



## APPENDIX B

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# Factors to Consider When Evaluating Individual Programs

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- Type of training experience (postgraduate year-1 [PGY-1], postgraduate year-2 [PGY-2], fellowship)
- Institution characteristics
  - Geographical location
  - Perceived reputation
  - Type of institution (teaching, community, etc.)
  - Size of institution
  - Variety of sites (acute care, ambulatory care, etc.)
  - Patient populations/services provided (geriatrics, pediatrics, transplant, etc.)
  - Relocation/commute
  - Diversity of the patient population
  - Wellness or support programs available
- Stipend/funding
  - Cost of living
  - Benefits (insurance, retirement savings fund, etc.)
  - Public transportation
  - Financial/resource support to travel to conferences to present

## 174 Get the Residency

- Staffing or service requirement
  - Location of staffing
  - Type of staffing (order entry, clinical services, on-call, etc.)
  - Frequency of staffing
  - Coworkers when staffing
- Number of resident/fellow positions
  - PGY-1
  - PGY-2 (which specialties)
  - Fellows (which specialties)



**If the program has a postgraduate year-2 that is of strong interest to you, you may want to ask if they participate in the early commit process.**

- Residency program director (RPD) and preceptors
  - Credentials and years of experience
  - Qualifications and training of the preceptors
  - Additional certifications (BCPS, AAHIVE, etc.)
  - Accessibility and mentorship availability for residents
  - Diversity of preceptors (age, gender, ethnicity, etc.)



**If you can't tell the difference with pharmacy credentials between CDE and CIA, you probably want to review this resource on the topic: [www.pharmacycredentialing.org/Files/CCPWhitePaper2010.pdf](http://www.pharmacycredentialing.org/Files/CCPWhitePaper2010.pdf).**

- Rotations offered
  - Schedule format and flexibility
  - Basic/required rotations
  - Elective/optional rotations
  - Unique possibilities for new rotations
  - Offsite or collaborative experiences with other institutions
  - Experiences in your particular area(s) of interest
  - Flexibility in changing rotations if your area of interest changes
  - Opportunities to collaborate with a local pharmacy program (if interested in academia)



If toward the end of your residency you have secured a future position (e.g., clinical job, postgraduate year-2, fellowship), you may want to ask if you can change your rotation to one that will better prepare you for the next phase of your career.

- Current residents
  - Behaviors and attitudes
  - Opinions and experiences regarding preceptors, rotations, and program as a whole
  - Reported pros and cons
  - Suggestions for improvements
  - Would they choose this residency if they were given the choice to do it all over again
  - Future plans (what do they plan to do after they finish, did their residency experience play a role in that decision)
  - Diversity of current or past residents
- History of the program
  - How many years since inception/number of previous graduates
  - Where do their residents typically come from (e.g., specific pharmacy program, area of the country)
  - Where did previous graduates obtain employment/how many residents have been retained
  - Major changes to requirements, directorship, or program's structure recently implemented or planned
- Professional opportunities
  - Networking
  - Collaboration
  - Involvement in professional organizations/committees
  - Teaching certificate and/or academic experiences
  - Publication and other scholarship opportunities
  - Community service opportunities