for the Pharmacy Workforce document will inform the development of the new standards.
- Will conduct a survey of residency programs to obtain feedback on the current standards and to inform the next standard revision – input is critical
- Will create a draft that will also go out for public comment

# Draft Timeline for Standard Revision

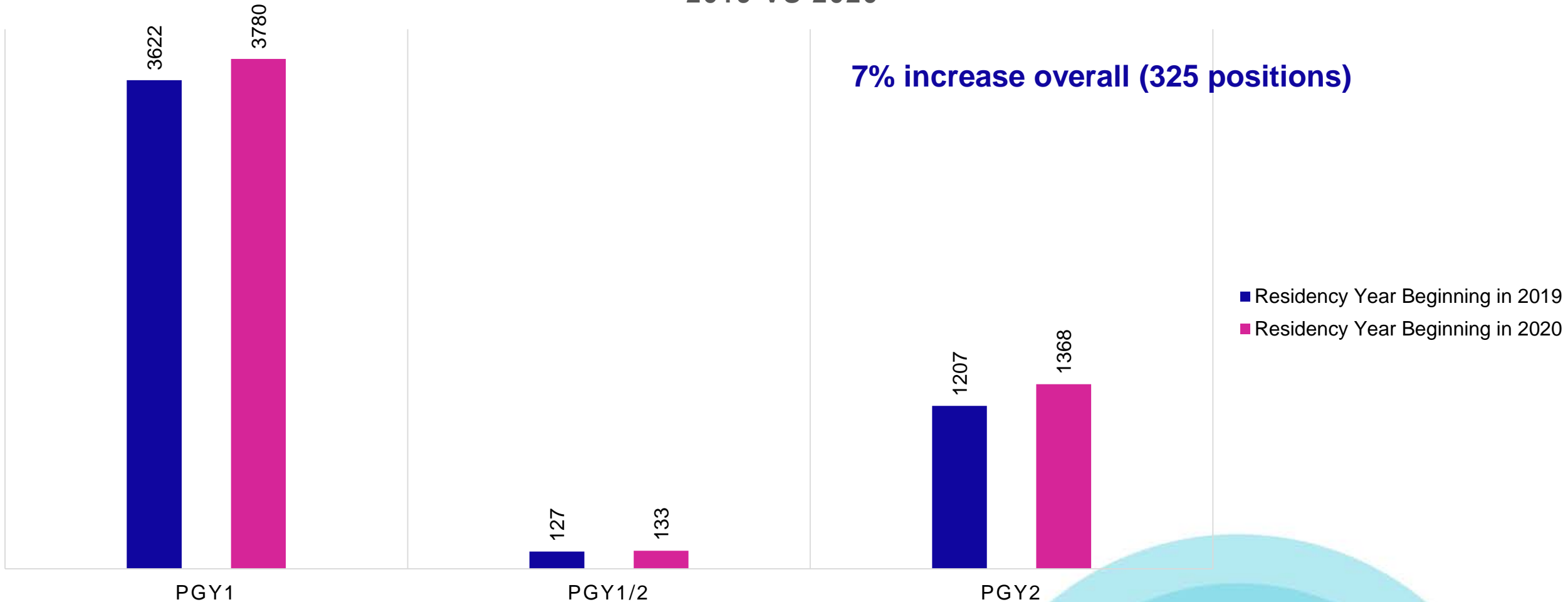
- March 2021 COC meeting- draft for review
- After March 2021 – draft send to stakeholders for comment
- Before August 2021 COC – final draft incorporating recommendations from stakeholders
- August 2021 – final draft to COC for review
- September 2021 - Final revised standard goes to Board for approval
- July 2022 – possible implementation for existing programs

Preliminary Data from the 2020  
*Annual Residency Accreditation Report*  
(90% response)



