



KAISER PERMANENTE®

SANTA ROSA MEDICAL CENTER

A World Class Medical Center Located in Wine Country
Postgraduate Year One (PGY1) Pharmacy Residency Program



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PGY1 Pharmacy Residency Program

Thank you for inquiring about the Kaiser Permanente Santa Rosa Pharmacy Residency Program. We are pleased that you are considering our program for an additional year of academic enrichment and perhaps your professional future. This booklet provides valuable information about our facility, teaching programs, preceptor faculty, clinical practice experiences, and residency program.

Throughout the residency you will develop leadership, clinical, teaching, and administrative skills under the guidance of highly experienced and qualified specialists. These individuals are not only experts in their fields but also strong advocates for your success. With a personalized approach, we tailor the residency experience to align with your passions and career aspirations, so that you have a chance to explore different options ensuring your time with us is as impactful as it is instructive.

Pharmacy residents are key members of our team providing patient-centered care and education to our members, students, and staff. We pride ourselves on cultivating a psychologically safe environment that champions open dialogue, encourages innovation, and supports your journey to becoming a confident and skilled advanced care practitioner.

Thank you for considering the Kaiser Permanente Santa Rosa Pharmacy Residency Program. We wish you the best as you make this very important career decision. We are excited to share more about what makes our program unique and impactful. Please do not hesitate to reach out with any questions or to arrange a visit.

Additionally, information on our program with current pay rate is available online at: <https://pharmacyresidency.kaiserpermanente.org/job/pgy1-pharmacy-practice-santa-rosa>

We look forward to meeting you.

Janet S Kim PharmD, MS, BCPS
Clinical Pharmacy Director
PGY1 Residency Program Director
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PGY1 Pharmacy Residency Program

About Kaiser Permanente

Kaiser Permanente is one of the nation's largest not-for-profit health plans, serving 12.5 million members. The Santa Rosa Medical Center provides care to more than 183,000 members. Kaiser Permanente operates under a group-model HMO in which it owns and operates its own facilities. This provides pharmacists a unique opportunity to be involved in many aspects of integrated health care delivery, from assisting clinicians in medication choices to providing direct patient care. Kaiser Permanente Santa Rosa Medical Center provides inpatient, outpatient, and clinical services to members from Rohnert Park to Santa Rosa. The medical staff provides a variety of services including, but not limited to: allergy, ambulatory surgery, cardiology, chronic pain management, dermatology, emergency medicine, endocrinology, family practice, gastroenterology, general surgery, geriatrics, head/neck/ENT, hematology/oncology, infectious disease, internal medicine, nephrology, neurology, obstetrics/gynecology, occupational/physical medicine, ophthalmology, optometry, orthopedics, pediatrics, plastic surgery, podiatry, pulmonology, psychiatry, and urology.

About the Santa Rosa Service Area

The Santa Rosa Medical Center offers a metropolitan lifestyle without the “big city” living environment. Close to San Francisco, minutes from the Pacific Ocean, and a few short hours away from the mountains, living in this area offers the best of many worlds. The Sonoma County Wine Country provides a scenic background for a variety of community activities. Living in the Wine Country affords opportunities to enjoy nature's bounty. Rich in agriculture, local farmer's markets and art/wine festivals demonstrate the community atmosphere that coexists alongside industrial growth. The North Bay Business Journal has named Kaiser Permanente one of the Best Places to Work in the North Bay thirteen years in a row. The award reflects that Kaiser Permanente Santa Rosa employees have respect and admiration for their workplace. The Santa Rosa Medical Center offers a safe and supportive work environment located in a welcoming, beautiful, and growing community.

Purpose

The Santa Rosa PGY1 Pharmacy Practice Residency utilizes the ASHP PGY1 Standards to deliver a systematic, well-rounded postgraduate training experience with emphasis on ambulatory care programs.

The PGY1 pharmacy residency will build on the Doctor of Pharmacy (PharmD) 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 (PGY2) pharmacy residency training.



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PGY1 Pharmacy Residency Program

Program Goals

Upon completion of this program, the pharmacy resident will achieve the following outcomes:

- Manage and improve the medication-use process
- Provide evidence-based, patient-centered medication therapy management
- Advance the clinical skills necessary to practice and function within a multidisciplinary healthcare team
- Exercise leadership and practice management skills
- Enhance the resident's knowledge of managed care system, including designing and implementing both pharmaceutical care and management programs

Salary and Benefits

- \$35.25 hourly, paid in bi-weekly pay periods
- 10 days per year of paid personal time off, sick days, or vacation
- Paid holidays: seven major holidays
- Insurance: medical, dental, prescription, optical, plus optional life insurance
- Paid educational leave and travel support available for attendance at CSHP seminar, Western States Conference, and selected regional training meetings
- 24-hour access to Kaiser Permanente's Clinical Library
- Free parking

Other Considerations

- State-of-the-art facilities utilizing CPOE, EMR, EMAR, and bedside bar-code medication administration
- Opportunities to precept pharmacy students and interns from affiliated schools of pharmacy

Requirements for Acceptance

- Graduate or candidate for graduation of an ACPE accredited degree program
- Current California Pharmacist Intern License must be obtained by program start date
- Obtain California Pharmacist License by October 1st
- Letter of Intent indicating career goals and objectives for seeking a residency
- Curriculum Vitae
- Official transcripts sent directly from the applicant's school of pharmacy
- Three letters of references/recommendations utilizing the form in PhORCAS

Interviews will be scheduled based on evaluation of the written application. Applicants will be ranked for selection based on qualifications and a personal interview. Two positions are available beginning on or around July 1st.

