OBJECTIVES

• Define preceptor development
• Identify useful resources for preceptor development
• Discuss the pros and cons of preceptor development
• Identify key characteristics of successful preceptors

Preceptor Development

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Preceptor Definition

A preceptor is:

• A preceptor is an experienced practitioner who provides role support and learning experiences to students and residents.
• A preceptor works with the learner for a defined period of time to assist the learner in acquiring new competencies required for safe, ethical and quality practice.

Key roles a preceptor might perform are:

• Assist and support learning experiences for the student
• Facilitate the development of knowledge, clinical skills and professional attitudes
• Supervise, guide and act as a role model
• Help to orient the student to the work environment
• Provide 'hands-on' skills and experience

Preceptor Development

How are we doing?

ASHP Commission on Credentialing – August 2010

• 81% of PGY1 and 54% of PGY2 pharmacy residency programs surveyed were cited for not having adequate preceptor development
• 100% of PGY1 and 54% of PGY2 programs surveyed were considered only partially compliant because “preceptors have not made adequate contributions to the total body of pharmacy knowledge”

Preceptor Development

Accreditation Standards

• Accreditation standards for PGY1 and PGY2 pharmacy residency programs address two key areas
  – Teaching Skills of the RPD and preceptors
  – Professional Skills of the RPD and preceptors
Record of Contribution and Commitment

- A documented record of improvements in and contributions to the respective area of advanced pharmacy practice
- Appointments to appropriate drug policy and other committees of the department or organization
- Formal recognition by peers as a model practitioner (e.g., board certification, fellow status)
- A sustained record of publications in professional journals or presentations at professional meetings
- Regular service as a reviewer of contributed papers or manuscripts submitted for publication
- Active participation in professional organizations at the local, state, and national levels
- Demonstrated effectiveness in teaching

Preceptor Development

Where do I start?

- Conduct a needs assessment
- Setting Goals for Preceptors
- Program Evaluation

Core vs. Supplemental Topics

- Create a set of core requirements
  - RLS Training
  - ResiTrak Training
  - Precepting 101
  - Who/What is a Preceptor?

- Supplemental Topics

Preceptor Development Resources

Professional Meetings
  - Great Lakes Pharmacy Residency Conference
  - ASHP National Residency Preceptors Conference
  - Reimbursement issues
  - Poster presentation – Interview Techniques

Supplemental Topics

- Leadership Learning Lab
- Teaching Challenging Students/Residents
- Providing Feedback
- Preceptor Orientation Manual

Interview Techniques

This presentation will be given to preceptors during your Group Interview Session. This presentation will allow us to get a well-rounded picture of you and it will prevent you from having to answer the same questions all day long.

- Why do you want to do a residency?
- What makes you a good candidate for our program at GVH?
- What are your expectations of a residency?
- What was your least favorite rotation and why?
- What was your favorite rotation and why?
**Publications**

- *The Communique* newsletter
- *Preceptor’s Handbook for Pharmacists, 2nd Edition*
- *ACCP Clinical Faculty Survival Guide*

**Websites**

- Pharmacists Letter
- [www.ashp.org/accreditation](http://www.ashp.org/accreditation)
- [www.ashp.org/preceptorskills](http://www.ashp.org/preceptorskills)
- [www.theceinstitute.org](http://www.theceinstitute.org)

**Preceptor Development**

**Pros**

- Better Preceptors
- Better Residents
- Stronger Program (Team Pharmacy)
- Accreditation Requirement

**Cons**

- Participation Difficult
- Time consuming
- No incentive

**Effective Preceptors**

**Allow hands-on experience**

- Only being allowed to observe was listed as one of the biggest frustrations
- Teaching skills begin with observation, but need to facilitate applying skills to patient care
- Takes confidence in your own ability

**Effective Preceptors**

- Is welcoming and ready to precept on Day #1
  - Orientation checklist
  - Monthly Calendar
  - Goals for Rotation
  - Effective preceptors makes the resident feel that they are ready and willing to precept them

**Effective Preceptors**

- Remembers what it is like to be a resident
  - Preceptors assume you know more than you do
  - Remember what it’s like to have a lot of information thrown at you
  - Longitudinal/Research/Family/Work Activities
### Effective Preceptors

**Are patient, supportive and encouraging**
- Residents like preceptors that encourage questions
- Careful with intimidating questions
- An effective preceptor will minimize the resident’s stress by being patient, encouraging, and supportive but will also have high expectations

### Effective Preceptors

**Are knowledgeable, confident, and enthusiastic about continuing their own learning**
- Preceptors who are knowledgeable and confident provide an excellent role model to residents
- Favorite preceptors are often ones who exhibit a desire to continue their learning

### Effective Preceptors

**Are energetic and enthusiastic about pharmacy**
- Negative attitudes have a way of ‘rubbing off.’
- Preceptor’s satisfaction with their positions was often mentioned by residents

### Effective Preceptors

**Models good organization and time management**
- Residents are extremely busy and it is particularly helpful to see preceptors who have developed good skills in this area
- Preceptors need to explain how they prioritize their workload and make room for unexpected tasks
- Randy Pausch video on Time Management

### Effective Preceptors

**Has high expectations of the resident**
- Residents like to be challenged and to feel like they have learned something from the experience
- High expectations leads to high performance
- Professional conduct extends past actual performance

### Effective Preceptors

**Has integrity and respect for all people and demonstrates professional ethics**
- This trait was not listed as often as expected
- Basic fundamental principle of a healthcare professional
Audience Participation

• Remember the experiences where you learned the most?

• Did your preceptors have the above mentioned traits?

• Are there any preceptor traits we are forgetting?

Take Home Message

• As a preceptor, our ultimate goal should be able to produce a resident that can outperform us....

Questions?