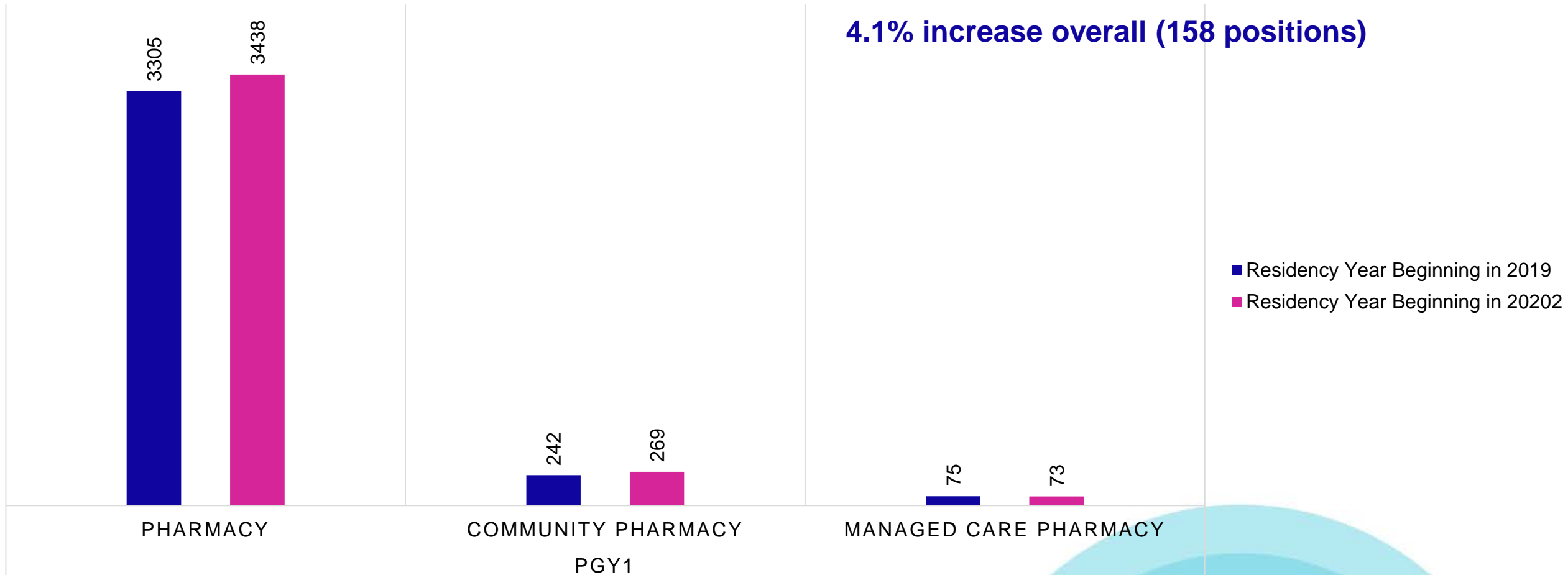
# # of Residency Positions

RESIDENCY POSITIONS BY PROGRAM YEAR  
2019 VS 2020

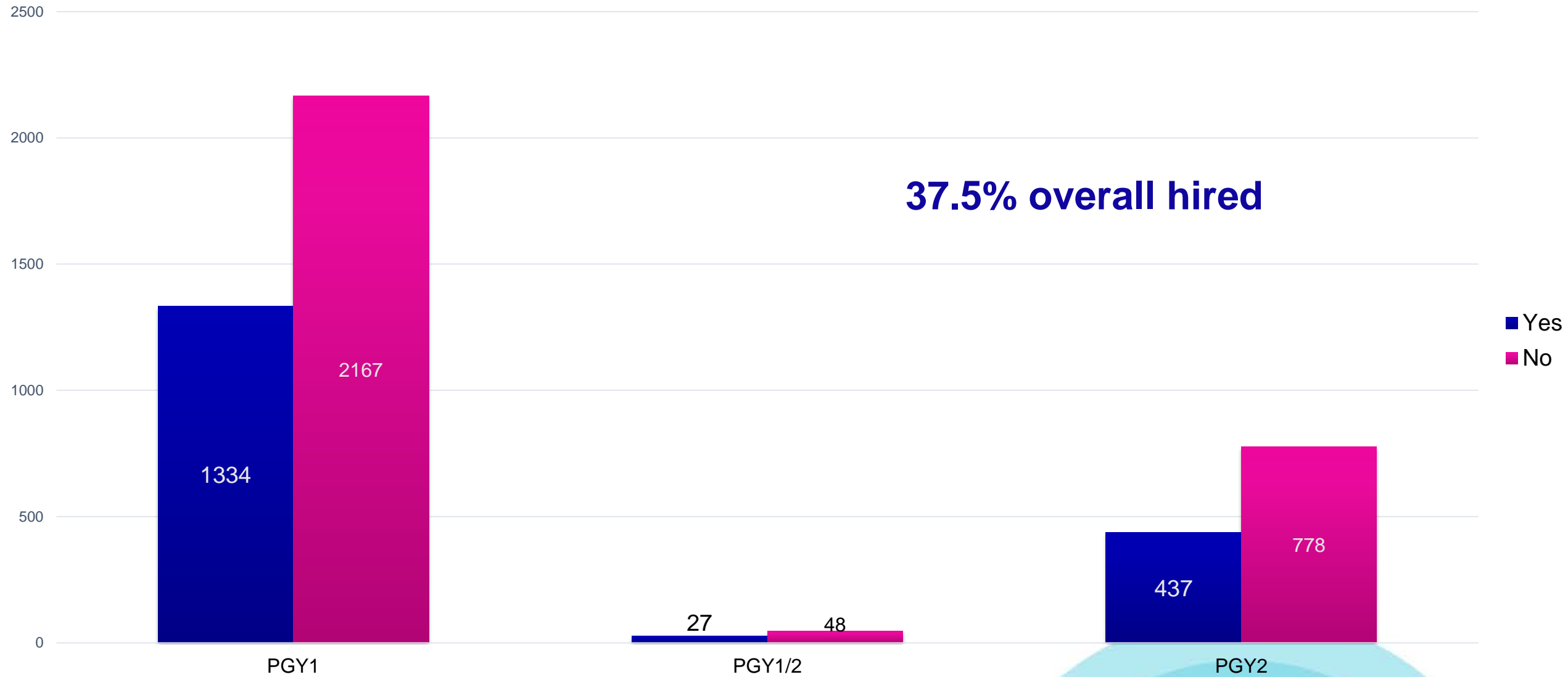


# # of Residency Positions – PGY1

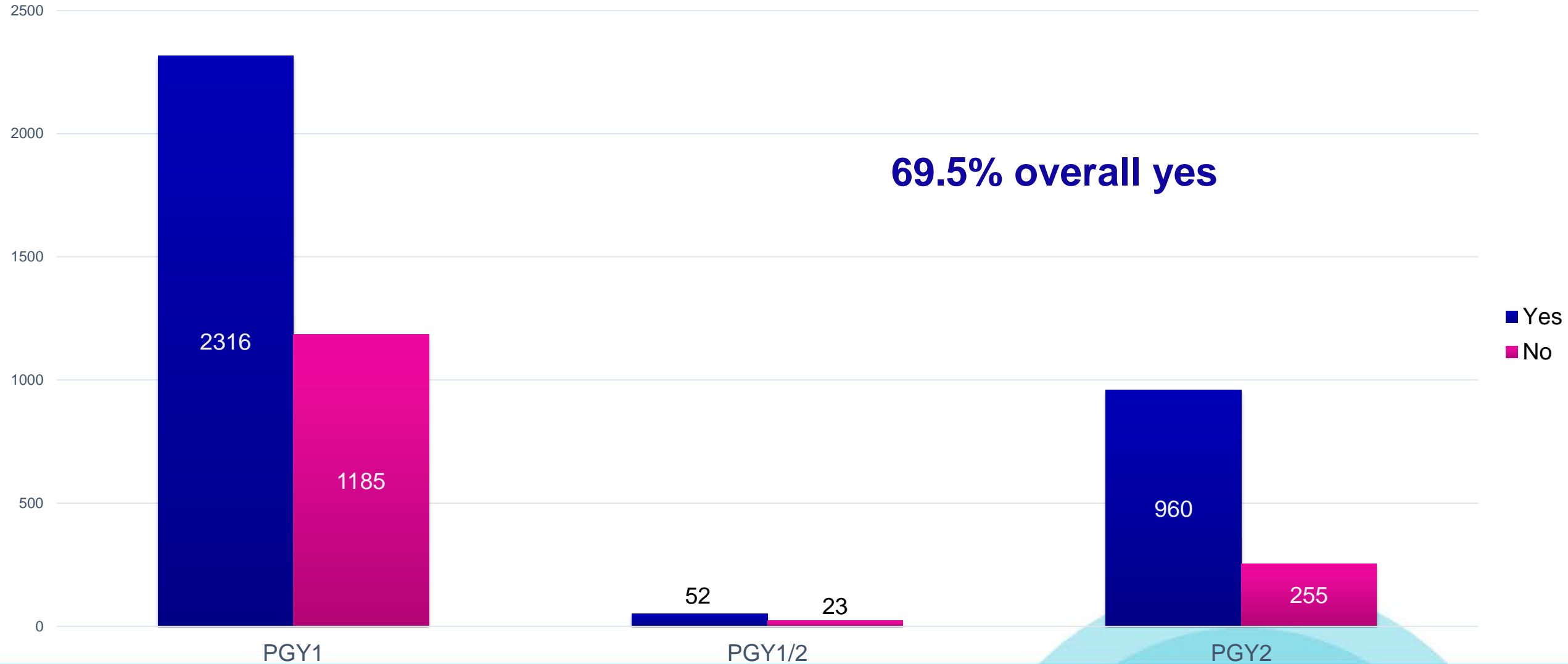
PGY1 RESIDENCY POSITIONS  
2019 VS 2020



# Resident Hired by Organization Providing Training

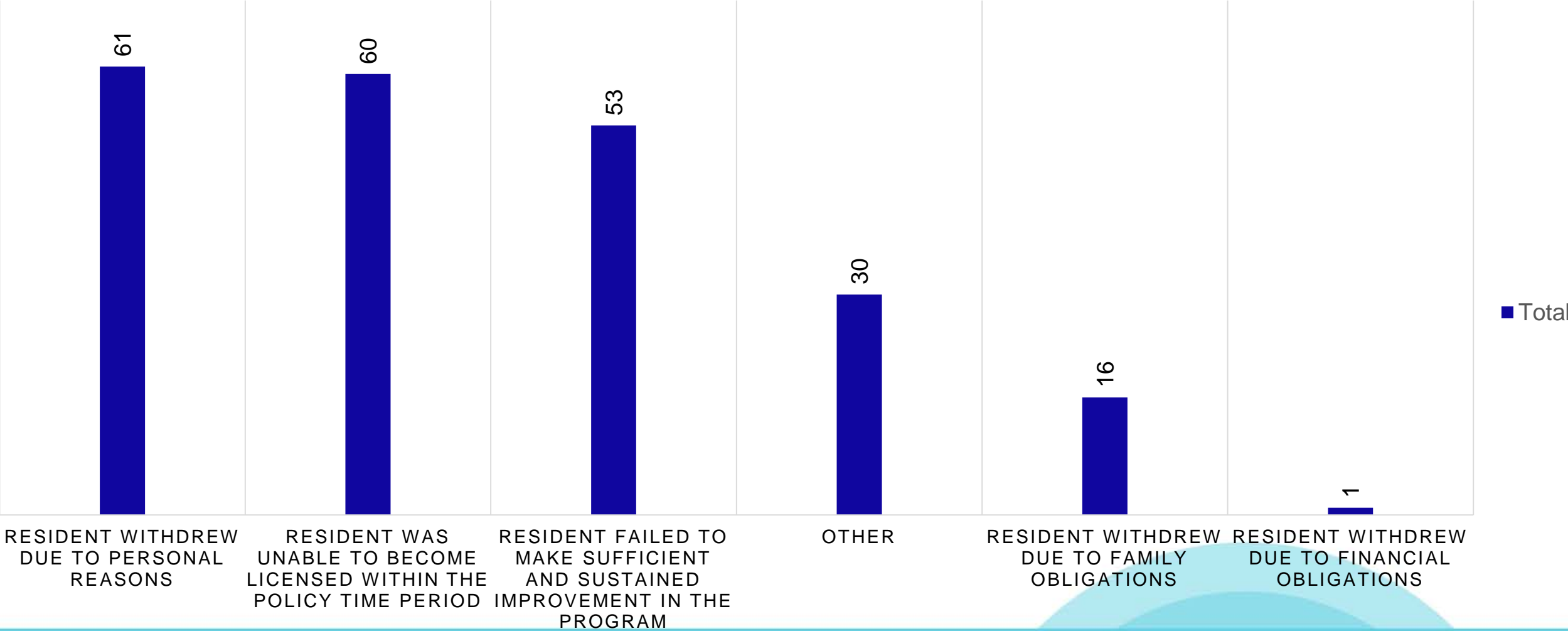


# Did Resident Take Post-Grad Positions Requiring Residency Training



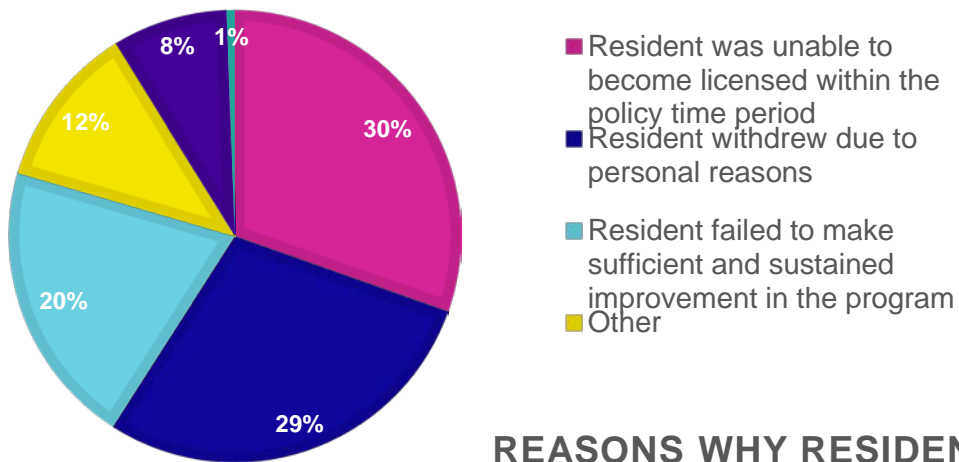
# Reasons Resident Did Not Graduate

REASONS WHY RESIDENT DID NOT GRADUATE

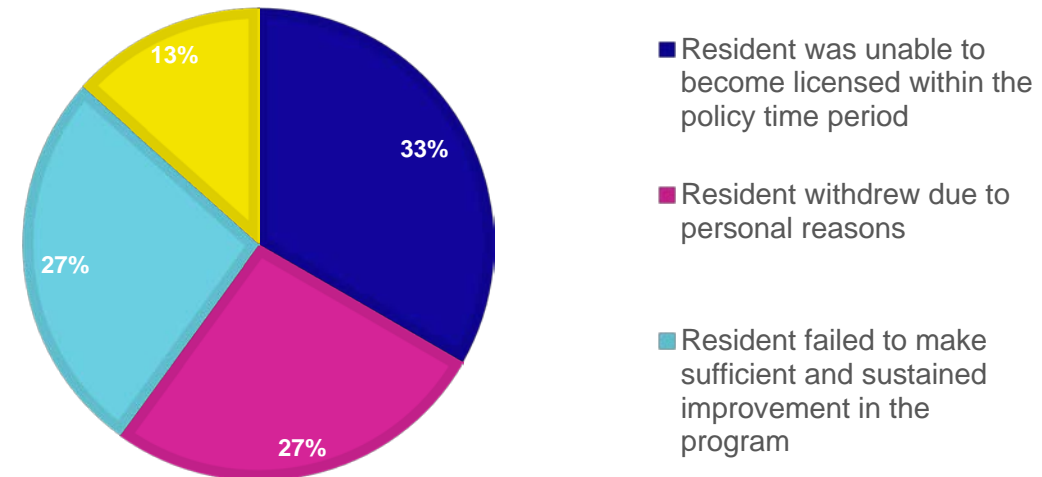


# Reasons Resident Did Not Graduate

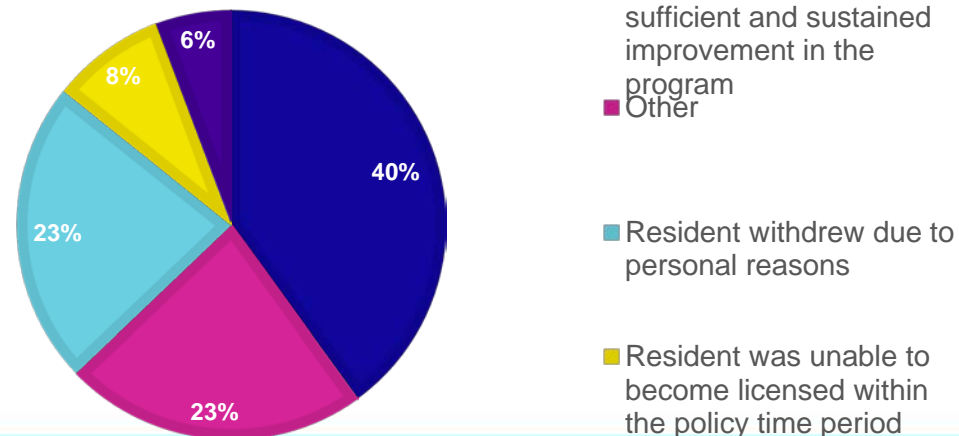
REASONS WHY RESIDENT DID NOT GRADUATE  
PGY1



