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Path to Success: Development of the Pharmacist Through the Continuum of Pharmacy School and Beyond

Deirdre P. Pierce
St. John Fisher College, dpierce@sjfc.edu

Kathryn A. Connor
St. John Fisher College, kaconnor@sjfc.edu

Nabila Ahmed-Sarwar
St. John Fisher College, nahmed-sarwar@sjfc.edu

Keith DelMonte
St. John Fisher College, kdelmonte@sjfc.edu

David McCaffrey
dmccaffrey@sjfc.edu

See next page for additional authors

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Path to Success: Development of the Pharmacist Through the Continuum of Pharmacy School and Beyond

Abstract

Objective: To explore the processes and opportunities provided in the co-curriculum of the Wegmans School of Pharmacy (WSoP) that contribute to the development of successful pharmacy graduates.

Methods: Pharmacy career preparation begins at orientation with workshops on emotional intelligence, leadership, and the APhA Career Pathway Evaluation Program. During the P1 through P4 years, the optional Student Development Workshop Series (SDW) offers seminars for students on a variety of topics including time management, exam taking strategies/anxiety management, learning styles, personal “brand” creation, CV/portfolio development, and interview soft skills. All students may participate in the annual WSoP Career Day, which offers networking and career opportunities, including post-graduate training options. During the P4 year, there is opportunity for a structured Residency/Fellowship Preparation Program (RPP). Additionally, local pharmacy residents/fellows participate in a Residency Teaching/Learning Curriculum Program (TLC) to develop academic teaching and precepting skills.

Results: The SDW program has been successful and well attended with greater than 90% of students finding the topics relevant to their post-graduate success. After the RPP, ASHP residency match results in the 2016 class yielded an improvement from previous years, with 76 % of applied students and 94% of ranked students matching programs in Phase I. Of the TLC participants, 90% documented an improvement in multiple types of teaching skills. Implications: Based on data and student/faculty input, career development is reassessed and improved continuously at WSoP. In the near future, a method for tracking graduates will be designed to further monitor the impact of programs on student success.

Keywords

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Disciplines

Pharmacy and Pharmaceutical Sciences

Comments

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Authors

Deirdre P. Pierce, Kathryn A. Connor, Nabila Ahmed-Sarwar, Keith DelMonte, David McCaffrey, Angela Nagel, Melinda E. Lull, Jennifer L. Mathews, Anne Schweighardt, Judianne Sligh, Elizabeth Sutton Burke, Melanie Symoniak, Matthew Zak, Christine R. Birnie PhD, and Jack Brown

Objective

To explore the professional development processes, opportunities, and advising activities provided before, during, and after the co-curriculum of the Wegmans School of Pharmacy, which contribute to the development of successful, career-ready pharmacists.

Methods and Results

Pre-Pharmacy Mentoring

Career Mentoring During the WSoP Program

Post-Graduate Mentoring



Pharmacy Exploring

- Offered to sophomore to senior level high school students.
- Workshops provide an overview of pharmacy as a profession and the requirements for pre-pharmacy curriculum preparation.
- Additional workshops include visits to a large hospital pharmacy, community pharmacy, and pharmaceuticals laboratory.
- In a final workshop all participants receive introductory training in hypertensive screening and treatment.

Students Recorded Value of Program 5/Strongly Agree, 4/Agree, 3/Neutral, 2/Disagree, 1/Strongly Disagree	2013 n=17	2014 n=19	2016 n=17
Introduction and pharmacy careers	4.35	4.17	4.10
Pharmacy school admissions	4.75	4.56	4.52
Visit to hospital pharmacy	4.69	4.68	4.58
Visit to community pharmacy	4.31	4.44	4.44
Compounding lab	4.59	4.80	4.81

College and Career Ready Program (BOCES)

- Offered to high school students: BOCES is a county program to prepare students for future employment and education.
- Includes a 40-minute presentation on pharmacy as a profession at annual healthcare professions event for 50 high school students.

Pre-Pharmacy Club

- Offered to St. John Fisher College (SJFC) pre-pharmacy program undergraduate students.
- Activities throughout the pre-pharmacy program are similar to those offered in Pharmacy Exploring.

Orientation Activities

- Offered to P1 students during Orientation Week. In addition to information sessions regarding the college, the APhA Career Pathway Evaluation Program for Pharmacy Professionals is facilitated to allow the students to begin to determine their path in pharmacy practice. Post-graduate programs are also introduced.

Annual Career Day

- Offered every October to students in the P1-P4 years in order to facilitate networking and career opportunities with pharmacists and hiring managers in community, hospital, and managed care practice settings. In 2015, 112 interviews were organized.
- PGY1 Pharmacy Residency program representatives are invited to facilitate strong interest in their programs.

Student Development Workshops

- Optional interactive workshops, offered to all levels of students, that are aimed at enhancing student skills and post-graduation preparedness. Instituted in 2013, with an average attendance of 46 students in each of 6 sessions.
- Subjects included in the series: Learning Styles, Time Management, Portfolio Development, Interview Soft-Skills, Online Personas, Leadership Skills, Financial Planning.

Student Perceptions of Workshops (Cumulative) 5/Strongly Agree, 4/Agree, 3/Neutral, 2/Disagree, 1/Strongly Disagree	Mean Score	% Strongly Agree/Agree
I found this session beneficial and pertinent to my academic and/or post-graduate performance.	4.62	96.4%
I found the breakout session/activities useful.	4.54	94.5%
I plan to implement the tools learned at today's workshop.	4.55	87.1%

Residency/Fellowship Application and Interview Preparation Program

- Offered to P4 students, who can participate in a series of workshops targeted at demystifying residency and fellowship application and interview processes.
- Workshops culminate in a realistic mock interview and evaluation for readiness of the student.
- In 2016, there were 22 participants, of which 17 completed the interview process; all 17 matched with a program.

Teaching and Learning Curriculum (TLC) Certificate

- This two semester program is offered to PGY-1 and PGY-2 residents practicing in the Rochester/Syracuse, NY areas.
- Through a collaborative program with the Wegmans School of Education, a strong emphasis is placed on instruction and application of evidence-based learning theories, teaching methods, educational session planning, development of learning objectives and numerous assessment techniques.
- Personal teaching philosophies are developed.

TLC Program Objectives Assessment 5/Strongly Agree, 4/Agree, 3/Neutral, 2/Disagree, 1/Strongly Disagree	2015 n=12	2016 S n=18
Application of learning theories has improved my ability to give meaningful feedback in various learning situations	4.42	4.28
Application of lesson planning has improved my ability to plan learning activities.	4.58	4.28
Application of teaching methods has improved my ability to teach various different groups of learners.	4.50	4.28
Application of assessment techniques has improved my ability to evaluate learners effectively in different ways.	4.50	4.17

Alumni and CE Events/Preceptor Development

- New in 2016 and offered to preceptors to facilitate training of their pharmacists and students, a workshop was implemented in the areas of learning theory and assessment techniques.
- Further workshops in educational planning and teaching methods will be developed.

Conclusion/Implications/Future Directions

References

Using data and student/faculty input, career development programs are reassessed and improved continuously. In the near future, a method for tracking graduates will be designed to further monitor the programs' impact on student success.

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