



## Erie VA Medical Center Pharmacy Residency

### What is a residency?

- A residency is a structured, directed, salaried postgraduate training program in pharmacy practice that typically lasts one year.
- A program that focuses on the development of competence, skills, and application of drug therapy knowledge in providing a broad scope of pharmaceutical services to patients.

### What are the advantages of doing a residency?

- Enhance your patient care skills across the continuum of care
- Gain a competitive advantage in the job market
- Build networking opportunities
- Improve your career planning
- Gain a clearer picture of what type of practice best suits you
- Obtain assistance from committed preceptors to further define your professional goals
- Further develop your professional vision
- Learn skills and habits for life-long learning

### Why do a residency at the Erie VA Medical Center?

- To participate in a flexible program
- To set and meet your own goals
- To work with experienced pharmacists who are doing what you would like to do
- To have the opportunity to provide patient care services across the continuum of care with an increasing level of independence through the year
- To learn to balance work and life



### Purpose of the Erie VA PGY 1 Pharmacy Residency:

The purpose of this PGY1 pharmacy residency program is to build on Doctor of Pharmacy (Pharm.D.) education and outcomes to contribute to the development of clinical pharmacists responsible for medication-related care of patients with a wide range of conditions, eligible for board certification, and eligible for postgraduate year two (PGY2) pharmacy residency training. Residency graduates will be



prepared for a PGY2 residency or to provide pharmaceutical care, primarily to ambulatory, geriatric and long term care patients, participate as a member of the health care team, and provide education to patients and health professionals.

In this PGY1 program, residents will:

- Develop their patient care skills
- Enhance their knowledge
- Provide excellent pharmacotherapy for patients.
- Provide pharmaceutical care
  - primarily to ambulatory, geriatric and long term care patients, and across the continuum of care
- Participate as a member of the health care team
- Provide education to patients
- Have patient contact throughout rotations
- Provide education to health professionals
- Learn to perform self-monitoring
- Demonstrate leadership
- Contribute to performance improvement
- Develop an approach to the profession that can lead to life-long learning and career satisfaction.

### Rotations and Requirements

- Inpatient pharmacy operations
- Outpatient pharmacy operations
- Ambulatory Care
  - Primary Care
  - Anticoagulation
  - Home Based Primary Care
- Medicine
- Long Term Care
- Practice Management
- Electives
- Staffing/service
- Project



### Resources and Education

- Medical library
- Access to VA national resources
- Local and national CE programs
- Satellite network
- Internet access at your desktop
- National clinical guidelines at your desktop computer
- LECOM School of Pharmacy
- Active local pharmacy organization
  - Continuing education
  - Networking

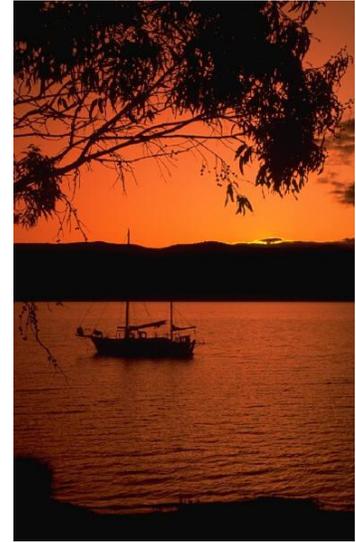


## Technology and Support

- Experienced certified pharmacy technicians
- Electronic medical record
- Computerized physician order entry
- Remote access to patient's clinical data
- Computerized pharmacy system—inpatient and outpatient systems linked
- Barcode technology for medication administration

## Living in Erie

- Year-round outdoor recreational activities
- Presque Isle, 7 miles of sandy beach
- Boating on Lake Erie
- Small town atmosphere with big city amenities
- Population 250,000 in the metropolitan area
- Five local colleges/universities
- Within 100 miles of Pittsburgh, Cleveland and Buffalo
- <http://www.eriepa.com/>



