

# MSHP/ECN Student Workshop



November 6<sup>th</sup>, 2013

# Workshop Agenda

---

- Welcome
- Introduction to MSHP and the ECN
- “Networking 101”: Tips and Tactics for Success
- Getting the Most out of the Residency Showcase
- RPD/PGY-1 Panel Discussion
- Networking

# MSHP Mission

---

- ❑ To advance public health by promoting the professional interests of pharmacy professionals practicing in hospitals and other organized health-care (Health-System) through:
  - CE/Learning opportunities
  - Developing professional standards for pharmaceutical services
  - Advocacy for the profession and drug-use policies
  - Awarding health-system pharmacies, pharmacists, students and technicians who excel in professional practice
  - Serve as communication source (public, professional)
- ❑ Over 1,600 members (students, residents, new practitioners, pharmacists and technicians)

# Membership Benefits

---

## □ **It's FREE!**

- Free Student Membership
- Free FOOD at CE and Meeting Events

## □ **Networking Opportunities**

- Residencies
- Employment
- Mentorship

## □ **Opportunities to get Involved Early and Stay Involved**

## □ **Leadership Skills Development**

# 2013-2014 MSHP Leadership

---

- ❑ **PRESIDENT – Paul Paladino**
- ❑ **PRESIDENT-ELECT – Michelle Corrado**
- ❑ **IMMEDIATE PAST PRESIDENT – Gary Kerr**
- ❑ **TREASURER – Keith Foster**
- ❑ **SECRETARY – John Clark**
  
- ❑ **DIRECTORS – Trisha LaPointe, Anne Selig, Barbara Irby, Ross Thompson**
- ❑ **ASHP DELEGATES – Ernest Anderson, Ross Thompson, Robert Moura, Margarita DiVall (Alternate: Nicole Clark)**

# 2013 – 2014 MSHP Committees

---

- ❑ **ANNUAL MEETING COMMITTEE** - *Chair: Nicole Clark, PharmD, BCPS*
- ❑ **HONORS AND AWARDS COMMITTEE** - *Chair: Trisha LaPointe*
- ❑ **LEGISLATIVE COMMITTEE** - *Chair: David Seaver*
- ❑ **MEMBERSHIP COMMITTEE** - *Chair: Melissa Ortega/Gary Kerr*
- ❑ **NEWSLETTER COMMITTEE** - *Chair: Barbara Irby*
- ❑ **PROGRAM COMMITTEE** - *Chair: Anthony Ishak*
- ❑ **PUBLIC RELATIONS COMMITTEE** - *Chair: Christine McLellan, PharmD., BCPS*
- ❑ **TECHNICIAN COMMITTEE** - *Chair: Chris D'Onofrio*
- ❑ **EARLY CAREERIST NETWORK (ECN) COMMITTEE** - *Chair: Nicole Clark, PharmD, BCPS*
- ❑ **STUDENT SOCIETY COMMITTEE** - *Chair: Erin Taylor, PharmD*

# Upcoming Programs & Events

---

- **MSHP Annual Meeting** (*Newton Marriot*):  
Tuesday, April 1<sup>st</sup> (8 AM – 5 PM)
- **MSHP Annual Awards Banquet:** Held in May

# Massachusetts SSHPs

---

<b>SCHOOL</b>	<b>SSHP Faculty Contact</b>	<b>SSHP Student President</b>
<b>MCPHS University- Boston</b>	Trisha Lapointe	Li Shapiro
<b>Northeastern</b>	Jason Lancaster, Margarita Divall	Mariesa Cote
<b>MCPHS- Worcester</b>	Valerie Coppenrath, Stephanie Conway	Lindsay Hom
<b>Western New England University</b>	Eric Nemec	Grant Stebbins



# CONGRATULATIONS!

## ASHP Clinical Skills Competition Winners

---

SCHOOL	ASHP Clinical Skills Competition Winner
MCPHS University-Boston	Erica Iantuono and Ben Laliberte
Northeastern	Benjamin Hohlfelder Benjamin Moskoff
MCPHS- Worcester	Lindsay Hom Taryn Mancarella
Western New England University	Grant Stebbins Andrew Jung

**Best of luck at ASHP Midyear in December!**

# MSHP – Early Careerist Network

---

- What are early careerists
  - Students in Pharmacy School,
  - PGY1 and PGY2 pharmacy residents
  - Pharmacy Fellows
  - New pharmacist practitioners who have been in practice for less than 10 years

# MSHP – Early Careerist Network

---

- What is the ECN?
  - An **opportunity** for current pharmacy students, pharmacy residents, and recent graduates to network and participate in MSHP.
  - A **response** to the impending leadership deficit referenced in the pharmacy literature.
  - A **platform** for professional growth through mentorship.

# Why does MSHP have the ECN

---

- ❑ Engaging and mentoring early careerists can provide a pipeline of solid leaders for the profession and practice
- ❑ A significant gap in pharmacy leadership in the next 5–10 years is expected, as well as a shift in work force composition and attitude
- ❑ Opportunity for networking and growth of early careerists

# Goals of ECN

---

- Mentorship
  - Match pharmacy students with residents and Early Careerists
  - Match Early Careerists with seasoned pharmacists and senior leaders
- Networking
  - Coordinate events for Early Careerists to get to know each other and learn about MSHP
  - Communicate through Social Media
    - ECN Linked In Group
    - MSHP Facebook page/Twitter

# Why get involved in the ECN

---

- ❑ An opportunity to socialize with classmates, students from other schools, residents, and pharmacists working in the state
- ❑ Leadership positions within the ECN can provide an opportunity to differentiate oneself during the residency application process
- ❑ The ability to be provided with a mentor in a career path you are interested in

# Interested in getting involved

---

- Want to be on the MSHP ECN Committee
  - Contact chair
  - Nicole Clark PharmD, BCPS
  - [nclark@hallmarkhealth.org](mailto:nclark@hallmarkhealth.org)
- Watch email, facebook, twitter and Linked In for ECN events and co-sponsored events with student groups

# Networking Workshop

Patrick McMahon Pharm.D., MBA  
Manager – Early Careerist Network  
Massachusetts Society of Health-System Pharmacy  
President – Value Stream Enterprise



# Networking

- What is networking?
  - An exercise in relationship building that helps find jobs and recruit talent.

