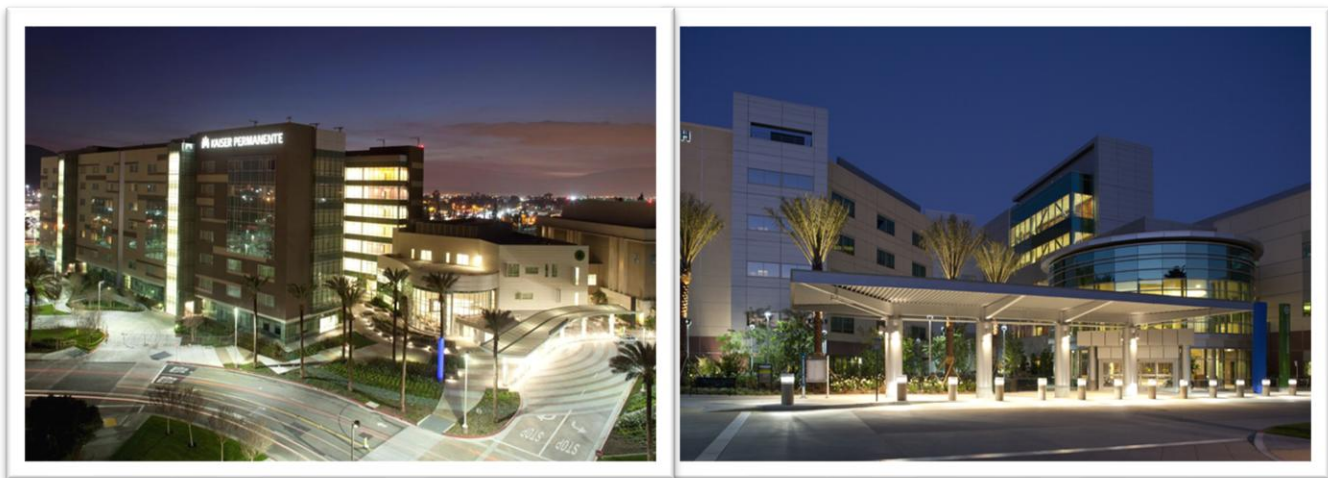


# **Kaiser Permanente**

## **San Bernardino County Area- Fontana/Ontario Medical Centers**

### **Postgraduate Year One (PGY1) Pharmacy Residency Program**



## **Residency Program Manual**



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# About Kaiser Permanente

Kaiser Permanente is recognized as one of America's leading health care providers and not-for-profit health plans. We currently serve more than 12.6 million members in eight states and the District of Columbia.

Founded in 1945, our mission is to provide high-quality, affordable health care services and to improve the health of our members and the communities we serve. Care for members and patients is focused on their total health and guided by their personal physicians, specialists, and team of caregivers. Our expert medical teams are supported by industry-leading technology advances and tools for health promotion, disease prevention, care delivery and chronic disease management.

## Mission

Kaiser Permanente exists to provide high-quality, affordable health care services and to improve the health of our members and the communities we serve.

## Our Vision

We are trusted partners in total health, collaborating with people to help them thrive and creating communities that are among the healthiest in the nation.

## Organizational Goals

The KP Promise is a program-wide dedication to our mission: providing affordable, high-quality health care services to improve the health of our members and the communities we serve. It focuses our attention on the individual needs and wishes of each member and it brings the unique values of our organization to life in ways that will help us achieve our mission.

- The KP Promise is a commitment to our members to provide “Quality you can trust,” and “Caring with a personal touch,” while making it “Convenient and easy” as well as “Affordable.” These four cornerstones constitute our organizational vision of the best we can be for our members, based on our recent research with them.
- To achieve our vision of the four cornerstones, we have identified 15 pre-requisite operating requirements. These are the “enablers” that will help us attain the Promise and, therefore, our mission.
- We recognize and applaud those areas already doing outstanding work in fulfilling our vision for our members. However, we must be more consistent to meet all the operating requirements all across the Program. The Promise provides the guidance system for doing that.
- This long-term operational strategy, when executed fully and consistently, will not only improve the health and well-being of our members, but will also differentiate us from other healthcare organizations. If we are meeting the requirements of the Promise in our internal operations, our external market image and, therefore, our brand will be enhanced.

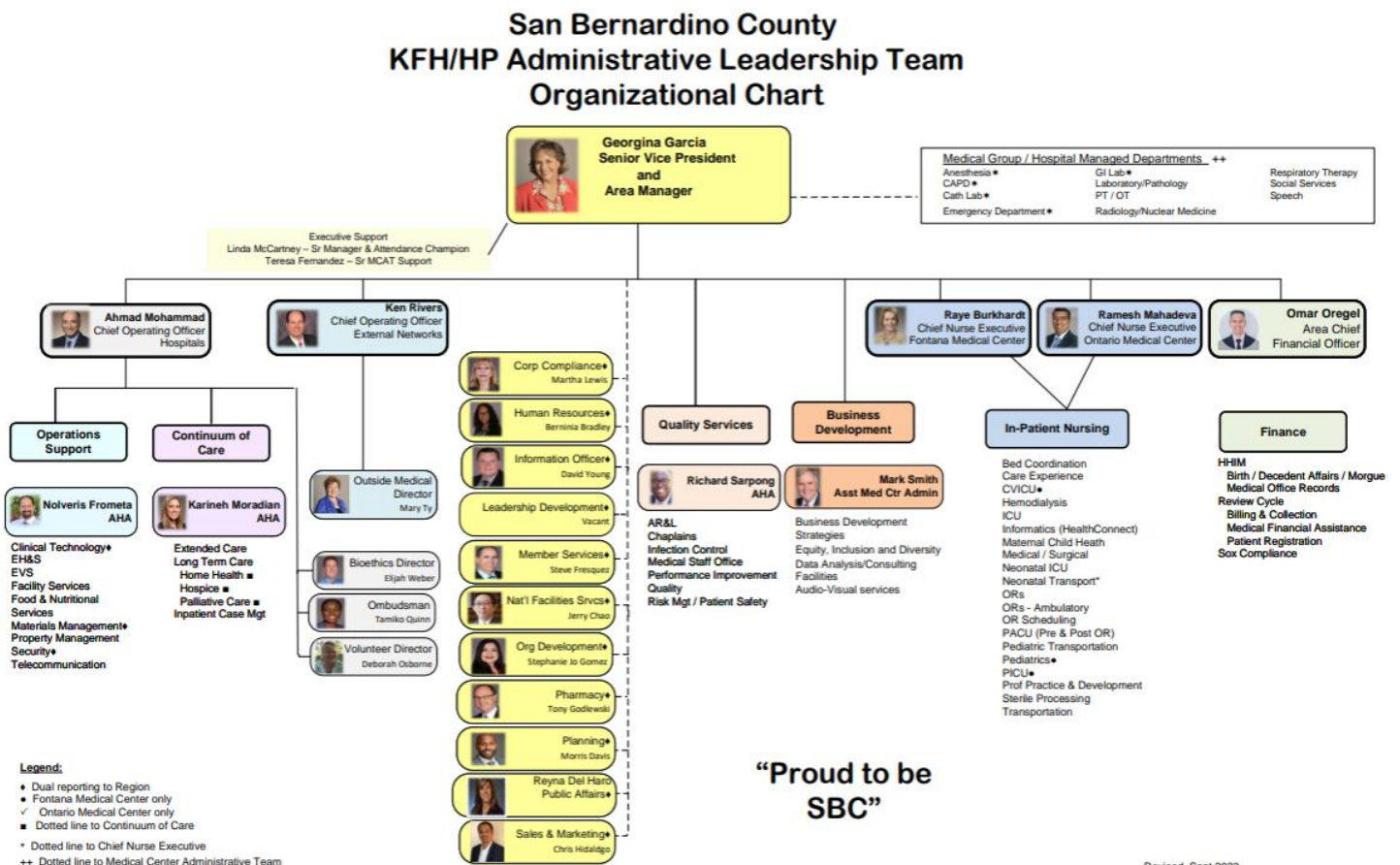
# About KP San Bernardino County Area- Fontana/Ontario Medical Centers

Kaiser Permanente San Bernardino County Area (SBCA) serves over 680,000 members in the San Bernardino County Area. Spanning from Chino Hills to Ontario to Fontana to Redlands to Victorville, we continue to grow and expand in the area. The geographical size of SBCA is larger than 4 of the smallest US states combined. KP SBCA is the first KP hospital that opened in Southern California. We provide service to the California Steel Mill that is still operations just off the 10 freeway.

