



# PGY1/PGY2 Health-System Pharmacy Administration and Leadership with Masters Residency

**Program Code: 36020**

**NMS Code: 197918**

Located in beautiful Asheville, North Carolina, Mission Hospital is the largest facility in the Mission Health System, serving an 18 county area of Western North Carolina. This 815-bed community teaching hospital was ranked No. 1 “Best Hospital” in North Carolina for 2017 and 2018 by Business North Carolina and ranked in the top 1% of “Best Hospitals” nationally in 2016 by Heathgrades. We are the regional referral center for tertiary and quaternary care, a comprehensive stroke center and a level-2 trauma center. Mission is also home to a 94-bed emergency department, 85 bed children’s hospital and 100 bed behavioral health unit.



Mission Health System is a part of HCA Healthcare, one of the largest health systems in the world. Based in Nashville, Tennessee, HCA Healthcare is comprised of more than 180 hospitals and approximately 1,800 sites of care, including surgery centers, freestanding ERs, urgent care centers and physician clinics, in 20 states and the United Kingdom.

## Program Description

Health-System Pharmacy Administration and Leadership (HSPAL) residents gain experience and develop expertise in the provision of comprehensive pharmacy services including direct patient care, leadership/administrative responsibilities, pharmacy operations, medication safety, quality improvement and scholarly endeavors. As part of the nation’s largest health-system, HSPAL residents will also learn about health-system pharmacy leadership from local, regional and national leaders within HCA.

The resident’s first year is intensive and clinically focused. Residents are fully incorporated into the clinical team and given the opportunity to improve their skills across multiple specialties. The

PGY1 HSPAL year mirrors the PGY1 acute care residency and in addition participate in shared governance meetings, MERIT intern management and complete two required management rotations.

During the second year, residents are able to customize the experience based on their unique areas of interest. They are fully immersed in the management team, developing expertise in departmental leadership and administration, inventory management, finances, quality improvement, medication safety, policy development, interdepartmental relationships and collaboration and human resource management. Highlighted resident responsibilities:

- Develop personnel management skills through managing a small group of pharmacists and technicians
- Responsible for pharmacy operations in dedicated pharmacy area(s)
- Serve as a pharmacy manager on-call with the rest of the management team
- Facilitation of local and system-level committees
- Project development and implementation
- Financial exposure throughout the revenue cycle, budget management and leading cost-saving initiatives

Candidates accepted into the two-year Mission Hospital Pharmacy Administrative Residency are simultaneously enrolled in the [Master of Science in Pharmaceutical Sciences with specialization in Health-System Pharmacy Program at the University of North Carolina \(UNC\) at Chapel Hill](#) through the UNC Eshelman School of Pharmacy.

### **Master of Science Program at Mission**

The Master of Science was offered previously at the University of North Carolina from 1969 to 1996. UNC began offering the master's degree again in 2008, and has been proudly offered at Mission Hospital since July 2011. The UNC cohort consists of residents from the University of North Carolina Medical Center, Duke University Hospital, Wake Forest Baptist Medical Center, Mission Hospital, Cone Health, Massachusetts General Hospital, BayCare, and Hospital of the University of Pennsylvania. Mission Hospital residents have the unique opportunity to represent perspective of an integrated delivery network that serves a mixed urban and rural community within the UNC cohort.

Courses for the Master's program are led by UNC Eshelman School of Pharmacy faculty as well as various leaders within the hospital cohort and beyond. Since Mission Hospital is not based in Chapel Hill, our residents attend class lectures through live interactive virtual learning. A great benefit of virtual learning is the geographical differences of the individuals in the cohort which offers a wide variety of viewpoints from different regions within North Carolina and the country.