REASONS WHY RESIDENT DID NOT GRADUATE  
PGY1/2

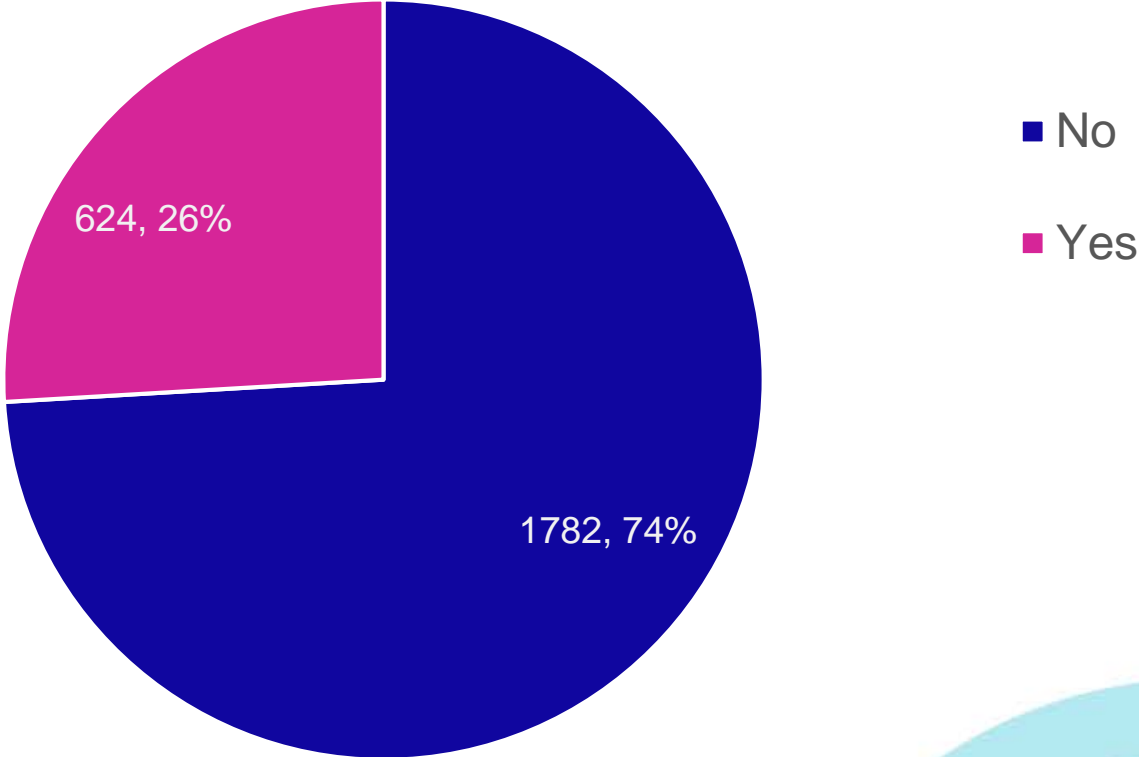


REASONS WHY RESIDENT DID NOT  
GRADUATE  
PGY2



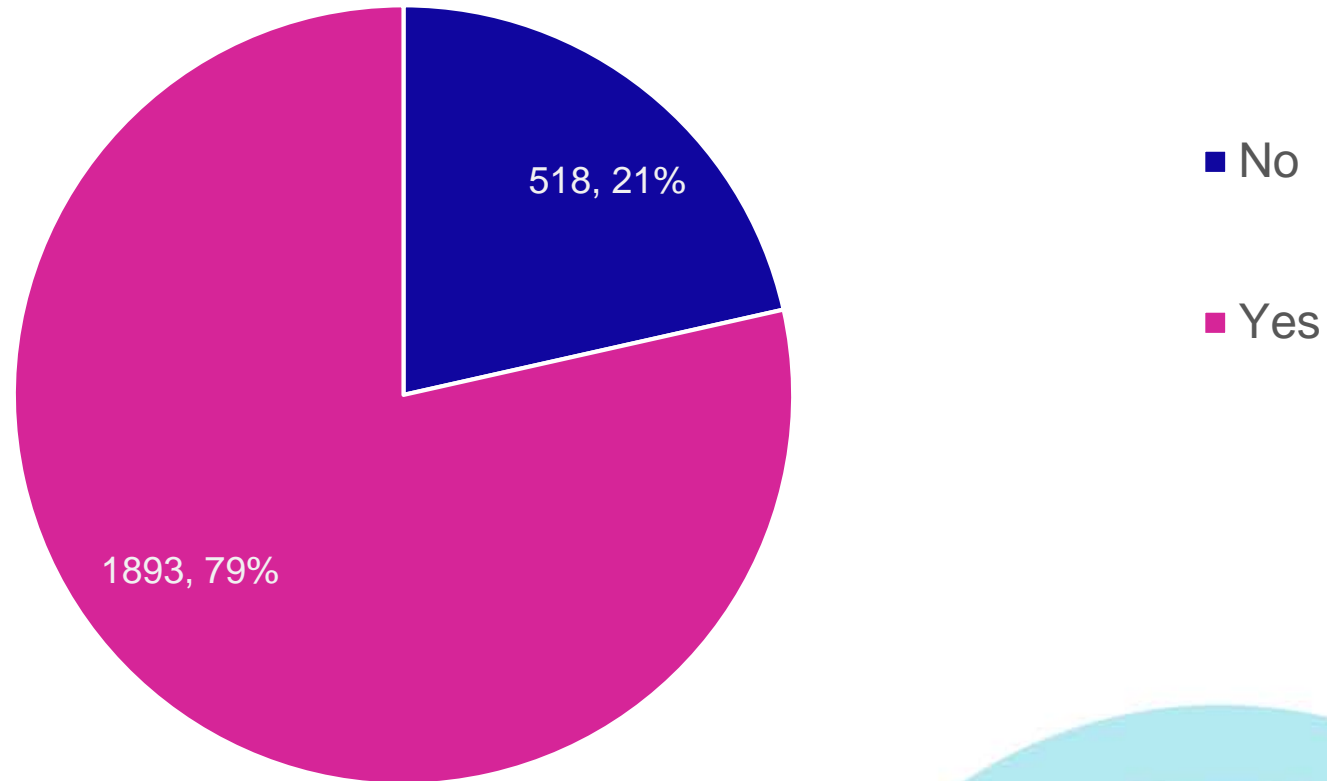
# Diversity in Recruitment – All Programs

With regard to diversity in residency training and the profession of pharmacy, have specific strategies or marketing been incorporated into the recruitment of residents and pharmacy personnel to increase diversity of the candidate pools, particularly indi



# Diversity Training – All Programs

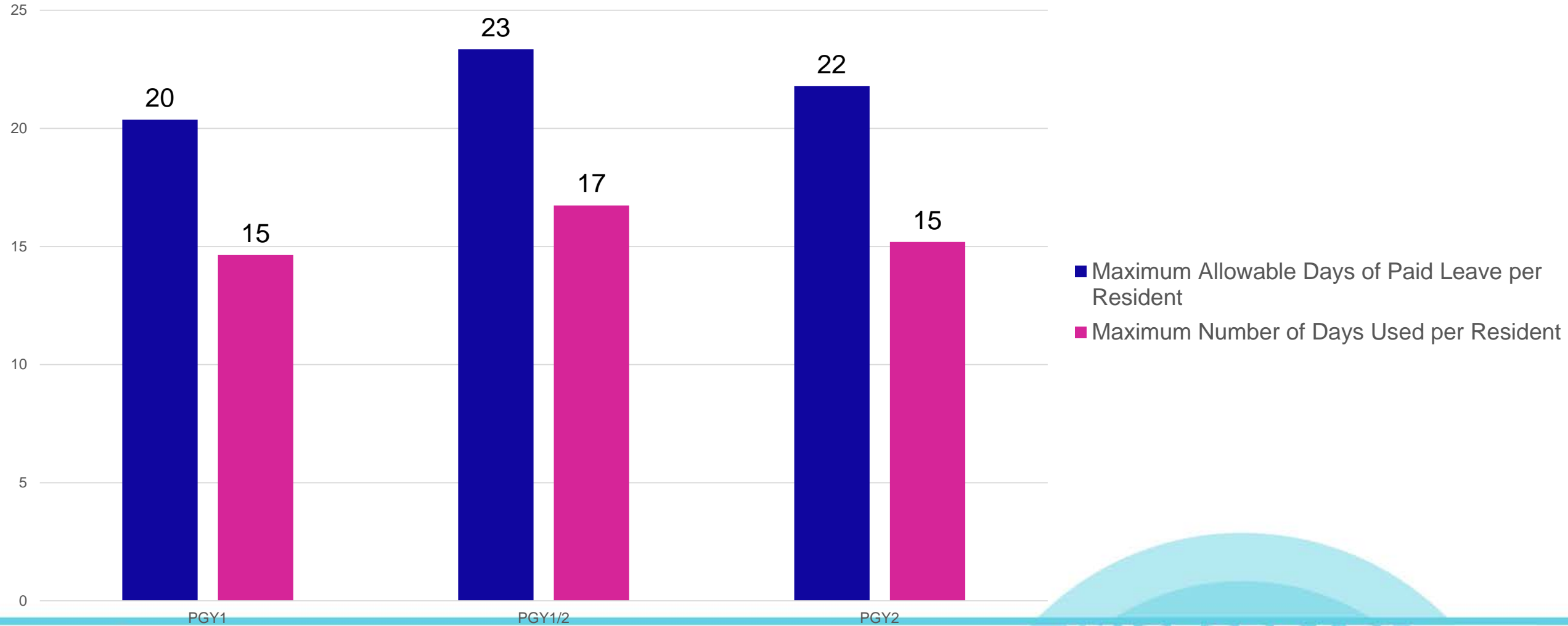
Is diversity and/or cultural competence training provided to pharmacy staff, including residents and preceptors?