We have 2 medical centers; the Fontana Medical Center, a tertiary care center, with 410-licensed bed and Ontario Medical Center with 227-licensed beds. In addition, we have 11 medical office buildings in the SBCA providing primary care and specialty services to our members. Within our area, we have 12 outpatient pharmacies, 3 licensed oncology pharmacies, 1 home infusion pharmacy, and 1 pharmacy call center. KP SBCA also offers a plethora of ambulatory care pharmacy services, including Medication Therapy Management (MTM), Diabetes Management, Heart Failure, HIV, Nephrology, Asthma, Transitions of Care, Oncology, Pain Management, Psychiatry, and other Drug Use Management programs. In addition, the regional Hemophilia program started and is housed in SBCA.

## Organizational Charts

KP SBCA- KP Hospital/Health Plan



KP SBCA- SCPMG



Fontana Medical Center

## SCPMG Executive Leadership Organizational Chart San Bernardino County Area



Ontario Medical Center



|                                                                                                                                                                                                        |                                                                                                                                                                                                       |                                                                                                                                                                                                           |                                                                                                                                                                                     |                                                                                                                                                                                                                  |                                                                                                                                                                                                                           |                                                                                                                                                                          |                                                                                                                                                                                                                          |                                                                                                                                                                                             |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
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|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

Ambulatory Care Practice Leader  
Call Room Oversight  
Complex Care  
Education & Professional Development  
New Employee Orientation  
Emergency Services  
Pediatric Emergency Specialty  
EPBP  
Extended Care  
Home Health  
Hospital  
Long Term Care/Nursing Facility  
Geriatrics  
Hospitalists  
ICM  
Life Care Planning  
MD HR Issues  
Palliative Medicine

Family Medicine  
Sports Medicine  
General Internal Medicine  
MD HR Issues  
MOB Oversight  
California Steel (CS)  
Chino (Central) MOB  
Chino Grand MOB  
Colton MOB  
Fontana Med Center  
Hesperia  
Indian Hill MOB  
Ontario Medical Center  
Rancho MOB  
Redlands MOB  
San Bernardino MOB  
Upland MOB  
Victorville MOB  
Nucupia  
Urgent Care

Anesthesiology  
Peri-Op Medicine  
Cardiac Surgery  
General Surgery and Sub-Specialties  
Head & Neck Surgery  
Audiology  
Local Product Council  
MD HR Issues  
Neurosurgery  
Neurointerventional Svcs  
Ophthalmology  
Optical Dispensing  
Optometry  
Orthopedic Surgery  
Plastic Surgery  
Podiatry  
Special Projects, IT, Capital  
Spine Center  
Tertiary Services Planning  
Utilization Action Team  
BLUAT (Pre-Op Blood Management)  
Urology  
Vascular Surgery

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Tracy Allen Wise  
Consulting Support  
Medical Group Admin Office  
Coordination  
SCPMG Informatics & Analytics Manager  
Joanette Lerman  
Data Reporting & Analytics Team

Allergy  
Cardiology  
Cath Lab  
Dermatology  
Diagnostic Imaging  
Interventional Radiology  
Nuclear Medicine  
Employee Health Services-Cotroneo  
Endocrinology  
Gastroenterology  
GI Lab  
Hematology/Oncology  
Chemo Suite  
Infectious Diseases  
Infusion Clinic  
MD HR Issues  
Nephrology  
Hemodialysis  
Peritoneal Dialysis  
Outside Medical Referral Review  
Physician Call Back Review  
Pulmonary  
Respiratory Care Services-Cotroneo  
Rheumatology

Addiction Medicine  
Inpatient, Addiction Medicine  
Bariatric Medicine  
Behavioral Health Services  
Inpatient Mental Health  
Center for Healthy Living  
Employee Assistance Program(EAP)  
Healthy Workforce-Distelberg  
MD HR Issues  
Mental Health Services  
Fontana (Randall St.)  
Fontana MOB #9  
Fontana MOB #7  
Hesperia  
Montclair  
Ontario  
San Bernardino  
Psychiatry Call Center  
Neurology  
Occupational Therapy  
Pain Management  
Physician Recruitment Liaison  
Physician Wellness  
Physical Medicine & Rehab  
Physical Therapy  
Speech Pathology  
Security Liaison & Disaster  
Preparedness  
Sleep Medicine  
Social Services  
Wellness

Flu Initiative  
Genetics  
Gynecology  
Gynecological Surgery  
HealthConnect Long Term Support  
Innovation/Telehealth-Smith  
KP Children's Care Network  
MD HR Issues  
Neonatology  
Obstetrics  
Occupational Medicine/Kaiser  
On the Job  
Pathology/Laboratory  
Pediatrics  
Pediatric Hospitalists  
Pediatric Intensivists  
Pediatric Specialties  
Perinatology  
Practice Efficiency - In Basket  
POS/POE  
Reproductive Endocrine & Infertility  
Workflow Consultants  
Women in Medicine

Access - Cotroneo  
Care Experience Services - Cotroneo  
Central Reception - Cotroneo  
Clinical Administered Meds (ICAMS)  
Community Engagement & Culture-Distelberg  
Consent Utilization Action Team (CUAT)  
Continued Medical Ed (CME) - Tometch  
Equity Inclusion Diversity (EID) - Smith  
FMLA/Medical Forms Management  
Growing Leaders 1.0 & 2.0-Distelberg  
GME (Residency / Fellow)-Tometch  
Government Relations  
Imaging Appropriateness Committee (IMAGAC) - Ocan  
KPOC  
Library - Tometch  
Lab Appropriateness Committee (LabTAC) - Cotroneo  
Marketing, Purchaser Engagement  
Member Services/Ombudsman-Cotroneo  
New Member Onboarding - Smith  
Pathways to Partnership - Distelberg  
People Pulse - Distelberg  
People Strategy/Culture-Distelberg  
Physician Ambassadors  
Physician Leadership Development-Distelberg  
Research Oversight  
School of Medicine Research-Tometch  
Skill Development Strategic Support-Distelberg  
Undergrad Med Ed (UME)-Tometch  
Virtual Medical Center Appt Svcs - Cotroneo

Ambulatory Quality-Distelberg  
Biometrics - Sarpong  
Blood Product Management-Tometch  
Clinical Strategic Goals (CSGs)  
Complete Care-Distelberg  
Drug Utilization Action Team (DUAT)  
Hospital Committee Liaison/Credentials & Privileges - Sarpong  
Hospital Quality & Regulatory Affairs - Sarpong  
Medical Legal - Sarpong  
MD HR Issues  
Patient Advisory Council  
Patient Safety & Risk Management - Sarpong  
Performance Improvement-Ablett  
Peer Review - Sarpong

Coding/Clinical Doc Imp.  
Finance  
Growth Council  
Outside Medical Contracting  
Outside Medical Strategy  
Patient Transportation & Couriers  
Patient Support Services  
Billing & Collection Insurance  
Medical Financial Assistance  
Outside Medical Referral  
Patient Registration  
Physicians Permanente HB  
SCPMG Facilities/Brand Development  
Retail Strategy  
Target Clinic

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**Jannet Armas**  
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Kathleen Hatcher  
Supervisor  
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**Ariadna Cervantes**  
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PGY-2  
**Abraham Navarro**

This color box indicates  
Departments which are  
Inland Empire Service Area

Updated June 23, 2026

# About KP San Bernardino County Area- Fontana/Ontario Medical Centers PGY1 Residency Program

## Residency Program Goal

PGY1 residency programs build upon Doctor of Pharmacy (PharmD) education and outcomes to develop pharmacist practitioners with knowledge, skills, and abilities as defined in the educational competency areas, goals, and objectives. Residents who successfully complete PGY1 residency programs will be skilled in diverse patient care, practice management, leadership, and education, and be prepared to provide patient care, seek board certification in pharmacotherapy (i.e., BCPS), and pursue advanced education and training opportunities including postgraduate year two (PGY2) residencies.