## Application requirements:

- U.S. citizenship
- VA application (VA Form 10-2850c available at <http://www.va.gov/vaforms/medical/pdf/vha-10-2850c-fill.pdf>)
- Participation in Residency Matching Program
- A letter of application—must answer the following questions:
  - Why you want to do a residency at the Erie VA?
  - What are your areas of clinical interest?
  - What are your 5 year career goals?
  - Describe how your APPE and work experience qualify you for this program.
- Transcripts for all post-high school education
- Curriculum vitae
- Three references submitted in PhORCAS (no letters required)
- Sample of applicant's work i.e. case presentation, formulary monograph, journal club

## Interview Notification Date

- Candidates will be notified of interview status no later than February 15.

## Match Rules

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

## Appointment of applicants

- Appointment is contingent upon satisfactory completion of a physical exam, including negative drug test. Applicants must meet requirements for federal employment. Residents are required to obtain a pharmacist's license in a state in the USA within 2 months of appointment.

**Application deadline**

- January 5

**Start date**

- Beginning of pay period mid to late June

**Contact**

- Margaret M. Chrymko, Pharm.D.  
Pharmacy Residency Program Director  
Erie VA Medical Center  
135 E. 38<sup>th</sup> Street  
Erie, PA 16504

[Margaret.Chrymko@va.gov](mailto:Margaret.Chrymko@va.gov)

814-860-2458 or 800-274-8387, ext. 2458

**Website**

- Visit our website at <http://www1.va.gov/erie/>

The VA is an equal opportunity employer.  
Any candidate requiring special accommodation is requested to inform the program director 90 days prior to the scheduled start date for the program.



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**Accredited**



**Erie VA Medical Center**  
**Pharmacy PGY1 Residency**  
 Contact:  
 Margaret Chrymko, Pharm.D.  
[Margaret.Chrymko@va.gov](mailto:Margaret.Chrymko@va.gov)  
 135 E. 38<sup>th</sup> Street  
 Erie, PA 16504  
 814-860-2458

**Purpose**

The purpose of the Pharmacy PGY1 Residency is to build on Doctor of Pharmacy (Pharm.D.) education and outcomes to contribute to the development of clinical pharmacists responsible for medication-related care of patients with a wide range of conditions, eligible for board certification, and eligible for postgraduate year two (PGY2) pharmacy residency training. Residency graduates will be prepared for a PGY2 residency or to provide pharmaceutical care, primarily to ambulatory, geriatric and long term care patients, participate as a member of the health care team, and provide education to patients and health professionals.

The Pharmacy PGY1 Residency is designed to provide residents with experiences that will enhance their knowledge and skills so they can provide excellent pharmacotherapy for patients. The nature of the patient population in the VA setting allows for continuity of care across the continuum. Pharmacists practice in the inpatient, long-term care and ambulatory settings. Opportunities for patient contact are available throughout the rotations. The PGY1 Residency is a 12 month full time commitment.

Residents will have experience in ambulatory, geriatric and long term care patients, participate as a member of the health care team, and provide education to patients and health professionals. In addition, residents will learn to perform self-monitoring and demonstrate leadership through contributing to performance improvement. Residents will be encouraged to develop an approach to the profession that can lead to life-long learning and career satisfaction.

**Rotations and Requirements<sup>1</sup>**

Introduction/hospital orientation	1 week
Inpatient pharmacy operations	2 weeks
Outpatient pharmacy operations	4 weeks
Ambulatory Care	12 weeks (anticoag, primary care, HBPC) and longitudinal
Medicine	6 weeks
Long Term Care	8 weeks
Practice Management	Longitudinal (throughout the year)
Major Project	Longitudinal (throughout the year)
Clinical Practice Experience	4 weeks (divided)
Electives	12 weeks
Vacation	13 days
Holidays	6 holidays off
Staffing/service	Average of 16 hours per month

<sup>1</sup> Time is the minimum requirement and may be increased if objectives are not met.

**Erie VA Medical Center  
Pharmacy PGY1 Residency  
Summary of Rotations and Requirements**

**Ambulatory Care**—Experience in primary care, diabetes, hepatitis and pharmacist-run anticoagulation clinics. Significant direct interaction with patients, nurses, and providers.