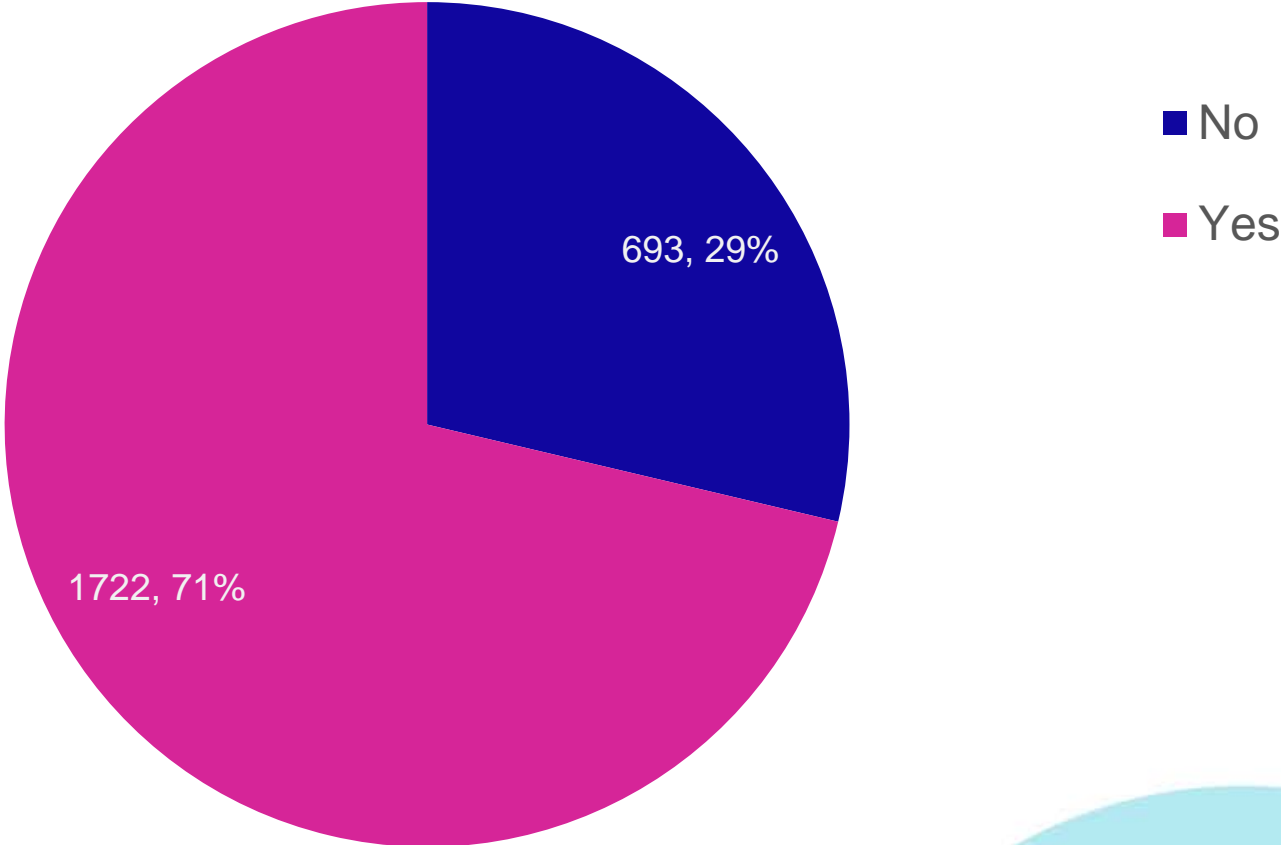
# Leave Policies – All Years

Average Maximum Allowable Days of Leave vs. Maximum Days Used



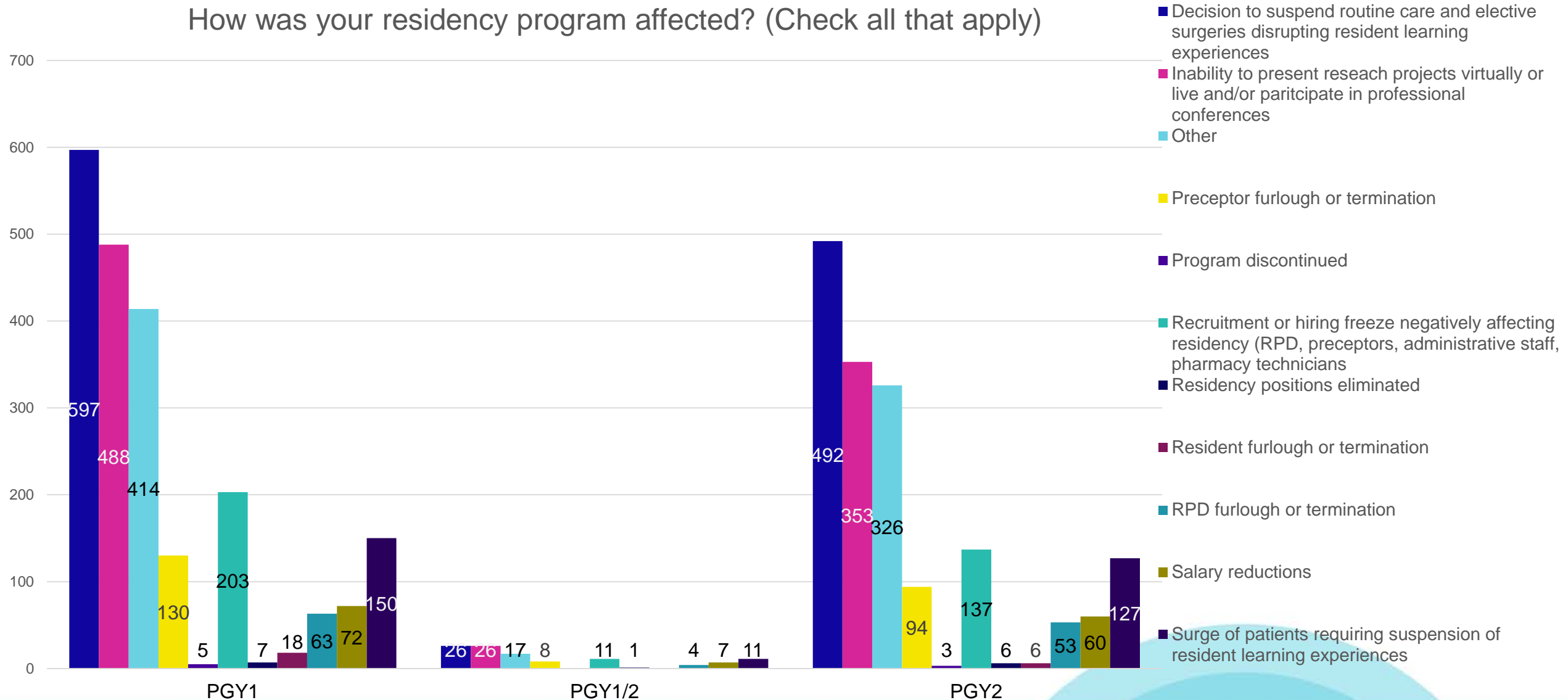
# COVID-19 Program Impact – All Programs

Was your residency program affected by the COVID-19 pandemic?



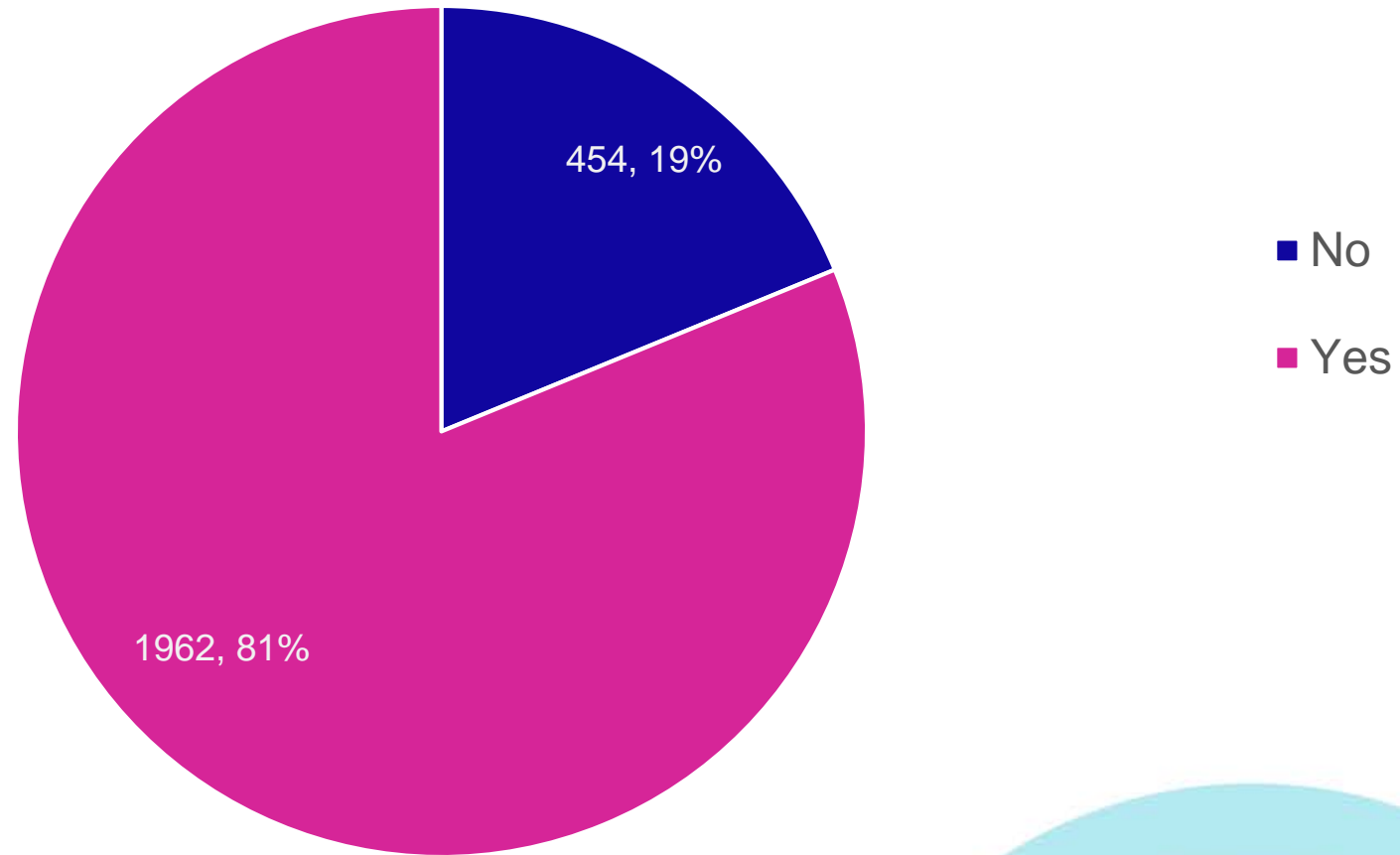
# COVID-19 Program Impact – All Years

How was your residency program affected? (Check all that apply)