## Residency Program Description and History

The PGY1 Residency program was established in 1987, initially as the Inland Empire PGY1 program. As the area continued to see growth, the program was split in 2009 to the San Bernardino County Area and the Riverside County residency programs. In the same year, we established the Inland Empire PGY2 Oncology residency program. At the center of it all, our residents build upon their clinical and leadership skills in their three to seven-week rotation. There are longitudinal experiences (practice management, Western States Conference-Research project, and teaching certificate with Western University) that will help thread their learning throughout the year. In addition, besides the listed electives available, the residents can extend an existing they find useful or create one (varies). The number and length of the electives will be dependent of the resident's own selection and remaining project time.

## Residency Practice Site

A majority of the residency will take place in Fontana, CA at the Fontana Medical Center or in Palm Court II. The Fontana Medical Center will be home to the residents during their acute care learning experiences, such as Inpatient Pharmacy and Internal Medicine. Many of the Ambulatory Care rotations will take place in Palm Court II. Residents will be in Ontario for their Outpatient Pharmacy and Longitudinal Experience in Outpatient Pharmacy, as well as their Oncology Services learning experience. There will be times when the resident can work remotely depending on the rotation, preceptor, and resident's progress.



## PGY1 Pharmacy Resident Job Description

### JOB DESCRIPTION



**Region:** Southern California

**Job Code:** 67142

|                                  |                     |                          |           |
|----------------------------------|---------------------|--------------------------|-----------|
| <b>Job Code Effective Date:</b>  | 01/01/2019          | <b>JD Status:</b>        | Active    |
| <b>Job Descr/Revised Eff Dt:</b> | 07/09/2021          |                          |           |
| <b>Job Title:</b>                | Pharmacy Resident I |                          |           |
| <b>Job Code:</b>                 | 67142               | <b>Exemption Status:</b> | Nonexempt |

|                        |                         |                          |                 |
|------------------------|-------------------------|--------------------------|-----------------|
| <b>Job Family:</b>     | Pharmaceutical Services | <b>Union/Non-Union:</b>  | NUE SCAL Exempt |
| <b>Job Sub Family:</b> | Pharmacy Operations     | <b>EEO Category:</b>     | PROFESSIONAL    |
| <b>Domain:</b>         | Clerk                   | <b>Specialty:</b>        |                 |
| <b>Job Grade:</b>      | 49-L8                   | <b>Management Level:</b> | Entry           |

#### **Job Summary** (This job's purpose and primary focus.)

Receive training in a variety of pharmacy practice settings to meet the educational outcomes and goals set by the American Society of Hospital Pharmacists (ASHP). To develop competence, skills, and application of drug therapy knowledge in providing the broad scope of pharmaceutical services needed in a practice setting.

#### **Essential Responsibilities** (The primary job duties this position is responsible for achieving are listed in order of importance.)

- Train in the required pharmacy practice settings for a specified number of weeks as set by the Program to meet the core objectives of the program.
- Elect training in other pharmacy practice settings as offered by the Program.
- Develop and implement a longitudinal residency project under the guidance of Residency Director, Coordinator, Preceptors, or Project Advisors.
- Present findings of project at the Western States Regional Residency Conference.
- Complete additional projects and activities as required.
- Attend Professional and Educational Meetings/Conferences Complete twelve (12) months of training program to meet the program goals as well as the educational outcomes set by ASHP/AMCP prior to receiving certificate of completion.

#### **Job Qualifications**

##### **Minimum Qualifications**

##### **Minimum Education:**

- Graduate of an Accreditation Council for Pharmacy Education (ACPE)-accredited (or ACPE candidate status) Doctor of Pharmacy degree program by date of hire.

##### **Basic Qualifications:**



## JOB DESCRIPTION



- N/A.

### Additional Requirements:

- Residents who have not obtained a California Pharmacist license by October 1st are subject to suspension until license is obtained. If license is not obtained by December 15th, employment will be subject to termination.
- Must be able to work in a Labor/Management Partnership environment.

### Licenses and Certifications:

- Intern Pharmacist License (California) Required at hire OR Pharmacist License (in the state where care is provided) Required at hire
- Pharmacist License (California) within 3 months of hire

**Preferred Qualifications** (For each role - a defined number of the following **preferred** qualifications may apply: years of job experience, education or degree, license, certification, registration or designation, knowledge, skills and abilities).

- N/A.

### Disclaimer, Compliance and Service Language-Do Not Edit

**DISCLAIMER:** The above statements are intended to describe the general nature and level of work being performed by incumbents assigned to this job. This is not intended to be an exhaustive list of all the responsibilities, duties and skills required. The incumbent may be expected to perform other duties as assigned.

At Kaiser Permanente, equity, inclusion and diversity are inextricably linked to our mission, and we aim to make it a part of everything we do. We know that having a diverse and inclusive workforce makes Kaiser Permanente a better place to receive health care, a more supportive partner in our communities we serve, and a more fulfilling place to work. Working at Kaiser Permanente means that you agree to and abide by our commitment to equity and our expectation that we all work together to create an inclusive work environment focused on a sense of belonging and wellbeing.

**COMPLIANCE & INTEGRITY:** Consistently supports compliance and the Principles of Responsibility (Kaiser Permanente's Code of Conduct) by maintaining the privacy and confidentiality of information, protecting the assets of the organization, acting with ethics and integrity, reporting non-compliance, and adhering to applicable federal, state and local laws and regulations, accreditation and licensure requirements (if applicable), and Kaiser Permanente's policies and procedures.

Models and reinforces ethical behavior in self and others in accordance to the Principles of Responsibility; adheres to organizational policies and guidelines; supports compliance initiatives; maintains confidences; admits mistakes; conducts business with honesty; shows consistency in words and actions; follows through on commitments.

All Directors, Managers and Supervisors are accountable for communication, implementation, enforcement, monitoring and oversight of compliance policies and practices in their departments.

**SERVICE & QUALITY:** In addition to defined technical requirements, accountable for consistently demonstrating service behaviors and principles defined by the Kaiser Permanente Service Quality Credo, the KP Mission as well as specific departmental/organizational initiatives. Also accountable for consistently demonstrating the knowledge, skills, abilities, and behaviors necessary to provide superior and culturally sensitive service to each other, to our members, and to purchasers, contracted providers and vendors.

**WORKPLACE SAFETY:** In addition to defined working conditions and physical requirements, employees are accountable for working safely; following established policies & procedures; utilizing all designated protective personal equipment (PPE) and/or safety equipment assigned for task; and reporting all injuries and hazards to their supervisor immediately.

Supervisors and Managers are accountable for ensuring the safety performance of employees; applying consistent practices in compliance with federal, state and local regulations; providing guidance to maintain a safe and healthy work environment.

