

# MLH Department of Pharmacy

## General Residency Overview & Benefits Information



### Work Hours

Actual hours may vary depending on rotational experience and commitments frequently require that additional time be spent at the hospital. Duty hours must be limited to 80 hours per week, averaged over a four-week period, inclusive of call and moonlighting. In addition, residents will have a minimum of one in seven days free of duty when averaged over a 4-week period. There will be a 10-hour time period provided between all daily duty periods.

### Continuing Education Series

All residents will complete an ACPE-accredited continuing education (CE) program consisting of one (1) contact hour. The intent of the program is to use primary literature to provide a thorough review of a therapeutic subject or controversy. Programs should be at least 45-50 minutes in length, with 10 minutes of follow-up questions from the audience.

### Resident Education Series

The purpose of the pharmacy resident education series (PRES) lectures is to supplement the residents' education on areas related to clinical practice, research, and leadership. Within the overall PRES lecture series, there are several different series of lectures that build upon each other: clinical education, leadership development, and continuing education. Typically, there are two scheduled PRES lectures each week during the first two quarters of the year, with lectures during the final two quarters being less frequent.

### Service Requirements

During the service component (commonly referred to as staffing), residents gain experience functioning as an integrated clinical pharmacist, participating in both clinical and distributive duties. The weekend practice at University Hospital experience will include providing coverage for one of the following pharmacy areas: decentralized internal medicine / critical care, operations, or emergency department. At Germantown & South Hospitals, residents provide coverage throughout the entire hospital.

Resident coverage requirements vary by hospital. All University Hospital residents provide service coverage every third weekend. PGY1 residents also provide coverage two evenings every four-week scheduling period, with PGY2 residents covering one evening shift every 4 weeks. At Germantown, residents work every third weekend alternating between operational and clinical coverage. Germantown residents also provide operational coverage two evenings every four-week scheduling period. At South Hospital, residents provide coverage every fourth weekend and one evening shift per week.

All residents are assigned to practice as a pharmacist in designated areas for one major holiday (Thanksgiving, Christmas, and New Year's). A major holiday will consist of two shifts (i.e. Christmas Eve and Christmas Day). Minor holiday (Labor Day, Martin Luther King, Jr Day, Good Friday, and Memorial Day) assignments vary by resident and are based upon the weekend service schedule.



## Residency Research Project

Each resident will select and complete a major research project relating to a specific aspect of pharmacy practice. Residents will develop a broad range of skills related to research methodology by working with their assigned research committee and participating in the Research Development Series. Results will be presented orally at the Mid-South Regional Pharmacy Residents Conference. The resident will work with a Primary Project Advisor, which is usually the preceptor who suggested the research idea, and a Personal Project Committee. The Personal Project Committee is typically composed of the primary project advisor and 1-3 additional preceptors.

Residents also participate in a research development series is to provide a sequential learning experience for pharmacy residents and to complement the resident's residency project. Overall, the course is designed to educate residents on research methodology topics commonly found on the Board of Pharmacy Specialties (BPS) certification exams. More information about the process can be found in our residency manual that is available on the webpage.

## On-Call Program (*University Hospital Residents Only*)

Based upon the program, residents are required to participate in one of the department's on-call programs on a rotating basis throughout the year. Primarily, the resident will serve to answer any clinical and administrative questions that arise after hours. Each resident will provide on-call services 24 hours a day for a 7 day period. While residents are not required to remain in-house during the on-call experience, they are expected to come to the hospital to handle certain tasks, which includes weekends. Residents should remain in the greater Memphis area during the on-call experience in order to ensure they are available for pages as needed. Residents will be assigned a back-up pharmacist (typically a member of the pharmacy administration team) for each on-call experience and will be evaluated based upon their performance.



## Benefits

**Paid Time Off (PTO):\*** Residents will accumulate a total of 23 days of PTO during their residency. Our PTO plan is designed to provide maximum flexibility for associates by combining time off for vacation, holidays and short-term illness into one bank. PTO must be taken for all official hospital holidays unless scheduled to work or approved by the department director. Days not used will be paid in full at the end of the residency. Residents may receive additional bereavement time as needed. Residents must complete 15 contact days on each rotation experience in order for PTO to be approved.

**Business Leave:\*** PTO is not utilized for attendance of professional meetings or interviews; however, the resident must request leave from the program director and personally inform their preceptor for the month of their absence. Residents will be granted Business Leave to attend the ASHP Midyear Clinical Meeting and up to 5 days for attendance at interviews. Residents are typically provided reimbursement for attendance at professional organization meetings.

**Short term disability:\*** There are short-term disability benefits for extended illness after six months of continuous service. Basic coverage is 60% of salary. If a resident has an extended illness that affects the ability of the resident to complete the program, various options will be evaluated including extension of the residency program. Each case will be considered on an individual basis in collaboration with the resident, Residency Program Director (RPD), and Director of Pharmacy.

**Insurance: \*** All residents will have the option to purchase group health, prescription, vision, dental, and pet insurance at the same rate as all Methodist Healthcare associates. Retirement benefits and tuition assistance are offered, as well.

**Office Space:** Office space is provided for all residents in the pharmacy administrative area. Each resident has his/her own desk, laptop computer with desktop docking station, and access to office equipment.

**Parking:** Free parking is available to all Methodist Healthcare associates

**Taxes:** Federal and F.I.C.A. taxes will be automatically withdrawn from paychecks. The state of Tennessee does not have a required state income tax.

**Additional Reimbursement:** Residents will receive reimbursement for one professional association membership on an annual basis.

**Poster Reimbursement:** Reimbursement is provided for printing of a poster for each resident that presents at an educational or professional meeting based on reimbursement criteria.

*\*PGY2 Internal Medicine residents are full-time employees of the University of Tennessee Health Sciences Center and have benefits that may vary from those listed above.*

*Please see the residency program manual for more information.*

