
Spectrum Health Hospitals

Purpose

PGY1 residency programs build 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.

PGY2 residency programs build upon PharmD education and PGY1 pharmacy residency training to develop pharmacist practitioners with knowledge, skills, and abilities as defined in the educational competency areas, goals, and objectives for advanced practice areas. Residents who successfully complete PGY2 residency programs are prepared for advanced patient care or other specialized positions, and board certification in the advanced practice area, if available.

Residents within the Spectrum Health PGY1/PGY2 Health System Pharmacy Administration and Leadership (HSPAL) residency is to build upon PGY1 residency graduates' competence in the delivery of patient-centered care and in pharmacy operational services to prepare residents for high level managerial, supervisory, and leadership responsibilities. Areas of competence emphasized during the program include safe and effective medication-use systems, quality assurance and improvement, the management of human resources, the management of financial resources, use of technology, and leadership.

Overview

The Department of Pharmacy at Spectrum Health Grand Rapids is dynamic with over 200 pharmacists and 230 non-pharmacist staff focusing on pharmaceutical care. Pharmacy specialists and pharmacist teams, with the support of excellent technical staff, are integrated into the many patient care areas and medical teaching environments at Spectrum Health Butterworth, Blodgett, and Helen DeVos Children's Hospitals. Additional pharmacy involvement is also abundant throughout Spectrum Health's subsidiaries including medical group practices, regional hospitals, infusion centers, and Priority Health, which provides an extensive variety of leadership opportunities throughout the residency year.

Strengths of the Spectrum Health HSPAL Pharmacy Residency Program:

- Variety of required and elective learning rotations with flexibility of scheduling to align with resident areas of interest
- Preceptors with advanced administrative and leadership experience that provide direct modeling and mentoring for rotational experiences and project assignments
- Resident selects an individual mentor who becomes part of the resident's formal evaluations and is a member of the Residency Advisory Committee (RAC)
- Resident progress is tracked, evaluated, and communicated regularly
- Residents participate in a Research Seminar Series while completing longitudinal research
- Opportunity to develop a teaching portfolio through the Pharmacy Education Development and Lecture Series presented by Ferris State University and receive a certificate upon completion.
- Residents obtain Advanced Cardiac Life Support (ACLS) certification and have the option to complete Pediatric Advanced Life Support (PALS) certification

For more information visit: <http://www.spectrumhealth.org/PharmacyResidencyProgram>

Program Director:

Margo Bowman PharmD, MS - Director, Clinical Pharmacy Services

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Application

The Spectrum Health HSPAL Residency program participates in the match.

All residency applications will be accepted through the Pharmacy Online Residency Centralized Application Service (PhORCAS).

- **Application deadline: December 31**
- Application Requirements:
 - Completed Application (Basic Demographics)
 - Letter of Intent (suggested 1-page limit)
 - Curriculum Vitae
 - Three Completed Standardized Reference Forms in PhORCAS
 - Verified Transcripts
 - Extracurricular Information
- Applicant Requirements:
 - Qualified applicants are graduates of an Accreditation Council for Pharmacy Education (ACPE) accredited degree program (or one in process of pursuing accreditation) or have a Foreign Pharmacy Graduate Equivalency Committee (FPGEC) certificate from the National Association of Boards of Pharmacy (NABP) prior to residency start date. At minimum, the program must be a five-year pharmacy degree program.
 - Eligible for licensure to practice pharmacy in the state of Michigan within 90 days of hire. Failure to comply will result in dismissal from the program.

Interview

Interviews are required and generally occur on Mondays, Wednesdays, or Fridays during January or February. The exact structure, length, and format of interviews will be determined based on institutional and state visitor restrictions. All candidates selected for an interview will be expected to present a 15-minute presentation to members of the Spectrum Health Residency Advisory Committee (RAC).

Match

This residency site agrees that no person at this site will solicit, accept, or use any ranking related information from any residency applicant.

All match offers are contingent upon successful completion of the application process including, but not limited to, reference checks, background checks, and obtaining licensure as a pharmacist in the State of Michigan within 90 days of the start date.

Program code: 43956

Requirements

- For successful residency completion:
 - The Spectrum Health Postgraduate Year Two (PGY2) Health System Pharmacy Administration and Leadership (HSPAL) Residency must be a minimum of 52 weeks in length (full-time practice commitment or equivalent) with successful completion of required, elective, and longitudinal rotations
 - The resident and program will comply with ASHP-duty hour standards and will acknowledge throughout the residency year at least monthly:
(<https://www.ashp.org/-/media/assets/professional-development/residencies/docs/duty-hour-requirements.ashx>)
 - ACLS certification within 90 days of start date or active ACLS certification
 - Denotation of “Achieved for Residency (ACHR) for 85% of the program’s designated goals and objectives (<https://www.ashp.org/-/media/assets/professional-development/residencies/docs/pgy2-newly-approved-critical-care-pharmacy-2016>)
 - Complete requirements for residency research project with denotation of ACHR for Goal R5.5, a major research project
 - Identify a primary preceptor and communicate regularly regarding ongoing status of the project (at least every other month to RAC)
 - Development and submission of an IRB-protocol to IRB (or submission of waiver if deemed quality improvement project)
 - Collect and Evaluate Data (to be completed by conference abstract deadline)
 - Submit abstract and perform presentation at a national pharmacy organization’s conference (ASHP or ACCP)
 - Develop a manuscript and submit to preceptors for feedback prior to end of residency
 - Summarize and present any pharmacy practice changes or future/ongoing processes to the pharmacy department by end of June
 - Closure of resident research study with IRB or transfer of study to an individual remaining at Spectrum Health
 - Completion of a Medication Use Evaluation (MUE)
 - Completion of a leadership seminar
 - Completion of at least 2 academic lectures – Pharmacy Grand Rounds (2 Contact Hours)
 - Completion and submission of PharmAcademic evaluations and Electronic Archive reviewed by Resident Program Director by the end of residency

Stipend and Benefits

Pharmacy residents will receive a competitive compensation package which includes an annual salary, health benefits, and paid time off.

