

Non-Traditional Residencies - The Mother of Invention...

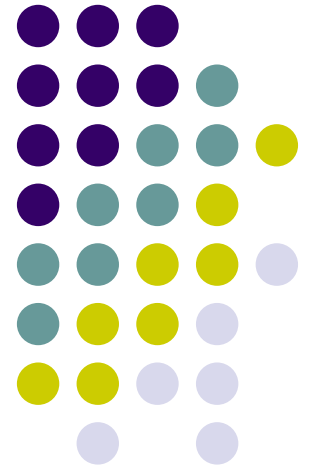
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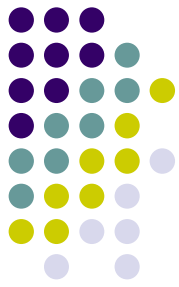




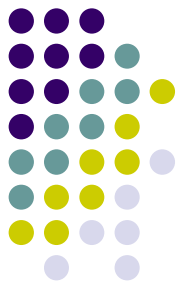
The Problem

- ~ 9% pharmacist vacancy rate in 2004
- 18,860 more inpatient pharmacists needed by the year 2020
- Expanding Scope of Practice
- 90% of the ~200,000 pharmacists in US have not completed residencies

The Good News



- Pharmacy student enrolment has increased ~7% each year for the past 5 years
- ~20 new schools of pharmacy in 10 years
- 11% increase in number of residency positions from 2007 to 2008
- 10% increase in number of residency applicants from 2007 to 2008



The Bad News

- 14% of pharmacy graduates pursue residency training
- A shortage of residency programs
 - 2173 positions currently... 17,000+ graduates
- A shortage of faculty members for schools of pharmacy
 - 396 vacant faculty positions at 76 schools of pharmacy (12% vacancy rate)
 - Reason: 55.7% = lack of qualified applicants



2008 Match Results

- **721 PGY-1 Programs**
 - 1769 Positions total
 - 1487 filled / 282 unfilled (19%)
- **282 PGY-2 Programs**
 - 404 Positions total
 - 327 filled / 77 unfilled (23.5%)
- **2482 applicants for 2173 positions**
 - 1814 resident positions filled
 - 668 applicants did not match (26.9%)



Part of the Solution

- Easier implementation of new residency programs
- Make pharmacy residency training available to a wider pool of applicants
 - Many pharmacists in practice would like to pursue residency training but:
 - Cannot afford the cut in pay
 - Cannot afford the time requirement
 - Are intimidated by their lack of clinical experience
 - Perceive residencies for new graduates only

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Background



- 222 Bed, Level 2 Trauma Center
- County teaching hospital affiliated with:
 - UCLA, UCSD, UCI Schools of Medicine
 - UoP and USC Schools of Pharmacy
- ASHP Accredited Residency since 2005
 - Non - Traditional and Traditional PGY-1

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Background



- **Clinical Pharmacy Department**

- 6 Pharmacists total

- 5 of 6 with residency training (2 BPS)
- 3 lost to retirement, promotion and maternity since 2005
- 2 Clinical Pharmacists trained via Non-Traditional Program

- **Inpatient Pharmacy Department**

- 9 Pharmacists total

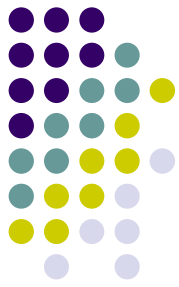
- As of 2005: 0 with residency training
- As of August 2009: 6 of 9 residency trained

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- **Non-Traditional PGY-1 Residency Model**
 - 3-year commitment (maximum)
 - Full-pharmacist pay
 - 2/3 time staffing, 1/3 time residency
 - Full-time employee status
 - ASHP Accredited
 - Match Participation

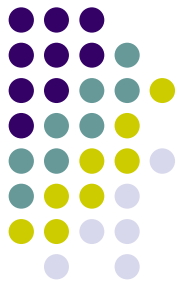
Non-Traditional Model: Pros and Cons



- **Pros:**

- Good way to start a residency program
- Attracts a wider applicant pool
 - New graduates & practicing pharmacists
- Extremely popular and competitive
- Fusion of practical staffing and clinical experience
- Increases pharmacist satisfaction and retention

Non-Traditional Model: Pros and Cons



- **Cons:**

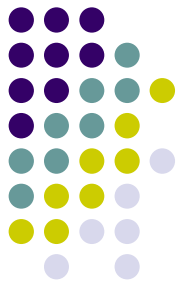
- Difficult to turn the “resident switch” on and off
- Longitudinal experiences spill over onto staffing time
- Overtime allowed during staffing but not during residency
- Dichotomy between Traditional and Non-Traditional Residents
- Time to complete of residency

Non-Traditional Model: Pearls



- Transparency in resident selection
- Maintain equality between traditional and non-traditional residents
- Acceleration of non-traditional resident
- Set clear expectations establish frequent contact with all residents

Bibliography



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