



Opportunity Knocks: Moving from Preceptor to RPD When You Least Expect It

Kate Farthing, Pharm.D, BCPS, FASHP
Legacy Health; Portland, OR

Objectives

- ❖ Describe the key elements of a successful residency program director (RPD) practitioner
- ❖ Recognize the important points to consider when transitioning from preceptor to RPD
- ❖ Identify incremental steps for improving your residency program



Background

- ❖ Oregon Health & Sciences University (OHSU)
Hospitals and Clinics
 - RPD Transitions: from DOP to practitioner
 - RPD Transitions: practitioner to practitioner



Succession Planning

- ❖ RPD position similar to any leadership position in the department
 - Who could step in temporarily?
 - As a replacement?
- ❖ Succession Plan: formal, written plan that starts with teaching, coaching and mentoring



Who's Your Go To?

- ❖ An active preceptor
- ❖ Expresses a desire to grow and develop
- ❖ Interested in new challenges or opportunities
- ❖ Additional goal on performance evaluation
- ❖ Looking for a new skill set or credential



Maintaining a Clinical Practice

- ❖ One resident \approx 0.15 – 0.25 FTE
- ❖ Scheduling is key during the residency year
 - July orientation
 - Late January-February resident recruitment
 - June end of year activities



Transition Case Scenarios

- ❖ Table dynamics: Who are you?

- ❖ How can you help the new RPD?
 - Timekeeper
 - Secretary
 - Reporter



Case Discoveries

- ❖ Introduce the case
- ❖ How can you help the RPD?



Looking Back

- ❖ What one piece of advice would you give your new RPD self?

- ❖ What would you do differently in your first year as RPD?



Make It Easy

- ❖ Set the incoming RPD up for success
 - Teach, coach, mentor as time allows
 - Identify resources internally and externally
- ❖ Develop a detailed timeline
 - ASHP showcase registration, NMS application and match
 - Orientation details



Keeping the Paperwork Straight

- ❖ New RPD Transition: notify ASO
 - Credentials reviewed by COC, approved by BOD
 - ASO Database: residency directory, showcase registration



Keeping the Paperwork Straight

- ❖ Accreditation Cycle
 - When was the last survey? Report to COC?
 - Timeline for on-site survey, after the survey
 - Preparation for survey = RESIDENT OPPORTUNITY



Resources

❖ ASHP Resources

- RU Ready?
- RPDC, Webinars
- CE Topics

Residency Accreditation

- > [Residency Accreditation Fee Schedule](#) (PDF)
- > [PhORCAS - Pharmacy Online Residency Centralized Application Service](#)
- > [PharmAcademic™](#)
- > [Frequently Asked Questions](#) (PDF)

- + Regulations and Standards
- + Starting a Residency
- + Applying for Accreditation
- + Preparing for Residency Accreditation Survey
- + ResiTrak
- + Residency Program Design and Conduct - New (2014) PGY1 Standards
- + Residency Learning System (RLS) - 2005 Standard
- + Commission on Credentialing
- + Modifying or Changing a Residency
- + Communiqué (Newsletter)



Resources

- ❖ Local or Regional Programs
 - Portland Citywide Residency Conference
 - Opportunities at local or state affiliate meetings
- ❖ Your Network
 - Residency preceptors and RPD
 - Former managers
 - Area College or School of Pharmacy



Current RPDs

- ❖ Who's your number 2?
 - How much do they know about the program?
 - How can you involve them a bit more?

- ❖ Are you as enthusiastic as you were 5 years ago?
 - How has your program grown?
 - Where do new ideas come from?



New RPD's

- ❖ Dedicate time up front
 - Invest in the orientation to the program, PharmAcademic™ and development of the first schedule
 - Schedule time for paperwork
 - Reach out to a friend or colleague
 - It takes a village
 - Take care of you



Take Home Point

- ❖ Identify a Number 2
 - An individual or group of individuals



Thank You

- ❖ Kris Marcus
- ❖ Rebecca Britton
- ❖ Michelle Murray
- ❖ Jennifer Tryon
- ❖ Portland area residency programs – citywide residency conference



Self-Assessment Questions

1. Succession planning is optional for residency programs.
2. Unexpected transitions in residency program leadership can be smooth with open communication.
3. New residency program directors should maintain a healthy sense of humor with their first residency class.

Answers: 1. (F); 2. (T); 3. (T)

