

Two Year Residency in Health-System Pharmacy Administration and Leadership with an M.S. Degree

(resident earns both a PGY1 and PGY2 residency certificate)



Summary

Number of Positions: 4-5
 Application Deadline: **January 15**
 Starting Date: July 1 (or prior week)
 Stipend/Benefits: First year resident \$36,500 second year resident \$37,500; 16 paid vacation days, 6 legal holidays, and 9 sick days. As employees of the School of Pharmacy, residents receive full health insurance benefits and full access to the University of Wisconsin’s recreational, educational, and cultural facilities. Tuition costs are paid by the department.
 Interview Required: Yes
 Internet Site: <http://www.uwhealth.org/pharmacy>
 Program Director: Steve Rough, M.S., R.Ph.

Objectives

The two year M.S. Residency in Health-System Pharmacy Administration and Leadership at the University of Wisconsin Hospital and Clinics is designed to provide the resident with a solid background in academics and the administration of exemplary pharmacy services across an integrated health system (IHS). The primary objective of the program is to develop pharmacy administrators who are trained and prepared to immediately assume manager and assistant director level administrative leadership positions within large integrated health care delivery systems (e.g., managers or assistant directors of pharmacy operations, pharmacy patient care services, medication use policy, medication safety, informatics, etc.) and eventually a Director of Pharmacy position.

Rotations

Administrative residents complete one year of clinical and clinical management rotations and one year of advanced administrative rotations.

| First Year Rotations (4 clinical and 5 management) | Second Year Rotations (5 required and 1 or 2 electives) |
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| <ul style="list-style-type: none"> • Clinical practice in pediatrics, surgery, medicine, cardiology/cardiothoracic surgery, solid organ transplant, or neuroscience • Inpatient clinical management • Ambulatory practice management • Drug policy • Central pharmacy operations • Longitudinal medication safety • “Mini” rotations in pharmacy administration and research | <ul style="list-style-type: none"> • Hospital administration • Health-system pharmacy administration • Inpatient pharmacy operations and technology • Ambulatory pharmacy administration • Pharmacy informatics • Advanced elective rotations in practice management, ambulatory management, managed care, contract and asset management, pharmaceutical research, state professional organization management, administration, informatics, decision support, or other areas as desired by the resident |

Program Strengths

The University of Wisconsin Hospital and Clinics (UWHC) Department of Pharmacy is not only a leader in the profession, but also a leader within the hospital in the areas of technology assessment, new business development, information technology, patient safety, resource utilization and regulatory compliance. In 2006, this residency program proudly accepted the inaugural ASHP Foundation Pharmacy Residency Program Excellence Award for producing leaders across the profession.

- Extensive management experience in all aspects of an integrated healthcare system
The department manages 13 retail pharmacies, a long-term care consulting service, a rural hospital pharmacy management business, full PBM managed care services, a hospice pharmacy program and a medication therapy management mail service program.
- Tremendous flexibility in tailoring the program to the strengths and interests of the resident
UWHC provides unique opportunities such as decision support and pharmaceutical research, among many others because it is a large academic health-system.
- Leaders in technology and patient safety
UWHC has implemented the use of automation, information technology, and bar codes at every phase of the medication use process.
- Clinical and administrative responsibilities as part of management team
Residents have decentral clinical staffing responsibilities (versus production areas). You will participate as part of the patient care team. Understanding the decentral pharmacist role from a "hands on" perspective and the issues they face is a valuable asset to a manager.
- Health-system administration rotation with the Vice President of Professional and Support Services
This rotation provides residents the unique opportunity to interact with the hospital CEO, COO, and CFO through meetings and projects. This helps achieve an understanding of how the pharmacy department fits into the health system organizational structure and provides opportunities to learn about strategic planning, operations, and financial management.
- Multidisciplinary management (business) coursework is divided evenly throughout the 2-year residency
This allows for real-time application of topics covered in class.
- PBM experience and managed care components
- Experience and discussion regarding professional organizations
In addition to ASHP you gain experience working with the Pharmacy Society of Wisconsin (PSW). Elective rotations of past residents have included 8 week sessions with PSW staff.
- Extensive involvement in teaching and precepting students through teaching assistantship, lecturing, and student project coordination opportunities in required Pharm.D. student Drug Literature Evaluation and Quality Improvement/Medication Safety courses
- Eight preceptors have completed advanced residency training in Health-System Pharmacy Administration.

Resident Competency Objectives

Resident activities vary in scope depending on each individual's background and areas of interest. Each resident will obtain a higher level of competency in each of the following areas:

- Develop knowledge and skills in the following areas: communication techniques, problem identification and solving, decision making, productivity management, organizational design and behavior, cost/benefit analysis, technology assessment and strategic planning
- Understand the components of an integrated health-system as they relate to the continuum of pharmaceutical care across the health system including acute care, ambulatory care, home care, subacute care and long term care
- Obtain leadership and administrative skills necessary to manage pharmacy services across all areas of an integrative health-system
- Understand the drug use system and information system technology required to support comprehensive pharmacy services
- Perform technology assessment studies for new technology and automation
- Develop knowledge and expertise in managing a contemporary Drug Policy Program
- Build administrative skills in the areas of asset management, human resource management, financial management, pharmaceutical reimbursement, labor relations and pharmacy regulations and law
- Gain exposure to the role of pharmacy in conducting and supporting drug research as well as understanding principles of conducting research in administrative science
- Participate in pharmacy education and research as part of an academic medical center as well as the integration of education and research into practice
- Create, promote, and market pharmacy's role within an integrated health care systems and always maintain a sense of humor in creating opportunities instead of problems

Drug Policy/Drug Information

Residents spend one rotation in the Drug Policy Program during their first year, learning to lead and coordinate comprehensive drug policy activities such as coordinating new drug policy and cost reduction initiatives, coordinating drug usage evaluations, preparing and presenting drug monographs to the pharmacy and therapeutics committee, and assisting in the management of a prescription benefit program for our managed care program.

Projects

- Clinical and administrative projects while on rotations
- A two year masters research project

Presentation Opportunities

- Weekly resident seminar
- Pharmacy Grand Rounds
- Educational presentations and in-services on clinical rotations
- Leadership of monthly journal club discussions
- Nursing and pharmacy student orientation to pharmacy services
- Major projects are presented at the ASHP Midyear Clinical Meeting, Great Lakes Pharmacy Resident Conference, and Pharmacy Society of Wisconsin Annual Meeting and Educational Conference

Teaching Opportunities

- Clinical instructor status at the University of Wisconsin School of Pharmacy
- Preceptorship of 4th year students on clinical rotation at the hospital
- Contributing to clinical faculty (740) discussions with students
- Teaching certificate program for residents at area hospitals
- Lecturer and small group discussion leader for Drug Information and Quality Improvement/Medication Safety classes at the School of Pharmacy

Other Activities

- Weekly resident lunch sessions – meetings with program director, director of pharmacy, speakers discussing clinical and administrative topics
- Patient and medication safety involvement
- Participation on a various patient care committees – e.g., Pharmacy Practice, Nutrition, Kinetics, etc.
- Participation in resident community service projects
- Opportunities to interact with residents in the pharmacy practice, community practice, critical care, nutrition, oncology, and outcomes research
- Twice monthly coffees with the Director of Pharmacy

Travel

- ASHP Midyear Clinical Meeting
- Great Lakes Pharmacy Residents Conference
- Summer Midwest Residency Exchange
- Several visits to other health-systems and residency programs
- ASHP Leadership Conference
- PSW Annual Meeting and Educational Conference

Contact Information

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