### **Residency Program Director Contact Information**

**Joseph Bonkowski, PharmD, MHA, MS**

Director of Pharmacy  
Residency Program Director

HCA Healthcare | North Carolina Division  
509 Biltmore Ave, Asheville, NC 28801  
Joseph.Bonkowski@HCAHealthcare.com

## Application Deadline: January 4th, 2021

### Application Information

The Master of Science in Pharmaceutical Sciences with specialization in Health-System Pharmacy Program/Two Year Administrative Residency Program is offered in collaboration with Duke University Hospital, University of North Carolina Medical Center, Wake Forest University Baptist Medical Center, Cone Health, Massachusetts General Hospital, BayCare Health System, and Hospital of the University of Pennsylvania. While everyone who is accepted into the program receives their Masters of Science Degree from the University of North Carolina at Chapel Hill, the residency component is completed at each hospital site.

Interested applicants need to apply both to the University of North Carolina Graduate School for the didactic component of the program and to EACH site of interest. Applicants need only apply to their residency site of interest; however, we highly recommend considering all sites in order to compare and contrast practice settings.

Each program will participate in the match, but each one has a different match number. If you have not done so already, please make sure to register for the National Matching Service offered through ASHP.

### Application Requirements

We are using the ASHP-supported application portal, PhORCAS for resident application submissions. **\*Application deadline for Mission Hospital is January 4<sup>th</sup>, 2021\***

Through the [PhORCAS site](#), and as part of our application packet, we require the following documents:

- Copy of college transcript(s)
- Curriculum vitae
- Letter of intent
- 3 letters of recommendation using the standardized form on PhORCAS

*\*Mission Hospital does not sponsor H1B or other visas\**

*\*The preference is to have residents licensed by July 1st. Residents must be licensed within 90 days of starting the program.\**

**Program Code:** 36020

**National Matching Service Code:** 197918

**Positions Available:** 1 Resident

**Duration of Residency:** 24 Month Residency

## UNC Graduate School Application

1. Complete a graduate school application for admission via the online application.
  - Review the graduate school information, The application information is as follows:
    - A. Level of Study: Graduate; New Degree Seeking Applicant
    - B. Major: Pharmaceutical Sciences
    - C. Degree: Master of Science
    - D. Area of Interest of Specialization: Practice Advancement and Clinical Education
    - E. Select term of entry
  - Fill out the applicant information
  - Fill out educational background
  - Upload your UNOFFICIAL transcripts (undergraduate and graduate)
  - Upload a Statement of Purpose
  - Upload a copy of your CV/resume
2. Submit the application and the nonrefundable application fee
3. Provide three letters of recommendation. These can be identical to those provided for the residency program application. Provide these through the “Recommendations” link on the online application under “Important Links.”
4. Have your graduate and undergraduate school submit to PhORCAS and OFFICIAL academic transcript for each school attended. The graduate school will request an OFFICIAL transcript after acceptance into the program only.

*\*GRE test scores may be waived if the applicant receives a doctor of pharmacy. If not receiving this degree, current GRE scores (no more than five years old) are required.\**

# PGY1 HSPAL Pharmacy Residency Learning Experiences

<b>Required Learning Experiences</b> (Experience Length: 4-5 weeks)	<b>Elective Learning Experiences</b> (Experience Length: 4-5 weeks)	<b>Longitudinal Experiences</b>	<b>Additional Requirements</b>
<ul style="list-style-type: none"> <li>• Orientation</li> <li>• Critical Care (1 of 2 below)                             <ul style="list-style-type: none"> <li>○ Medical Surgical</li> <li>○ Neuro Trauma</li> </ul> </li> <li>• General Cardiology</li> <li>• Internal Medicine</li> <li>• Infectious Disease</li> <li>• Management I</li> <li>• Management II</li> </ul>	<ul style="list-style-type: none"> <li>• Advanced Heart Failure</li> <li>• Cardiovascular Surgery</li> <li>• Emergency Medicine</li> <li>• General Pediatrics</li> <li>• Inpatient Oncology</li> <li>• Inpatient Psychiatry</li> <li>• Medical Cardiology/Heart Failure</li> <li>• Neurology</li> <li>• Outpatient Oncology</li> <li>• Pediatric/Neonatal ICU</li> <li>• Renal Medicine</li> <li>• Transitions of Care</li> <li>• Critical Care                             <ul style="list-style-type: none"> <li>○ Medical Surgical</li> <li>○ Neuro Trauma</li> </ul> </li> <li>• Ambulatory Care                             <ul style="list-style-type: none"> <li>○ Anticoagulation Clinic</li> <li>○ Heart Failure Clinic</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• IRB Approved Research Project</li> <li>• Leadership Pearls/Lead The Way</li> <li>• Clinical On-Call                             <ul style="list-style-type: none"> <li>○ Every 6 – 7 weeks</li> </ul> </li> <li>• Staffing                             <ul style="list-style-type: none"> <li>○ 46 weekend days</li> <li>○ 1 major holiday</li> <li>○ 1 minor holiday</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Journal Club (1)</li> <li>• Formal CE (2)</li> <li>• Research Presentation (1)</li> <li>• Formulary Class Review (At least 2)</li> <li>• Medication Use Evaluation (1)</li> <li>• NCAP Residency Showcase</li> <li>• Medication Safety Event Review (5)</li> <li>• ACLS Certification</li> </ul>

