

Faculty: Choudhary, Kavish; Ragsdale, Russell; Tyler, Linda S.

Site:

University of Utah Hospitals and Clinics

Status: Active

Required

Description:

Preceptors: Linda Tyler, Kavish Choudhary, Russell Ragsdale or other HSPA program preceptors (preceptor will be assigned once project is identified)

Duration of learning experience: 1 year

Overall Rotation Description:

Resident will design and conduct a project related to health system pharmacy administration. The resident will understand IRB issues and submit to the IRB if needed. The resident will then conduct the project by collecting data, analyzing the information and drawing appropriate conclusions. The resident will present the project to the department and at Mountain States Residency Conference. In addition, the resident will prepare a manuscript for submission to a journal. Residents are encouraged to also present the results at a national meeting. Resident projects have high impact to the department, and when published or presented at national meetings the results make a difference for the profession.

Site Description:

University of Utah Hospitals & Clinics (UUHC) is comprised of 4 hospitals, 12 free standing clinics, 16 retail pharmacies, 4 infusion centers, ambulatory clinic services, home infusion service, and a comprehensive drug information service. University Hospital is a 490 bed, level 1 trauma center with strong critical care, emergency medicine, surgical services, obstetrics and gynecology, neonatal, internal medicine and subspecialties, neurosciences, and rehabilitation. The University Neuropsychiatric Institute is a 130 bed inpatient psychiatric facility. The Huntsman Cancer Institute consists of a 100 bed inpatient service including an intensive care unit, an ambulatory infusion suite, and extensive ambulatory cancer clinics, including bone marrow transplant. The University Orthopaedic Center provides mostly ambulatory care surgery services plus orthopaedic specific clinics. The ambulatory care network includes the Community Clinics located throughout the Salt Lake Valley and the four surrounding counties that provide both primary and specialty care, plus the specialty clinics and infusion room at University Hospital.

Depending on project select, residents may find that they will be conducting their project at any of the department locations.

Role of the Pharmacists

The pharmacists in leadership roles that the resident works with on this experience provide the leadership for the department as well as contribute to the overall leadership of the organization. The role of the pharmacist

includes:

- Set the vision and strategic direction of the business units and department consistent with the organizational mission, vision, values, and goals.
- Drive for strong operational performance including efficiency, financial strength, high value, and labor utilization.
- Develop and implement plans for excellent patient and customer experience.
- Strive for continued excellence in the quality of services provided including evaluating operations and clinical services.
- Manage growth of the department to match the organizational goals
- Manage change.
- Prepare requests for new services and resources including FTEs, space, equipment, programs, and informatics resources.
- Managing day to day operations
- Organize and prioritize tasks and projects.
- Delegate work and engage team members.
- Demonstrate strong problem solving skills. Examples of these situations include: Urgent, emergent and disaster situations; day to day activities; actions needed based on reported medication events; actions to improve and standardize processes; making strategic decisions on the use of personnel and resources
- Facilitate team functions.
- Manage department finances including capital and expenses.
- Forecast trends that will impact pharmacy such as rising drug cost, health care policy, and technology advances
- Support employees by conducting HR functions including recruitment, onboarding, orientation, retention, motivation and engagement, coaching and development, and progressive discipline.
- Advocate for the role of the profession of pharmacy both within the organization, the community, and at the national levels.

Expectation of Learners:

Expectations of the resident

Over the course of the year, the resident will serve as the project lead for a project that will influence practice within the organization. The resident, in conjunction with an HSPA program preceptor will identify a project of interest to them that they will work on through out the year. Residents are expected keep their preceptor and RPD apprised of the project progress and any obstacles encountered. Residents will develop project timelines to guide them in completing the project. To accomplish this:

- Residents will need to organize their time to be able to complete their major project within the residency year.
- Residents need to demonstrate excellent sign-posting skills by keeping their preceptor and RPD apprised of the status of their projects and the problem solving they are doing.

--Residents will develop a project plan for their selected project. Once the project plan is developed for project, the resident will need to work with preceptor to schedule and coordinate the time necessary to complete the project. The resident will need to work with rotation preceptors to coordinate activities.