**Program Structure- KP SBC Learning Experiences 2026-2027**

| Rotation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Core/<br>Elective   | Length                                                                                                                                                                                                                                                    |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Inpatient Pharmacy Services                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Core                | 7 weeks; licensed as pharmacist before starting preferred                                                                                                                                                                                                 |
| Internal Medicine                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Core                | 4 weeks; need to complete Outpatient Pharmacy and Acute Care-Inpatient before starting, and demonstrate ability to practice independently*                                                                                                                |
| Heart Failure/ Transitions of Care                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Core                | 3 weeks                                                                                                                                                                                                                                                   |
| Oncology Pharmacy Services                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | Core                | 6 weeks; complete Acute Care- Inpatient prior                                                                                                                                                                                                             |
| MTM/Complete Care                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Core                | 4 weeks                                                                                                                                                                                                                                                   |
| Drug Education/ Drug Use Management                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Core                | 4 weeks                                                                                                                                                                                                                                                   |
| Home Infusion Pharmacy Services                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Core                | 4 weeks                                                                                                                                                                                                                                                   |
| Longitudinal Experience- Inpatient Pharmacy Practice                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Core                | 8+ months; start after licensure AND completion of Acute Care- Inpatient; <b>1 weekend day per month for total of 8 weekend days</b> ; resident to reinforce learnings and work independently                                                             |
| Longitudinal Experience- Outpatient Pharmacy Practice                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Core                | 6+ months; start after licensure AND completion of Outpatient Pharmacy; <b>1 weekend day per month x 5 months for total of 5 weekend days</b> ; resident to reinforce learnings and work independently                                                    |
| Orientation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Core                | 4 weeks- includes Downey Days orientation, local New Employee Orientation (as needed), meet and greet with preceptors, and mandatory training                                                                                                             |
| Outpatient Pharmacy Services                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | Core                | 3 weeks; may not be licensed                                                                                                                                                                                                                              |
| Practice Management Including Teaching Certificate with WesternU                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Core (Longitudinal) | 11+ months                                                                                                                                                                                                                                                |
| Western States Conference- Research Project                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Core (Longitudinal) | 11+ months; includes dedicated project time as resident sees fit; resident can take 8h per week or ask to take a whole week at a time, depending on scope of project; project time allotted total 3 weeks (can have more but will decrease elective time) |
| Acute Care- Emergency Medicine                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | Elective            | 3+ weeks; complete Acute Care- Inpatient prior                                                                                                                                                                                                            |
| Acute Care- Infectious Diseases                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Elective            | 4+ weeks; complete Acute Care- Inpatient prior                                                                                                                                                                                                            |
| AmCare- Clinical Drug Use Management                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Elective            | 3+ weeks                                                                                                                                                                                                                                                  |
| AmCare- HIV                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    | Elective            | 3+ weeks                                                                                                                                                                                                                                                  |
| AmCare- Nephrology                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Elective            | 3+ weeks                                                                                                                                                                                                                                                  |
| AmCare- Pain Management                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | Elective            | 3+ weeks                                                                                                                                                                                                                                                  |
| AmCare- Psychiatry                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Elective            | 3+ weeks                                                                                                                                                                                                                                                  |
| <p><b>Note:</b></p> <ul style="list-style-type: none"> <li>Electives: must be at least 3 weeks or longer; Residents may extend an existing rotation or ask to start a new rotation that is not listed (dependent on availability)</li> </ul> <p>* For Internal Medicine- to demonstrate independent practice:</p> <ul style="list-style-type: none"> <li>Complete outpatient and inpatient learning experience</li> <li>Demonstrate independent practice by: <ul style="list-style-type: none"> <li>ACH in 3 rotations for 4 of 6 R1.1 objectives</li> <li>ACH in 3 rotations for 2 of 3 R1.2 objective</li> </ul> </li> </ul> |                     |                                                                                                                                                                                                                                                           |



- ACH in 2 rotations for 2 of 3 R1.3 objectives

### **Residency Steering Committee (RSC)**

The SBC RSC meeting takes place monthly with both in-person and virtual options available. Residents must attend in-person, unless stated otherwise. Members of the RSC meeting includes, but are not limited to:

- PGY1 residents
- Residency Program Director (RPD)
- Residency Program Coordinators (RPC)
- Preceptors
- Possible guests
  - Interns
  - Students on APPE or IPPE experiences

During the RSC meeting, the residents will provide an update of their learning experiences. The resident may choose to include:

- Completed learning experiences
  - Reflect on learning and experiences
  - Share challenges and learning nuggets
- Completed projects and experiences
- Status on projects and experiences
- Taught and Evaluated (TE) grid to show progress
- Changes to schedule

Resident will be asked about their recent experience and pull from past experiences to help paint the big picture. They may be asked questions by different RSC members and residents are expected to provide a follow-up.

The residents will be excused at the last portion of the meeting for preceptor discussion. Preceptor only discussion is an opportunity for preceptors to discuss ways to provide additional support for the residents. Any feedback will be provided by the RPD/RPCs.

## Residency Program Administrators and Preceptors

- PGY1 RPD: Sophia Ho-Tutop, PharmD, Clinical Pharmacy Director
- PGY1 RPC: John Flores, PharmD, Drug Education Coordinator
- PGY1 RPC: Dean Pak, PharmD, AmCare Pharmacy Supervisor
- PGY1 Project Manager: Edward Rodriguez
- Area Pharmacy Director: Tony Godlewski, PharmD

| Rotation                                             | Core/ Elective      | Preceptor                                          |
|------------------------------------------------------|---------------------|----------------------------------------------------|
| Inpatient Pharmacy Services                          | Core                | Sharon Jung; Lauren Bolous (preceptor-in-training) |
| Internal Medicine                                    | Core                | Te-le Lee, MD (physician preceptor)                |
| Heart Failure/ Transitions of Care                   | Core                | Kimberly Messenger, Danielle Curi                  |
| Oncology Pharmacy Services                           | Core                | Nhi Ta                                             |
| MTM/Complete Care                                    | Core                | Julie Hoang, Shauna Houston                        |
| Drug Education/ Drug Use Management                  | Core                | Jennifer Chiang, John Flores                       |
| Home Infusion Pharmacy Services                      | Core                | Ken Oh                                             |
| Longitudinal Experience-Inpatient Pharmacy Practice  | Core                | Millina Iskander                                   |
| Longitudinal Experience-Outpatient Pharmacy Practice | Core                | Yoojin Kennedy                                     |
| Orientation                                          | Core                | Sophia Ho                                          |
| Outpatient Pharmacy Services                         | Core                | Yoojin Kennedy                                     |
| Practice Management                                  | Core (Longitudinal) | Dean Pak                                           |
| Western States Conference-Research Project           | Core (Longitudinal) | Davina Tran                                        |
| Acute Care- Emergency Medicine                       | Elective            | Masa Tanaka                                        |
| Acute Care- Infectious Diseases                      | Elective            | Frances Wong                                       |
| AmCare- Clinical Drug Use Management                 | Elective            | Davina Tran                                        |
| AmCare- HIV                                          | Elective            | Justina Ho                                         |
| AmCare- Nephrology                                   | Elective            | Arianna Valenzuela                                 |
| AmCare- Pain Management                              | Elective            | Joseph Kanaan                                      |
| AmCare- Psychiatry                                   | Elective            | Cassandra Marrujo                                  |



## Western States Conference-Research Project

Each resident is required to conduct and complete year-long research project. The intent of the project is to have the residents learn and apply the process from project idea to literature review to study design, IRB submission, data collection and analysis, and finally presentation of results. The presentation will be given at the Western States Conference. Lastly, the resident is to have the project in a manuscript form ready for publishing.

The project should have an impact on pharmacy practice, whether it be a clinical finding or evaluation of a program or service. The project will entail literature review, data gathering, statistical evaluation, and writing and presenting done by the residents.

- Project Idea
  - Residents can come into the program with ideas or topics they would like to explore
  - Preceptors may have ideas they would share with the residents during their initial meet and greet
  - RPD/RPC will review ideas that are of interest to the residents and determine feasibility and scale
- Project Selection and Proposal
  - Upon selecting a project that is feasible within the timeframe, the resident will work on completing the Initial Concurrence Form (proposal)
    - Research question – should be well-defined and feasible to answer in the defined period
    - Objectives – be specific, you will need to refer to these at the end to ensure they have been addressed; you may have both primary and secondary objectives depending on your question
    - Hypotheses – should be stated as a null hypothesis; what do you expect to happen?
    - Background – literature review of the research question
    - Methods – what are you trying to measure and what is the study design?
    - Data analysis – how are you going to analyze the results?
    - References
  - Proposal will be reviewed by the preceptor, RPD/RPC, and the APD
  - Proposal will be sent to CFS (internal KP pharmacy review board) for approval- this is to help avoid duplication of projects
- Project Timeline – try to adhere to timeline as much as possible

