



# Assessment of PGY-1 and PGY-2 Pharmacy Residency Program Adaptation of ASHP's Wellbeing/Resiliency Standard

Emily Berens, PharmD; Ryan Tomlin, PharmD, BCPS, AAHIVP; Julie Belfer, PharmD, BCCCP; Giulia Barlow, PharmD, BCPS, BCPP

Address correspondence to:  
Emily Berens  
Emily.berens@trinity-health.org

Trinity Health Grand Rapids, Grand Rapids, MI

## Background

- American Society of Health-System Pharmacists (ASHP) updated the pharmacy resident guidelines in 2021 with a greater emphasis on resident wellbeing and resiliency:<sup>1</sup>

**“Standard 3.3...support** resident’s practice interests, career development, and **resident well-being** and resilience..”

- Several resources are available to help guide residency program directors (RPDs) to develop and formalize a wellbeing and resiliency effort, but it is unknown if these resources have been utilized nor made an impact on resident wellbeing and resiliency.
- There is limited research published on wellbeing and resiliency in pharmacy resident programs, and the overall impact of ASHP's updated standards.
- This study will help identify current wellbeing practices among programs and the perceptions regarding the wellbeing and resiliency requirement.

## Objectives

- Characterize wellbeing practices utilized by PGY1 and PGY2 pharmacy residency programs to meet the ASHP wellbeing and resiliency standard
- Describe RPDs perception on the guidance for implementing ASHP's wellbeing and resilience standards

## Methods

- Retrospective descriptive cohort
- 25- question, 5 domain, survey distributed to PGY1 and PGY2 Pharmacy RPDs with readily available contact information via online directories or program website
  - Survey available 34 days
  - Initial + two reminder emails