Pre-rotation preparation:

There is no pre-rotation preparation.

Typical Daily/Weekly/Monthly Activities:

Activities will depend greatly based on the project selected.

Project/Presentation Description

This rotation is about completing a major project with significant impact to the department and ultimately the profession. Residents are required to complete a manuscript that is ready for submission for publication. Residents are required to present their project at Mountain States conference and encouraged to present at national meetings.

Evaluation

Residents will work closely with their project preceptor and receive formative feedback during the course of the project. Summative evaluations will be conducted quarterly.

Resident Progression

Quarter 1: Identify project idea, conduct literature search, write proposal and obtain RAC approval. Submit for IRB approval if needed.

Quarter 2: Finalize project plan. Coordinate with project preceptors and RPD. Once needed approvals obtained, begin collecting data. Conduct any pilots or small tests of change needed for the project.

Quarter 3: Continue with data collection. Once completed, begin data analysis stage and plan for completion by end quarter.

Quarter 4: Prepare manuscript for publication and prepare presentation. Practice presentation with preceptors and be ready for presentation in early May for Mountain States Conference. Aim to have manuscript completed by mid-June. In order to have manuscript completed by this time, resident will need to submit drafts by mid-May for review. Plan that there will be several review cycles to complete manuscript.

			Activities
Goal R6.5	Design, execute, and report results of a project related to pharmacy management.		
OBJ R6.5.1	(Analysis) Identify potential management-related issues that need to be studied.	Taught and Evaluated	Identify a project idea and assess its feasibility.
OBJ R6.5.2	(Application) Use a systematic procedure for performing a comprehensive literature search.	Taught and Evaluated	Conduct a literature search on project idea, evaluate information, and then draw appropriate conclusions.
OBJ R6.5.3	(Analysis) Draw appropriate conclusions based on a summary of a comprehensive literature search.	Taught and Evaluated	Conduct a literature search on project idea, evaluate information, and then draw appropriate conclusions.
OBJ R6.5.4	(Synthesis) Generate a research question(s) to be answered by an investigation.	Taught and Evaluated	Generate a research question to be answered. Write a proposal and submit to RAC committee for approval and IRB if needed.
OBJ R6.5.5	(Synthesis) Develop specific aims and design study methods that will answer the question(s) identified.	Taught and Evaluated	Generate a research question to be answered. Write a proposal and submit to RAC committee for approval and IRB if needed.
OBJ R6.5.6	(Application) Use a systematic procedure to collect and analyze data.	Taught and Evaluated	Collect data needed for research project. Utilize appropriate software to store and analyze data.
OBJ R6.5.7	(Evaluation) Draw valid conclusions through evaluation of the data.	Taught and Evaluated	Analyze data and draw appropriate conclusions.
OBJ R6.5.8	(Synthesis) Use effective communication skills to prepare the results and recommendations of a project related to pharmacy management for publication.	Taught and Evaluated	Prepare a manuscript that appropriately summarizes the project . Manuscript should be ready for submission to an appropriate journal.
OBJ R6.5.9	(Synthesis) Use effective presentation skills to orally report the results of a project related to pharmacy management at a professional conference.	Taught and Evaluated	Present project summary, results, and conclusions at Mountain States Conference.

Evaluations:

	Evaluator	Evaluated	Timing
Management Rotations	All Preceptors	Each Resident Taking this Learning Experience	25.00%
Management Rotations	All Preceptors	Each Resident Taking this Learning Experience	75.00%
Summative Evaluation	All Preceptors	Each Resident Taking this Learning Experience	Ending and Quarterly if Needed
ASHP Learning Experience Evaluation	Residents	Learning Experience	Ending and Quarterly if Needed
ASHP Preceptor Evaluation	Residents	All Preceptors of this Learning Experience	Ending and Quarterly if Needed
Management Rotations	All Preceptors	Each Resident Taking this Learning Experience	50.00%
Summative Evaluation	Residents	Each Resident Taking this Learning Experience	Ending and Quarterly if Needed