**Elective time**—allows the resident to spend a larger amount of time in the areas of his or her greatest interest and need. If the resident desires a particular emphasis, the large amount of elective time will allow concentration in that area. Elective experiences can be additional time in any of the experiences above or other experiences based on the residents needs and interests. Elective time may be scheduled for the major project and for small projects as needed. In addition to more time in any of the required areas with advanced expectations, additional elective areas are available:

- ESA—experience in the ESA clinic
- Precepting—additional experience precepting with options to lecture and participate in skills labs

**Inpatient pharmacy operations**—Orientation to drug distribution systems, computer system, unit dose and IV admixture program.

**Long Term Care/Geriatrics**—participate in the pharmacotherapy of long term care residents, interact with interdisciplinary team members including physicians, nurse practitioners, nurses, pharmacists, social workers, dietitians, chaplains, physical, occupational and respiratory therapists. Experience also includes short-term rehabilitation, skilled nursing and hospice services. Opportunity for direct interaction with patients.

**Home-Based Primary Care Patients**—participate in the care of patients who receive home nursing supervision to support them in the home environment.

**Medicine**—participate in the management of the pharmacotherapy on the acute care/short term rehab unit. Be part of the interdisciplinary team including physicians, nurses, pharmacists, social workers, dietitians, respiratory therapists, physical therapists, chaplains and utilization review.

**Outpatient pharmacy operations**—Orientation to outpatient prescription processing, computer system, medication counseling. Learn formulary management.

**Practice Management**—Residents will participate in various aspects of pharmacy management at appropriate times throughout the year. Committee involvement and clinical informatics will also be a part of this longitudinal experience and can be tailored to a resident's interests. Residents will participate in Pharmacy and Therapeutics Committee meetings on the local and VISN level. Residents will participate in performance improvement as appropriate throughout the year. The focus of residents' performance improvement activities will be safe and cost-effective pharmacotherapy. Opportunity to work with the Office of Performance and Quality will be available.

**Project**—a major project of benefit to the institution will be undertaken by the resident. The resident will have input into the selection of the project and is invited to make suggestions for potential projects. Elective time may be scheduled to allow the resident adequate time for a substantial project without compromising other rotations.



## **Erie VA Medical Center Pharmacy PGY1 Residency Performance Standards**

### **Performance Standards:**

The PGY1 Pharmacy Resident (PR) is expected to fulfill all the objectives of required and elective rotations and to satisfactorily complete all other requirements outlined in the residency manual. Professionalism, high quality and timeliness are expected. The goal is for the PR to successfully meet the expectations and to grow professionally. Preceptor and self-evaluations will be conducted and documented for every rotation. In addition, quarterly assessment of the PR's achievement of his/her goals will be done by the PR and the Residency Program Director with input from all preceptors.

In the event that performance does not meet these expectations, the resident will be given ample opportunity to improve. Elective time may be used to extend required rotation(s) to permit the resident additional time to meet the objectives of the rotation. If the objective(s) that have not been met continue to be used and evaluated in other rotations, the resident may be permitted to demonstrate the ability to fulfill the objective(s) in subsequent rotation(s). Written documentation of feedback, evaluations and discussions will be maintained. The resident's performance will be assessed based on terminal competency, not an average of the evaluations in all the experiences. The goal of the residency is to teach, not to discipline. However, if the resident does not reach the expected level of competency with all the reasonable provisions discussed, the resident will not be permitted to graduate from the residency program and a residency certificate will not be issued. If there are severe deficiencies or if no improvement occurs with feedback, the resident may be terminated prior to the end of the one year period in accordance with MCM 05-04, Probationary Periods, Trial Periods and Placement Follow-up. Immediate dismissal may occur for violation of VA regulations, policies and procedures or for unethical or unprofessional conduct.

