

**LMPS Residency Advisory Council
Minutes**

Date/Time: 3 June 2015, 1200-1400hr
Location: VGH – LMPS Office – Heather Pavilion, Level D, Conference Room #1
Chair: Janice Yeung
Minutes: Janice Yeung
Attendance: Alison Alleyne, Roxane Carr, France Carriere, Anar Dossa, Zahra Kanji, Mike Legal, Ann-Marie Liberman, Marianna Leung, Jason Tan, Adil Virani, Kieran Shah
Regrets: Rumi McGloin, Liz Dasilva, Susan Chunick, May Lok
Teleconference: Dial in: 604-953-5061, Conference ID: 3158, Personal Code 247501

1.0	Review of Minutes 20 Jan 2015	All
	<ul style="list-style-type: none"> ▪ http://www.vhpharmsci.com/residency/resources/residency_advisory_council.html ▪ Section 3.2 Oral Assessments revised to “Discussion ensued; no program changes recommended at this time” <p style="color: red; margin-top: 0;">ACTION ITEMS</p> <ul style="list-style-type: none"> ▪ JY to edit 20 Jan 2015 minutes and upload to the LMPS website 	
2.0	Business Arising from Minutes	
2.1	<p>2015-16 Residency Program Update forwarded from HR: <u>Leave of Absence</u></p> <ul style="list-style-type: none"> ▪ LMPS staff pursuing residencies within the LMPS system are granted a one-year unpaid LOA, because they will remain as LMPS staff in a different category (excluded staff) during the residency year. The LOA enables ongoing accrual of benefits and seniority during the residency. However, these staff cannot remain on the casual list as they cannot hold 2 simultaneous statuses (excluded and union contract) within LMPS at the same time. ▪ Maximum LOA granted for the duration of an educational program is one year. ▪ Granting of LOAs to LMPS staff pursuing a residency outside of LMPS would be at the discretion of the site Coordinator. <p><u>Job Hiring Fair</u></p> <ul style="list-style-type: none"> ▪ LMPS residents on LOA are not yet qualified to be considered for internal clinical pharmacist positions prior to the completion of their residency. ▪ Where there is a subsequent lack of internally or externally qualified applicants, the unfilled positions are transitioned to the LMPS residency job fair. ▪ Since all positions in the job fair have already cleared the internal posting process, the job fair does not differentiate between residents based on prior work history within LMPS. ▪ Discussion ensued re: ranking process and when the resident is not matched to their desired site. Currently uncommon, but suggested that this continue to be reassessed each cycle. ▪ Discussion ensued re: process for re-hiring residents with a RTA that have completed the post-graduate UBC Pharm D. program. Clinical Coordinators should be made aware in advance who will be graduating in May of each year and all available positions (CP2 and CP3) should be presented to the graduating Pharm D. students with a LMPS RTA. ▪ Vivien Hu has withdrawn from the 2015-16 program. Matthew Lum will be incoming to this position. 	JY/AV