- **Start date:** June 26, 2023
- **Stipend / salary:** The annual PGY1 residency stipend is \$47,000 and the PGY2 annual residency stipend is \$50,000. Residents have the option of staffing additional shifts outside of the service commitment at pharmacist wage
- **Benefits:** Residents are eligible for medical, dental, vision, and life insurance
- **Paid Time Off (PTO):** PTO days include vacation, sick, and personal days. Residents accrue PTO hours during each pay period, resulting in approximately 15 days of PTO during the year. Unused PTO is paid out at the completion of employment
 - Additionally, Spectrum Health recognizes seven paid holidays (Independence Day, Labor Day, Thanksgiving, Christmas, New Year’s Day, Martin Luther King Jr. Day, and Memorial Day)
- **Travel expenses:** Paid travel expenses (hotel, registration, transportation) to attend the ASHP Midyear Clinical Meeting and other required conferences
- **Office & Resources:** The residents share an office space with individual computer workstations, telephones, office supplies, photocopying privileges, and business cards

Rotations/Experiences

Learning Experiences:

All learning experiences are one month in length. The month of December focuses on meeting attendance, project time, and service commitment. Resident must obtain denotation of “Achieved for Residency” for 85% of the program’s designated goals and objectives.

PGY 1 Required Learning Experiences:

- Orientation / Service Commitment
 - Occurs in the first month of residency and consists of orientation to the residency, pharmacy department, health system, and training in the service commitment area
- Ambulatory Care
 - Ambulatory Care – Primary Care
 - Ambulatory Care – Blood & Marrow Transplant
 - Ambulatory Care – Solid Organ Transplant
- Antimicrobial Stewardship
 - Antimicrobial Stewardship – Adult
 - Antimicrobial Stewardship – Pediatrics*
- Critical Care
 - Critical Care – Cardiothoracic
 - Critical Care – Medical
 - Critical Care – Medical and Burn
 - Critical Care – Neonatal*
 - Critical Care – Neurosciences
 - Critical Care – Pediatrics*
 - Critical Care – Surgical
- Internal Medicine
 - Internal Medicine – Adult
 - Internal Medicine – Pediatrics*
- Pharmacy Administration

*One learning experience must have a pediatric emphasis and no more than 4 can be pediatrics

PGY1 Elective Learning Experiences:

Residents will have five elective rotations

In addition to the rotations outlined above, the following options are also available, although other rotations may be available per request:

Adult Electives:

- Ambulatory Care – see options in required learning experiences above
- Antimicrobial Stewardship – Adult
- Blood & Marrow Transplant
- Cardiology
- Critical care – see options in required learning experiences above
- Emergency Medicine
- Internal Medicine – Ferris State University
- Oncology
- Solid Organ Transplant

Pediatric Electives (No more than 4 total):

- Hematology-Oncology
- Critical Care – see options in required learning experiences above
- Antimicrobial Stewardship – Pediatrics
- Internal Medicine – Pediatrics

Non-Direct Patient Care Electives (No more than 4 total):

- Academia – Ferris State University
- Informatics
- Managed Care
- Medication Safety
- Medication Use

PGY2 Required rotations:

- Clinical Pharmacy Services
- Grand Rapids Pharmacy Operations
 - Spectrum Health Butterworth, Blodgett, and Helen DeVos Children’s Hospital
- Management/Project month
- Orientation/Service commitment
- Pharmacy Business Services
- Regional Pharmacy Operations
 - Spectrum Health Big Rapids, Gerber, Kelsey, Ludington, Pennock, Reed City, Zeeland, United
- Clinical Supervisor (inpatient)

PGY2 Elective rotations (1 month in length)*:

- Ambulatory Management
- Informatics
- Managed Care
- Medication Safety

*In addition to the rotations outlined above, other rotations may be available per request

PGY1/PGY 2 Required longitudinal experiences include:

- Committee involvement
- Continuing education presentations
- Leadership Seminars
- Manager-on-call duties (starting in July of PGY2 year)
- Major research projects
- Medication use evaluations (MUE)
- Medication Safety

Service Commitment

The PGY1 resident’s service commitment consists of staffing every other weekend (two eight-hour shifts) with one resident project day to replace the scheduled rotation day surrounding the worked weekend until October. By October, residents transition to staffing every third weekend and one eight-hour weeknight shift every third week through the remainder of the year. Each resident is required to staff five additional shifts during the month of December. The resident is expected to staff two holidays during the year.

During the PGY 2 year, the resident’s service commitment consists of staffing every third weekend (two eight-hour shifts). Expectations for independent practice will be determined on an individual basis, but typically expected by the end of September. Additionally, there is a requirement of 2 holidays as well as a total of 5 staffing shifts in the Management/Project month. By July, the resident will also be responsible for rotating manager-on-call duties.

The location of the service commitment depends on the resident’s experience and interests and the staffing needs of the department. Options for staffing include the Butterworth inpatient pharmacy, Helen DeVos Children’s Hospital pharmacy, Blodgett inpatient pharmacy, Butterworth ICU pharmacy, or the Butterworth emergency department pharmacy.



PGY1 Residency Preceptors

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PGY1/PGY2 Health-System Pharmacy Administration And Leadership Residency Program Overview



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