# Why Network?

- Successful networking is all about building intimate, sincere relationships based on mutual generosity not duplicity
- A recognition that career goals cannot be achieved on our own. Networking is a means to obtain success.

Which characteristics matter most for candidates to get invited to interview at JHH?

- Rotation Experience
- Skills and Certifications
- GPA
- Professional Association Involvement
- Pharmacy Work Experience
- Presentations
- Publications

Table 5.

**Applicant Characteristics Significantly Associated With Invitation to Interview in Final Logistic Regression Model<sup>a</sup>**

Characteristic	OR (95% CI) <sup>b</sup>	<i>p</i> <sup>c</sup>
Professional association involvement	1.98 (1.49–2.70)	<0.001
Presentations	1.72 (1.35–2.19)	<0.001
Rotation experiences	1.65 (1.27–2.16)	<0.001
Publications	1.47 (1.26–1.71)	<0.001
Pharmacy work experience	1.40 (1.13–1.75)	0.003
Grade point average	1.40 (1.05–1.87)	0.022
Skills and certifications	1.33 (1.08–1.65)	0.008

<sup>a</sup>OR = odds ratio, CI = confidence interval; model  $r^2 = 0.66$ .

<sup>b</sup>OR for each one-unit increase in the score for a given factor, keeping the score for all other factors constant.

<sup>c</sup>As determined via multivariate analysis.

Table 2.

## Guidance to Raters on Scoring Applicants' Professional Involvement and Leadership Experience

Characteristic and Degree of Involvement	Points
Professional association involvement	
No membership/involvement	0
Membership	1 or 2
Active role in organization (e.g., participation on committee, service as chair); leadership responsibility	3 or 4
Elected position	5
General leadership experience	
None	0
Committee service, appointed positions	1 or 2
Elected position in school organizations (e.g., class officer, fraternity or study society officer)	3
Elected position in regional or national pharmacy organization	4 or 5

# Exploit all media

- Traditional networking takes place in physical locations.
- In the age of social networking websites like Facebook and LinkedIn, however, a lot of networking takes place online.
- Be aware that opportunities to network span several media; take advantage of all of them.

Margarita DiVall, PharmD, BCPS

Associate Clinical Professor, Director of Assessment

Northeastern University School of Pharmacy

# **GETTING THE MOST OUT OF RESIDENCY SHOWCASE**

## Before the showcase

- Research programs
  - Know info that is published in the residency directory & program's web site
  - Informed candidates make good impressions
- Organize
  - Know what program is presenting when and where
- Develop a question list
  - Preceptors, Program Director, Current Residents



## Before the showcase

- Take notes
  - Bring paper/ tablet so that you can take notes after each program you talk to
- Typically programs do not want your CV at the showcase
- Dress to impress
  - But be comfortable

## During the showcase

- Goals
  - Make a good impression
  - Determine additional information about the program that will help you narrow down your program pool
- Whenever possible talk to
  - Preceptor, Director, Resident
- On introduction deliver your elevator speech & why you are interested in their program

## Example questions for Directors/ Preceptors *(if this info is not available already)*

- Unique features of the institution/program
- Required vs. elective rotations
- Duration of rotations or experiences
- Strengths and weaknesses
- Operational/drug distribution responsibilities
- Describe your rotation
- Types of projects completed by former residents
- Positions taken by previous residents and where
- Attendance at professional meetings

## If you are P3 student or younger

- What qualities are you looking for in candidates
- Considering different opportunities at school/ during rotations – which will prepare me best for your program

## Examples of questions for residents

- What rotations have you completed
- Describe your typical day/ week
- What type of advising/ mentoring are you receiving
- What is your residency project
- How is rotation schedule determined
- Committee/ project involvement beyond rotations

## Applying for the position

- In your letter of intent
  - Refer to conversations at the showcase
  - Use names of residents/ preceptors you spoke to

## On site interview

- Be prepared
  - Review your itinerary – research anyone you will be meeting with
  - Know the institution and the program
  - Review your CV/ portfolio
  - Prepare questions
  - Consider your answers to anticipated questions
  - Prepare for your presentation (practice)

## Interview day

- Dress appropriately
- Arrive slightly early
- Pay attention to your posture, body language, general demeanor
- Bring notebook/ folio with questions & CV
  - You should take notes after your meetings



## Interview day

- Be an active participant
  - Ask questions
- Answer all questions
  - Listen carefully, organize your thoughts and be concise
- Demonstrate enthusiasm, interest, and flexibility
- Make a connection
- Follow up with a thank you

# Questions

# RPD Questions:

---

- ❑ What do you look for in residency candidates (I.e. Academic performance? Hospital employment? Leadership?)
- ❑ What is your advice for those searching for residencies this year?
- ❑ If someone is unsure whether or not they should do a residency – what is your advice?
- ❑ What are the qualities of a successful resident?

# PGY-1 Resident Questions:

---

- ❑ What advice do you have for students who are still in school in how to prepare themselves for post-grad applications?
- ❑ What advice do you have for those who will be attending Residency Showcase tomorrow and at Midyear?
- ❑ Why did you decide to do a residency?
- ❑ How did you approach your search for residency programs that were right for you?