	<p>ACTION ITEMS</p> <ul style="list-style-type: none"> ▪ AV to discuss with CAT re: sites offering resident tours prior to the job fair. ▪ AV to consider holding an in-person Q&A session for the residents prior to the job fair to better clarify the ranking process (e.g.: after BC Wide Case Presentations or an ADS). ▪ RAC to continue to monitor frequency with which residents are not matched to their desired sites and requests the job hiring fair ranking process be reassessed as required. ▪ AV to discuss with Bruce Millin re: clarification of hiring process for post-graduate UBC Pharm D. program graduates with a LMPS RTA. 	
3.0	New Business	
3.1	<p>Residency Research Night</p> <ul style="list-style-type: none"> ▪ Residency Research Night held on Thursday, 14 May 2015 at the UBC FoPS ▪ Awaiting final confirmation, but 150 registrants prior to the event ▪ Overall, event was well attended and well received. ▪ Photos from the event posted online at https://www.flickr.com/photos/96497825@N04/sets/72157651620594774/ ▪ All RRN poster judging evaluations have been forwarded to the residents and their project PIs. 	JY/AV
3.2	<p>UBC Experiential Education Facilitators (EEF)</p> <p>Update forwarded from the PLT:</p> <ul style="list-style-type: none"> ▪ There will soon be some new permanent full FTE Grade-2 positions (EEF) at selected sites across LMPS (SMH, VGH, SPH). This will also be rolling out at other health authorities. ▪ Marianna Leung has a LOA to accept a position at UBC to establish the role of the EEFs at the various health authorities and is currently working on the development of educational resources. ▪ Sites with EEFs would take 16 OEE students/site based on 2 students per block x 8 blocks. ▪ Sites without EEFs would still accommodate their share of OEE students, but not to the same extent. ▪ The EEF would serve the role of being a key resource for training, coordinating, and evaluating students, as well as facilitating and supporting the site preceptors. ▪ Positions will be posted as soon as possible and should be started prior to the summer of 2015. 	ML/ML
3.3	<p>Residency Project Oversight Committee</p> <ul style="list-style-type: none"> ▪ Chair Aaron Tejani ▪ Call for residency project proposals in March ▪ All proposals reviewed by RPOC. Feedback/comments provided directly to project PIs as required. Overall, the process has been working well. ▪ 69 project proposals received; 58 approved and posted for the incoming residents to rank. ▪ Residency Project Introduction sessions scheduled at various LMPS sites during Program Orientation week. <p>ACTION ITEMS</p> <ul style="list-style-type: none"> ▪ JY to meet with Aaron Tejani in late June to debrief on this year's process and how it can be further improved in upcoming cycles. 	JY/ML/RC
3.4	<p>Residency Projects</p> <ul style="list-style-type: none"> ▪ Revisit request by AV re: submission of manuscripts for CSHP BC Branch awards and formal publication. AV would like residents to submit documentation on when they 	AV

	<p>will be submitting their manuscript for publication and if not, why.</p> <ul style="list-style-type: none"> Feedback from the RAC – decision to publish should be up to the preceptor and not all projects are publishable for various reasons mentioned at January’s RAC meeting; preceptors/residents already motivated to disseminate their knowledge and generally want to publish or present their work; questionable utility of this information in the summer when many residents/project preceptors are on vacation. Feedback from the RAC is to instead conduct an environmental scan/survey, approaching past residents one year after the completion of their programs, to identify overall publications rates within LMPS and the barriers/issues to publishing encountered. Discussion ensued re: Desire by the PLT to increase research within LMPS and to have more projects completed that align with the LMPS strategic plan. Feedback from the RAC is to ensure research is not discouraged and that this discussion should also be presented to CAT as all residency project proposals are reviewed and approved by the site Coordinator. Other suggestions from the RAC include creation of some sort of reward or award program to encourage people to consider these types of projects or to provide a link to the LMPS strategic plan when the call for proposals is sent out. <p>ACTION ITEMS</p> <ul style="list-style-type: none"> Submission for CSHP BC Branch awards and publication of residency research projects will continue to be strongly encouraged. Project investigators should discuss and set this expectation at the beginning of the residency year with their residents. AV to discuss the PLT’s desire for the completion of more projects that align with the LMPS strategic plan with the CAT. 	
3.5	<p>2016-17 Residency Program</p> <ul style="list-style-type: none"> Desire by the PLT/CAT to increase residency program to up to 30 residents in the 2016-17 cycle. Potential expansion of the PedsPod – BC Children’s is building a new tower and will be receiving some one-time funding to increase their trainees. AA inquired whether a Mental Health Pod could be considered, to improve clinical interest and succession planning. Development of PGY2 residencies in a defined area of practice will be discussed over the coming months with the BC Directors, PPRPC, UBC FoPS and various stakeholders. CPRB PGY2 Standards should be available shortly. <p>ACTION ITEMS</p> <ul style="list-style-type: none"> AV, JY and RC to further discuss and confirm the number of pediatric-focused residency positions for 2016-17 cycle. JY and RC to review interview process re: pediatric-focused residency applicants. JY to update RAC as discussions re: PGY2 residencies ensue over the course of the year. 	JY/RC
4.0	Resident Progress	
	<ul style="list-style-type: none"> Discussion ensued re: implementation of Resident Advisors to further support residents. This would be in addition to the already existing Resident Mentorship Program. <p>ACTION ITEMS</p> <ul style="list-style-type: none"> AM to draft guidelines for discussion at the next RAC meeting. 	JY
5.0	Roundtable	
	<ul style="list-style-type: none"> 	All

6.0	Next Meeting	
	Sept 2015	