

Why Consider A Residency?

- AMCP maintains a list of managed care pharmacy residencies and tips at www.amcp.org/Residencies.
- A Managed Care Pharmacy Residency will help you become proficient in managed care pharmacy and can help you obtain the position you want.

Choosing A Residency

- Accredited Residencies vs. Non-Accredited – Accredited programs have to meet rigorous standards for training activities and outcomes, goals and objectives. Does that mean non-accredited programs are bad? No, but sometimes it can be more difficult for applicants to determine the quality and the learning objectives of a non-accredited program. Be sure to ask questions and, if possible, talk to current/past residents when evaluating a program.
- Learn more about specific managed care pharmacy residencies at www.amcp.org/residencies and your school information sessions.

“Residencies and Fellowships provide a strong foundation for starting a career in managed care. As you know, most health plans and PBMs do not hire new grads without further experience. That experience is invaluable in growing presentation skills, understanding the health care industry, and expanding a professional network. After the completion of a residency, an individual can find their niche and provide value to their first employer.”

-Victoria Nazarov, PharmD
University of Florida
MTMCCC former resident
2014 Graduate
Purdue University

Applying For A Residency

- Most ASHP-accredited residencies use PhORCAS (Pharmacy Online Residency Centralized Application), a web-based tool that brings residency application material together in one location. PhORCAS decreases the overall administrative burden that comes with paper applications. Access information about PhORCAS and an informational video at www.ashp.org/phorcas. Only managed care pharmacy residencies that are ASHP-accredited use PhORCAS or participate in the Match. Be sure to check the AMCP website for application information on these programs.

What If I Don't Match?

- When the results are initially released, there will be a list of unfilled positions. There is a “cooling off period” before you and/or programs can contact those that haven't matched. Know when this period opens.
- Consider a non-accredited residency if they are still accepting applications.
- Have a back-up plan in case you don't find a residency. Some options may be a position in a pharmacy and applying for a residency program the following year or continuing on with your education.
- Stay connected with individuals you networked with throughout the year; it's possible they may know someone or an opportunity that may help you out.

Why Consider A Fellowship?

- A Managed Care or Pharmaceutical Fellowship will help you become proficient in managed care, medical affairs, or other fields and can help you obtain the position you want.
- A fellowship provides in-depth training in line with the goals of a specific department within a managed care organization, health outcomes organization or pharmaceutical company. In contrast to a fellowship, a managed care residency or clinical residency provides additional experience that tends to have greater focus on patient care, clinical training and aspects of care management.
- AMCP maintains a list of managed care fellowships and general pharmaceutical fellowships and tips at www.amcp.org/fellowships/.

Choosing A Fellowship

- Ask questions and, if possible, talk to current/past fellows when evaluating a program.
- Learn more about specific fellowships from web searches and your pharmacy school information sessions.
www.amcp.org/fellowships
www.accp.com/resandfel/search.aspx
<http://www.ashp.org/menu/CareerPharm/PPS-Candidates>

Applying For A Fellowship

- Access information on fellowships via IPHO, individual pharmaceutical company or a health care organization website. IPHO lists all pharmaceutical fellowships, as well as the brochures and the program contact information. They also list pharmaceutical fellowships before and after midyear that are not advertised anywhere else.
- Registration for PPS (Personnel Placement Service) is separate from the ASHP Mid-year conference registration and you need to register for the clinical part of ASHP Mid-year as well to interview on-site.
- Set up a LinkedIn profile and PPS profile before the ASHP meeting. There are interviews that can usually be requested via PPS in October and November and these interviews occur during the ASHP Mid-year meeting in December.
- Be sure to check the AMCP website for application information on these programs.

Filling Out The Application

- Good organization skills will help make your application process smooth and manageable. Plan ahead and decide how many programs you want to apply to and how many interview invitations will provide you with sufficient options from which to choose from when making a decision. This number will differ from applicant to applicant based on your criteria. Outline each residency or fellowship program's application requirements and include all deadline dates.

"Are you a third- or fourth-year pharmacy student considering fellowships after graduation? First off, hang in there- you will make it through! Second off, I recommend evaluating your potential opportunities based on what I have found to be very rewarding in my fellowship: a) the degree of mentoring, b) the opportunity to expand your network, and c) the exposure to new content areas."

- Anna Hung, PharmD, PhD, MS
Center for Informing Health
Decisions, Duke Clinical
Research Institute
AMCP Resident/Fellow/
Graduate Member

- Recommendation letters are important. Carefully consider who you ask to write one – make sure they will give you a strong recommendation. Be sure to give them plenty of time so they don't feel rushed. If they will need to mail the letter, give them an addressed stamped envelope. Be sure to include letters of recommendation deadlines in your outline of key dates.
- Most programs require a personal statement or essay from the candidate describing short- and long-term career goals, training and background, interest in residency or fellowship training, interest in managed care pharmacy as well as why the particular program was chosen. Give yourself plenty of time to synthesize a master personal statement that covers these basic questions. Once you have this master document, you should edit it to suit each program's application.