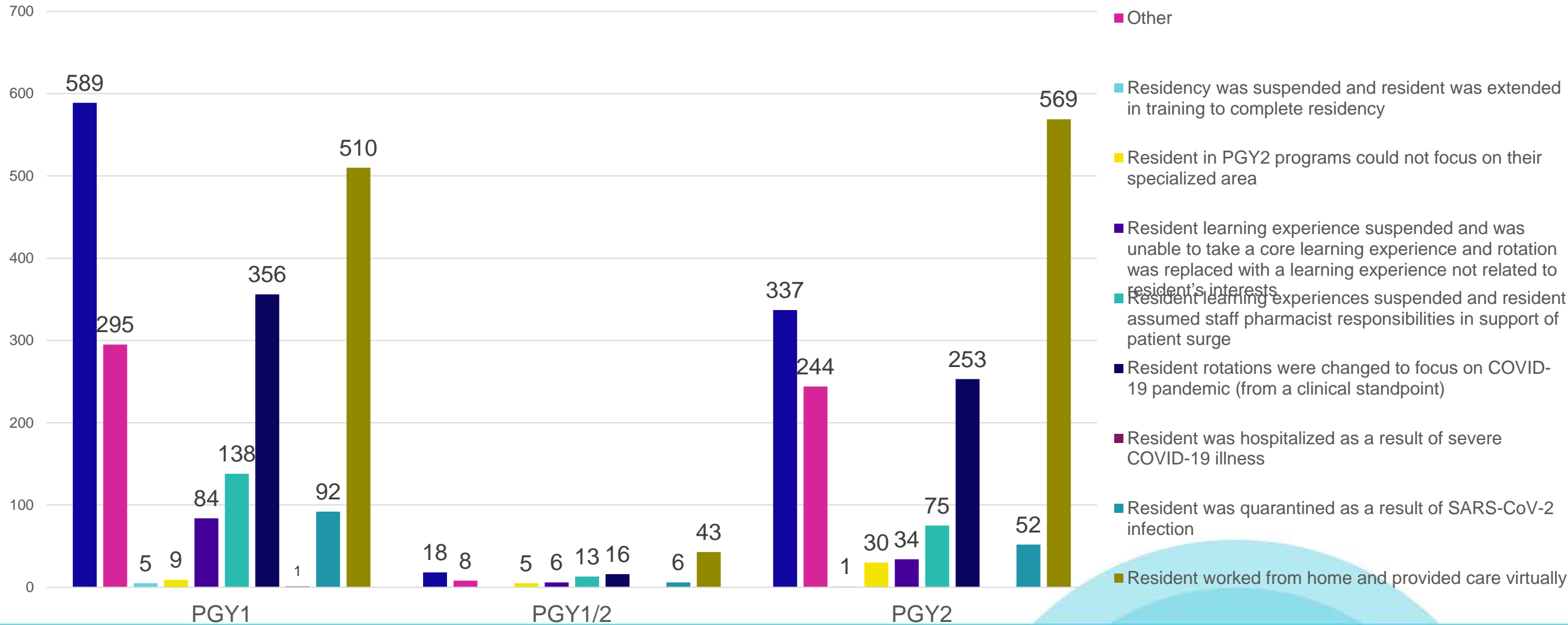
# COVID-19 Resident Impact – All Programs

Was your resident's training experience affected by the COVID-19 pandemic?



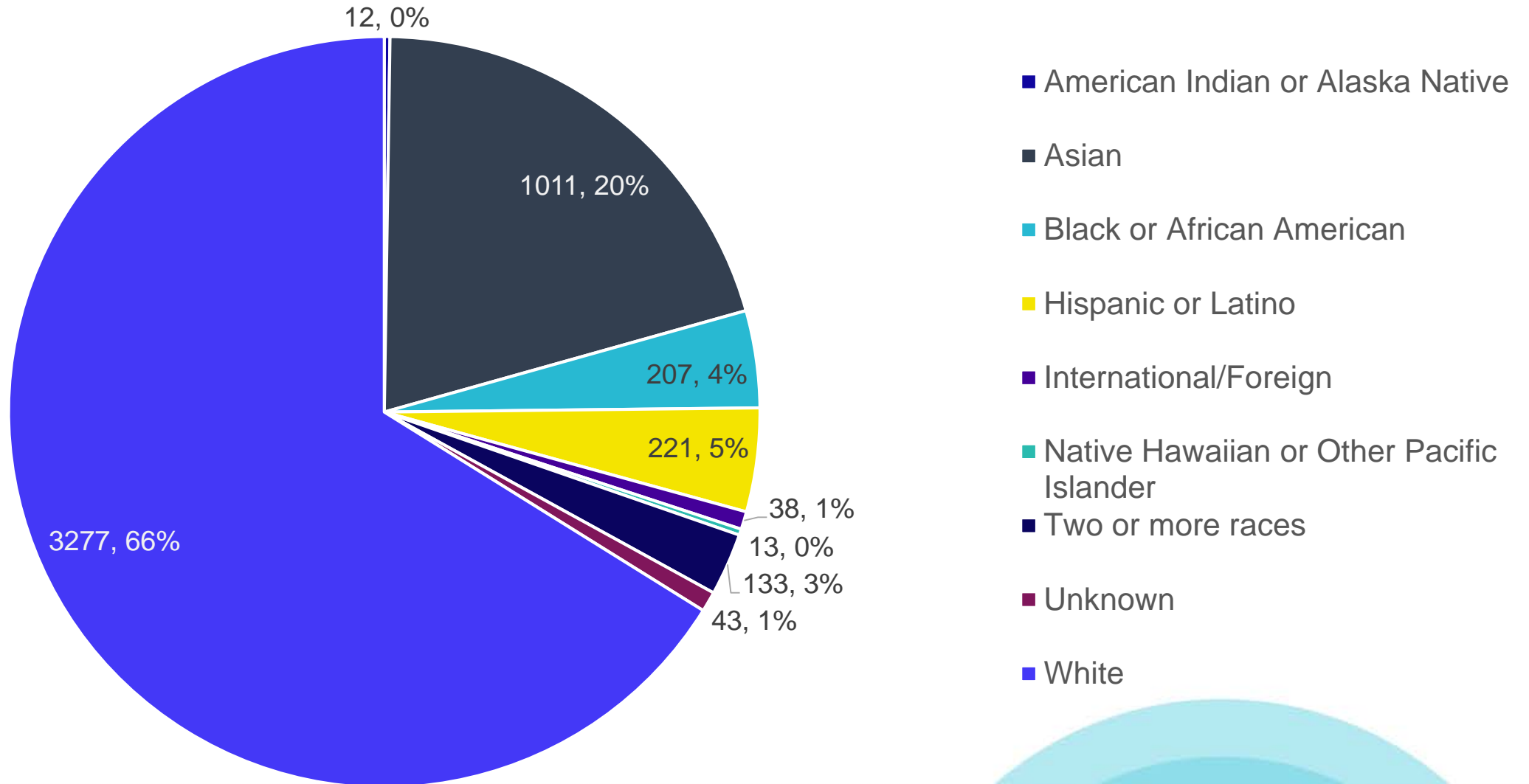
# COVID-19 Resident Impact – All Years

How was your resident's experience affected? (Check all that apply)

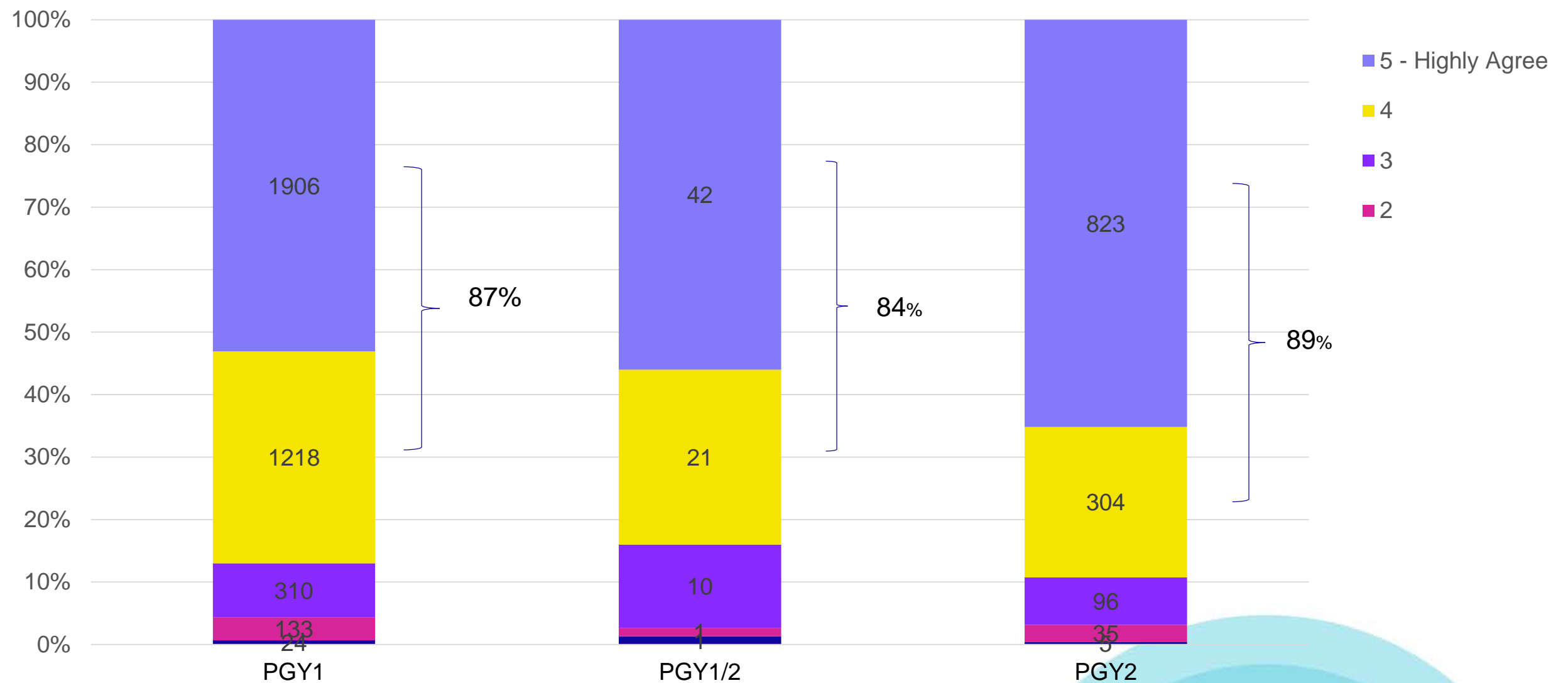


Data from the 2019-2020  
*Annual Resident Survey*  
(97% response)

