



Examining the Value of Community Pharmacy Residency Programs: A Survey of Schools and Practice Sites

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Objectives

1. Discuss the current status of PGY1 community pharmacy residency programs (CPRPs) in the U.S.
2. Describe and compare perceptions of key informants representing U.S. colleges/schools of pharmacy and community pharmacy practice sites regarding value associated with PGY1 community pharmacy residency programs (CPRPs).

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Objectives cont.

- 3. Explain perceptions of key informants representing U.S. colleges/schools of pharmacy and community pharmacy practice sites regarding barriers to offering CPRPs.
- 4. Discuss how findings from the survey can be used to advance PGY1 community pharmacy residency programs

History

- Background
 - Community Pharmacy Residency Program established by APhA in 1986
 - Partnership between APhA and ASHP to accredit community residencies in 1999
 - “Pharmacy Residency Training in the Future: A Stakeholders’ Roundtable Discussion” in January 2005
 - Recommendations from meeting
 - Increase number of preceptors and residency sites
 - Issue call to action to demonstrate the value of residency training to residency sites, prospective students, health care providers, patients, employers, and payers

Consensus Statement

“The number of community-based pharmacy residency programs must grow significantly by 2015. Today (2005), community pharmacy residencies account for only 8% of programs.

Because community pharmacists are so accessible to the public, they have a huge opportunity to make a positive impact on patient care.

Current community pharmacy residency programs are pioneering many direct patient care services that can help improve people’s health.”

Current Status

- Since 1999 the growth in CPRPs has been modest
 - slightly more than 100 residency sites in the approximately 60,000 community pharmacies²

Current Status cont.

- Schools and colleges of pharmacy have played an important role to date in the development and administration of these programs, from acting as a sponsoring organization to affiliating with corporate or health-system based programs
- Currently 83% of the community pharmacy residency programs involve an affiliation with schools and colleges of pharmacy

Need for Research

- A demonstration of the “value proposition” for community pharmacy residency training may help increase the supply of community pharmacy residency sites, establish the demand for community pharmacy residency-trained pharmacists, and improve patient care and outcomes in community practice settings

Need cont.

- One way to describe the value proposition for community pharmacy residency training includes identifying the perceived value of these programs by key stakeholders such as schools/colleges of pharmacy and community pharmacy practice sites who typically form partnerships for providing CPRPs.

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Value of community pharmacy residency programs: College of pharmacy and practice site perspectives

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J Am Pharm Assoc. 2010;50:e72-e88.

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Funding

- **Community Pharmacy Foundation:** through a grant provided to the American Pharmacists Association (Anne Burns [Project Administrator] and James Owen [Project Director]).

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Overview of Research

- Objective: Describe and compare perceptions of key informants representing U.S. colleges/schools of pharmacy and community pharmacy practice sites regarding
 - Value associated with community pharmacy residency programs (CPRPs)
 - Barriers associated with CPRPs

Overview of Project

- Methods
 - Measure Development
 - Specify the Domain of the Constructs (Value / Barriers)
 - Generate a Pool of Items for Each Construct
 - Have Initial Pool of Items Reviewed by Experts
 - Consider Inclusion of Validation Items
 - Administer Items to a Development Sample
 - Purify the Measures
 - Optimize the Practicality of the Measures

Overview of Project

- Study Sample
 - Colleges/schools of pharmacy participating in Community Pharmacy Residency Programs (CPRPs)
 - Colleges/schools of pharmacy not participating in Community Pharmacy Residency Programs (CPRPs)
 - CPRP community pharmacy practice sites
 - Non-CPRP community pharmacy practice sites

Colleges/Schools of Pharmacy Findings

- Value to Colleges/Schools of Pharmacy
 - Factor 1- Serving Societal Needs
 - Factor 2- Serving the College's/School's Needs
 - Factor 3- Building Mutually Beneficial Relationships
 - Factor 4- Monetary Benefits
 - Factor 5- Extra Help for Teaching
- Monetary benefits had the lowest mean score for both groups

Colleges/Schools of Pharmacy Findings

Selected Comments from Colleges/Schools of Pharmacy Participating in a CPRP

I don't believe it's as much about 'value' to SoPs as it is a vital responsibility to the profession to be involved in leadership at the community pharmacy level of care, as it's where most patients/customers interact with a pharmacist.

