

Most Frequently Asked Questions

PGY1/PGY2 Health-System Pharmacy Administration Residency

at Baylor St. Luke’s Medical Center(BSLMC)

**What is the purpose of the ASHP PGY1/PGY2 Health-System Pharmacy Administration Residency?**

This specialty residency is meant to foster the development of leadership and management skills that will prepare its residents to effectively manage pharmacy programs and services in a health system, academic research center, or organization. The resident will gain training in personnel and resource management, financial management and performance measures, strategic planning, communication, legal and regulatory compliance, automation and technology systems, contracting and purchasing, quality management, clinical services, safe medication use processes, clinical research, and management of specialty practice areas.

**What is the goal of the residency at Baylor St. Luke’s Medical Center?**

The two year combined program, in conjunction with the University of Houston (UH), is designed to provide residents the opportunity to develop leadership, management, and clinical skills. The overall goal of the BSLMC residency is to provide practical training and experience that affords the opportunity and stimulus to develop, to the highest degree attainable, professional expertise and competence as a health-system pharmacy leader. Throughout the program, residents will play a crucial role in the development of their customized training plan, incorporating their goals and the goals of the residency. Residents will also have the opportunity to take part in a variety of experiences which will further enhance their administrative and clinical skills, equipping them to meet the demands of the pharmacy profession.

**What is the history of the residency program at Baylor St. Luke’s Medical Center?**

An ASHP-accredited residency in hospital pharmacy was first initiated at BSLMC (formerly St. Luke’s Episcopal Hospital) in 1972. It continued for some time, producing many graduates who have since assumed significant positions in all areas of the country. Full accreditation for the new program at BSLMC was awarded by the ASHP Commission on Credentialing in July 1991. As of the fall of 2018, we have had 85 graduates of the current program and six in training. Baylor St. Luke’s Medical Center has several other residency opportunities. We have a post-graduate year 2 (PGY2) Critical Care Residency which was accredited in 1998, with 23 graduates and two in training. We also have a PGY2 Cardiology specialty residency program started in July 2007 and received full accreditation 2011, with seven graduates and one in training. Also in 2008, we established a two year Infectious Diseases Fellowship in conjunction with the University of Houston College of Pharmacy. We have had nine fellows complete the program. There are currently two in the program. Lastly, we have a PGY1/PGY2 MS and Pharmacy Administration residency in conjunction with the University of Houston that was established in July 2009 and received full accreditation in 2011. We have had seven graduates in the program. In 2012, we expanded the PGY1 Pharmacy Residency to 6 positions. In addition, we added a PGY2 Solid Organ Transplant Residency program, which has had six graduates, two in training and received full accreditation in 2013.

**How is the residency structured at St. Luke’s?**

The residency is a full-time 24 month program which requires a commitment of a minimum of 40 hours per week and is conducted through the accomplishment of formal, agreed upon learning objectives. The Program Director serves as the overall program coordinator for the resident.  Additionally, the PGY1 Program Director is closely connected to the resident’s development as completion of the PGY1 goals and objective are required for the residency. The start date of the residency is between mid-late June and early July. Earlier or later start dates may be arranged based on individual circumstances. Residents are required to staff every third weekend and can expect to cover one major one minor holiday during the year. Approximately two weeks of paid vacation are available during the year and are given as additional salary if not used.

Administrative residents will have a total of 20 required rotations; five core clinical rotations (Infectious Diseases, Transitions of Care, Medical Cardiology/Anticoagulation, Emergency Medicine and Critical Care), nine core administrative rotations (Pharmacy Administration, Operations Introduction, Informatics, Strategic Planning, Financial Planning, Purchasing/Operations, Human Resources, Clinical Management, and Medication Safety). In addition, there are 2 required Clinical Practice rotations, core audit rotations, longitudinal experiences, and 4 elective rotations. Two of the four electives can have a clinical or administrative focus and 2 are required to have a clinical focus. Rotations begin in August and run through June.

**Tell me more about the University of Houston experience.**

**The curriculum at the University of Houston is designed to provide an education that is applicable to both your residency and future administrative position. Classes are front-loaded, meaning the majority of the class work is completed your first year allowing you to spend more time applying your education during your second year of residency.**

**Tell me more about “staffing experiences”.**

We knew you’d ask. “Staffing experiences” mean that the resident will be dedicated to working as a clinical practitioner here at Baylor St. Luke’s Medical Center -- this is a critical component to the program as often times, this is your first opportunity to be an independent pharmacist. Residents complete their staffing component through every third weekend assignments, one weekday evening shift roughly every two weeks and a clinical practice month rotation each year of the residency. While staffing, residents rotate through positions focused on patient centered services as well as centralized prospective order review. We believe that such staffing experiences are a very important part of meeting practice residency goals and objectives and that the absence of such experiences diminishes the resident’s growth and practice maturity in the program.