# PGY2 HSPAL Pharmacy Residency Learning Experiences

Required Learning Experiences	Length of Experience Experience	Required Longitudinal Experiences	Additional Requirements
<ul style="list-style-type: none"> <li>• Orientation</li> </ul>	<ul style="list-style-type: none"> <li>• 1 month</li> </ul>	<ul style="list-style-type: none"> <li>• Staffing                             <ul style="list-style-type: none"> <li>○ Full week of evenings every 5 Weeks</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• 12 months</li> </ul>
<ul style="list-style-type: none"> <li>• Finance/Supply Chain</li> </ul>	<ul style="list-style-type: none"> <li>• 12 months</li> </ul>		
<ul style="list-style-type: none"> <li>• Pharmacy Operations</li> </ul>	<ul style="list-style-type: none"> <li>• 12 months with a 3 month concentrated block</li> </ul>	<ul style="list-style-type: none"> <li>• Manager on Call                             <ul style="list-style-type: none"> <li>○ Every 5 weeks</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• 12 months</li> </ul>
<ul style="list-style-type: none"> <li>• Clinical Management</li> </ul>	<ul style="list-style-type: none"> <li>• 3 months</li> </ul>	<ul style="list-style-type: none"> <li>• PGY2/Master's Research</li> </ul>	<ul style="list-style-type: none"> <li>• 10 months</li> </ul>
<ul style="list-style-type: none"> <li>• Medication Safety and Regulatory Compliance</li> </ul>	<ul style="list-style-type: none"> <li>• 12 months</li> </ul>	<ul style="list-style-type: none"> <li>• Leadership Pearls / Lead the way</li> </ul>	<ul style="list-style-type: none"> <li>• 12 months</li> </ul>
<ul style="list-style-type: none"> <li>• Personnel Management</li> </ul>	<ul style="list-style-type: none"> <li>• 12 months</li> </ul>	<ul style="list-style-type: none"> <li>• Pharmacy Advisory Committee</li> </ul>	<ul style="list-style-type: none"> <li>• 12 months</li> </ul>
		<ul style="list-style-type: none"> <li>• System Pharmacy Operations Committee Chair</li> </ul>	<ul style="list-style-type: none"> <li>• 12 months</li> </ul>
<b>Additional Requirements:</b>			
<ul style="list-style-type: none"> <li>• Residency Recruitment</li> <li>• Research Presentation</li> <li>• ACLS Certification</li> <li>• Manage MERIT Intern program</li> </ul>		<ul style="list-style-type: none"> <li>• Manage Pharmacist Work Schedule</li> <li>• Student Precepting</li> </ul>	
<p><i>Additional Experiences can be discussed and tailored to the residents interests. For example: Critical Access Hospital Management</i></p>			

# PGY1/PGY2 Salary and Benefits

## Salary

PGY1 Salary - \$47,500

PGY2 Salary - \$51,500

## Benefits

### *Paid Time Off (PTO)*

Residents accrue paid time off (PTO) days during the 12-month program. PTO must be used for scheduled personal leave, illness and job interviews. The resident salary goes toward attendance at the ASHP Midyear, North Carolina Association of Pharmacist (NCAP) and the Southeastern Residency Conference (SERC) meetings without using any PTO.

