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Research

Residency program director's perception of PGY-1 applicants: Results of the National 35½ Second Survey

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Abstract

Purpose: The purpose of this investigation was to evaluate perceived importance of common applicant characteristics in addition to the type of pharmacy education (traditional versus accelerated) by residency directors when evaluating residency candidates. **Methods:** A seven-question survey was administered to a convenience sample of residency program directors (RPDs). Directors were asked to evaluate seven residency applicant variables by order of importance in the selection process. Location of residency and type of institution were also collected.

Results: The survey was distributed to 660 residency directors of American Society of Health-System Pharmacist (ASHP) accredited PGY-1 residency programs. A total of 335 (52%) completed the survey. Overall, 49 of the 50 states responded. When limiting the analysis to two types of institutions, there were significant differences in importance placed on maturity between health care system and university hospital Residency Directors ($p = 0.047$). The perceptions of community hospital and VA/military residency directors significantly differed in the importance they place on accelerated three-year programs ($p = 0.029$) and age ($p = 0.04$). University Hospital Directors also differed from the VA/military residency directors in terms of the importance placed on an accelerated three-year program ($p = 0.041$).

Conclusion: The most important metrics when selecting a residency candidate include maturity, letters of reference, attainment of a prior degree, and status of licensure. Although the importance placed on type of education was largely neutral or unimportant, there are perceived differences between types of residency programs.

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Introduction

In the late 1990s, the three-year Doctor of Pharmacy Program was introduced. Currently, there are 13 schools/colleges that offer this accelerated educational opportunity.¹

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Due to the fact that all schools/colleges of pharmacy are held to the same high curricular standards, the only difference between the accelerated and the traditional programs is the length of the program (three years versus four years). These programs offer several advantages to the pharmacy student over a traditional four-year experience; one obvious advantage is a shorter time to complete a similar pharmacy curriculum, which translates into a faster matriculation into the work place or pursuit of post-doctoral education. Depending on the program, there may be a net fiscal benefit to the student because of the three-year design. In addition, accelerated programs allow students to be immersed in the

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The 35 ½ Second Pharmacy Residency Survey

1. Please describe your residency program. Check all that apply
 - a. Health Care System
 - b. University Hospital
 - c. Community Hospital
 - d. Independent Community Store
 - e. Chain Community Store
 - f. Clinic
 - g. College or School of Pharmacy
 - h. Military or VA Hospital

2. Number of years as Residency Director? ____

3. If a hospital, the size of the facility. Please list number of beds _____

4. Years that a Residency program has been offered at your institution. ____

5. Geographical location. *Pull down list with all the states*

6. Select from 1 to 5 (1 is not important to 5 is highly important) when deciding to accept a resident candidate:
 - a. age (1 --2--3--4--5)
 - b. maturity (1 --2--3--4--5)
 - c. letters of reference (1 --2--3--4--5)
 - d. accelerated program (3 year program) (1 --2--3--4--5)
 - e. traditional program (4 year) (1 --2--3--4--5)
 - f. licensure at time residency begins (1 --2--3--4--5)
 - g. prior degree (1 -2 - 3 - 4 - 5)
 - h. professionalism(appearance, actions) (1--2 - 3 - 4 - 5)
 - i. Alumni (1--2 - 3 - 4 - 5)

7. The ultimate decision of ranking an applicant for residency positions primarily rests with which of the following?
 - a. A consensus of all interviewers
 - b. The Director
 - c. A subcommittee of the interviewing committee

Fig. The 35½ Second Pharmacy Residency Survey.

curriculum, which may enhance retention of information. Although students in three-year programs graduate a year before their traditional four-year program counterparts,

residency directors may perceive a lack of professional maturity due to perceived inexperience in their shortened professional training. The purpose of this investigation was

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