**What are the residency requirements?**

The following table outlines the residents’ requirements to complete the program. Other requirements include staffing, code blue participation, on call responsibility along with other rotation requirements.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **REQUIREMENT** | **PGY1** | **Admin 1** | **PGY2** | **ID FELLOW** | **Admin 2** |
| **Clinical On-Call** | 🗸 | - | 🗸 | 🗸 | 🗸\*Admin & Clinical On-call |
| **Sterile Compounding Certification** | 🗸 | 🗸 | 🗸 | 🗸 | - |
| **Disease State Topic List Completion** | - | - | 🗸 | 🗸 | - |
| **Project I (Major Project)** **(Change implemented and evaluated)** | 🗸 | 🗸 | 🗸 | 🗸 | 🗸 |
| **Project II** **(Best Practice Improvement Project)** | 🗸 | 🗸 | 🗸 | 🗸 | 🗸 |
| **Medication Use Evaluation** | 🗸 | 🗸 | - | - | - |
| **Pharmacy Practice: Drug class review, monograph, treatment guideline, or protocol (1-2 required)** | 🗸 | 🗸 | 🗸 | - | - |
| **IRIS Reporting (minimum 5 per year)** | 🗸 | 🗸 | 🗸 | 🗸 | 🗸 |
| **ASHP Poster (Project I)** | 🗸 | 🗸 | - | - | 🗸 |
| **TSHP Poster (Project II)** | 🗸 | 🗸 | - | - | - |
| **Alcalde Presentation (Project I)** | 🗸 | 🗸 | - | - | - |
| **Pharmacy Rounds [Present both Project I (March) and Project II (May)]** | 🗸 | 🗸 | 🗸 | 🗸 | 🗸 |
| **Resident/Fellow Seminar** | 🗸 | 🗸 | 🗸 | 🗸 | 🗸 |
| **Case Conference x 1** | 🗸 | 🗸 | 🗸 | 🗸 | 🗸 |
| **Journal Club x 1** | 🗸 | 🗸 | 🗸 | 🗸 | 🗸 |
| **Vancomycin Consult Service Validation** | 🗸 | 🗸 | 🗸 | 🗸 | - |
| **Warfarin Consult Service Validation** | 🗸 | 🗸 | 🗸 | 🗸 | - |
| **Review article (Critique journal article submitted to major journal)** | - | - | 🗸 | 🗸 | - |
| **Submission of at least 1 manuscript for publication\*** | 🗸 | 🗸 | 🗸 | 🗸 | 🗸 |
| **Presentation submission to Fellowship Forum** | - | - | - | 🗸 | - |
| **Thesis Submission to UH** | - | - | - | - | 🗸 |
| **Submission to ID Conference** | - | - | - | 🗸 | - |
| **Submission to ATC** | - | - | 🗸(SOT resident) | - | - |
| **Submission to Critical Care Conference (may be after residency ends)** |  |  | 🗸(CC resident) |  |  |
| **Submission to ACC** | - | - | 🗸(Cardiology resident) | - | - |
| **Pharmacotherapy lab** | 🗸 | 🗸 | - | - | - |
| **Teaching & Scholarship in Academia Program** | 🗸 | 🗸 | - | - | - |

*\*Must be by end of residency program. For Admin residents and ID fellows only, one manuscript must be submitted for each residency/fellowship year (total of 2 manuscripts).* **SPECIAL NOTE: A residency/fellowship certificate will not be awarded until all of the above requirements are met. Any deviation of requirements must be approved by the Director of Residency and Fellowship Programs. This list in not inclusive of individual preceptor requests and other requests made based upon departmental needs.**

*\*Must be within 3 months of residency/fellowship end date*

**What teaching opportunities are available?**

BSLMC is a major clinical teaching site for medical, nursing and pharmacy students. Residents will have the opportunity to mentor, precept, and teach a variety of students from multiple disciplines. We have an affiliation agreement with the University of Houston College of Pharmacy UHCOP, and during your residency program you will have the opportunity to receive a certificate in Academia. As mentioned previously, you will also have the opportunity to teach

pharmacotherapy skills labs at UHCOP during the year as well.

**What is the average cost for housing in Houston?**

Residents can expect to pay approximately $800 to $1400/month for a decent sized apartment very close to the Texas Medical Center area. The farther you get from the medical center, the less expensive housing can become. However, the majority of residents choose to live closer to

the hospital.