### *Health Benefits*

Health coverage for you and your immediate family is available through optional Mission Health Care Plans. Please see [Mission & Me](#) for detailed information on all employee benefits.

### *Dedicated Office Space*

All PGY1 residents share a large office with individual work spaces located within the Pharmacy Education area. The PGY2 HSPAL resident will have a private office located in the pharmacy administrative suite. A laptop is provided for each resident in the office space with a docking station and two full size monitors.

### *Stock Options*

HCA Healthcare employees have the option to purchase HCA Healthcare stock through the Employee Stock Purchase Plan at a discount. Please see [Mission & Me](#) for detailed information on all employee benefits.

### *Student Loan Assistance*

HCA Healthcare offers student loan assistance program that residents are eligible to enroll for. Please see [Mission & Me](#) for detailed information on all employee benefits.

## Current Residents

### PGY2 Health-System Pharmacy Administration and Leadership Resident

#### Robert Steven Richardson, PharmD



**Hometown:**  
Dublin, OH

**Undergraduate School:**  
The Ohio State University

**Pharmacy School:**  
The Ohio State University  
College of Pharmacy

**Contact Information:**  
Steven.Richardson@hcahealthcare.com

### PGY1 Health-System Pharmacy Administration and Leadership Resident

#### Joseph McDonald, PharmD



**Hometown:**  
Poquoson, VA

**Undergraduate School:**  
University of Virginia

**Pharmacy School:**  
Virginia Commonwealth University  
School of Pharmacy

**Contact Information:**  
Joseph.McDonald3@HCAHealthcare.com



## PGY2 Preceptors

*Please see the PGY1 Pharmacy Residency – Acute Care information packet for additional information on PGY1 Preceptors*

**Joe Bonkowski, PharmD, MHA, MS**

- Director of Pharmacy of Mission Hospital, HSPAL Residency Program Director

**Katie Sheldon, PharmD, MS**

- North Carolina Division Director of Pharmacy Operations, Past HSPAL Residency Program Director

**Lindsay Harris, PharmD, BCCCP**

- Clinical Manager | PGY1 RPD, Emergency Services, Emergency Management, Cardiology, Cardiovascular Surgery Services

**Kelli Kirkpatrick, PharmD**

- Clinical Manager | Adult Medicine, Float Team, Antimicrobial Stewardship

**Elizabeth Lucas, PharmD**

- Operations Manager | Mission Pharmacy Operations, Controlled Substances Technicians, OR Team, Night Shift

**Elizabeth Michalets, PharmD, CPP, BCPS, FCCP**

- Clinical Manager | Education and Research Manager

**Josh Powell, PharmD, BCSCP**

- Operations Manager | Ridgefield Operations, Purchasing,

## Past Residents

**2020: Jimmy Godwin, PharmD**

- Medication Reconciliation Supervisor, Mission Hospital, Asheville, NC

**2019: Ben Coles, PharmD, MS, BCPS**

- Pharmacy Manager, Augusta University Health, Augusta, GA

**2018: Doug Fisher, PharmD, MS**

- Director of Pharmacy, Atrium – Stanly, Albermarle, NC

**2017: Anna Bieniek, PharmD, MS**

- Medication Safety and Quality Assurance Clinical Pharmacist Specialist, Children's Hospital of Philadelphia, Philadelphia, PA

**2016: Cindy Brasher, PharmD, MS, BCPS**

- Pharmacy Manager of Compounding, St. Jude Children's Research Hospital, Memphis, TN