Interview Tips

- Prepare for the Interview! Check with your career center for sample interview questions and prepare ways you would answer the questions. Practice with your friends or professors and check with your school career center to see how they can help with interviews.
- Many managed care residency programs require that you give a short presentation before the selection committee. Find out ahead of time if this is required, and if you can choose your own topic. You can re-use a presentation that you prepared for school, but make sure the information in the presentation is still current and addresses an area of interest for the residency program. Topics dealing with a managed care pharmacy issue are generally preferred.
- You should receive an itinerary ahead of time. Use this to learn the names of those you will be meeting with and orient yourself to the process. Print out a copy and bring it with you to refer to during breaks – don't rely on your smart phone! You may have reception issues and it looks unprofessional to refer to your phone during an interview.
- Dress the part and be on time – remember first impressions count!
- The program's current resident(s) or fellow(s) will likely be your host at the interview. Ask the resident questions about the city, the work environment, what they have done so far. Make sure to be prepared with questions.
- Many times a meal will be included with your interview – keep in mind this is still part of your interview and you are being evaluated.
- Turn your cell phone OFF and put it away during interviews.

What If I Am Not Selected For A Fellowship?

- Have a plan. Take a pharmacy position, apply for a managed care residency program and consider re-applying the next year.
- Stay connected with individuals you networked with throughout the year; they may know someone who can assist you in securing a fellowship or the next position in your career.

Qualities of a Resident/Fellow

- **Team player** – getting along with the team and connecting, stepping in when needed even if outside of your role, personable.
- **Professional** – show up on time, clean clothing, do not overshare on personal matters, do not “bad mouth” a peer or superior, do not jump right into compensation, show pride in the profession and that you can make ethically sound decisions.
- **Communication skills** – confidence, voice projection, maturity, avoid spelling or grammatical errors (have multiple people check your CV, Letter of Intent, application).
- **Accountable** – able to take responsibility if a mistake is made by individual, proud of the work completed, passionate.
- **Involvement outside of pharmacy** – hobbies, likes/interests, community service.
- Be yourself and be honest!

Portfolio

- Create a portfolio to take with you for interviews.
- Collection of items you want to visually show your interviewer that highlights knowledge, skills, attitudes, and abilities.
- Example of portfolio Content:
 - Title Page
 - Table of Content
 - Personal mission statement
 - Curriculum Vitae
 - Education
 - Licensure or certifications
 - Experiential learning
 - Professional Development
 - Recognition/Achievement
 - Skills
 - References

Business Cards

- Create business cards that have your professional picture, address, email address, phone number, and title (ex: PharmD Candidate).
- Residency and fellowship preceptors interview many candidates in a short amount of time, creating a unique business card with your picture will stand out and the individual will be able to put a name to a face.

Interview Prep

- Research in detail the company you are applying for- what is their mission and culture? What are some of their greatest breakthroughs? What are they currently working on? Where could you make an impact?
- Bring 20-30 copies of your CV (on nice printed paper) to the residency showcase or fellowship interviews.
- Stay consistent with positions– fellowship interviewers can see all positions you will be interviewing for and it will be a red flag if you have multiple interests that are not related.
- Try not to schedule more than 6-8 interviews during Midyear, as it can be very stressful and mentally/physically draining.

Interview Prep *(continued)*

- Have a 2 minute “elevator pitch” ready to describe who you are, what interested you in pharmacy, and why you are applying for the in particular program.
- Practice behavioral/situational questions in the mirror or with friends (questions that start with “Tell me about a time when...”).
- Make a list of accomplishments, large decisions, strengths, and weaknesses that you can easily speak to.

During Interview

- Know your CV backwards and forwards and be able to speak to the different sections.
- Use the STAR method when answering behavioral questions – Situation- describe the event or situation. Task- explain the task you had to complete. Action- describe the specific actions you took to complete the task. Result- close with the outcome of your efforts.
- If you are in a group interview, listen to others and show respect to your peers.
- Watch for filler words- hm, so, like, you know, uhm.
- If you are not sure how to answer- ask the interviewer if you could have a minute to think about the question or be honest and say you are not sure.

Post Initial Interview

- Do not talk negatively about an interview or encounter while in a public area- pharmacy is a small world!
- Thank you notes- a personalized thank you note is much more unique and memorable than an email. In your thank you note put a topic that you connected on with the interviewer. (ex; “I really enjoyed talking to you about...”).
- Mark important deadlines in your calendar.
- References- give your references time to write a recommendation letter.
- Fellowships: Prepare to submit your letter of intent, transcript, CV, and references for the final programs that have selected you after Midyear.
- Most residency and fellowship programs require the candidate to present onsite. Choose a topic that you know well and add some personality into the presentation.
- Schedule your top choice for residency or fellowship last so you have practice interviewing with other programs and know what to expect.
- Make a reflection list- after each interview, be sure to write out a list of positives and negatives. Document what you experienced, how they made you feel, what was the learning atmosphere, what their resident(s) liked and disliked, etc.

Finally, you are interviewing the company as much as they are interviewing you – ASK questions! Could you see yourself working there for the next 1-2 years? Do the current residents look happy to be there and do they have great things to say about the company? Where have the previous residents ended up in their career?