

Selecting Pharmacy Residency Candidates: How to Select the Best from the Rest

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Objectives

- Explain criteria for evaluating application submissions to your residency training programs
- Describe ways to effectively evaluate a large number of applicants
- Evaluate interview process steps that allow for effective and efficient candidate ranking
- Explain an opportunity in the residency selection process at your own institution should be changed
- Describe how a change in the selection process would be implemented at an institution and how effectiveness would be measured



How many applicants do you receive for your PGY-1 program?

- A 0-10 applicants
- B 11-30 applicants
- 31-60 applicants
- D 61-100 applicants
- E 101+ applicants



More and more applicants!!



How many applicants do you receive for each PGY-2 program?

- A 0-5 applicants
- B 6-10 applicants
- C 11-20 applicants
- 21-30 applicants
- E 31+ applicants





Formulation of Selection Criteria

- Describe your program purpose well
- Understand the role your hospital fits nationally in health system pharmacy residency training
- How do residents benefit the organization? Play to that strength
- Write the criteria out, get feedback from your preceptor group, explain the criteria to folks less involved, and monitor their effectiveness



Criteria for Screening - Interviews

- Screening
 - Criteria determined
 - Weight assigned
 - Rubric created for scoring
- Each applicant scored against the rubric
- Scores created
- Discussion ensues with a group that determines selection
- Who gets an interview?



Some Examples for Criteria

- > Diversity and extent of clinical experiences
- Research experience
- Writing experience
- Publications
- Presentations and public speaking
- > Transcripts
- > Strength of letters of recommendations
- Leadership & involvement in extracurricular activities
- > Previous work experience
- > Letter of Intent



Other criteria/examples

- Think about other criteria that may be important to your program
- Pair up with another participant close to you
- Share your ideas
- 5 minutes for pairing
- 5 minutes for sharing with the large group



Selection Criteria/Rubric from UM

- Screening example
 - Leadership and Involvement in Extracurricular Activities
 - 4 Excellent Was president of or held 3 or more officer positions in a student organization(s), or participated in 8 or more community service projects or acted as chief intern.
 - 3 Good Held less than 3 officer positions in significant student organizations or participated in less than 8 community service projects or lead a single significant event
 - 2 Average Participated in community service or student organizations (more than one), but never took a leadership role
 - 1 Poor Participated in zero or one community service or student organization, but never took a leadership role



Who in the audience has a rubric created for scoring candidates that they screen for offering interviews?



Yes



No



Sharing your criteria

- Sharing with others in your organization what criteria you use to select residents or other employees describes core values
- Make sure your whole preceptor group knows what characteristics your program is selecting for
- There may be a small committee involved in selection of the interviews, but the whole preceptor group needs to know how they are selected



Interviews

- As many ways to approach interviewing as there are programs
- Take 3 minutes in your pair to discuss the interview approach at your hospital
- If you think you hear something that is innovative, we will have a chance to present your pair information



Interviews

- Consider having a core set of preceptors have prearranged questions to assure you are asking the wide range of questions desired for helping you make a good decision
 - Examples:
 - Leadership
 - Communication (other criteria in the affective domain)
 - Research experience
 - Teaching desire
 - Others



Interviews

- Behavioral/Situational interviewing
 - Ask for examples of how they handled situations in the past
 - How an individual handled a past situation is the best indicator for how they will handle a future situation
 - Understanding how the person reacted/acted in a situation will handle a situation as a resident



Who in the audience uses behavior interview questions?



Yes



No





Get into your pair

- Discuss what might be effective behavioral interview questions for 3 minutes
- We will have some shared with the large group



Who in the audience uses scoring system for interviews?



Yes



No





Scoring the Interview

	Evaluating Criteria	Top 10%	Top 25%	Top 50%	Below 50%
•	Research experience				
•	Writing and publication experience				
•	Demonstrates impact during clinical experiences				
•	Breadth and depth of clinical experiences				
•	Quality, depth and understanding of presentations				
•	Leadership				
•	Involvement in extracurricular activities				
•	Motivation				
•	Initiative				
•	Responsibility				
•	Maturity				
•	Time Management				
•	Personal confidence				
•	Articulation				
•	Professional presentation				
•	Communicates in non-confrontational manner				
•	Appropriate & intelligent in responding to questions				
•	Has characteristics of a team player				
•	Predicted capability to fulfill residency goals				
•	Fit with our program				



Scoring the Interview

- Compare candidate to the rest of the interview pool based on percentages
- Another option is to have the raters provide straight scores like 1-5
- Have open ended prompts for feedback as well



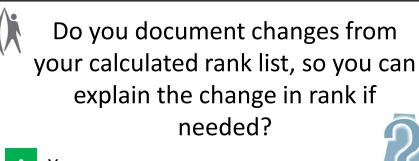
Get into your pair

- How do you evaluate interviews?
- What tools do you use?
- Who is involved in interviewing and scoring?
- Does your site interview more than one candidate a day?
- Does your site have more than one candidate with a preceptor at a time?
- Does anyone want to share with the large group?



Setting the Rank List

- Use calculations from your interview and screening assessments to create a list
- Discuss the list with your team to determine final rank list
- Document any changes from the numerical rank
 - Discuss briefly why their was alteration to the calculated list









Get into your pair

- What is your process for setting the rank list?
- Who is involved in setting the rank?
- Who wants to report to the group on their process?



Program Design Questions

- In designing your selection process, questions can occur regarding how these processes work and how to re-design your selection process
- Do participants have questions about re-design?
- Choose a part of the selection process you want to work on at your site and explain to your partner what you will work on and the time line for implementation
- Present to the large group



Measure a Change

- Would someone describe if a change is made in their selection process how they would measure that change impact?
- Discuss measurement of change



Conclusion

- Screening applicants
- Criteria for screening and interviews
- Interview questions
- Interview assessment
- Ranking candidates
- Measuring change



Questions

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