

# Assessing the Residency Candidate: Integrating a Patient Case Into the Interview Process

Kelly S. Thomas

Residency Program Director

Central Arkansas Veterans Healthcare System

# Objectives

- Describe the development of the patient case
- Demonstrate integration of the patient case into the interview process
- Describe how to score the applicant's answers to the patient case

# Developing A Case

- Utilize a disease state that is consistently taught and is non-controversial
- Develop a patient case that requires various treatment modalities (ie lifestyle, medications)
- Questions should elucidate:
  - Organizational/Assessment skills
  - Ability to develop a patient care plan
  - Therapeutic knowledge

# CAVHS Case Questions

- Outline an appropriate regimen for the treatment of this patient's hypertension including drug, dosage form, dose and schedule.
- Why did you choose this regimen? Provide evidence-based answers where applicable.
- What parameters should be monitored and at what intervals for the regimen you recommended?
- What are the goals of BP therapy for this patient?
- List non-pharmacological therapies to manage this patient's BP.
- What other problems does the patient have that should be addressed? Use the attached sheet for assessment/ plan.

# Integrate into the Schedule

- Schedule 45 minutes during interview to work the case
- Provide interview schedule to applicants beforehand
- Provide necessary tools including a small library

# Grading the Case

- Developed a 10-item scoring sheet for a total of 100 points
- Cases were blinded and given to 5 preceptors
- Graders first worked the case and determined which answers would be basic vs. advanced
- Converted average score to a 5 point scale ( $[\text{avg score} * 5] / 100$ )
- Case score is added to applicant's overall score

# Scoring Sheet

- Patient Assessment
  - Able to articulate in writing proper medical terminology
- Disease States
  - Clear / concise answers to case questions
  - Discussion of diagnostic parameters
  - Pertinent evidence-based findings included
  - Appropriate assessment made

# Scoring Sheet (cont.)

- Therapy Recommendations
  - Discussion of non-drug treatments
  - Current regimen evaluated with appropriate recommendation for disease/problem with rationale included
  - Alternative therapy recommended
- Monitoring
  - Appropriate monitoring for efficacy with goal parameters stated
  - Appropriate monitoring for safety with goal parameters stated

# Conclusions

The use of a patient case during the interview process provides a more well-rounded assessment of the applicant's readiness to function in a clinical role.

# Authors

- Kelly S. Thomas, Pharm.D., BCPS, CDE
  - Residency Program Director
- Jason Hawkins, Pharm.D., BCPS
- Kimberly Watson, Pharm.D.
  - Residency Board Members, Mentors