Schools/Colleges are in a good position for leadership of community pharmacy residency programs because they understand the standards, experiential education, documentation, and monitoring of progress... all of which are a part of the standards.

Colleges/Schools of Pharmacy Findings

Selected Comments from Colleges/Schools of Pharmacy Not Participating in a CPRP

Colleges can not financially afford to support community residencies in the current environment without a revenue stream that is created from the effort. Community practitioners need to step up to provide support and create reimbursement opportunities.

I am not sure community pharmacy residencies provide a great deal of value to colleges/schools of pharmacy outside of providing additional APPE sites. The rest of the value of community pharmacy residencies lies in the benefit to the resident and the pharmacy.

Colleges/Schools of Pharmacy Findings

- Barriers to offering Community Pharmacy Residency Programs
 - Factor 1- Organizational / Strategic Barriers
 - Factor 2- Operational / Logistic Barriers
 - Factor 3- Accreditation
 - Factor 4- Lack of Interest or Resistance
 - Factor 5- Research Issues
- For respondents from a college/school not participating in a CPRP, Factors 2 and 3 had per-item means greater than 4.0 suggesting a general agreement with the factor

Pharmacy Practice Site Findings

- Value to Participating Pharmacies
 - Factor 1- Pharmacy Profession Development
 - Factor 2- Pharmacy Practice Site Development
 - Factor 3- Pharmacy Education Development
 - Factor 4- Monetary Benefits
 - Factor 5- Pharmacy Staff Development
- Factors 1-3 respondents participating in CPRPs had higher mean scores than those who were not
- Pharmacies not participating in CPRPs had the lowest mean score for all 5 factors

Pharmacy Practice Site Findings

Selected comments from CPRP practice sites

Although residency directors and preceptors all know that the benefits to pharmacies are numerous, many companies can not see past the financial issues. Residents and their preceptors may not bring in as much revenue as say, a fulltime clinical pharmacist.



I believe that increasing the number of these and making them the norm would greatly move pharmacy practice forward and increase patient awareness of the value of pharmacists.

Pharmacy Practice Site Findings

Selected comments from Non-CPRP practice sites


Community pharmacy services are an important aspect of healthcare. This survey has made me feel that it is more important than I thought.

The value provided is minimal from a business perspective. The professional shortage that continues to persist ... is exacerbated by the drive to enroll recent graduates into residency programs.

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Pharmacy Practice Site Findings

- Barriers to offering Community Pharmacy Residency Programs
 - Factor 1- Organizational / Strategic Barriers
 - Factor 2- Operational / Logistic Barriers
 - Factor 3- Accreditation
 - Factor 4- Lack of Interest or Resistance
 - Factor 5- Research Issues
- Respondents from a pharmacy not participating in a CPRP reported per-item means greater than 4.0 for each of the five factors suggesting a general agreement with all factors

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Conclusions

- Results showed:
 - Value to participating pharmacies is associated with pharmacy education development and pharmacy profession
 - Value to participating colleges/schools of pharmacy is associated with pharmacy education and serving societal needs
 - Colleges/schools of pharmacy and non-CPRP sites had significant barriers identified for them

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Conclusions

- Fundamental Barriers for Implementation of CPRPs
 - Lack of Leadership
 - Lack of Revenue
 - Cost of Reimbursement for Resident

Conclusions

- Community Pharmacy Residency Program has established a firm foundation comprising of
 - Pharmacy education development
 - Pharmacy profession development
 - Opportunities for community engagement

Analysis

- *Guidelines that focus on one organization's goals and capabilities may not be sufficient for establishing successful CPRPs.*
- *Instead, guidelines should cover the goals and capacities of both organizational partners.*

Recommendations

- Development of guidelines for both start-up and continuation of CPRPs is needed for the partnerships between colleges/schools of pharmacy and community pharmacies

Recommendations

- *The barriers observed in the current work could be avoided if clear expectations for revenue sharing, cost sharing, and rights and responsibilities for organizational partners are described.*

Recommendations

- *Forums for idea exchange, descriptive profiles of successful programs, and mentoring opportunities between new and established programs can aid in developing guidelines and translating them into operation.*

Recommendations

- *Considering how contemporary, innovative community pharmacy practice will be defined and evaluated in the future U.S. health care system is important when developing guidelines.*

Questions