If the PR does not agree with the evaluation of a preceptor, the PR is encouraged to discuss the evaluation with the preceptor to achieve a satisfactory resolution. If the PR is not satisfied with the resolution, the PR may submit a written request to present his/her justification of performance to the Pharmacy Residency Program Director within 7 days of the evaluation. The Program Director will review the evaluations and investigate the situation. The Program Director will attempt to resolve the situation within 14 days of the request. The resolution will be presented to the PR in writing. If the PR is not satisfied with the resolution, s/he may submit a written request for review by the Pharmacy Residency Committee (PRC) within 7 days of notification of the Program Director's decision. This request must include a written justification demonstrating why the PR feels the evaluation should be changed, including objective information about the PR's performance. The PR will also have the opportunity to present to the PRC verbally. The PR may request that the preceptor involved not be present for the verbal presentation. However, the PRC may deem it appropriate to have the preceptor involved also present verbally to the PRC. The PRC will also review all written documentation of performance and discussions. The PRC may also ask the resident to demonstrate the ability to perform

functions in question through case presentation and questions or other appropriate means based on the skills involved in the evaluation. All preceptors will be permitted to participate in the evaluation of the PRs performance in this circumstance. Criteria-based evaluations (snapshots) may be used as applicable. The PR will be informed in advance of the criteria-based evaluations that will be used. The PRCs decision with the concurrence of the Residency Program Director is final. This entire process will be coordinated by the Residency Program Director. In the case that the Residency Program Director is the preceptor involved in the evaluation in question, the PRC committee will select another preceptor to coordinate the process.

The Pharmacy resident [PR] is required to obtain a pharmacist license as defined by the Department of Veterans Affairs. PR will be licensed upon entry into the residency program if at all possible. If the resident is not licensed upon entry into the program, the resident is required to become licensed at the earliest possible date. Failure to obtain a license to practice pharmacy by the end of the second month of the program may result in immediate dismissal from the program. Failure to attempt to become licensed at the earliest possible date is a serious violation of the intent of this policy, and may also result in immediate dismissal. If the PR fails to obtain a license by the deadline through no fault of his/her own, individual circumstances may be considered. However, the residency program director and the Erie VA Medical Center may still terminate the PR for failure to obtain a license by the stated deadline based on the needs of the facility and the residency program.

### **Requirements to receive Residency Certificate:**

- Meet all ASHP PGY1 Residency Requirements including achieving all the required goals and objectives. A resident may be permitted to graduate with up to 2 objectives in a status of making progress as long as they are not major issues and in the judgment of the preceptors and residency program director, continued progress to the level expected of the objectives can occur as the resident continues to gain experience.
- Satisfactory completion of all rotations. If a rotation is not satisfactorily completed, appropriate remedial work must be completed as determined by the preceptors and program director.
- Completion of a residency project with a manuscript that is ready to mail with all the required forms for publication. The residency project will be presented formally.
- Completion of all assignments, presentations and projects as defined by the preceptors and residency program director.
- Completion of a formulary monograph or project demonstrating the required skills as determined by the program director.
- Completion of a Drug Use Evaluation.
- Completion of 2 newsletter articles.
- Development of or revision of a therapeutic guideline or protocol.
- Development of or revision of a policy.
- Presentations will include at least 2 case presentations, 2 journal clubs and 2 inservices
- Compliance with all institutional and departmental policies.



## **Erie VA Medical Center Pharmacy PGY1 Residency Policies and Benefits**

### **Organizational policies**

The PR will be protected by and abide by all VA Directives, policies and procedures of the Medical Center and pharmacy team and the by-laws of the medical staff when applicable. Such policies include, but are not limited to: policies on Sexual Harassment (00-03), Employee Grievances (05-05), Equal Employment Opportunity (EEO) Complaint Process (00-05), Probationary Periods, Trial Periods and Placement Follow-up (05-04), Compliance (00-14), Organizational Ethics: Code of Ethical Behavior (00-07), and Standards of Ethical Conduct (05-29)

<http://vaww.teamshare.va.gov/erie/OPQ/MCM/Forms/AllItems1.aspx>

### **Attendance:**

The residency is a full-time temporary appointment of 1 year in duration. The resident is expected to be onsite for 40 hours per week and to perform activities related to the residency as necessary to meet the goals and objectives of the program. Additional time is expected to complete assignments and projects in a timely manner. When the resident will not be onsite, the program director and preceptor must approve the time off or away and procedures for leave must be followed. At times, the resident will be expected to attend other residency-related conferences or experiences off site during regular working hours. The resident will be schedule for rotations and staffing assignments and is expected in the locations as scheduled.