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PGY1 Pharmacy Residency Program

Core Experiences	<ul style="list-style-type: none"> ▪ Hospital Practice ▪ Outpatient Community Practice ▪ Ambulatory Care Practice ▪ Staffing Experience
Elective Experiences	<ul style="list-style-type: none"> ▪ Advanced Acute Care / Antimicrobial Stewardship ▪ Cardiovascular Risk Management (PHASE) ▪ Chronic Pain Management ▪ Drug Use Management (DrUM) ▪ Geriatric Medicine ▪ HIV/TB ▪ Medication Therapy Management (MTM) ▪ Oncology/Infusion Pharmacy ▪ Oral Oncology ▪ Psychiatry
Longitudinal Experiences	<ul style="list-style-type: none"> ▪ Leadership ▪ Residency Project ▪ Resident Student Weekly Meetings ▪ Emerging Therapeutics Strategy Program MUE ▪ Medication Use Quality Improvement Project (Medicare Stars)

Staffing Experience

- Hospital Practice service commitment
- Outpatient Community service commitment
- Ambulatory Care service commitment

Research Project

- Identify a research project to present at Western States Conference with possibility of publication

Community Service

- Self-initiated service to the community at least twice a year

Continuing Education

- Teaching experience to provide continuing education credits to our profession



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PGY1 Pharmacy Residency Program

Hospital Practice

The inpatient pharmacy at Santa Rosa is a 24-hour pharmacy that provides comprehensive dispensing and clinical services. The pharmacy residents will collaborate with physicians, nurses, and other health care professionals to ensure proper patient drug therapy and monitoring. The residents will participate in daily rounds with the inter-disciplinary team, provide drug information and in-services to health care professionals, precept pharmacy students, attend P&T committee meetings, and counsel patients on discharge medications. By the end of the experience the residents will be able to design therapeutic regimens that are both patient-specific and evidence-based.

Outpatient Community Practice

In the interactive outpatient setting, pharmacy residents will develop experience in dispensing medications in accordance with state and federal pharmacy law and regulation. Our outpatient pharmacies provide efficient and comprehensive prescription dispensing and consultation services. Residents will gain a thorough understanding of the following functions: outpatient pharmacy quality assurance measures, budgetary development and ongoing analysis of financial performance, personnel management under the Labor Management Partnership, drug procurement and inventory management, and compliance with state and federal regulations and pharmacy business practice audits.

Ambulatory Care Practice

The residents will have the opportunity to participate in disease states management at an ambulatory setting, accomplished through telephone and in-person appointments. Residents will assess, educate, and develop therapeutic plans for his/her patients. Other activities include writing chart notes, ordering and interpreting labs, providing in-service education to other care managers, and communicating drug therapy recommendations to health care providers. Pharmacists practicing in these areas initiate and adjust medications under a collaborative practice agreement, working under protocol.

Longitudinal Experiences

The residents will participate throughout the year in promoting and ensuring appropriate and cost-effective use of medications as part of drug information experience. The residents will work with drug education coordinators (DECs) to assist in the development and implementation of pharmacy strategies (drug initiatives and conversion programs) in clinical management of pharmaceuticals.

The leadership component will introduce the residents to the first-hand experience with pharmacy and other departmental leaders. The residents will meet and shadow our pharmacy leaders to observe their job functions and daily activities, and attend leadership



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meetings within pharmacy and also interdisciplinary teams. The residents will gain a fundamental understanding of opportunities and challenges that pharmacy leaders face within an integrated health care system.

The residents, under supervision of designated preceptors, will identify and develop a pharmacy practice research project during the residency year. The project development process includes but not limited to initial concurrence submission, IRB (institutional review board) approval, CFS (Consultation and Facilitation Services) dress rehearsal, and Western State Conference presentation. The residents will meet with the leaders at our research team and receive constructive feedback throughout the year. There are a clinical library and other resources readily accessible 24/7. During the project development process, the residents will continue to build problem-solving, critical thinking, effective communication, and time management skills.

The residents will meet with the residency program director (RPD) on weekly basis to discuss their performance and areas for improvement. There will be a residency steering committee meeting conducted monthly with preceptors to address any concerns or issues that residents may encounter.