

KPNW PGY-1 Pharmacy Residency Overview

Visit: pharmacyresidency.kp.org

Kaiser Permanente

Kaiser Permanente is committed to helping shape the future of health care. We are recognized as one of the leading health care providers and nonprofit health plans in the United States. Caring for our communities for over 75 years, our mission is to provide high-quality, affordable health care services and to improve the health of our members and the communities we serve. Kaiser Permanente serves over 12 million members nationwide across 7 different regions, including Northern California, Southern California, Colorado, Georgia, Hawaii, Mid-Atlantic States, Northwest, and Washington.

Kaiser Permanente Northwest

Kaiser Permanente Northwest serves approximately 640,000 members in the Portland metro area, Salem, Eugene, and Southwest Washington. The region includes 34 medical offices, 20 dental offices, 26 outpatient pharmacies, and 2 hospitals. Our 17-primary care medical offices are National Committee for Quality Assurance (NCQA) certified Patient-Centered Medical Homes.

KPNW Awards and Accolades

- National Committee for Quality Assurance (NCQA) rating of 4.5, 2023
- Business Group on Health Best Employers Awards for Excellence in Health & Wellbeing, Excellence in Mental Health and Excellence in Health Equity, 2022
- The Leapfrog Group – A Grade for patient safety, 2022 (Kaiser Sunnyside and Kaiser Westside Medical Centers)
- 4.5-Star rating for Medicare health plans by the Centers for Medicare and Medicaid Services, 2022
- J.D.Power Highest Ranking for Customer Satisfaction with Commercial Member Plans in the NW region, 2023
- Pharmacy Quality Alliance (PQA) Excellence in Quality Award, 2022
- IDSA Antimicrobial Stewardship Center of Excellence (Kaiser Sunnyside and Kaiser Westside Hospitals)
- Excellence in Stroke Care Awards from the American Heart Association & American Stroke Association, 2023 (Kaiser Sunnyside and Kaiser Westside Hospitals)
- Kaiser Sunnyside Medical Center was named one of America's Best Maternity Hospitals by Newsweek, 2023
- ASHP Residency Accreditation visit in 2018 resulted in the maximum accreditation period allowed of eight years

KPNW pharmacists work collaboratively with healthcare practitioners across the care continuum including inpatient, outpatient, transitions of care, home infusion, oncology, ambulatory care, academia, and administrative settings. With outpatient pharmacy services in most of our medical offices, KPNW promotes pharmacy as an integral part of the healthcare team. KPNW pharmacists are valued and influential at every level of our organization. KPNW is advancing the scope of pharmacy practice by developing opportunities for population management and direct patient care services in a variety of clinical specialties. With more than 50 collaborative drug therapy management protocols and authorized pharmacist prescribing, pharmacists have ample opportunity to provide direct patient care across a variety of settings.

Examples of CDTMs the PGY1 Resident is involved with:

- Diabetes
- Dyslipidemia
- Hypertension
- International Travel Clinic
- Anticoagulation
- Oncology

Pharmacist Prescribing in OR and WA:

- Naloxone
- Oral Contraceptives

Purpose

PGY-1 pharmacy residency programs build on Doctor of Pharmacy (Pharm.D.) education and outcomes to contribute to the development of clinical pharmacists responsible for medication-related care of patients with a wide range of conditions, eligible for board certification, and eligible for postgraduate year two (PGY-2) pharmacy residency training.

KPNW Application Process

ASHP Program Match Number: 152313

Residency Overview

- PGY-1 Pharmacy Practice ASHP-accredited Residency
- 12-month program starting the end of June/beginning of July
- 2 PGY-1 resident positions
- Based in Portland, Oregon
- Ambulatory care focus within a managed care environment

Program Requirements

- ACPE accredited School of Pharmacy graduate
- Licensure requirements:
 - Oregon intern license by the start of the residency
 - Pharmacist licensure in Oregon by 120 days from the start of the residency
 - Pharmacist licensure in Washington by December 31st
- Longitudinal Clinical Pharmacy Services staffing (8 hour shifts every other Saturday, starting in October)
- Attendance at Professional Conferences:
 - Oregon Society of Health System Pharmacists (OSHP) Fall Conference (Portland, OR)
 - ASHP Midyear Clinical Meeting (subject to regional approval)
 - Northwestern States Regional Residency Conference (Portland, OR)

Benefits

- Stipend: \$52,500
- Insurance
 - Allowance to purchase comprehensive medical, dental and vision coverage for self, domestic partner & dependents
 - Allowance includes option for basic life insurance and short-term disability, with option to pay for long-term disability
- Paid expenses to ASHP Midyear if presenting a poster (subject to regional approval)
- Time Off
 - 10 days paid time off (to include vacation, sick time, interview days, or other leave time, such as jury duty, bereavement, and military leave), subject to scheduling needs
 - 7 paid holidays: New Year's Day, MLK Jr Day, Memorial Day, Independence Day, Labor Day, Thanksgiving & Christmas
 - Professional leave for conferences (up to 4 paid days for ASHP Midyear [if presenting a poster] and up to 1 paid day for NW States Residency conference) as approved by Residency Program Director