| Date(s)                     | Information                                                                                                                                                                                                                                                                           |
|-----------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| July 10, 2026               | <b>Ambulatory Care HealthConnect Training</b>   Location: KP Independence Park<br>Attendance: Only for those required to attend.                                                                                                                                                      |
| July 13 - 15, 2026          | <b>SCAL "Downey Days"</b> - CFS Seminar addresses e.g. Project Submission, IRB Process, Presentation Skills, etc.   Location: Virtually via MS Teams                                                                                                                                  |
| TBD                         | <b>PORG Lecture Series (part 2 of 4):</b> PORG Biostatistic Didactic Lecture #2: Biostatistics and Sample Size Estimation Refresher                                                                                                                                                   |
| July - September 2026       | "Presenting with Confidence" Training (4-hour required)                                                                                                                                                                                                                               |
| August 15th, 2026           | Resident Project "Initial Concurrence" documents due by end of business day to <u>Derenik Ghiarbian</u> (CFS Lead) at <a href="mailto:derenik.x.gharibian@kp.org">derenik.x.gharibian@kp.org</a> via E-mail<br>Local Area Pharmacy Directors MUST APPROVE PRIOR TO SUBMISSION TO CFS. |
| August 17-September 3, 2026 | Fall Office Hours with PORG SCAL_fall 2026 consultation blocks.xlsx                                                                                                                                                                                                                   |
| Week of September 7th 2026  | CFS Reviewer returns Residents' "Initial Concurrence"                                                                                                                                                                                                                                 |
| November 2026               | PGY2 Oncology abstracts due to CFS for review & approval before forwarding to HOPA                                                                                                                                                                                                    |
| December 2026               | <b>PORG Research Lectures Part 3 of 4:</b> Translating Results Into A Meaningful Presentation (optional)                                                                                                                                                                              |
| January 2027                | Due date of residents' abstracts to HOPA (consult HOPA website)<br><b>PORG Research Lectures Part 4 of 4:</b> Preparing & Publishing and Abstract/Manuscript                                                                                                                          |
| January 8, 2027 (tentative) | <b>SCAL Resident Abstract Workshop</b> - Jeff Haller and DEC's<br>Location: KP Independence Park and/or MS Teams                                                                                                                                                                      |
| January 4 to April 2, 2027  | Spring Office Hours with PORG<br>Details will be forthcoming.                                                                                                                                                                                                                         |
| February 2027               | Residents submit Abstracts to CFS for review & approval before forwarding to Western States Conference                                                                                                                                                                                |
| February 2027               | Due Date of Resident Abstracts to Western States Conference (Consult WSC web site)                                                                                                                                                                                                    |
| March 31- April 2, 2027     | <b>HOPA Annual Conference 2027</b> in New Orleans, Louisiana for PGY2 Oncology Residents                                                                                                                                                                                              |
| April 8-9, 2027 (tentative) | <b>SCAL CFS Resident Formal Dress Rehearsal for Western States</b> (2-day Mandatory Resident Attendance) Location: KP Independence Park and/or MS Teams                                                                                                                               |
| May 2027                    | Due Date for Western States Final PowerPoint Upload. (Consult WSC web site)                                                                                                                                                                                                           |
| May 2027                    | Western States Conference at Paradise Point in San Diego, CA                                                                                                                                                                                                                          |
| June 2027                   | Resident must CLOSE project with IRB.<br>E-mail Final Slides and project Manuscript to: Dorcas P Tang ( <a href="mailto:Dorcas.P.Tang@kp.org">Dorcas.P.Tang@kp.org</a> )                                                                                                              |

- Status check and Evaluations
  - Reported out monthly at RSC meeting
  - Quarterly evaluation on PharmAcademic ®

## Residency Graduation Requirements 2026-2027

To successfully complete the Kaiser Permanente San Bernardino County Area's PGY1 residency program, the following must be accomplished:

- ☐ Pass state licensure exams
- ☐ Completion of all required learning experiences
  - Drug Education/ Drug Use Management
  - Heart Failure/Transitions of Care
  - Home Infusion Pharmacy Services
  - Inpatient Pharmacy Services
  - Internal Medicine
  - MTM/Complete Care
  - Oncology Pharmacy Services
  - Orientation
  - Outpatient Pharmacy Services
  - Practice Management
  - Longitudinal Experience- Inpatient Pharmacy
  - Longitudinal Experience- Outpatient Pharmacy
  - Western States Conference- Research Project
- ☐ Achieved for the Residency (ACHR) for a minimum of 80% of the objectives (25 of 31 objectives)
  - To obtain Achieved for Residency for each objective:
    - R1.1 objectives: 4 Achieve(s) across different learning experiences
    - R1.2 objectives: 4 Achieve(s) across different learning experiences
    - R1.3 objectives: 2 Achieve(s) across different learning experiences
    - R1.4 objectives: 1 Achieve(s) across one learning experiences
    - R2.1 objectives: Achieved through assessments and completion in Western States Conference- Research Project and Practice Management
    - R3.1 objectives: Achieved through assessments in Practice Management
    - R3.2 objectives: Achieved through assessments in Practice Management
    - R4.1 objectives: Achieved through assessments in Practice Management
    - R4.2 objectives: Achieved through assessments in Practice Management
- ☐ No objectives with the final rating of Needs Improvement (NI)
- ☐ Participate and present at three meetings combined:
  - Local P&T Committee
  - Medication Safety Committee
- ☐ Edit/ Publish P&T Committee Newsletter- every other month
- ☐ Attend at least three meetings for a local pharmacy organization or regional conference (ex: ISHP/CSHP)
- ☐ Western States Conference Project
  - Complete research project
  - Present research project at Western States Conference
  - Final manuscript in a format suitable for publication
  - Close out IRB application, if applicable
- ☐ Complete and present two medication use evaluation
- ☐ Complete four in-services to pharmacists, physicians, or nurses



- ☐ Participate in at least two community benefit events (ex: Drug Take Back Day, health fairs, school events, Summer Youth program)
- ☐ Complete Presenting with Confidence (Power Talk) Class
- ☐ Satisfactory attendance throughout residency
- ☐ Conduct Quarterly Evaluation
- ☐ Complete Exit Interview

## Residency Goals and Objectives

The residency program will provide each resident with specific learning and practice experiences designed to enable the resident to expand the scope of his or her practice skills. These experiences will be varied in nature, but with an overall emphasis on patient care and the pharmacist's responsibility to patients for the outcomes of drug therapy.

Listed below are PGY1 terms and definitions. Each required goal and associated objective must be evaluated at least once during the residency program. Electives can be chosen by the residents based on their interests.

- **Educational Outcomes:** Educational outcomes are statements of broad categories of the Residency graduates' capabilities.
- **Educational Goals:** Educational goals listed under each educational outcome are broad sweeping statements of abilities.
- **Educational Objectives:** Residency achievement of educational goals is determined by assessment of the resident's ability to perform the associated educational objectives below each educational goal. Each objective is classified by taxonomy (cognitive, affective, or psychomotor) and level of learning within that taxonomy to facilitate teaching and assessment of performance.