**All Programs:** Race and ethnicity are required to report out on an aggregate basis. Please select your race and ethnicity from the options below

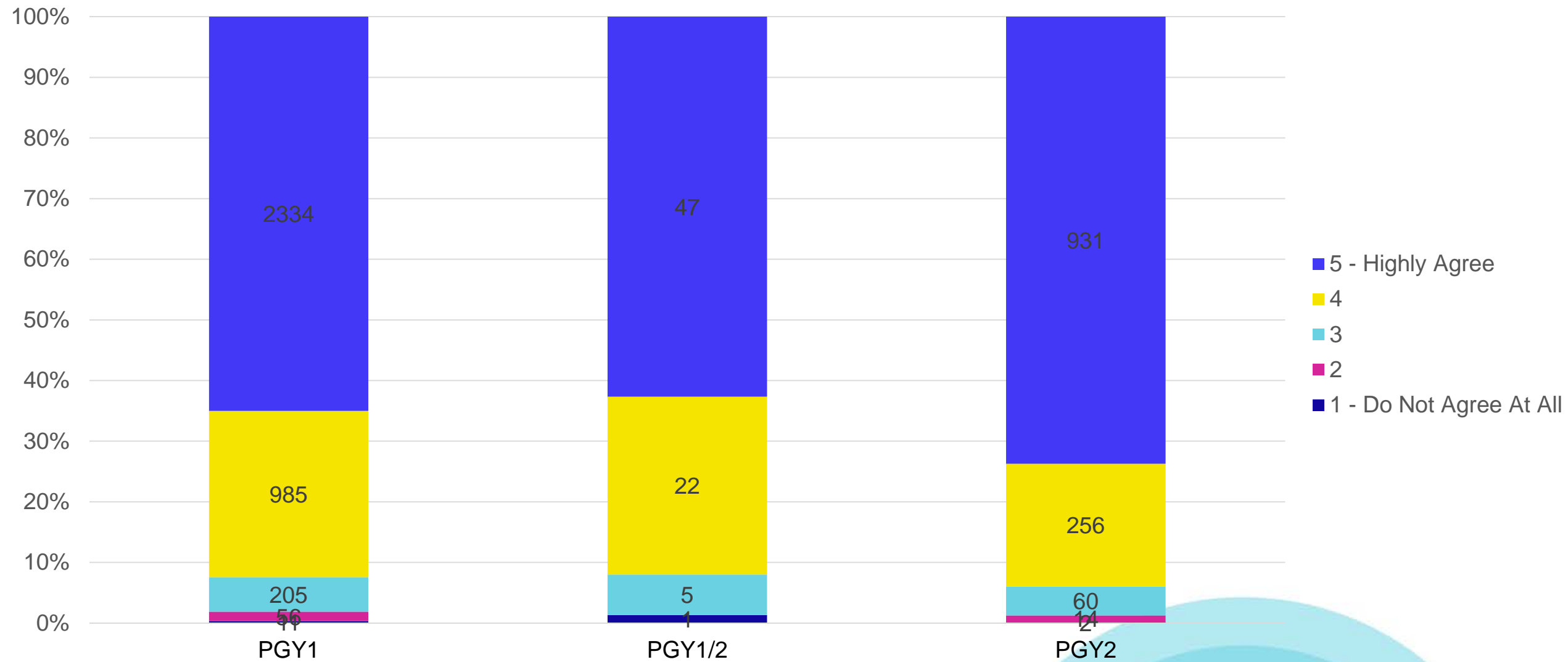


# All Programs: Preceptors spend sufficient time TEACHING the residents in my program

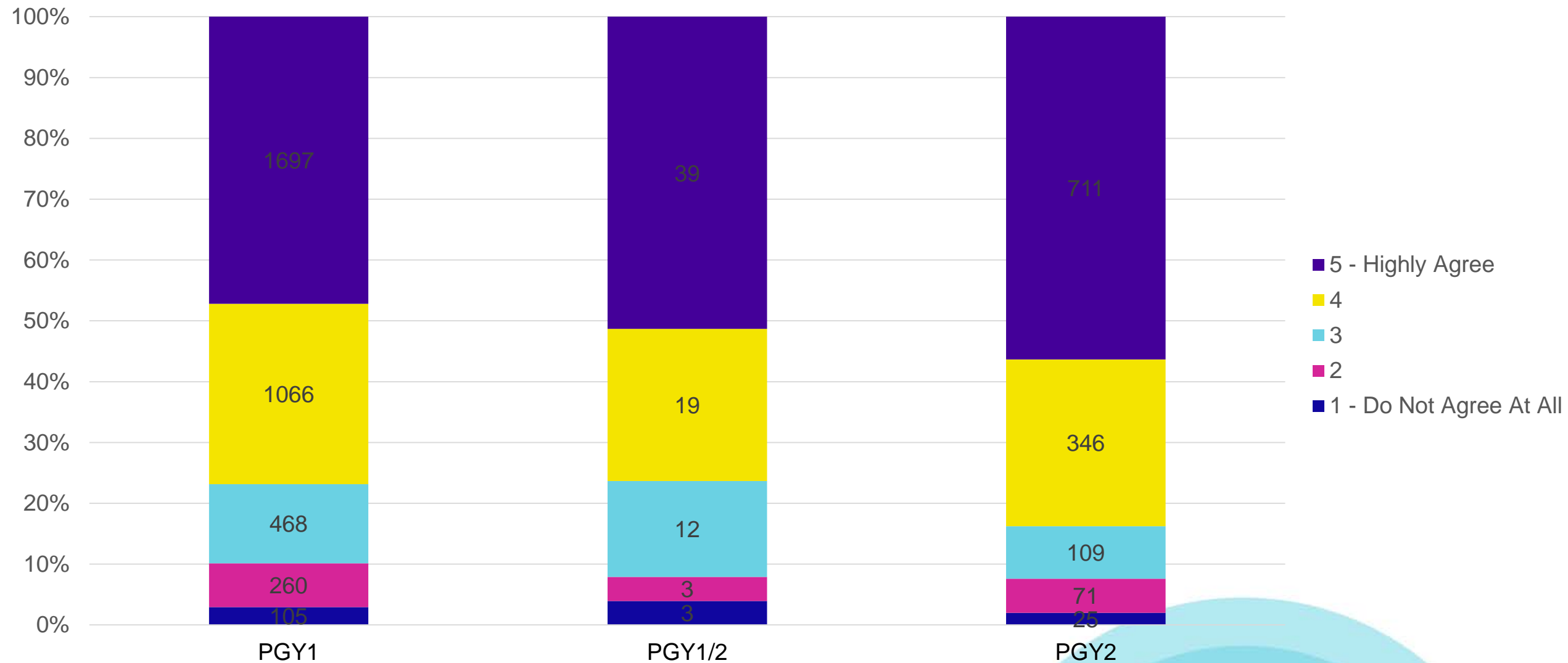




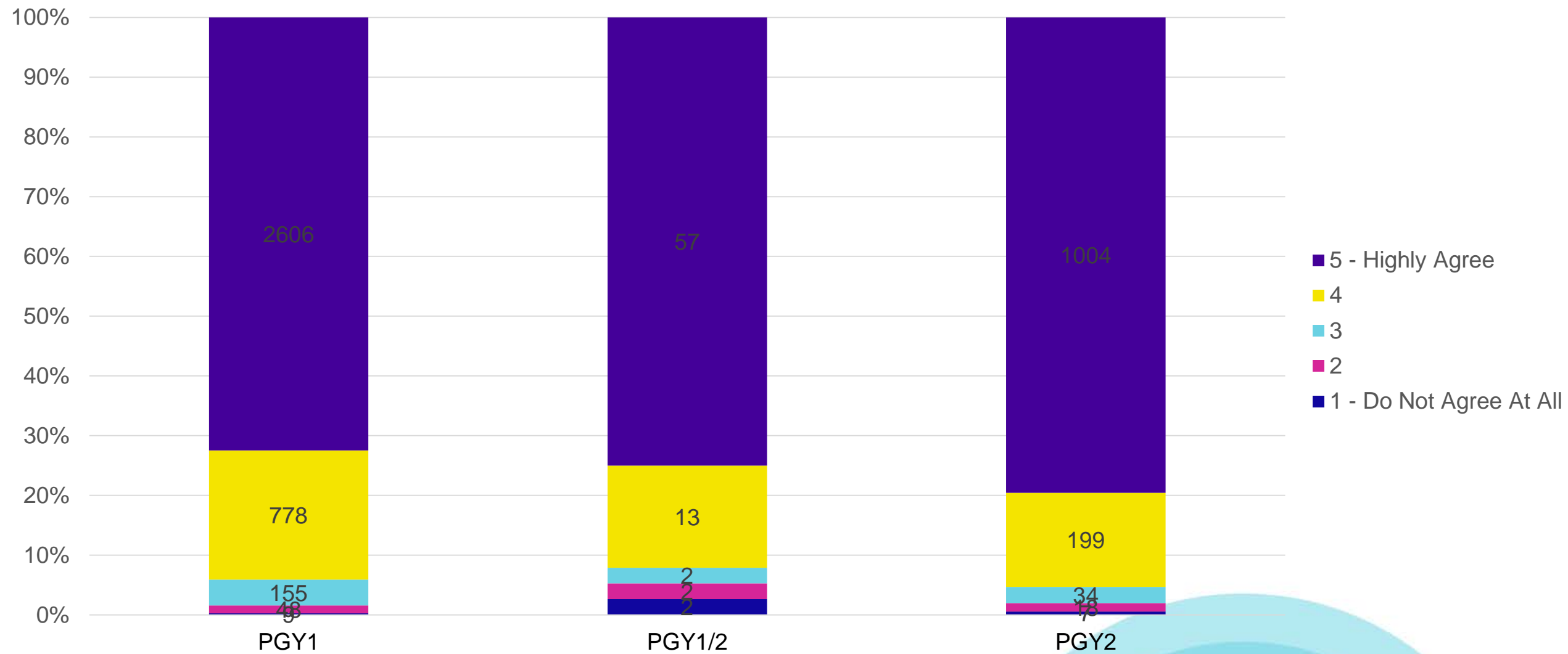
# All Programs: Preceptors in my program provide sufficient SUPERVISION of residents