Application:

Interested applicants must electronically submit the following items via the Pharmacy On-line Residency Centralized Application Service (PhORCAS) by the application **deadline: January 2nd, 2024**

- Letter of Intent
- Curriculum Vitae
- Three standardized PhORCAS reference forms
- Official College of Pharmacy transcripts

Program Contact:

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Appointment is contingent on the following:

- American Society of Health System Pharmacists (ASHP) Residency Matching Program "match."
- Kaiser Permanente screening criteria including:
 - Drug & health screen
 - Criminal background check
 - Prior employment & education verification
 - License, certification & registration verification

KPNW PGY-1 Required Experiences

Ambulatory Care I & II (4-5 weeks each): The ambulatory care pharmacists work as part of a team within our NCQA accredited medical homes to optimize patient care with a coordinated, focused population-based care approach. This experience develops the resident's clinical skills as they relate to the needs of the ambulatory care patient. The resident will gain clinical experience utilizing collaborative drug therapy agreements in hypertension, diabetes and cardiovascular risk reduction management. Learning opportunities include face-to-face pharmacist-led blood pressure clinics and telephonic communications for cardiovascular risk reduction and diabetes management. AmbCare I focuses on hypertension, cardiovascular risk reduction and oral hypoglycemics. AmbCare II focuses on insulin management while continuing to build on the skills of AmbCare I.

Ambulatory Anticoagulation (ACC) (4 weeks): The anticoagulation service manages over 10,000 patients. ACC pharmacists work in a multi-disciplinary team of physicians, registered nurses, pharmacists and medical assistants. ACC pharmacists specialize in initiation of warfarin with injectable anticoagulation, bridge therapy, pregnancy, managing warfarin drug interactions, and transition between warfarin and a direct oral anticoagulant. The resident will collaborate with other health care team members to provide safe and effective outpatient anticoagulant management services.

Drug Use Management (6 weeks): Drug use management pharmacists develop, coordinate, and implement drug initiatives and cost-effective conversions to ensure patients are provided safe, high-quality medications while offering a health plan that is affordable to members. This coordination includes provider, member, and information systems communications throughout the organization. The resident will be exposed to drug information and formulary management on a KP regional and national level. Projects include a drug monograph and a medication use evaluation. Additional learning opportunities include coordination of cost-effective and quality therapy such as a conversion from brand to generic, drug shortage plans and therapeutic equivalencies. Residents will also spend time with the Formulary Application Services Team, supporting the Regional Formulary and Therapeutics Committee by performing prior authorization review during new member season.

Inpatient: Infectious Disease (ID) (4 weeks): This experience is designed to strengthen the resident's understanding of antimicrobial therapy and stewardship. The resident supports the ID department through inpatient rounds in which they will evaluate the safety and efficacy of the ID drug regimen. The resident works with an interdisciplinary team, develops communication skills, and provides drug information as it relates to the needs of the patient and ID service.

Inpatient: Glycemic Control (4 weeks): The resident will assist the Kaiser Sunnyside Medical Center glycemic control pharmacists in the management of hyperglycemic patients in all areas of the hospital. Glycemic control team pharmacists use clinical practice guidelines and collaborative drug therapy management protocols to manage a variety of hyperglycemic patients. The resident participates in clinical rounds and collaborates with clinicians, nurses, dietitians and transition pharmacists to manage patients and ensure quality of care and safety.

Medication Therapy Management (MTM) (4 weeks): The resident will gain clinical experience managing patients with multiple chronic disease states and advanced illnesses using a multidisciplinary approach to provide patient-centered care. The resident will complete comprehensive medication reviews for patients eligible for MTM. Clinical practice guidelines, best practices, protocols and other pharmacy resources will be used to complete these reviews. The resident will also effectively communicate with patients and healthcare providers telephonically, to provide quality medication therapy management that is both safe and cost effective. The resident is also responsible for presenting patients to a multidisciplinary team weekly.

Outpatient Pharmacy (2 weeks): The resident will experience outpatient distributive pharmacy services in an integrated health care environment. The resident will also be exposed to the role of refill protocol pharmacist by refilling medications and ordering labs utilizing collaborative drug therapy management protocols.

Transitions of Care (3 weeks): Transition pharmacists provide medication reconciliation and therapeutic interventions to patients' medication regimens upon discharge from the hospital, in coordination with the patient, hospitalist, patient's primary care provider, and chronic condition case manager. High-risk patients are prioritized, and pharmacists work collaboratively to ensure patients leave the hospital with an accurate list of medications.