| PharmAcademic                                                                                                                                                                                                                                      |  |          |                                              |                             |                        |                                    |                    |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         |                     |                                            |  |  |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|----------|----------------------------------------------|-----------------------------|------------------------|------------------------------------|--------------------|-----------------------------------|---------------------------------|---------------------|-----------------------------|-------------------|------------------------------------------|-------------------------------------------|-------------------|----------------------------|-------------|------------------------------|-------------------------|---------------------|--------------------------------------------|--|--|
| Goals and Objectives Taught and Evaluated in Learning Experiences                                                                                                                                                                                  |  |          |                                              |                             |                        |                                    |                    |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         |                     |                                            |  |  |
| Site: Kaiser Permanente San Bernardino County Area                                                                                                                                                                                                 |  |          |                                              |                             |                        |                                    |                    |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         |                     |                                            |  |  |
| Program: PGY1 - Pharmacy 92000                                                                                                                                                                                                                     |  |          |                                              |                             |                        |                                    |                    |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         |                     |                                            |  |  |
| Report Generated: 07/23/2025 12:39 PM                                                                                                                                                                                                              |  |          |                                              |                             |                        |                                    |                    |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         |                     |                                            |  |  |
| Showing Required and Elective Learning Experiences                                                                                                                                                                                                 |  | TE Count | AmCare-Clinical Pharmacy Drug Use Management | AmCare-HV AmCare-Nephrology | AmCare-Pain Management | Drug Education/Drug Use Management | Emergency Medicine | Heart Failure/Transitions of Care | Home Infusion Pharmacy Services | Infectious Diseases | Inpatient Pharmacy Services | Internal Medicine | Longitudinal Inpatient Pharmacy Practice | Longitudinal Outpatient Pharmacy Practice | MTM/Complete Care | Oncology Pharmacy Services | Orientation | Outpatient Pharmacy Services | Pharmacy Administration | Practice Management | Western States Conference-Research Project |  |  |
| PGY1 Pharmacy Required (2024) – Required                                                                                                                                                                                                           |  |          |                                              |                             |                        |                                    |                    |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         |                     |                                            |  |  |
| R1 Patient Care                                                                                                                                                                                                                                    |  |          |                                              |                             |                        |                                    |                    |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         |                     |                                            |  |  |
| R1.1 Provide safe and effective patient care services following JCP (Pharmacists' Patient                                                                                                                                                          |  |          |                                              |                             |                        |                                    |                    |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         |                     |                                            |  |  |
| R1.1.1 Collect relevant subjective and objective information about the patient.                                                                                                                                                                    |  | TE - 8   |                                              |                             |                        |                                    |                    |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         |                     |                                            |  |  |
| R1.1.2 Assess clinical information collected and analyze its impact on the patient's overall health goals.                                                                                                                                         |  | TE - 10  |                                              |                             |                        |                                    |                    | TE                                | TE                              | TE                  | TE                          | TE                | TE                                       | TE                                        | TE                | TE                         | TE          | TE                           | TE                      |                     |                                            |  |  |
| R1.1.3 Develop evidence-based, cost effective, and comprehensive patient-centered care plans.                                                                                                                                                      |  | TE - 11  | TE                                           | TE                          | TE                     | TE                                 |                    |                                   | TE                              | TE                  | TE                          | TE                | TE                                       | TE                                        | TE                | TE                         | TE          |                              |                         |                     |                                            |  |  |
| R1.1.4 Implement care plans.                                                                                                                                                                                                                       |  | TE - 12  | TE                                           | TE                          | TE                     | TE                                 |                    |                                   | TE                              | TE                  | TE                          | TE                | TE                                       | TE                                        | TE                | TE                         | TE          |                              |                         |                     |                                            |  |  |
| R1.1.5 Follow-up: Monitor therapy, evaluate progress toward achievement of patient outcomes, and modify care plans.                                                                                                                                |  | TE - 6   |                                              |                             |                        |                                    |                    |                                   | TE                              | TE                  |                             | TE                |                                          |                                           |                   | TE                         | TE          |                              | TE                      |                     |                                            |  |  |
| R1.1.6 Identify and address medication-related needs of individual patients experiencing care transitions regarding physical location, level of care, providers, or access to medications.                                                         |  | TE - 5   |                                              |                             |                        |                                    |                    |                                   | TE                              | TE                  |                             | TE                |                                          | TE                                        | TE                |                            |             |                              |                         |                     |                                            |  |  |
| R1.2 Provide patient-centered care through interacting and facilitating effective communication                                                                                                                                                    |  |          |                                              |                             |                        |                                    |                    |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         |                     |                                            |  |  |
| R1.2.1 Collaborate and communicate with healthcare team members.                                                                                                                                                                                   |  | TE - 10  |                                              |                             |                        |                                    |                    | TE                                |                                 | TE                  | TE                          | TE                | TE                                       | TE                                        | TE                | TE                         | TE          |                              | TE                      |                     |                                            |  |  |
| R1.2.2 Communicate effectively with patients and caregivers.                                                                                                                                                                                       |  | TE - 6   |                                              |                             |                        |                                    |                    |                                   | TE                              | TE                  |                             | TE                |                                          | TE                                        | TE                | TE                         | TE          |                              | TE                      |                     |                                            |  |  |
| R1.2.3 Document patient care activities in the medical record or where appropriate.                                                                                                                                                                |  | TE - 10  | TE                                           |                             |                        | TE                                 |                    |                                   | TE                              | TE                  | TE                          | TE                | TE                                       | TE                                        | TE                | TE                         | TE          |                              | TE                      |                     |                                            |  |  |
| R1.3 Promote safe and effective access to medication therapy.                                                                                                                                                                                      |  |          |                                              |                             |                        |                                    |                    |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         |                     |                                            |  |  |
| R1.3.1 Facilitate the medication-use process related to formulary management or medication access.                                                                                                                                                 |  | TE - 6   |                                              |                             |                        |                                    | TE                 |                                   | TE                              |                     |                             |                   |                                          |                                           | TE                | TE                         |             | TE                           |                         | TE                  |                                            |  |  |
| R1.3.2 Participate in medication event reporting.                                                                                                                                                                                                  |  | TE - 7   |                                              |                             |                        |                                    |                    |                                   |                                 |                     | TE                          |                   | TE                                       |                                           | TE                | TE                         |             | TE                           |                         | TE                  |                                            |  |  |
| R1.3.3 Manage the process for preparing, dispensing, and administering (when appropriate) medications.                                                                                                                                             |  | TE - 7   |                                              |                             |                        |                                    |                    | TE                                |                                 | TE                  |                             | TE                |                                          | TE                                        | TE                | TE                         |             | TE                           |                         | TE                  |                                            |  |  |
| R1.4 Participate in the identification and implementation of medication-related interventions for                                                                                                                                                  |  |          |                                              |                             |                        |                                    |                    |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         |                     |                                            |  |  |
| R1.4.1 Deliver and/or enhance a population health service, program, or process to improve medication-related quality measures.                                                                                                                     |  | TE - 2   |                                              |                             |                        |                                    | TE                 |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         | TE                  |                                            |  |  |
| R1.4.2 Prepare or revise a drug class review, monograph, treatment guideline, treatment protocol, utilization management criteria, and/or order set.                                                                                               |  | TE - 1   |                                              |                             |                        |                                    |                    |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         | TE                  |                                            |  |  |
| R2 Practice Advancement                                                                                                                                                                                                                            |  |          |                                              |                             |                        |                                    |                    |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         |                     |                                            |  |  |
| R2.1 Conduct practice advancement projects.                                                                                                                                                                                                        |  |          |                                              |                             |                        |                                    |                    |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         |                     |                                            |  |  |
| R2.1.1 Identify a project topic, or demonstrate understanding of an assigned project, to improve pharmacy practice, improvement of clinical care, patient safety, healthcare operations, or investigate gaps in knowledge related to patient care. |  | TE - 2   |                                              |                             |                        |                                    |                    |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              | TE                      |                     | TE                                         |  |  |
| R2.1.2 Develop a project plan.                                                                                                                                                                                                                     |  | TE - 2   |                                              |                             |                        |                                    |                    |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         | TE                  |                                            |  |  |
| R2.1.3 Implement project plan.                                                                                                                                                                                                                     |  | TE - 1   |                                              |                             |                        |                                    |                    |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         |                     | TE                                         |  |  |
| R2.1.4 Analyze project results.                                                                                                                                                                                                                    |  | TE - 1   |                                              |                             |                        |                                    |                    |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         |                     | TE                                         |  |  |
| R2.1.5 Assess potential or future changes aimed at improving pharmacy practice, improvement of clinical care, patient safety, healthcare operations, or specific question related to patient care.                                                 |  | TE - 1   |                                              |                             |                        |                                    |                    |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         |                     | TE                                         |  |  |
| R2.1.6 Develop and present a final report.                                                                                                                                                                                                         |  | TE - 1   |                                              |                             |                        |                                    |                    |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         |                     | TE                                         |  |  |
| R3 Leadership                                                                                                                                                                                                                                      |  |          |                                              |                             |                        |                                    |                    |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         |                     |                                            |  |  |
| R3.1 Demonstrate leadership skills that contribute to departmental and/or organizational                                                                                                                                                           |  |          |                                              |                             |                        |                                    |                    |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         |                     |                                            |  |  |
| R3.1.1 Explain factors that influence current pharmacy needs and future planning.                                                                                                                                                                  |  | TE - 2   |                                              |                             |                        |                                    |                    |                                   |                                 | TE                  |                             |                   |                                          |                                           |                   |                            |             |                              |                         | TE                  |                                            |  |  |
| R3.1.2 Describe external factors that influence the pharmacy and its role in the larger healthcare environment.                                                                                                                                    |  | TE - 2   |                                              |                             |                        |                                    |                    |                                   |                                 | TE                  |                             |                   |                                          |                                           |                   |                            |             |                              |                         | TE                  |                                            |  |  |
| R3.2 Demonstrate leadership skills that foster personal growth and professional engagement.                                                                                                                                                        |  |          |                                              |                             |                        |                                    |                    |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         |                     |                                            |  |  |
| R3.2.1 Apply a process of ongoing self-assessment and personal performance improvement.                                                                                                                                                            |  | TE - 5   |                                              |                             |                        |                                    | TE                 |                                   |                                 |                     |                             |                   | TE                                       |                                           |                   |                            | TE          |                              |                         | TE                  | TE                                         |  |  |
| R3.2.2 Demonstrate personal and interpersonal skills to manage entrusted responsibilities.                                                                                                                                                         |  | TE - 4   |                                              |                             |                        |                                    | TE                 |                                   |                                 |                     |                             |                   | TE                                       |                                           |                   |                            |             |                              |                         | TE                  | TE                                         |  |  |
| R3.2.3 Demonstrate responsibility and professional behaviors.                                                                                                                                                                                      |  | TE - 2   |                                              |                             |                        |                                    | TE                 |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         | TE                  |                                            |  |  |
| R3.2.4 Demonstrate engagement in the pharmacy profession and/or the population served.                                                                                                                                                             |  | TE - 2   |                                              |                             |                        |                                    | TE                 |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         | TE                  |                                            |  |  |
| R4 Teaching and Education                                                                                                                                                                                                                          |  |          |                                              |                             |                        |                                    |                    |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         |                     |                                            |  |  |
| R4.1 Provide effective medication and practice-related education.                                                                                                                                                                                  |  |          |                                              |                             |                        |                                    |                    |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         |                     |                                            |  |  |
| R4.1.1 Construct educational activities for the target audience.                                                                                                                                                                                   |  | TE - 3   |                                              |                             |                        |                                    | TE                 |                                   |                                 |                     |                             |                   | TE                                       |                                           |                   |                            |             |                              |                         | TE                  |                                            |  |  |
| R4.1.2 Create written communication to disseminate knowledge related to specific content, medication therapy, and/or practice area.                                                                                                                |  | TE - 2   |                                              |                             |                        |                                    | TE                 |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         | TE                  |                                            |  |  |
| R4.1.3 Develop and demonstrate appropriate verbal communication to disseminate knowledge related to specific content, medication therapy, and/or practice area.                                                                                    |  | TE - 2   |                                              |                             |                        |                                    | TE                 |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         | TE                  |                                            |  |  |
| R4.1.4 Assess effectiveness of educational activities for the intended audience.                                                                                                                                                                   |  | TE - 2   |                                              |                             |                        |                                    |                    |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         | TE                  |                                            |  |  |
| R4.2 Provide professional and practice-related training to meet learners' educational needs.                                                                                                                                                       |  |          |                                              |                             |                        |                                    |                    |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         |                     |                                            |  |  |
| R4.2.1 Employ appropriate preceptor role for a learning scenario.                                                                                                                                                                                  |  | TE - 1   |                                              |                             |                        |                                    |                    |                                   |                                 |                     |                             |                   |                                          |                                           |                   |                            |             |                              |                         | TE                  |                                            |  |  |



