

# **Health System Pharmacy Practice Administration Residency Program**

## **Introduction**

The MUSC Medical Center is a 690-bed tertiary care academic medical center providing care for patients of Charleston and throughout the state of South Carolina. In addition to general medical and surgical services, MUSC offers a variety of specialty services including cardiothoracic, transplant and neurosurgery, level I trauma center, digestive disease, psychiatry and level III neonatal intensive care. The medical center is comprised of four hospitals, Ashley River Tower, Children's Hospital, Institute of Psychiatry, and University Hospital. Outpatient facilities include the Hollings Cancer Center, Ashley River Tower Clinics, Rutledge Tower Clinics, Family Medicine Center and affiliated faculty practice ambulatory care centers.

The Department of Pharmacy Services provides service to patients on a 24 hour basis through multiple inpatient and ambulatory pharmacies to fulfill the department's mission, vision, and goals of providing optimal pharmaceutical care to all patients.

The Health-System Pharmacy Administration (HSPA) Residency is a 24 month post-Doctor of Pharmacy training program. The PGY1 and PGY2 years are designed to flow seamlessly together, with no need to re-apply or participate in the early commitment process.

During the first year, after an extensive one month orientation, training experiences equivalent to the PGY1 program with emphasis in clinical practice (adult medicine, critical care, pediatrics, psychiatry, drug information, and ambulatory care), longitudinal experiences in management, and a 2-month administration rotation are provided. The PGY1 residency year provides a fertile environment to manage and improve the medication-use process, provide evidence-based, patient-centered medication therapy management with interdisciplinary teams, exercise leadership and practice management, demonstrate project management skills, provide medication and practice related education and training, and utilize medical informatics.

During the second year, the HSPA resident will work collaboratively with the MUSC Medical Center pharmacy management team, lead process improvement projects, provide patient care in a collaborative practice clinic, chair a subcommittee of the P&T committee, and manage human resources and financial resources to develop advanced leadership skills. The longitudinal structure with selected concurrent rotations in the PGY2 year will develop competence in high level managerial, supervisory, and leadership responsibilities.

Upon completion of the Health-System Pharmacy Administration residency, the resident will have developed significant professional skills and will be prepared to assume clinical and/or operational management positions in a hospital or health system.

## **Purpose**

The Health-System Pharmacy Administration Pharmacy Residency at the Medical University of South Carolina (MUSC) is designed to develop accountability; practice patterns; habits; and expert knowledge, skills, attitudes, and abilities in pharmacy practice and health system pharmacy leadership. The Health-System Pharmacy Administration Pharmacy Residency begins in the PGY1 year where broad-based competencies are achieved. In the PGY2 year continued training and experience will deepen the resident's ability to manage and lead the development, implementation and management of a safe and effective medication system. Therefore, the Health-System Pharmacy Administration Pharmacy Residency provides residents with opportunities to function independently as practitioners and leaders by conceptualizing and integrating accumulated experience and knowledge and transforming both into improved medication therapy for patients. The resident will be competent in medication safety, clinical management and operations management and should possess competencies that enable attainment of board certification (i.e. BCPS). Upon completion of the 24 month program the resident will have developed significant professional skills and will be prepared to assume clinical and/or operational management positions in a hospital or health system.

## **Outcomes**

Specific residency objectives will be established in the beginning of the residency modified according to the resident's interests and previous experiences and advisor input. To meet the purpose of the residency, the resident will advance to achieve the following outcomes:

- Design, implement, and manage a safe and effective medication-use system.
- Apply contemporary quality methodology to the management of pharmacy services.
- Lead and manage the health system pharmacy's human resources.
- Manage the health system pharmacy financial performance within the context of the broader health system.
- Leverage technology and automated systems to optimize the medication-use system.
- Demonstrate personal leadership qualities and business acumen essential to operate effectively within the health system and advance the profession of pharmacy practice.
- Demonstrate skills required to function in an academic setting.

## **The PGY2 Residency Experience**

The experiences in the PGY2 year of the residency will include pharmacy practice management activities at the MUSC pharmacy services department and the MUSC clinical enterprise. Activities include participation in the clinical and managerial elements of pharmacy practice. A high degree of resident involvement in the management of the pharmacy services department is incorporated with decreasing supervision by advisors as the resident's skills and knowledge increase. After a suitable training period has

elapsed, residents will assume direct supervisory experience of a select area of pharmacy operations. Resident experiences may be tailored to meet individual goals and expectations.

<b>PGY2 Learning Experiences</b>	
Longitudinal management experience	12 months
Procurement	2 – 4 weeks
Business Services	2 – 4 weeks
Clinical Management	2 – 4 weeks
Informatics	2 – 4 weeks
Longitudinal clinical experience	6 – 12 months
Operations Management	3 – 6 months

### **Teaching**

- Lecturing to or leading case discussions with Pharm.D. students.
- Inservices to pharmacy, medical, and nursing staff (inpatient and outpatient).
- Co-preceptor of Pharm.D. on elective pharmacy administration rotations.

### **Preceptors**

Paul W. Bush, Pharm.D., MBA, FASHP  
Director, Pharmacy Services

Heather Kokko, Pharm.D.  
Manager, Ambulatory Pharmacy Services

Christopher Fortier, Pharm.D.  
Manager, Pharmacy Support Services

Matthew Maughan, Pharm.D.  
Manager, Children's Hospital Pharmacy

Joel Melroy, Pharm.D.  
Manager, Ashley River Tower Pharmacy

Carole Small-Russell, RPh, MHSA  
Manager, University Hospital Pharmacy

Joseph Mazur, Pharm.D., BCPS  
Manager, Clinical Pharmacy Services

The resident will also have significant interactions with the following staff members:

Andrew Smith  
Manager, Pharmacy Business Services

**On-site interviews will be required.**

For further information contact:

**Residency Program Director**

Paul W. Bush, Pharm.D., MBA, FASHP

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