

PGY1/PGY2/MS Health System Pharmacy Administration & Leadership Residency Program



Main Campus Overview

- Shares facilities with the KU School of Nursing, Medicine, & Health Professions
- Founded in 1906, became a public authority in 1998
- Tertiary and quaternary hospital; the teaching hospital for the State of Kansas
- With Clinical integration, over 75 facilities providing inpatient and outpatient care
- Service lines include cardiology, oncology, neurosciences, trauma, critical care, organ transplantation, internal medicine, pulmonology, urology, gastroenterology, nephrology, & burn
- 10 intensive care units
- Over 10,000 employees with approximately 30% of those in nursing roles

Inpatient Services & Operations

- 2 central & 3 satellite pharmacies are responsible for the preparation and distribution of medications throughout the hospital
- Comprehensive Transitions of Care Services
- Pharmacy protocols including renal dosing antibiotics, pharmacokinetic monitoring, automatic substitution policy, warfarin dosing, vancomycin dosing, aminoglycoside dosing, IV to PO changes, bisphosphonate, darbepoetin, stress ulcer prophylaxis

Ambulatory Services

- 5 outpatient retail pharmacy sites: Main Campus (Bell and Cambridge Retail), Westwood Campus, Indian Creek Campus, & Southlake Campus
- Retail pharmacies fill ~45,000 prescriptions each month across all sites
- Our Specialty Pharmacy is located at the Southlake Campus and is URAC and TJC accredited and fills ~4500 prescriptions per month
- Pharmacy Patient Advocates assist in onboarding patients to specialty pharmacy services
- 29 ambulatory pharmacists in various clinics including, advanced heart failure, solid organ transplant, primary care, pulmonology (CF, ILD) HIV, Neurology (MS, movement disorders, epilepsy), Psychiatry, Immunology (allergy, dermatology, gastroenterology, rheumatology), and women's health/infertility

Cambridge Tower A

- 11 floor tower opened in November 2017
- 124 beds, 7 operating rooms
- 3 pharmacies – inpatient, retail, & OR satellite
- Med Onc/Surg Onc, Neuro, Internal Med will be the primary patient populations
- Strategic plan for the next 30 years. Land available for 3 additional towers for future growth

Psychiatric Services

- Strawberry Hill campus, a 47-bed adult comprehensive mental and behavioral health hospital
- The Marillac Campus is a pediatric acute psychiatric hospital with both inpatient and outpatient services provided
- 7 psychiatric pharmacists

Cancer Care Services

- Inpatient: 4 rounding services – Oncology, Hematology, & Blood and Marrow Transplant (2 services)
- Outpatient: 7 cancer center locations (5 with on-site pharmacy services)
- Investigational Drug Services: 3 sites
- 186 cancer center infusion chairs across the enterprise
- Support provided to BMT, Gyn/Onc, Hematology, & Melanoma and Sarcoma clinics
- Oral chemotherapy services
- Nearly 12,000 inpatient chemotherapy doses and 60,00 outpatient chemotherapy doses across all sites every year

Pharmacy Enterprise Overview



Rick Couldry, RPh, MS, FASHP
Executive VP of Pharmacy and Health
Professions



Kat Miller, PharmD, MHA, DPLA, FASHP
Pharmacy Residency Programs Executive

Number of Residents: 24

- PGY1 Pharmacy Practice (6)
- PGY1/2/MS HSPAL (6 – 3 each year)
- PGY2 Informatics (1)
- PGY2 Critical Care (1)
- PGY2 Oncology (4)
- PGY2 Ambulatory Care (2)
- PGY2 Medication Use-Safety & Policy (1)
- PGY2 Psychiatry (1)
- PGY2 Infectious Disease (1)

Pharmacy Locations:

Main Inpatient Pharmacy, Cambridge A Inpatient Pharmacy, Main Hospital OR Satellite, Heart Center OR Satellite, Cambridge OR Satellite, Cancer Center Infusion Pharmacies, Clinical Research Center, Rainbow 39 Acute Rehabilitation, Community Inpatient Surgical Hospital, Westwood Campus, Bell Hospital Outpatient Pharmacy, Cambridge A Outpatient Pharmacy, Indian Creek Campus, Overland Park Outpatient Pharmacy, Lees Summit Outpatient Pharmacy, Marillac Campus, Strawberry Hill campus, KVC, & Southlake Campus

HSPAL Program at a Glance



**Samaneh Wilkinson, PharmD, MS
Residency Program Director**

Email: swilkinson2@kumc.edu

The second year, residents work closely with the HSPAL Program Director, Samaneh T. Wilkinson. Samaneh is currently the senior pharmacy director for the Ambulatory Division where she is responsible for ambulatory clinical, specialty, and retail services. In this position, Samaneh is responsible for the planning, implementation, and management of pharmacy services across the health system. Samaneh received her Doctor of Pharmacy degree from the University of Missouri – Kansas City, and completed a combined PGY-1/PGY-2/MS residency in Health-System Pharmacy Administration at TUKHS.



**Sarah Daniel, PharmD, MS, BCPS
Residency Program Coordinator**

Email: sdaniel3@kumc.edu

In the first year, residents work closely with the PGY-1 Program Leadership and the HSPAL Residency Coordinator, Sarah Daniel. Sarah is a graduate of the HSPAL Program here at The University of Kansas Health System and currently serves as a director of Ambulatory and Specialty services. In her role as residency coordinator, Sarah works closely with the residents to ensure the rotation schedule aligns with program standards while also allowing the resident to explore areas of interest. Sarah also meets regularly with first year residents to discuss goals, progress, and questions they may have.

Length of Program:

- 24 months (approx. June-July)

Number of Positions:

- 6: 3 PGY1 & 3 PGY2

Benefits:

- Annual Salary: \$52,000
- Other Benefits Include: PTO, paid holidays, health/dental/life/liability insurance

Residency Supportive Materials: Residents are provided a laptop and desk during both years of residency. During the PGY2 year, there will be several locations where residents will be rotating. Because of this, many sites offer a dedicated touch-down space for residents to work.

HSPAL Program at a Glance

Contact Information

The University of Kansas Health System Pharmacy
4000 Cambridge St Mail Stop 4040
Kansas City, KS 66160
Phone: 913-588-2820

Presentations

PGY1 HSPAL residents are required to present on a Grand Rounds topic, along with PGY1 Pharmacy Practice residents during the first year of residency. Residents will also present a research poster at Vizient and have an opportunity to present their longitudinal research project at a residency conference in the spring. Additionally, residents will present on a leadership topic, known as the Leadership Journal Club, that encourages participant engagement and discussion.

PGY1 & PGY2:

- Vizient Annual Conference at Midyear Clinical Meeting in December
- Residency Conference

Teaching Certificate Program

Residents will have the opportunity to precept students from both the University of Kansas and University of Missouri-Kansas City Schools of Pharmacy on clinical and administrative rotations. Residents will also gain teaching experience in small group settings through a lecture series for rotation students. An optional teaching certificate program is available through the University of Kansas School of Pharmacy for residents with an interest in education. The program is a 12-week course that includes seminars on effective teaching strategies, experiential components for didactic and small group instruction, and student assessment/test design.

