

PGY1 Course Description

Learning Experience Title: Pharmacy Practice Management-Business Management, Leadership, Departmental Structure

Preceptor:

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Description:

Pharmacy practice management-Business Management, Leadership, Departmental Structure is a required experience for PGY1 residents at TMC. The learning experience fosters understanding of management, administrative and leadership principles within a teaching and research oriented hospital and health system. A pharmacist in this role will become familiar with and receive a broad overview of health system pharmacy practice and management/leadership issues associated with the pharmacy department. The focus includes review of monthly financial statements/budget, understanding economic analyses, organizational structure, strategic plan, role of pharmacy within the organization, styles of preceptor, and leadership philosophies.

Learning Experience Responsibilities:

- Attend every other week meetings as assigned
- Present assigned topic at meeting
- Review assigned materials

Learning Experience Activities:

Activity	Objectives Covered
Explain annual budget.	R3.2.1
Critique monthly financial statements/annual budget and create variance report.	R3.2.2
Break down monthly financial statements.	R3.2.3
Evaluate and understand the economic analyses for new pharmacy position justification.	R3.2.1
Summarize the economic analyses for new pharmacy service line justification.	R3.2.2
Explain the economic analyses for new pharmacy automation to improve safety and efficiency.	R3.2.3
Analyze departmental strategic plan.	R3.2.1
Understand departmental organizational structure.	R3.2.3

Outline value of and opportunities for professional service.	R3.1.1
Describe value of and opportunities for professional organization involvement.	R3.2.4
Comprehend emotional intelligence, self-reflection, and key self-evaluation tools.	R3.1.2
Describe leadership philosophies and styles.	R3.2.4

Objectives selected to be evaluated during learning experience:

R3.1.1: (Applying) Demonstrate personal, interpersonal, and teamwork skills critical for effective leadership.

R3.1.2: (Applying) Apply a process of ongoing self-evaluation and personal performance improvement.

R3.2.1: (Understanding) Explain factors that influence departmental planning.

R3.2.2: (Understanding) Explain the elements of the pharmacy enterprise and their relationship to the healthcare system.

R3.2.3: (Applying) Contribute to departmental management.

R3.2.4: (Applying) Manage one's own practice effectively.

Expected hours: 3 month experience, meet every other week-Work prioritization and time management is key

Required presentations: present at one meeting to preceptor and other residents

Required readings: As assigned

Preceptor interaction: Preceptor interaction will be through face to face meetings leading up to each activity assigned

Communication: Communication will be through face to face discussions and e-mail correspondence

Expected progression of resident on this learning experience:

Each resident should require less preparation if activities are to be repeated. Otherwise each encounter is likely a new experience and will performance will be determined with each encounter.

Method of Evaluation:

Evaluation of the resident will be based on the ASHP activity learning experiences listed above. Each learning activity has a corresponding code following the experience which corresponds to the activity learning experience listed in PharmAcademic®. During the orientation to the learning experience, the preceptor and the resident will review all the material contained in this learning experience description and sign a copy to be retained in the residents file.

The preceptor will provide feedback verbally (formative) throughout the course of the learning experience and electronically (summative) via PharmAcademic® at the conclusion of the experience. Once the resident is finished with all of the requirements for the experience, the preceptor and the resident will discuss the learning experience as a whole both formally and informally. The resident will also be responsible for providing both formative and summative feedback at the conclusion of the experience. All evaluations must be submitted by the conclusion of the learning experience.

I have read and acknowledged the responsibilities of the learning experience.

Pharmacy Resident

Primary Preceptor