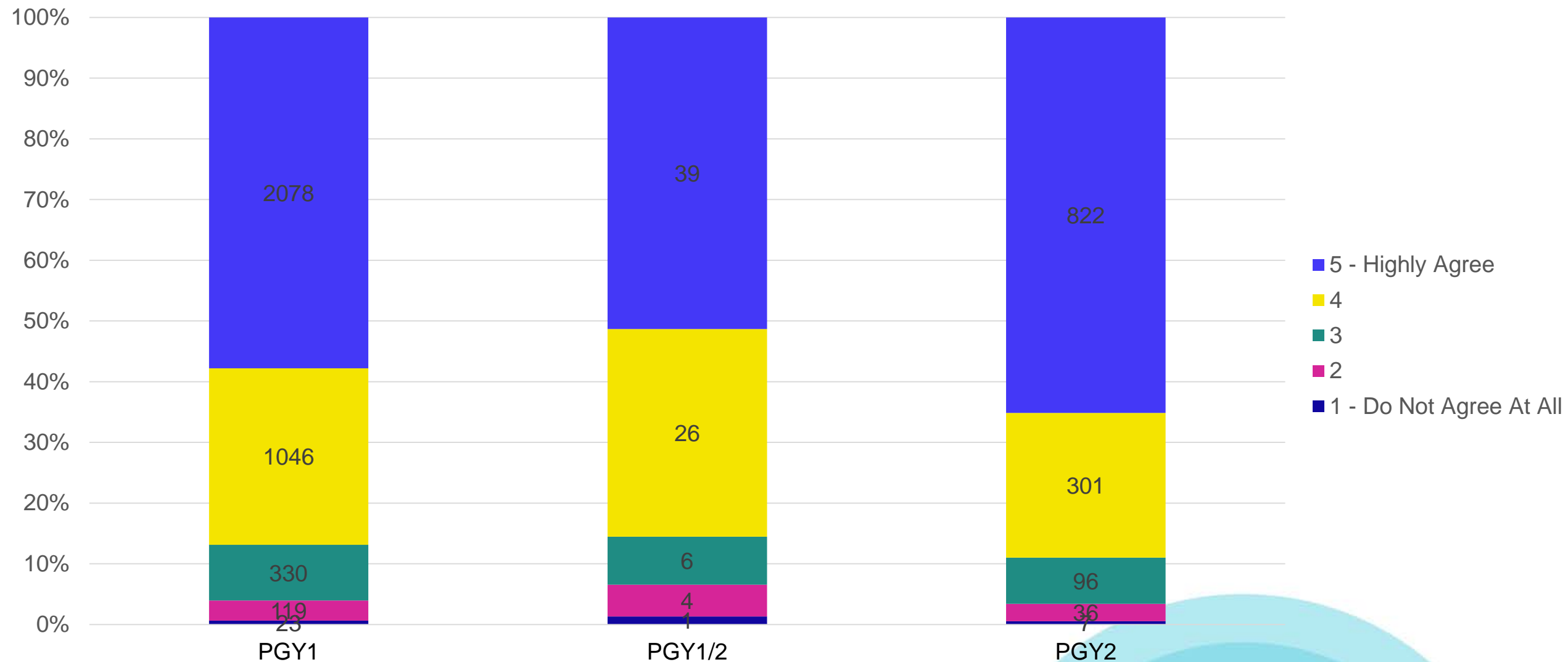
# All Programs: I feel comfortable providing honest feedback when I evaluate my PRECEPTORS at the completion of each learning experience



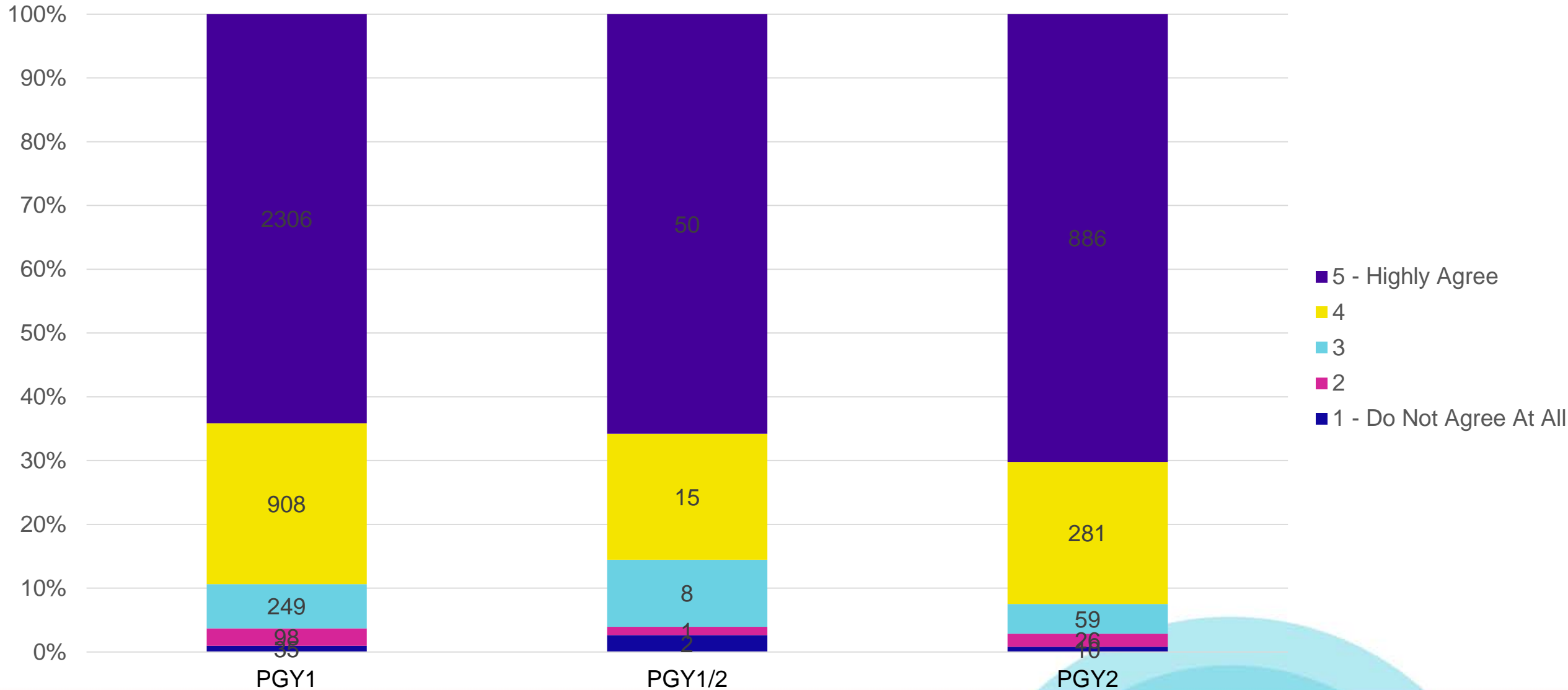
# All Programs: My program provided me access to goals and objectives for each rotation and major assignment



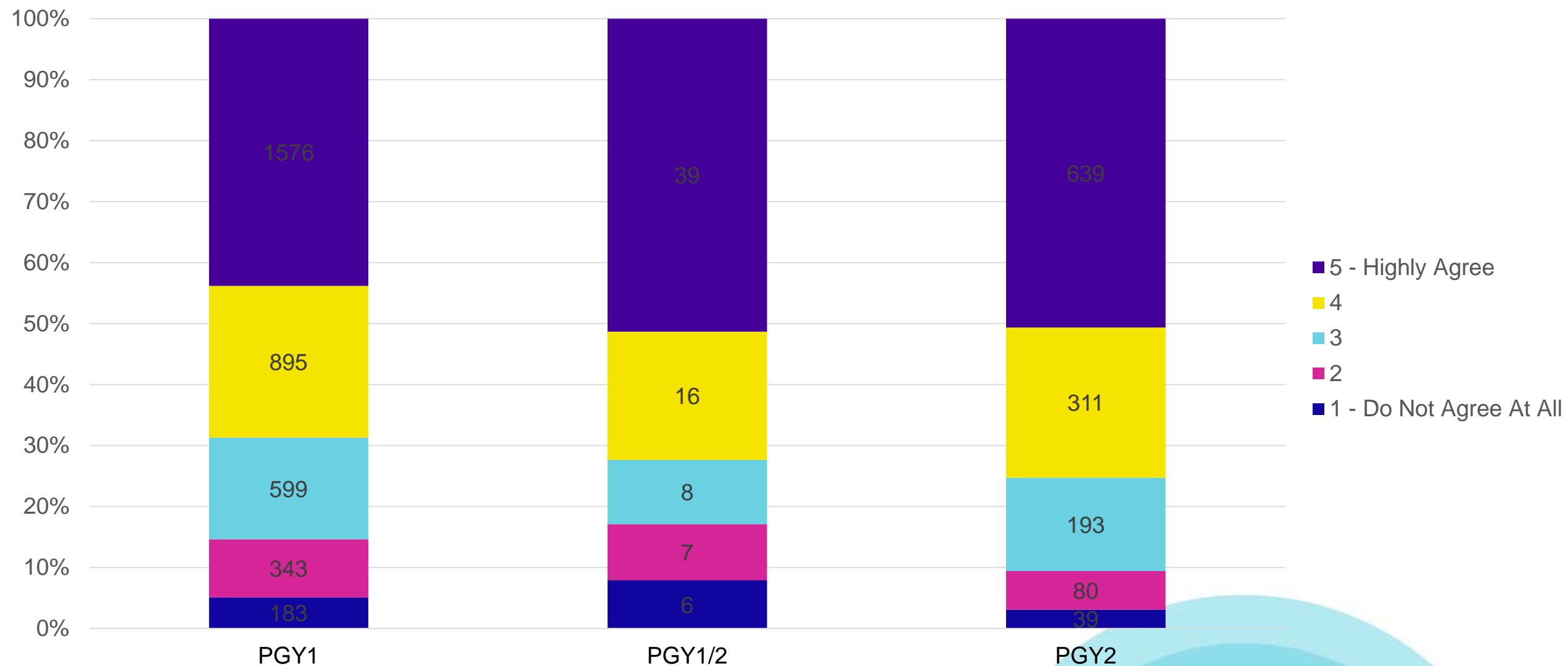
# All Programs: I receive timely feedback on my performance for each rotation or major assignment