**What is the stipend, and what benefits are included?**

BLSMC offers a current stipend per year of $50,004 the first year and $51,300 the second year. Residents are entitled to the same benefits as clinical pharmacists. BSLMC has a “choice plan” for insurance benefits with many options available to fit the individual or family situation.

BSLMC allocates “benefit dollars” to employees who then can spend them on the benefits of their choice. The allocation covers the needs of the individual employee with payroll deduction for increased individual coverage or family/dependent plans. Parking is provided for free at a remote lot with access to Metro Transit (Metrorail) and free, air-conditioned shuttle service at all hours.

Funded meetings are the Texas Society of Health-System Pharmacists annual seminar and either the ASHP Midyear Clinical Meeting or the ASHP Leadership Conference annually. Presentations of major and minor projects are required to be given at each meeting attended. The resident has dedicated desk space with access to a personal computer with all contemporary software and printing. Full internet access is provided along with e-mail services.

**What other opportunities are associated with BSLMC and Houston?**

A major advantage in taking the residency program at Baylor St. Luke’s is its location in the Texas Medical Center (TMC). The TMC is the largest medical center in the world and is more than twice as large as the second largest medical center. It occupies over 500 acres, including twelve major hospitals representing over five thousand beds, and has a large central medical complex. It is home to nine academic institutions including two colleges of medicine, two colleges of pharmacy, several colleges of nursing, dentistry, and other medical disciplines. TMC is adjacent to the Rice University campus and the Hermann Park/Museum complex of the City of Houston. Baylor St. Luke’s itself is home to the world renowned Texas Heart Institute®. The first human heart transplant in the United States was performed here; more open heart surgical procedures have been performed here than anywhere else in the world, and Baylor St. Luke’s has the largest cardiac catheterization facility in the world.

Houston is the fourth largest city in the nation and has an abundance of recreational opportunities. Immediately to the south of the Medical Center is the large Reliant Park complex, featuring Reliant Stadium and the Astrodome Stadium. Evenings out can include sporting events such as the Houston Astros, Texans, Rockets or Dynamo games. The beaches and attractions of Galveston Island are less than an hour away. Other activities include multi-cultural activities such as opera, the ballet, symphony or musicals. In addition, there are many places to eat and try new foods.

**What about the Department of Pharmacy?**

The Department of Pharmacy at BSLMC consists of approximately 140 staff members, of which approximately 90 are pharmacists. All contemporary services are provided. We emphasize being a “pharmacist-centered service in a patient-centered hospital.” Our distribution model uses unit based automation with decentralized clinical pharmacy services. We have automated carousels and automated repackaging in Central Pharmacy. Pharmacy Services are available 24/7 in Central Pharmacy. We have four pharmacy satellites in the operating room (OR), Cardiovascular OR, Outpatient OR Satellite, and Emergency Department Satellite. Clinical Pharmacy Services are also available 24/7.

The hospital is licensed for 850 beds, of which 157 are intensive care. It has forty-four operating rooms and ten cardiac catheterization labs.

**What is desired in an applicant for the Baylor St. Luke’s residency?**

We are looking for mature individuals who have made a career decision to become a leader in health-system or institutional pharmacy. The candidate must be prepared to make a serious commitment to satisfactorily complete all requirements of the program, as planned in advance.  This commitment includes attendance at required meetings, programs, presentations and trips, and the availability and willingness to participate in any function of the Department of Pharmacy on a 24-hour basis. The residency is tailored to each individual, and regular evaluations of accomplishment must be satisfactory. This is a program for mature individuals

who are serious about the profession as a lifelong career.

**How does one apply, and what about interviews?**

To be considered for this program, applicants are required to complete the following steps in addition to the standard PhORCAS application. **The application deadline is December 31, 2018.**

* Apply for admission to the University of Houston Masters in Pharmacy Leadership and Administration program by completing the Apply Texas application (fee required)
* To complete these steps go to:

<http://www.uh.edu/pharmacy/prospective-students/graduate-programs/pharmacy-leadership-and-administration/>

An on-site interview is required. All applications will be screened by our Residency Advisory Council, and all applicants chosen for interview will be contacted by the end of January. The on-site interview is generally a half day and will include a fifteen minute presentation on a pharmacy/disease state management topic of your choice. You will interview with two groups of Clinical Pharmacist IIs and Managers/Supervisors, as well as Residents and the University of Houston. The last date for interviews is typically one week before the ASHP match list submission date.  Financial assistance for the on-site interview is not available, but we will work with you in any way we can to reduce expenses.

**More information and questions?**

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