Staffing Requirements

PGY1: every other weekend
PGY2: every fourth weekend and administrator on call (during Acute Care Management)

Staffing Areas: central pharmacy operations and retail pharmacy

Travel

Travel support is rewarded as available from the department. Below are typical meetings residents attend:

PGY1:

- ASHP Leaders Conference
- ASHP Midyear Meeting
- Midwest Residency Conference

PGY2:

- Pharmacy Administrative Residency Exchange (PARE)
- ASHP Leaders Conference
- ASHP Midyear Meeting
- Midwest Residency Conference
- Others, as applicable

Core Rotations

PGY1 Year	PGY2 Year
Orientation – Hospital Pharmacy Central Staffing Training Acute Care Ambulatory Care Critical Care Clinical Operations Surgical Care Introduction to Pharmacy Administration Administrative Elective Medication Safety & Formulary Management Enterprise Growth and Expansion Rotation	Longitudinal Management Track Orientation Acute Care Management Regulatory and Compliance Pharmacy System Support and Improvement Pharmacy Informatics Executive Leadership Ambulatory, Retail, & Specialty Management Supply Chain & Finance Cancer Care, Infusion, and Investigational Drug Services Elective

Acute Care	Ambulatory Care	Critical Care
Internal Medicine Family Medicine Cardiology Pulmonary Hypertension Surgical Care	HIV & Infectious Diseases Cystic Fibrosis Multiple Sclerosis Hepatology Heart Failure Gastrointestinal Transplant	Psychology Primary Care Dermatology Allergy Pulmonology Movement Disorders Women's Health Rheumatology

Administrative Resident Longitudinal Management Track

Each second-year HSPAL resident will participate in a longitudinal management track. Examples of past longitudinal tracks include a clinical track, operations track, ambulatory track, cancer care and informatics track. The learning objectives for the tracks include the following:

- Serve as the direct supervisor for a group of employees
- Create agenda, record minutes and lead team meetings
- Manage all human-resources related activities including performance evaluations
- Coordination of track-specific duties within the residency program
- Facilitation of projects in cooperation with the management-track preceptor

*Note: Longitudinal management track rotations vary year to year based on the interests of the resident and the department needs.

Administrator On-Call

PGY2 year, HSPAL residents participate in the administrator on-call rotation. They serve as the first line contact for any issues for all pharmacy staff including staffing, medication safety, operations, automation, and any other issues. Each resident participates in this schedule during the Acute Care Management learning experience.

Administrative Preceptors

Leader	Rotation(s)
Rick Couldry, RPh, MS, FASHP VP of Pharmacy and Health Professions	Executive Leadership
Christopher Bell, PharmD, MS Sr. Director Pharmacy System Support & Improvement	Regulatory and Compliance Pharmacy System Support and Improvement
Leigh Anne Scott, PharmD, MBA Sr. Director Pharmacy – Cancer Care	Cancer Care, Infusion, and Investigational Drug Services Longitudinal Management Track*
Samaneh T. Wilkinson, PharmD, MS Sr. Director Pharmacy – Ambulatory	Ambulatory, Retail, and Specialty Management Longitudinal Management Track*
Katherine Miller, PharmD, MHA Sr. Director Pharmacy – Acute Care	Acute Care Management Longitudinal Management Track*
Korby Lathrop, PharmD, MS Director IT Pharmacy & Laboratory Services	Pharmacy Informatics Longitudinal Management Track*
Christopher Loucks, PharmD, MS Director Pharmacy Supply Chain	Supply Chain and Finance



Example Rotation Schedule

PGY1 – Clinical	
June (1 week)	Hospital & Pharmacy Orientation
June/July (4 weeks)	Central Staffing Training
July/August (5 weeks)	Acute Care – Internal Medicine
August/September (5 weeks)	Critical Care – Medical ICU
October (1 week)	Research
October (4 weeks)	Medication Safety & Formulary Management
November/December (6 weeks*)	Ambulatory Care
December (2 weeks)	Holiday Block/Research
January (4 weeks)	Introduction to Pharmacy Administration
February/March (5 weeks)	Surgical Care
March (1 week)	Research
March/April (5 weeks)	Clinical Operations
April/May (4 weeks)	Administrative Elective
May/June (4 weeks)	Enterprise Growth and Expansion

*Rotation in November/December is 2 weeks longer for Thanksgiving Holiday and Midyear Clinical Meeting