If an extended absence occurs (i.e extended family or sick leave), extension of the residency program may be necessary. Opportunity to extend the program with pay will depend on the decision of the VA Central Office regarding extending the funding.

Just as attendance is critical, so is adequate time away from the facility. To assure adequate time off, the Erie VA complies with the ASHP standards and the ASHP duty hours regulations.

### **Duty Hours:**

Duty hours are defined as all scheduled clinical and academic activities related to the pharmacy residency program. This includes inpatient and outpatient care, in-house call, administrative duties, scheduled and assigned activities, such as conferences, committee meetings, and health fairs that are required to meet the goals and objectives of the residency program.

Duty hours do not include: reading, studying, and academic preparation time for presentations, journal clubs; or travel time to and from conferences; and hours that are not scheduled by the residency program director or preceptor.

Residents are not permitted to work outside the VA. Anyone having knowledge of a pharmacy resident working outside the VA must report it to the pharmacy residency program director. The Erie VA also does not have dual appointments where residents are scheduled and compensated for hours beyond their residency.

#### Maximum Hours of Work per Week

Duty hours must be limited to 80 hours per week, averaged over a four week period, inclusive of all in-house activities.

#### Mandatory Time Free of Duty

Residents must be scheduled for a minimum of one day free of duty every week (when averaged over four weeks).

#### Maximum/Continuous Duty Period Length

Duty periods of PGY-1 residents must not exceed 16 hours in duration.

#### Minimum Time Off between Scheduled Duty Periods

PGY-1 residents should have 10 hours free of duty between scheduled duty, and must have at a minimum eight hours between scheduled duty periods.

The Erie VA does not have in-house or at-home on call.

<http://www.ashp.org/DocLibrary/Accreditation/Regulations-Standards/Duty-Hours.aspx>

The Residency Program Director and the preceptors do not intend to violate these regulations. The resident must report any conflicts with duty hours immediately to the preceptor and or program director and assist in resolution of the duty hours conflict so that the regulations are not violated. The resident is prohibited from violating duty hours requirements. Moonlighting (voluntary, compensated, pharmacy-related work performed inside or outside the organization) is prohibited in the PGY1 Pharmacy Residency Program at the Erie VAMC. Failure to report and resolve duty hours conflicts constitutes a violation of policy and could result in disciplinary action.

## **Benefits:**

### **Schedule/Leave Requests (vacation, authorized absence, sick time, etc.)**

Annual Leave (AL): accumulates 4 hours of AL and sick leave (SL) per pay period (every 2 weeks). Requests for use of AL are made per pharmacy policy and through the computer (VISTA ^emp).

The accumulation of SL is to protect the PR from loss of pay during an illness. Excessive use of SL could negatively affect performance and the achievement of the goals of the residency. In the event that an extended sick or family leave is necessary, the facility will consider the arrangements on an individual case basis. Human Resources will become involved in the arrangements. VA policies will be followed. The Pharmacy PGY1 Residency Program Director will advocate for the resident but will not

excuse the resident from meeting the goals and objectives of the Pharmacy PGY1 Residency or the ASHP requirements. See attendance.

### **Other Benefits/Service**

Health insurance and life insurance coverage is available as in the Federal Benefits package.

Free parking is available.

Liability insurance is not required. The United States Government accepts responsibility and liability for the actions of its employees during the exercise of their official duties. Employees performing within the course and scope of their duties in or for the Department of Veterans Affairs (VA) are afforded the protection of the Federal Tort Claims Act.