

UofL Health – UofL Hospital, Specialty Pharmacy PGY1 Community-Based Pharmacy Residency Program Summary

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 regard 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.
- For resident self-evaluations, the preceptor and resident should decide prior to the time of summative evaluations which objectives the resident will target to self-evaluate. Not all objectives are required to be self-evaluated. It is recommended that the preceptor and resident emphasize self-evaluation on clinical and higher-level Bloom's Taxonomy objectives.

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 (R2.2.2) by providing discussion on self-evaluation vs. preceptor feedback from orientation
 - **Final (end of rotation):** Preceptor summative evaluation
 - Meeting to discuss resident goal/objective achievement, strengths, way to further improve in upcoming rotations, difference between self/preceptor evaluation
 - **Preceptor and Learning Experience:** resident at the end of rotation
 - **Self-evaluation:** resident at the end of rotation

- **Core Rotations:**
 - **Verbal feedback daily from preceptors**
 - **Midpoint (~50% through rotation):**
 - If rotation <3 months: preceptor verbal evaluation
 - If rotation ≥3 months: preceptor written 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, way to further improve in upcoming rotations, difference between self/preceptor evaluation
 - **Preceptor and Learning Experience:**
 - If rotation ≤3 months: end of learning experience
 - If rotation > 3 months: midpoint and end of learning experience
 - **Self-evaluation:**
 - If rotation ≤3 months: resident at end of rotation
 - If rotation > 3 months: resident completes quarterly

- **Longitudinal Rotations:**
 - **Verbal and/or written feedback from preceptors, ongoing**
 - Projects, drafts, presentation evaluations, 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 Sep, Dec, Mar, Jun):** Preceptor summative evaluation
 - Meeting to discuss resident goal/objective achievement, strengths, way to further improve in upcoming rotations, difference between self/preceptor evaluation
 - **Preceptor & Learning Experience:** midpoint and end of learning experience
 - **Self-evaluation:** resident completes quarterly

- **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, way to further improve in upcoming rotations, difference between self/preceptor evaluation
 - **Preceptor and Learning Experience:** resident at the end of rotation
 - **Self-evaluation:** end of learning experience

- **Preceptor Hours:**
 - **Core rotations:** If <3 months, preceptor completes at end of rotation. If ≥ 3 months, preceptor completes at the end of each quarter.
 - **Longitudinal:** Preceptor completed at the end of each quarter.
 - **Mentor:** Preceptor completes at the end of each quarter.

- **Duty Hours Attestation:**
 - **Residents complete monthly to attest to duty hour compliance with UofL Health 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.