PGY2 – Administration	
June/July (8 weeks)	Longitudinal Track Orientation Acute Care Management
August/September (6 weeks)	Supply Chain and Finance
September/October (6 weeks)	Pharmacy Informatics
October (1 week)	Research
November/December (6 weeks)	Cancer Care, Infusion, and Investigational Drug Services
December (2 weeks)	Holiday Block/Research
January/February (6 weeks)	Ambulatory, Retail, and Specialty Management
February/March (4 weeks)	Pharmacy System Support and Improvement
March/April (4 weeks)	Executive Leadership
April (1 week)	Research
May (4 weeks)	Regulatory and Compliance
May/June (6 weeks)	Elective

Master of Science Degree

Residents will receive a Master of Science in Hospital Pharmacy from the University of Kansas. Thirty hours of coursework are required to be completed during the two-year residency. Classes are taught through the Health Policy and Management Department, College of Business and by administrators in the pharmacy department. Classes will be offered during the evenings as to not interfere with clinical rotations. Graduate student tuition is paid for by The University of Kansas Health System.

The program consists of several required courses and multiple elective options for the master's student to select from to customize the program to their interests. HSPAL residents must complete a master's project as a requirement for graduation.

Course Listings

The following is not a comprehensive list of courses offered through the University of Kansas School of Business or School of Health Policy and Management. It highlights all required courses as well as some of the more popular courses chosen by past HSPAL residents.

Course Title	Department	Description
Professional Communications*	Pharmacy	Designed to give the student a practical experience in areas of professional communications such as administrative proposals, grants, letters, memos, poster presentations and written papers. The course focuses on the different kinds of communications required to relate to other healthcare professionals.
Advanced Institutional Pharmacy Services*	Pharmacy	Taught by various leaders in the hospital and pharmacy department. Deals with the planning, justification, implementation, management, and coordination of a progressive, comprehensive institutional pharmacy service.
Seminar in Pharmacy Practice*	Pharmacy	Research reports, reviews and/or presentations on the status of various aspects of pharmacy practice.
Research in Pharmacy Practice*	Pharmacy	Original investigation in pharmacy practice. Course allotted for completing master's project.
Economic Evaluation of Health Care Programs and Services*	Pharmacy	Overview of the evaluation of healthcare programs and services (with a special emphasis on pharmaceutical programs, services, and products). The purpose of the course is to provide the student with the tools to conduct economic rather than general evaluation of healthcare programs and services. The main topics covered in the course include cost, cost- minimization, cost-effectiveness, cost-utility, and cost-benefit analyses.
Principles of Statistics in Public Health	Health Policy and Management	Introductory course concerning the concepts of statistical reasoning and the role of statistical principles as the scientific basis for public health research and practice.

Managing People: Applications and Skills	Business	Course taught through the school of business focused on self-evaluating personality traits and applying them to various personnel management situations. Topics include time management, problem solving, reading people, coaching, and counseling, delegation and empowerment, conflict resolution, motivation, and discipline.
Healthcare Management	Health Policy and Management	This course introduces key concepts and skills for healthcare managers. Emphasizing self-discovery and professional development, the course examines how to become an informed employee, an effective team member and a successful manager. Course topics include interpersonal skills, delegation, leadership, performance management and organizational change. Learning methods include lectures, case analyses, experiential exercises, and discussion.
Financial Accounting	Business	Financial course which covers the contents of the major financial statements, focusing on how the various accounts are defined and measured and how the information can be used by external decision-makers.
The Healthcare System	Health Policy and Management	Examines the development, implementation, and evaluation of federal, state, and local health policy in the United States. Focus on (1) the development of public institutions and policy goals; and (2) current policy problems such as cost controls, reimbursement, health services utilization, program assessment and evaluation, public health and public/private investment and resource planning.
Financial Concepts in Healthcare Management	Health Policy and Management	Covers the basic concepts and techniques for effective decision-making and stewardship, including financial statement analysis; strategic financial planning; capital formation; responsibility and cost accounting; operational, capital and cash budgeting; capital project analysis; and working capital management.
Medicare and Medicaid	Health Policy and Management	Provides in-depth understanding of the three publicly financed health programs that impact virtually all aspects of the American healthcare system - Medicare, Medicaid, and Children's Health Insurance Programs (CHIP). Explores history and evolution of each program, plus specific operational issues such as eligibility, financing, management reporting, state/federal coordination, quality of care and outcomes management and influence of recent legislation.
Organizational Behavior	Business	Focused on human behavior in organizations including individual differences and motivation, work, and group design, leading and decision making, organization design and culture, and organization change and development.