## Curricular Outcomes Report

### PGY1 Pharmacy Required (2024)

Curricular outcomes are in bold

|                                  |                                                                                                                                                                                                                                                    |                           |
|----------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|
| <b>R1 Patient Care</b>           |                                                                                                                                                                                                                                                    |                           |
|                                  | <b>R1.1 Provide safe and effective patient care services following JCPP (Pharmacists' Patient Care Process)</b>                                                                                                                                    |                           |
|                                  | R1.1.1 Collect relevant subjective and objective information about the patient.                                                                                                                                                                    | Cognitive - Analyzing     |
|                                  | R1.1.2 Assess clinical information collected and analyze its impact on the patient's overall health goals.                                                                                                                                         | Cognitive - Evaluating    |
|                                  | R1.1.3 Develop evidence-based, cost effective, and comprehensive patient-centered care plans.                                                                                                                                                      | Cognitive - Creating      |
|                                  | R1.1.4 Implement care plans.                                                                                                                                                                                                                       | Cognitive - Applying      |
|                                  | R1.1.5 Follow-up: Monitor therapy, evaluate progress toward or achievement of patient outcomes, and modify care plans.                                                                                                                             | Cognitive - Creating      |
|                                  | R1.1.6 Identify and address medication-related needs of individual patients experiencing care transitions regarding physical location, level of care, providers, or access to medications.                                                         | Cognitive - Analyzing     |
|                                  | <b>R1.2 Provide patient-centered care through interacting and facilitating effective communication with patients,</b>                                                                                                                              |                           |
|                                  | R1.2.1 Collaborate and communicate with healthcare team members.                                                                                                                                                                                   | Cognitive - Applying      |
|                                  | R1.2.2 Communicate effectively with patients and caregivers.                                                                                                                                                                                       | Cognitive - Applying      |
|                                  | R1.2.3 Document patient care activities in the medical record or where appropriate.                                                                                                                                                                | Cognitive - Applying      |
|                                  | <b>R1.3 Promote safe and effective access to medication therapy.</b>                                                                                                                                                                               |                           |
|                                  | R1.3.1 Facilitate the medication-use process related to formulary management or medication                                                                                                                                                         | Cognitive - Applying      |
|                                  | R1.3.2 Participate in medication event reporting.                                                                                                                                                                                                  | Cognitive - Applying      |
|                                  | R1.3.3 Manage the process for preparing, dispensing, and administering (when appropriate) medications.                                                                                                                                             | Cognitive - Evaluating    |
|                                  | <b>R1.4 Participate in the identification and implementation of medication-related interventions for a patient</b>                                                                                                                                 |                           |
|                                  | R1.4.1 Deliver and/or enhance a population health service, program, or process to improve medication-related quality measures.                                                                                                                     | Cognitive - Applying      |
|                                  | R1.4.2 Prepare or revise a drug class review, monograph, treatment guideline, treatment protocol, utilization management criteria, and/or order set.                                                                                               | Cognitive - Creating      |
| <b>R2 Practice Advancement</b>   |                                                                                                                                                                                                                                                    |                           |
|                                  | <b>R2.1 Conduct practice advancement projects.</b>                                                                                                                                                                                                 |                           |
|                                  | R2.1.1 Identify a project topic, or demonstrate understanding of an assigned project, to improve pharmacy practice, improvement of clinical care, patient safety, healthcare operations, or investigate gaps in knowledge related to patient care. | Cognitive - Analyzing     |
|                                  | R2.1.2 Develop a project plan.                                                                                                                                                                                                                     | Cognitive - Creating      |
|                                  | R2.1.3 Implement project plan.                                                                                                                                                                                                                     | Cognitive - Applying      |
|                                  | R2.1.4 Analyze project results.                                                                                                                                                                                                                    | Cognitive - Analyzing     |
|                                  | R2.1.5 Assess potential or future changes aimed at improving pharmacy practice, improvement of clinical care, patient safety, healthcare operations, or specific question related to patient care.                                                 | Cognitive - Evaluating    |
|                                  | R2.1.6 Develop and present a final report.                                                                                                                                                                                                         | Cognitive - Creating      |
| <b>R3 Leadership</b>             |                                                                                                                                                                                                                                                    |                           |
|                                  | <b>R3.1 Demonstrate leadership skills that contribute to departmental and/or organizational excellence in the</b>                                                                                                                                  |                           |
|                                  | R3.1.1 Explain factors that influence current pharmacy needs and future planning.                                                                                                                                                                  | Cognitive - Understanding |
|                                  | R3.1.2 Describe external factors that influence the pharmacy and its role in the larger healthcare environment.                                                                                                                                    | Cognitive - Understanding |
|                                  | <b>R3.2 Demonstrate leadership skills that foster personal growth and professional engagement.</b>                                                                                                                                                 |                           |
|                                  | R3.2.1 Apply a process of ongoing self-assessment and personal performance improvement.                                                                                                                                                            | Cognitive - Applying      |
|                                  | R3.2.2 Demonstrate personal and interpersonal skills to manage entrusted responsibilities.                                                                                                                                                         | Cognitive - Applying      |
|                                  | R3.2.3 Demonstrate responsibility and professional behaviors.                                                                                                                                                                                      | Cognitive - Applying      |
|                                  | R3.2.4 Demonstrate engagement in the pharmacy profession and/or the population served.                                                                                                                                                             | Cognitive - Applying      |
| <b>R4 Teaching and Education</b> |                                                                                                                                                                                                                                                    |                           |
|                                  | <b>R4.1 Provide effective medication and practice-related education.</b>                                                                                                                                                                           |                           |
|                                  | R4.1.1 Construct educational activities for the target audience.                                                                                                                                                                                   | Cognitive - Creating      |
|                                  | R4.1.2 Create written communication to disseminate knowledge related to specific content, medication therapy, and/or practice area.                                                                                                                | Cognitive - Creating      |
|                                  | R4.1.3 Develop and demonstrate appropriate verbal communication to disseminate knowledge related to specific content, medication therapy, and/or practice area.                                                                                    | Cognitive - Creating      |
|                                  | R4.1.4 Assess effectiveness of educational activities for the intended audience.                                                                                                                                                                   | Cognitive - Evaluating    |
|                                  | <b>R4.2 Provide professional and practice-related training to meet learners' educational needs.</b>                                                                                                                                                |                           |
|                                  | R4.2.1 Employ appropriate preceptor role for a learning scenario.                                                                                                                                                                                  | Cognitive - Evaluating    |