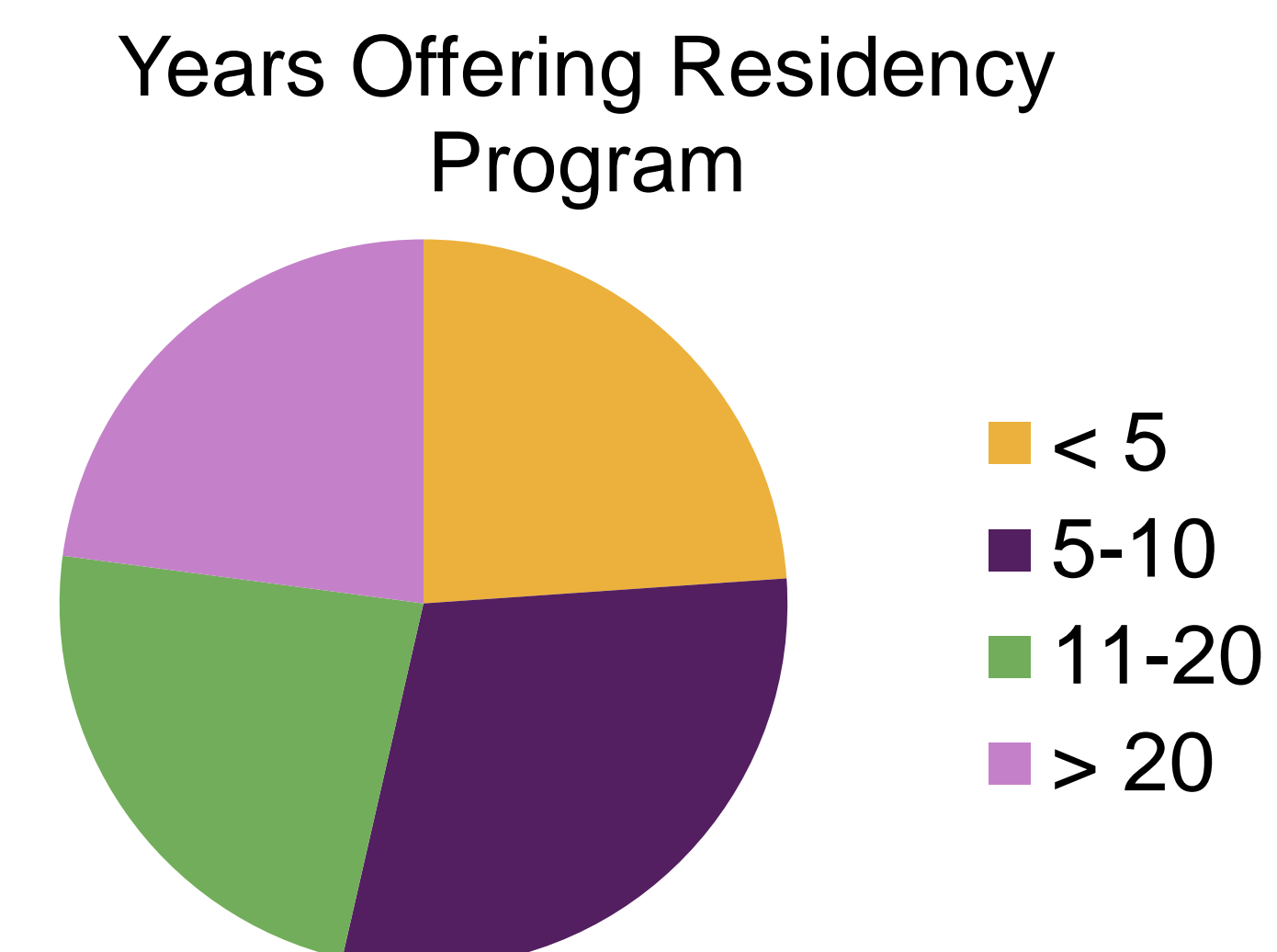
## Demographics

505/2462 (20.5%) of RPDs completed the survey

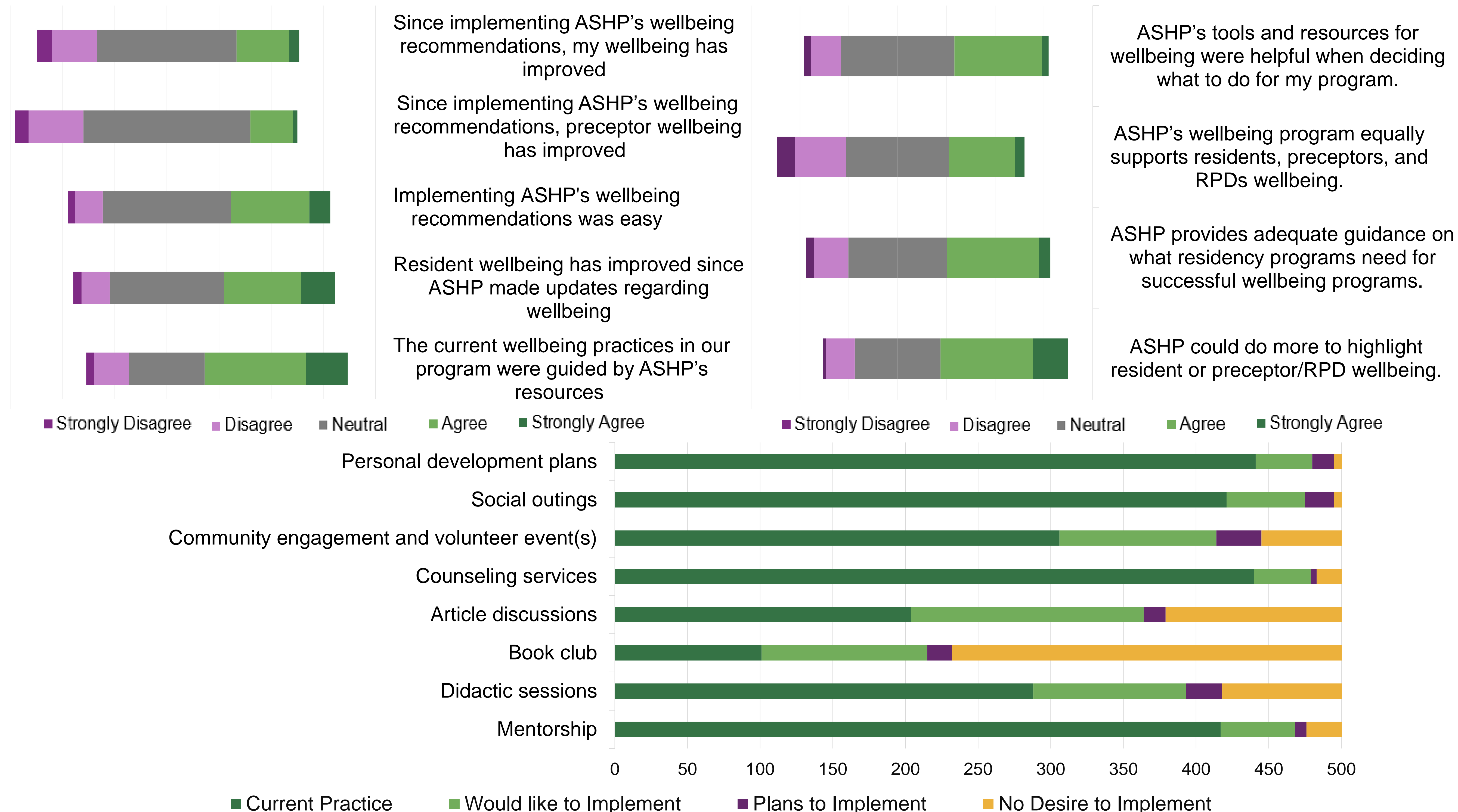
- Program type: PGY-1 Traditional/Acute Care 42.9%
- Region: Midwest (32%), Southeast (29%)

- 59% have a formalized wellbeing policy
- 97% wellbeing resources made available to ALL employees
- 62% do NOT have an appointed wellbeing coordinator

Number of Years as RPD	# Programs (%)
<5	318 (63)
5-10	126 (25)
>10	58 (12)



## Results



## Additional Wellbeing Practices Reported

- Resident bonding days
- Scheduled project days
- Monthly wellness seminars on Friday afternoons
- Offer reimbursement for gym memberships
- Work near residents (shared office space)
- Birthday celebrations at work
- Discuss wellbeing at every RAC meeting
- 5 wellness days available for residents throughout the residency year

## Discussion and Conclusion

- Predominantly neutral response regarding ASHP's updated wellbeing verbiage
  - Have programs made changes since updates? If so, has there been lack of improvement despite efforts?
- RPD and preceptor wellbeing are both target areas of improvement
- Strengths of this study include a 20.5% survey response rate and all program types (both PGY-1 and PGY-2) were included
- Limitations include the potential for selection bias, several invalid or missing email addresses, and responses were only indicative of the RPD perception
- Future directions include re-distributing the survey to residents and preceptors and evaluating the benefits of wellbeing and resiliency efforts implemented

## References

American System of Healthcare Pharmacists. ASHP Accreditation Standard for Postgraduate Pharmacy Residency Programs. July 2023.