

Residency Candidate Selection Process

Application Requirements:

The applicant must be a highly motivated individual who desires to obtain advanced education and training leading to an enhanced level of professional practice.

PGY1 applicants must:

- Be enrolled in or a graduate of an ACPE-accredited advanced pharmacy program
- Be eligible for licensure in the Commonwealth of Virginia and licensed by September 1st

PGY2 applicants must:

- Be a graduate of an ACPE-accredited advanced pharmacy program
- Be eligible for licensure in the Commonwealth of Virginia and licensed by September 1st
- Be enrolled in or a graduate of an ASHP-accredited or ASHP candidate status PGY1 residency program

Applicants must upload to PhORCAS the following by the specified deadline:

- Curriculum vitae that includes:
 - Completed and anticipated advanced pharmacy practice experience rotations and PGY1 rotations (if applicable)
 - Leadership, organizational, and community service involvement
 - Research projects, presentations (verbal and poster), and publications (include doi and/or hyperlink)
- Letter of intent that explains your reasons for pursuing residency at UVA and your goals
 - Do not exceed one (1) page
- Official college of pharmacy transcript (minimum GPA to be considered is 3.0)
 - Pass/Fail will still be considered, except as stated below for PGY1/2 HSPAL Residency + Master's Program

PGY1 References:

- Total of three (3) references
- **TWO** should be from preceptors of two different rotations able to speak to clinical problem-solving in direct patient care experiences (not classroom)
- **ALL THREE** references MUST be from practicing professionals, excluding pharmacists actively in training programs (residents, fellows), and MUST comment on the following characteristics:
 - Ability to organize and manage time
 - Ability to work with peers and communicate
 - Clinical problem solving skills
 - Independence and resourcefulness
 - Willingness to accept constructive criticism
 - Professionalism

PGY2 References:

- Total of three (3) references, **ALL MUST** be from practicing professionals, excluding pharmacists actively in training programs (residents, fellows), from the following:
 - PGY1 Residency Program Director (RPD)

- Preceptor from specialty area of PGY2 application (if available, i.e. critical care residency, etc)
 - If RPD and preceptor from specialty area of practice are the same person, please select another appropriate rotation preceptor for your submission
- Pharmacy provider of your choice
- **ALL THREE** References MUST comment on the following characteristics:
 - Ability to organize and manage time
 - Ability to work with peers and communicate
 - Clinical problem solving skills
 - Independence and resourcefulness
 - Willingness to accept constructive criticism
 - Professionalism

Alternate requirements for the PGY1/2 Health-System Pharmacy Administration and Leadership (HSPAL) + Master's Program

- The **THIRD** reference is required from an individual practicing in administration
- A GPA is required for entry into the Master's program; therefore, individuals from Pass/Fail schools will not be considered

Alternate requirements for the PGY 2 Critical Care Pharmacy Residency Program

- Total of four (4) references from the following:
 - Three of these four must be from a clinical practice area

For all programs, please note the following:

- UVA Health System Pharmacy Residency Programs do not sponsor work visas
- Those who attend/attended schools that are not ACPE-accredited will not be considered
- The minimum pharmacy school GPA is 3.0
 - Pass/Fail will still be considered, except as stated above for PGY1/2 HSPAL Residency + Master's Program
- References should be from different rotation experiences
- All materials must be submitted by the deadline posted in PhoRCAS
- All rules and regulations of the ASHP residency matching program will be strictly followed

Match Phase 1 and Phase 2

Selection of Candidates for Interviews:

- Residency program directors, members of the residency advisory committees, and residents will review applicants using program specific applicant selection rubrics. Candidates will be invited to interview based on the results from the applicant selection rubrics. Determinations based on weaknesses collected from the rubrics will be used to remove candidates with feedback that does not align with the organization's values such as not a team player, lack of accountability, or lack of professionalism. The final selection of candidates for interviews is the responsibility of the residency program director.
- The PGY1 Pharmacy Residency Program redacts candidate application names to enhance diversity, equity, and inclusion efforts

- Candidates with incomplete residency application files following the application deadline are not considered for interviews.
- Approximately 6 candidates per available position are invited for interviews in phase 1. In match phase 2, no more than 8 interviews per open position will be conducted.

Interview and Evaluation of Candidates:

- Interviews with the residency program director and residency preceptors is required.
- All persons participating in the interview process will utilize program specific interview score to assess each candidate. At the completion of the interview, all participants will submit their completed scores to the residency program director.
- The residency program director will create a preliminary rank list based on the score from each candidate interview session. Programs may choose to include the initial scoring rubric into their overall candidate score.
- At the conclusion of all interviews, a candidate review session is held to discuss the preliminary rank list and the strengths and weaknesses of residency candidates. Determinations based on weaknesses collected from the rubrics will be used to remove candidates with feedback that does not align with the organization's values such as not a team player, lack of accountability, or lack of professionalism. All persons involved in the interviewing process are invited to attend this meeting.
- The residency program director is responsible for submitting the residency advisory committee-approved rank order list to the National Matching Service (NMS).
- All candidate selection, interview, and evaluation materials are reviewed annually for improvements with particular interest in increasing diversity, equity, and inclusion efforts.