

# UNIVERSITY MEDICAL CENTER, INC.

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## University of Louisville Hospital / James Graham Brown Cancer Center

### University of Louisville Hospital PGY1 Pharmacy Residency Program

#### Resident Evaluation Strategy & Pharmacademic™

- Residents will receive additional teaching of the Residency Program Design and Conduct (RPDC) from the Residency Program Director during Resident Orientation, within the first 2 weeks of starting the program.
- At the end of the orientation period, the program director and/or designee will thoroughly review the orientation summative evaluation, allowing residents to demonstrate their level of understanding of the evaluation process and the resident and preceptor responsibilities in regards to providing feedback.
- The program director and/or designee will conduct an in-depth discussion session with each resident in which all questions about the evaluation process and Pharmacademic™ are answered and all misunderstandings are rectified. Residents are encouraged to share their experiences with their preceptors in relationship to the use of the system. The discussion will be designed to enable the residents to leave the discussion fully equipped to use continue to use the evaluation process and Pharmacademic™ throughout the year. If any resident is experiencing difficulty, they will be scheduled to receive further coaching of the evaluation process and/or Pharmacademic™. The program director and/or designee will monitor for possible preceptor difficulties with proper use as well. When needed, the preceptor will be scheduled for further coaching and/or mentoring.
- **Resident Evaluation Schedule:**
  - **Orientation**
    - **Verbal feedback daily from preceptors**
    - **Midpoint:** Resident self-evaluation
      - Preceptor will focus on discussion of building solid self evaluation and improvement skills (R3.1.2) by providing discussion of self evaluation vs. preceptor feedback from orientation
    - **Final (End of rotation):** Preceptor summative evaluation
      - Meeting to discuss resident goal/objective achievement, strengths, ways to further improve in upcoming rotations, differences between self/preceptor evaluation
    - **Preceptor & Learning Experience:** Resident at the end of rotation
  - **Core Rotations:**
    - **Verbal feedback daily from preceptors**
    - **Midpoint (~50% through rotation):** Preceptor verbal evaluation
      - Meeting to discuss progress, strategies for improvement, commentary on resident strengths
    - **Final (End of rotation):** Preceptor summative evaluation
      - Meeting to discuss resident goal/objective achievement, strengths, ways to further improve in upcoming rotations, differences between self/preceptor evaluation

- **Preceptor & Learning Experience:** Resident at the end of rotation
- **Longitudinal Rotations:**
  - **Verbal and/or written feedback from preceptors, ongoing**
    - Projects, drafts, presentation evals, any documented feedback serve as specific documentation of the evaluated goal/objective; These are saved on the shared N drive and uploaded into Pharmacademic
  - **Quarterly (End of Sept, Dec, March, June):** Preceptor summative evaluation
    - Meeting to discuss resident goal/objective achievement, strengths, ways to further improve in upcoming rotations, differences between self/preceptor evaluation
    - Teaching/Staffing: 1<sup>st</sup> & 2<sup>nd</sup> Quarters only resident self-evaluation (R3.1.2)
  - **Preceptor & Learning Experience:** Resident at the end of the year
- **Elective Rotations:**
  - **Verbal feedback daily from preceptors**
  - **Midpoint (~50% through rotation):** Preceptor verbal evaluation
    - Meeting to discuss progress, strategies for improvement, commentary on resident strengths
  - **Final (End of rotation):** Preceptor summative evaluation
    - Meeting to discuss resident goal/objective achievement, strengths, ways to further improve in upcoming rotations, differences between self/preceptor evaluation
  - **Preceptor & Learning Experience:** Resident at the end of rotation
- **Preceptor Hours:**
  - **Monthly Rotations:** Preceptor completes at the end of the rotation
  - **Longitudinal:** Preceptor completes at the end of each quarter
  - **Mentor:** Preceptor completes at the end of each quarter
- **Duty Hour Attestation:**
  - Residents complete monthly to attest to duty hour compliance with ULH Duty Hour policy and submit monthly hours.
- **All resident evaluations (preceptor, resident, RPD) and end of rotation meetings must be completed within 5 business days (1 week) from the end of the rotation.**
  - Pharmacademic™ tracks the timeliness of evaluations and is used by ASHP when surveying to ensure that per the ASHP standards, timely evaluations are occurring consistently.