There is Always Room for One More: Residency Expansion Strategies

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Objectives
• Share strategies to expand currently established residency programs
• Review Centers for Medicare and Medicaid Services (CMS) “Pass Through Funding”
• Discuss the American Society of Health-Systems Pharmacists (ASHP) Residency Expansion Grant

Tell Me About Yourselves
• Are you a….
  – Residency Program Director
  – Residency Preceptor
  – Resident
  – Director of Pharmacy
  – Other

Why is Residency Expansion Important?
To support the position that by the year 2020, the completion of an ASHP-accredited postgraduate-year-one residency should be a requirement for all new college of pharmacy graduates who will be providing direct patient care.

ASHP Accredited Pharmacy Residency Program Growth (1964-2015) as of 1/5/15

Slide courtesy of Janet Silvester, ASHP Commission on Credentialing

Increased Demand for Residency Training
• PharmD now an “entry level degree”
• Increased number of Colleges of Pharmacy
• Many health-system positions now require residency training
• Changes in job market/economy
2015 versus 2014 Match

- 5% increase in PGY1 applicants
- 6.5% increase in number of filled PGY1 positions
  - Total = 2,640 PGY1 positions filled
- 7% increase in PGY2 applicants
- 12.5% increase in filled PGY2 positions
  - Total = 794 PGY2 positions filled
  - Includes 297 early commits

Applicants View on March 20, 2015

- 3,308 applicants match day
  - 2811 PGY1 matched
  - 794 PGY2 matched
- 1,755 applicants unmatched
  - 1,547 PGY1 unmatched
  - 208 PGY2 unmatched

Pharmacy Graduates versus PGY1 Positions
**Audience Participation**

What are some strategies your organization has used to justify residency positions?

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**Residency Justification**

- **External Funding**
- **Cost Reduction and Avoidance**
- **Recruitment Benefits**
- **Education and Scholarship**
- **Provider Satisfaction**
- **Contributions to Quality and Compliance Initiatives**

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**External Funding**

- Center for Medicare and Medicaid Services (CMS) GME reimbursement
- Colleges of Pharmacy
- Grants
  - Pharmaceutical industry
  - Professional Societies
  - Educational Foundations
- Physician offices/practices
- Veterans Affairs (VA) Hospitals

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**CMS “Pass Through” Funding**

- CMS provides payments to hospitals to support graduate medical education (GME)
  - Physician postgraduate training
  - Other health professionals (e.g., pharmacy residency programs)
- Direct and indirect costs included
- Institution must submit an annual cost report

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**CMS Funding: Qualifications**

- **Who qualifies:**
  - Post graduate year one (PGY1) pharmacy residencies
  - ASHP accredited programs
    • Retroactive reimbursement
- **Who does not qualify:**
  - Training conducted at federal facilities
  - Any costs covered by community support

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**CMS Funding: What is Covered**

- Resident salary and fringe benefits
- Accreditation fees
- Preceptor salaries
  - Time spent with residents
- Travel by resident
- Costs for recruitment
- Dues, subscriptions, books, etc
CMS Funding: Preceptor Time

Time Study

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CMS Funding: Helpful Hints

- Make sure name of residency program matches the name of the hospital.
- Make sure you are able to provide written proof of ASHP accreditation status.
- Job description for pharmacist position(s) require PGY1 residency training.
- Audit may be triggered if you are requesting significantly more.

ASHP Pharmacy Residency Expansion Grant (PEG)

- Grants of $40,000 are provided to support PGY1 and PGY2 pharmacy residency training.
- Goal:
  - To expand the number of ASHP-accredited PGY1, PGY2 pharmacy residency positions.
- Funding provided through:
  - Educational donation provided by Amgen, Inc.
  - ASHP Foundation corporate sponsors.
  - Gifts made in memory of Janet Teeters.

PEG Eligibility Criteria

- PGY1 and PGY2 hospital/health-system based residency programs.
  - ASHP-accredited.
  - ASHP pre-candidate status.
  - Preliminary accreditation status in ASHP accreditation status.
- New position.
- Institution committed to seeking funds to continue position.
- Programs should interview for potential position and must be included in the ASHP Residency Match Program.
- Not-for-profit organizations, for-profit entities and government entities are eligible to apply.
- Must be used year awarded.

PEG Timeline

- Solicitation for applications: October
- Applications due: January
- Grant recipients announced: March

PEG Application

- Program requirements.
- Brochure.
- Example evaluation.
- Accreditation certificate.
- Required and elective rotations.
- Preceptor and resident information.
- Biographical sketches for RPD and DOP.
- Cover letter.
- Budget.
Conclusion

• There is a need for increased pharmacy residency programs and positions
• There are many strategies for justification of residency expansion and/or initiation of a residency program
• There are available sources of funding available for pharmacy residency programs