**2015: Jimmy Paarlberg, PharmD, MS, BCPS**

- Associate Chief of Pharmacy, Salem VA Medical Center, Salem, VA

**2014: Jessica Lemoine, PharmD, MS**

- Pharmacy Operations Manager, Memorial Regional Hospital – South, Hollywood, FL

**2013: Adrienne Giddens, PharmD, MS**

- Director of Pharmacy, Pardee Hospital, Hendersonville, NC

## Requirements for Completion of PGY1 Health-System Pharmacy Administration & Leadership

Requirement	1st Quarter Progress	2nd Quarter Progress	3rd Quarter Progress	Date Completed	RPD's Initials
<b>Orientation and Licensure</b>					
Obtain NC pharmacy license within 90 days from the start date of residency program.*					
Attend and complete hospital's general orientation					
Attend and complete residency-specific orientation					
Complete assigned HCA Health Stream modules					
Read and Review with the RPD or designee, the "Guidance Document for the ASHP Accreditation Standards, Competencies, Goals & Objectives for Postgraduate Year One (PGY1) Pharmacy Residencies"					
Complete IRB Citi training					
Attend ACLS/BCLS training					
<b>Longitudinal Education and Leadership</b>					
Participate in "Lead the Way" leadership series and complete all longitudinal assignments assigned each quarter					
Complete one assigned annual activity on the Residency Annual Activity Grid and update the checklist for that activity					
Attend at least one P&T committee meeting					
Participate in shared governance meetings					
<b>Research</b>					
Complete a research project Title:					
IRB approval Data collection/analysis Manuscript					
Present a research project at the Southeastern Residency Conference (SERC) or other regional meeting					
<b>Formulary Management</b>					
Prepare at least 2 formulary drug class reviews 1. 2.					
Prepare a medication-use evaluation (may be same as research project) Title:					

## Requirements for Completion of PGY1 Health-System Pharmacy Administration & Leadership (Cont.)

<b>Medication Safety</b>					
Participate in medication error reporting by submitting a minimum of 5 medication errors into RL solutions system					
<b>Presentations</b>					
Present one CE program at Clinical Meeting per semester (two per year) <u>Presentation title:</u>					
<u>Presentation title:</u>					
Present a study at journal club (minimum of one per year) <u>Article reviewed:</u>					
<b>Required Rotations, Competencies, Goals and Objectives</b>					
<b>Required Rotations:</b> Orientation Internal Medicine Critical Care Infectious Diseases Management I Management II Cardiology					
<b>Staffing:</b> 46 weekend days Major Holiday Minor Holiday					
Obtain at least "Satisfactory progress" on 100% of required objectives					
Obtain "Achieve for the Residency" on 85% of required objectives/ASHP Goals					
Be present for at least 80% of scheduled days on each learning experience					

\*Failure to obtain license within 90 days from the first day of residency program will result in termination of employment and residency program, unless circumstances are deemed out of resident's control (determined by RPD and RAC).

## Requirements for Completion of PGY2 Health-System Pharmacy Administration & Leadership

Requirement	Date Completed	Resident's Initials	RPD's Initials
<b>Orientation and Licensure</b>			
Complete assigned Health Stream modules			
<b>Goals and Objectives</b>			
"Satisfactory progress" on 100% of required objectives			
"Achieve" on 85% of required objectives			
Present for at least 80% of scheduled days on each learning experience			
<b>Longitudinal Education and Leadership</b>			
Completion of UNC required preceptor training			
Serve as primary preceptor for at least one concentrated student learning experience			
Lead topic discussions for APPE students as assigned			
Organize and lead Mission's Pharmacy MERIT programming and intern development			
<b>Research</b>			
Complete research project and present at Clinical Meeting or other multidisciplinary committee			
Obtain UNC Eshelman School of Pharmacy approval of PGY2/MS project topic and framework			
Present research poster at Midyear Clinical Meeting			
Present research project at SERC			
<b>Formulary Management</b>			
Complete assigned drug class review(s) or Power Plan(s) by assigned deadlines			
Complete one MUE (may be part of research project or separate review) by assigned deadline			
Present one CE program at Clinical Meeting (one per year)			
<b>Residency Program Recruitment</b>			
Organize recruitment activities for NCAP and Midyear			
Participate in Residency Showcase and PPS at Midyear			
Participate in on-site residency interviews			

\*Failure to obtain may result in corrective action including and up to termination of employment and residency program.