Healthcare Economics	Health Policy and Management	This course introduces the core concepts from economics to healthcare with a focus on helping healthcare managers use economic tools in making sound decisions. The demand for healthcare products, the structure of insurance, and the supply of healthcare products are examined. Students will apply a variety of economic analyses to health policy and health-system issues.
Introduction to Operations	Health Policy and Management	Examines performance of health care organizations, sources of variation, methods of measurement, and strategies for improving performance. Considers several approaches to performance improvement and examines tools widely used in operations management. Incorporates lecture, discussion, and fieldwork.

*Required Course

Example Course Schedule

PGY1 Fall	PGY1 Spring	PGY2 Fall	PGY2 Spring
*Professional Communications PHPR 845 (2)	Introduction to Operations HP&M 850 (3)	Strategic Management HP&M 853 (2)	*Research in Pharmacy Practice PHPR 899 (6)
*Advanced Institutional Pharmacy Services (AIPS) PHPR 865 (1.5)	*Advanced Institutional Pharmacy Services (AIPS) PHPR 865 (1.5)	Managing People: Applications and Skills MGMT 713 (2)	*Seminar in Pharmacy Practice PHPR 860 (1)
*Seminar in Pharmacy Practice PHPR 860 (1)	*Seminar in Pharmacy Practice PHPR 860 (1)	*Seminar in Pharmacy Practice PHPR 860 (1)	
*Economic Evaluation of Health Care Programs and Services PHPR 855 (3)	Medicare & Medicaid HP&M 876 (3)	Financial Concepts in Healthcare Management HP&M 825 (3)	
7.5 Credit Hours	8.5 Credit Hours	8 Credit Hours	7 Credit Hours

*Required Course

Application Requirements

PHORCAS Residency Program Application (ashp.org/phorcas)

- Letter of intent
 - Topics to consider: Why you want to pursue this particular residency, why you have chosen our program and personal goals that the program would help you accomplish
- Completion of the following essay questions:
 - It is important to our program that residents discover and capitalize on their strengths throughout the year. Please purchase or reflect on previous results from Buckingham's Now Discover Your Strengths or Rath's Strengthfinder 2.0 and determine your top 5 strengths. Upon completion, list your strengths and comment on the results. Are they accurate? Are there any surprises?
 - Tell us about a meaningful intervention you have made and how it impacted patient care.
 - Define humility in your own words and describe how it impacts your leadership style.
- Example of a project completed on a rotation (PowerPoint, poster, document)
- Curriculum vitae
- College transcripts
- 3 letters of recommendation: At least 1 letter of recommendation must come from a clinical preceptor. A letter from someone that has witnessed your leadership ability (administrator, boss, advisor) is encouraged.

Application for Employment

You must complete a required multiple-choice survey (to be sent upon receiving your PHORCAS application).

ASHP Resident Matching Program Registration (natmatch.com/ashprmp)

- National matching services (NMS) code: 180718

Application Deadlines and Interview Dates

- PPS Interviews: December 3rd – 7th
- All application materials must be received by January 2nd

Important Dates After Completion of Match Process

- Early June: Annual Residents' Outing & Residency Orientation