

Ariel R. Manion, PharmD Candidate

## Background

- Transition to practice: fully integrating into pharmacist position
- Can be negatively impacted by:
  - Difficulties assimilating into institutional culture
  - Difficulty reconciling “real world” practice vs how practice is taught
  - Feeling incompetent
  - Low institutional support
  - External stressors
- “July effect”: increased mortality with new residents on service
- Can negatively impact patient care

## Methods

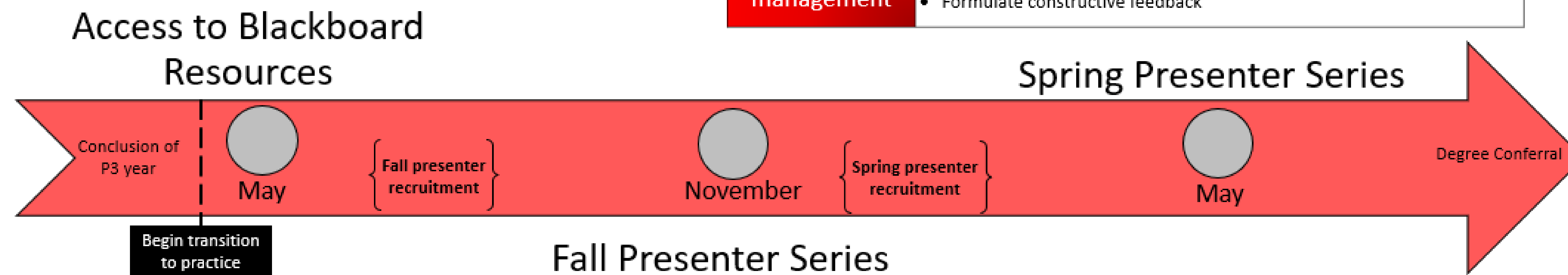
- Academia is model for ideal work environment
- Post-graduation structured support perceived as beneficial – workload vs return is a major threat to feasibility
- Personal and Professional Development course series

Description	Location
<b>Student Resources</b>	
Recorded and text content for students to access as resources for: rotations, interviews, licensing requirements, navigating contracts and benefit packages, career planning, financial wellness, mental wellness, and professional development.	Via class Blackboard site
<b>APPE Debrief Sessions</b>	
Course faculty will host a facilitated debrief on the first day of each break. Attendance is optional, but this is a great opportunity to see what colleagues have been working on and share rotation experiences.	On campus
<b>Seminar Sessions</b>	
Students will participate in conference style learning sessions during previous scheduled on-campus days. The attendance of 1 session is required, but all are open to any students wanting to attend.	On campus
<b>Course Faculty</b>	
(Course Coordinator)	(Course Faculty)
<ul style="list-style-type: none"> <li>• Phone:</li> <li>• Email:</li> <li>• Office:</li> </ul>	<ul style="list-style-type: none"> <li>• Phone:</li> <li>• Email:</li> <li>• Office:</li> </ul>
Office Hours for all Course Faculty: Open door policy when available, otherwise by appointment.	

## Results

- Licensing information and timeline
- RxPrep and other exam information
- Student loan repayment information
- ImPaCT paper/poster details
- Core ELMS navigation and documentation guide
- Guidance and rubrics for rotation projects, journal clubs, presentations
- CV development

Theme	Objectives
<b>Financial wellness</b>	<ul style="list-style-type: none"> <li>• Develop financial goals with variable timelines</li> <li>• Understand options for retirement saving</li> <li>• Evaluate current financial wellness</li> </ul>
<b>Professional licensing</b>	<ul style="list-style-type: none"> <li>• Create personal timeline for licensure requirements</li> <li>• Plan for maintaining CE hours and CPR certification</li> </ul>
<b>Professional identity formation</b>	<ul style="list-style-type: none"> <li>• Compare/contrast professional identity and professional reputation</li> <li>• Understand the stages of professional identity development</li> <li>• Discuss ways to help discover professional identity</li> </ul>
<b>Communication and conflict management</b>	<ul style="list-style-type: none"> <li>• Identify styles of communication and conflict management</li> <li>• Experiment with different methods of conflict resolutions in simulated scenarios</li> <li>• Formulate constructive feedback</li> </ul>



## Fall Presenter Series

Theme	Objectives
<b>Interview preparation</b>	<ul style="list-style-type: none"> <li>• Understand the purpose of common interview questions</li> <li>• Select important experiences that highlight strengths or demonstrate growth</li> <li>• Formulate responses to common interview questions</li> </ul>
<b>Professional and personal resiliency</b>	<ul style="list-style-type: none"> <li>• Explain the relationship between professional and personal resiliency</li> <li>• Utilize a strategy for handling distressing events</li> <li>• Discuss the implications of emotional burnout, imposter syndrome, disassociation, etc.</li> </ul>
<b>Salary and benefit negotiation</b>	<ul style="list-style-type: none"> <li>• Define terminology related to benefits packages</li> <li>• Simulate a salary negotiation encounter</li> <li>• Identify salary and/or benefit requirements for life/career goals</li> </ul>
<b>CV development</b>	<ul style="list-style-type: none"> <li>• Construct a complete and professional CV</li> <li>• Plan to continuously update CV</li> <li>• Modify CV for different positions</li> </ul>

## Future Directions

- Simulations of conflict, provider interactions, denied recommendation
- Surveys of challenges experienced, perceived benefit, employer perspectives

## References