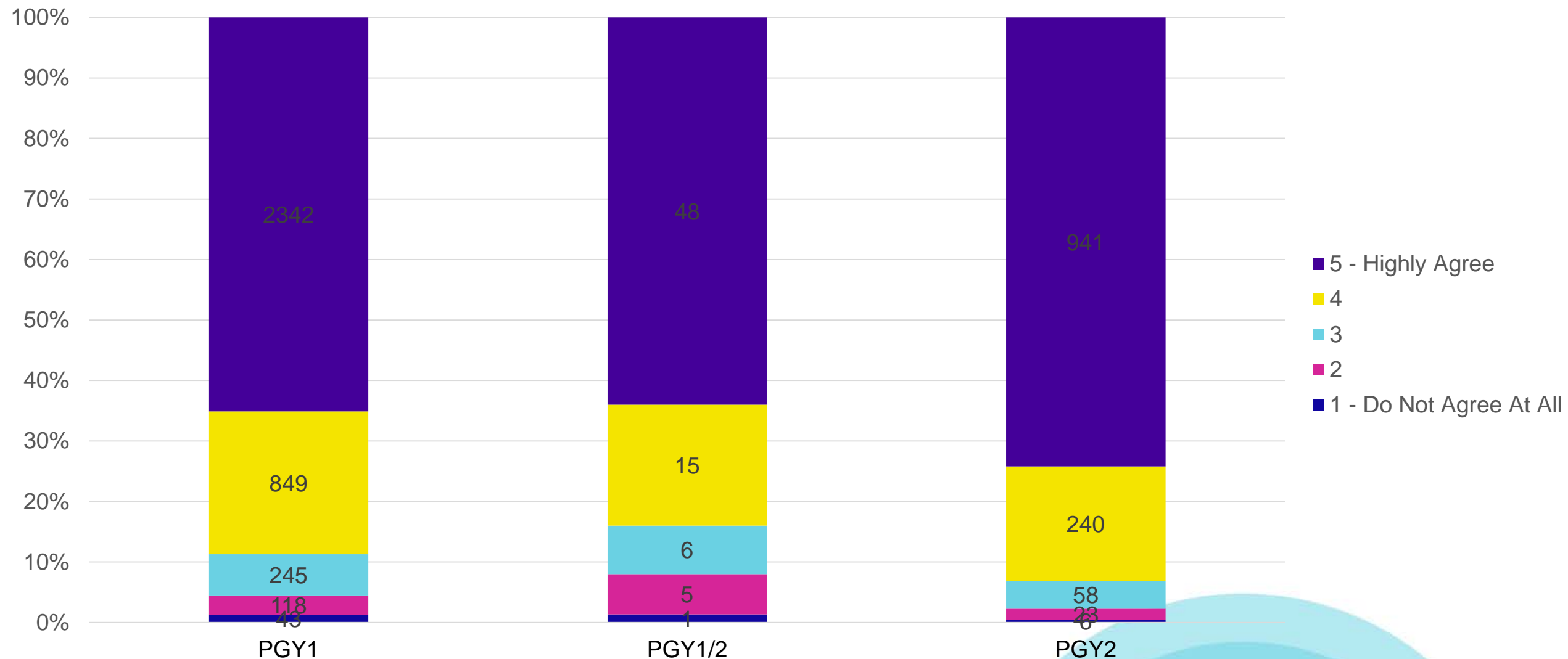
# All Programs: I am provided developmental counseling and evaluation of my progress towards successful achievement of the overall requirements of the residency periodically



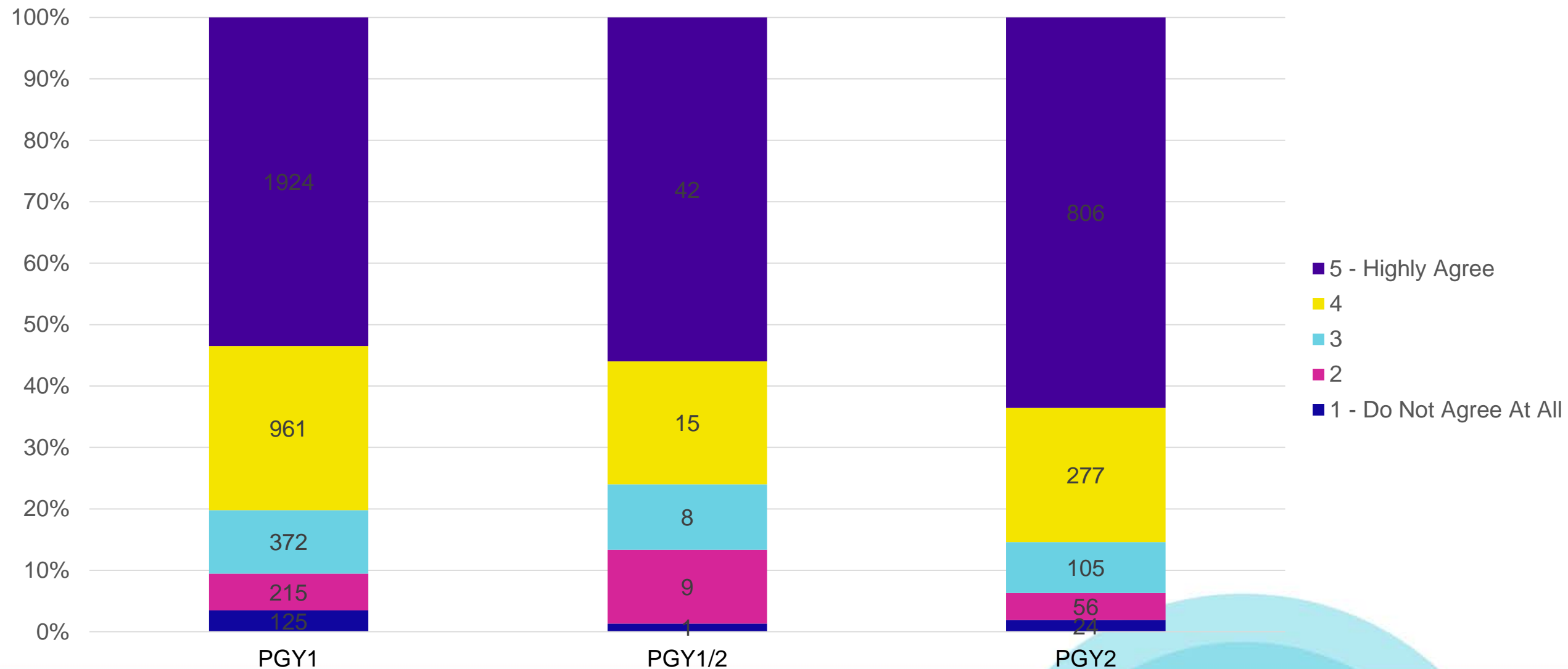
# All Programs: I have had sufficient education (from my program, my hospital(s), my institution, or my preceptors) to recognize and counteract the signs of burnout



# All Programs: Residents have the opportunity to assess the program for the purposes of program improvement

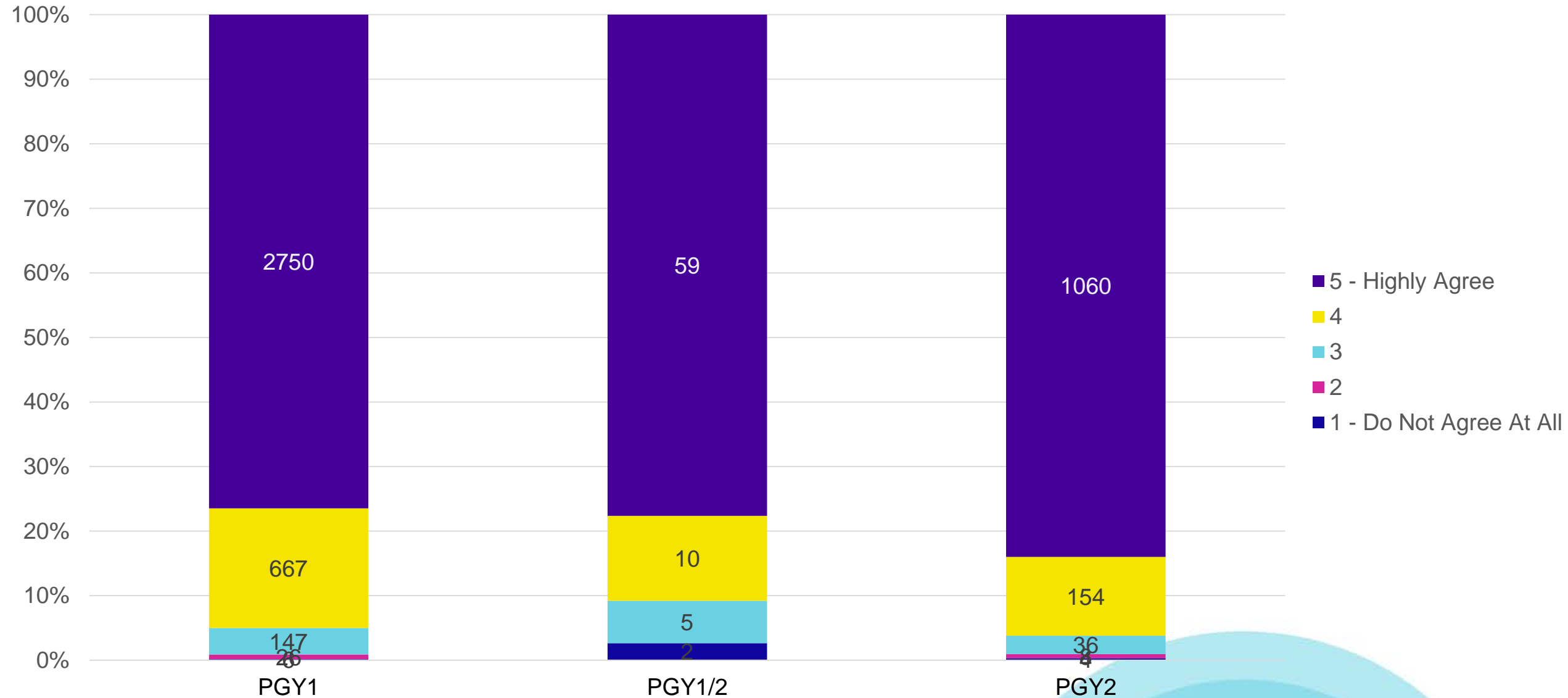


# All Programs: Processes exist within the institution that enable me to raise and resolve issues without fear of intimidation or retaliation





# All Programs: My program provided me the requirements for successful completion of the residency



# QUESTIONS?