KPNW PGY-1 Elective Experiences

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Academia/Oregon Pharmacist Teaching Certificate (2 weeks): The resident will learn all aspects involved in educating pharmacy students including syllabus design, development of didactic lectures, discussion session and presentation facilitation, grading and feedback. The resident taking this elective will complete the Oregon Pharmacist Teaching Certificate. The resident will also attend teaching workshops to improve his/her teaching skills, provide a didactic lecture, and facilitate pharmacy practice experiences at either Oregon State University College of Pharmacy or Pacific University School of Pharmacy.

Ambulatory: Mental Health (subject to preceptor availability; 4 weeks): Clinical pharmacy specialists support primary care providers and the mental health department through patient care, formulary management and education. The resident will work with pharmacists responsible for monitoring patients with depression and ADHD by utilizing collaborative drug therapy agreement protocols. This experience may also include lithium, clozapine, and other mental health safety net monitoring.

Inpatient: Intensive Care Unit (ICU; 4 weeks): Sunnyside Medical Center's ICU consists of an 18-bed medical ICU and an 18-bed Cardiovascular ICU. The resident is responsible for identifying, preventing and resolving medication therapy issues for patients and serving as a drug information resource for nurses and physicians. This includes, but is not limited to, performing admission and discharge medication reconciliation, developing pharmaceutical care plans for patients with complicated medical histories as well as for those on high-risk medications, performing pharmacokinetic and pharmacodynamic assessments, screening medications for appropriate indications and dosing, and proactively identifying drug interactions. The resident will also participate as a member of the inter-disciplinary team during daily patient care rounds, where the resident will respond to patient-specific drug information questions and recommend appropriate medication regimens and monitoring plans.

International Travel Clinic (2 weeks): The International Travel Clinic provides evidence-based, patient-specific recommendations for medications, immunizations and general health advice for approximately 10,000 travelers per year. The experience provides the resident with opportunities to learn about the health risks faced by international travelers and strategies such as medications, immunizations and food/insect precautions that reduce these risks. The resident learns to develop patient-specific travel recommendations based on travel itinerary, lab values, medical conditions, and current medications.

Clinical Informatics (4 weeks): The Clinical informatics department is responsible for coordinating the development, implementation, and maintenance of all medication-related clinical content within the electronic medical record, in both ambulatory and inpatient environments. The resident will learn the principles of decision support tool design and evaluation. Moreover, the resident will also become familiar with our armamentarium which may be used to accomplish clinical goals or address a clinical problem. This experience may include development of clinical content, including gathering input from all stakeholders, coordination and communication of implementation, periodic review/maintenance, and effectiveness evaluation.

Pharmacy Administration (2-4 weeks): The resident will experience the day-to-day life of a clinical manager and learn to problem-solve personnel and service-related issues. The resident will work with the manager and administrative team to implement and improve practices with the goal of maximizing outcomes. Over the course of this experience the resident will complete a management project.

Ambulatory: Oncology/Hematology (4 weeks): KPNW has a 29-chair ambulatory infusion center, where the resident interacts directly with patients. The resident will monitor chemotherapeutic agents and cytokine dosing. They will also consult patients on antiemetic needs, new medications and dosage changes. The resident will provide drug information support to the oncology department, including a medication use evaluation. Although this experience is ambulatory based, the resident will have the opportunity to round with the inpatient team, if desired.

Ambulatory: Chronic Non-malignant Pain Management (4 weeks): Pain management pharmacists are part of a team that provides co-management support to primary care and specialty care providers to help them better manage complex patients with chronic non-malignant pain on opioid therapy. The resident will have the opportunity to shadow members of the healthcare team in Pain Clinic, to participate in pain classes with patients and to assist in medication therapy management of pain. There is also an option to learn about the pharmacist's role in Death with Dignity.

KPNW Longitudinal Experiences

Pharmacy Leadership Development

This longitudinal learning experience, precepted by the PGY-1 and PGY-2 Residency Program Directors, is designed to introduce residents to pharmacy leadership. The residents will meet with the RPDs during orientation, then after the first quarter for topic discussions around time management, burnout and resiliency, emotional intelligence, personnel management, resource utilization, mentoring, and other administrative issues. As a leadership project, the residents will design and implement an employee flu clinic at the pharmacy administration building. Finally, the resident (along with pharmacy interns) will participate in topic discussions with several pharmacy leaders regarding their area of expertise.

Residency Project

The residency project is intended to provide the resident with the opportunity to develop a project and conduct research in a managed care environment. This includes the opportunity to collect and analyze data, create and present a poster at a major pharmacy conference, and prepare a manuscript for potential submission to a peer-reviewed pharmacy or medical journal. The resident will work with the Residency Program Director, pharmacy leadership, and preceptors to choose a project that meets the goals and objectives of the ASHP PGY-1 Pharmacy Residency and improves patient care.

Clinical Pharmacy Services Staffing

The Clinical Pharmacy Services longitudinal staffing experience requires the resident to staff two Saturdays (eight hour shifts) each month, starting in October, within Clinical Pharmacy Services, as a pharmacist working in ambulatory anticoagulation. Please see the KPNW Required Experiences for a description of the Ambulatory Anticoagulation learning experience.