## Evaluations

An essential component of developing the skills of a resident is frequent two-way feedback between residents, preceptors, residency coordinators, and the RPD. For each learning experience, the following evaluations shall be completed by the end of the learning experience.

- Summative Evaluation for the Learning Experience (done by preceptor)
- ASHP Preceptor Evaluation (completed by resident)
- ASHP Learning Experience Evaluation (completed by resident)

The following evaluation scale shall be utilized for all evaluations:

### Rating Scale Definitions and ACHR Criteria

| Rating Scale                  | Definition                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|-------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Needs Improvement (NI)        | <ul style="list-style-type: none"> <li>• Does not know how to perform activity</li> <li>• Deficient in knowledge/skills in the area</li> <li>• Requires extensive preceptor supervision</li> <li>• Cannot complete tasks/assignments without guidance from start to finish</li> <li>• Other unprofessional activities noted</li> </ul> <p>Examples:</p> <ul style="list-style-type: none"> <li>• Recommendations are incomplete, poorly researched, and/or lack justification</li> <li>• Preceptor consistently needs to prompt to communicate recommendations or follow-up on patient care issues</li> </ul> |
| Satisfactory Progress (SP)    | <ul style="list-style-type: none"> <li>• Meets expectations for time of residency year</li> <li>• Performs most skills independently</li> <li>• Adequate knowledge/skills in this area</li> <li>• Improvement is noted during learning experience but does not include mastery of the objective</li> <li>• Requires skill development over more than one rotation</li> </ul> <p>Examples:</p> <ul style="list-style-type: none"> <li>• Recommendations are straightforward and well-received</li> <li>• May struggle with more complex recommendations or difficult interactions</li> </ul>                   |
| Achieved (ACH)                | <ul style="list-style-type: none"> <li>• Able to practice independently with limited preceptor supervision (preceptor in facilitator role)</li> <li>• Able to perform skill and self-monitor quality</li> <li>• Fully accomplished objective with limited to no guidance</li> </ul> <p>Examples:</p> <ul style="list-style-type: none"> <li>• Recommendations are complete with appropriate data and evidence; requires no preceptor prompting</li> <li>• Able to think of different common scenarios that may alter recommendations</li> </ul>                                                               |
| Achieved for Residency (ACHR) | <ul style="list-style-type: none"> <li>• For objectives only evaluated in one learning experience, ACHR may be marked after one-time evaluation</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                    |

|  |                                                                                                                                                                                                                                                         |
|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  | <ul style="list-style-type: none"> <li>For objectives evaluated in two or more learning experiences, resident consistently performs at achieved level, across multiple settings/patient populations/ acuity levels for the residency program</li> </ul> |
|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

| Learning Experience Duration                                                                                                                                    | Evaluation Timeline                                                                                          |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------|
| < 12 weeks                                                                                                                                                      | Summative evaluation at end of learning experience                                                           |
| >12 weeks (Longitudinal)                                                                                                                                        | Summative evaluation on a quarterly basis or at midpoint of learning experience (should have 2+ evaluations) |
| <ul style="list-style-type: none"> <li>Documented in PharmAcademic®</li> <li>Resident or Preceptor may choose to do additional evaluations as needed</li> </ul> |                                                                                                              |

- Summative evaluations will be reviewed upon submission at the end of the learning experience by the preceptor and residents, co-signed by the RPD; it will be further discussed during RSC meetings.
- Summative evaluations must be completed within 7 days after completing the learning experience.
- ACHR
  - Reviewed on a quarterly basis with RPD/RPCs
  - Consider all summative and quarterly evaluations for learning experiences that the resident has completed
  - Determined by RPD/RPCs based on feedback from preceptors and RSC members

At any time during the residency program training, if a preceptor and/or the RPD/RPCs observe any resident performance as needing reinforcement, remediation, and/or further assessment, the RSC can decide to remove the ACHR rating from the associated objectives for further training and evaluation.

### Resident as Evaluator

For each learning experience, the resident must complete the following within 7 days of completing the learning experience.

| Evaluation Type                | Evaluator | Deadline                              |
|--------------------------------|-----------|---------------------------------------|
| Preceptor                      | Resident  | At the end of the learning experience |
| Learning Experience Evaluation | Resident  | At the end of the learning experience |

## Community Benefits

In keeping with the social mission, employees of Kaiser Permanente are committed to the health of our members and the communities in which we live. We would like to capture and quantify the impact that pharmacy department employees (including residents, staff, and visiting students) have on the community health activities. Please support these efforts by reporting the activities routinely.

Residents are invited to contribute to KP SBCA's volunteering efforts by participating in Pharmacy Week, Drug Take Back Days, health fairs, and/or providing lectures or workshops in the community.

### Why

- Documenting community benefit activities is an important way to maintain Kaiser Permanente's non-profit organization status.
- Documenting activities in which Pharmacy residents are involved contributes to validating and maintaining a Pharmacy Residency Program

### How

- Report the following to the pharmacy project manager: your name, activity / program name, description of activity / program (including how it is health-related), date of volunteering, hours volunteered
- Report participation in any program / activity meant to benefit community health
- Report only program / activities based on volunteerism
- Report events that are open to the public at large

### List of Examples of Health-Related Community Benefit Activities

- Health Fairs
- Free Clinics
- Drug Take Back Day
- Pharmacy Board meetings/events that are attended on personal/non-work time
- Donating blood
- Health-Promoting activities/programs
- Volunteering and helping persons with terminal diseases
- Walk/Run fundraising for health causes (e.g., cancer, HIV/AIDS)
- Collecting, Distributing, or preparing clothing and/or improve nutrition/overall health condition for homeless persons
- Organizations that lower financial barriers for uninsured and underinsured gain access to quality care
- Organizations that improve health by addressing specific community health needs

## Recruitment

The residents are expected to participate in the recruitment and selection of the next group of residents. Our residents will help update recruiting material, prepare for and participate in recruitment events, and be a member of the interview panel.

Recruitment events include, but are not limited to:

- Southern California Pharmacy School Residency Showcase
- CSHP Seminar Residency Showcase
- KP SBCA Residency Open House- virtual and/or in-person
- ASHP Midyear Residency Showcase (non-funded/voluntary)

## Residency Policies

- Application Process
- Duty Hours
- Leave of Absence
- Dismissal Policy
- Completion Requirements
- Evaluation Policy
- Financial Support for Required Meeting Attendance

Policies attached separately.