



What's Inside

The Canadian Pharmacy Residency Board (CPRB) held its winter meeting on February 1st and 2nd, 2020. The following items are highlights of the activities, decisions, and discussions of the CPRB.

CPRB Membership	1
Outgoing CPRB Members	2
COVID-19 Pandemic	2
Accredited Awards	2
Standards Update	2
Education and Communications Group Update	2
Professional Development Week (PDW)	3
Surveyors Group Update	3
Resident Recruitment for 2020-2021	3
2020-2021 Pharmacy Resident Application and Matching Service (PRAMS) Dates to Remember	4
Updates to PRAMS	4
New Residency Programs	4
Top 10 Standard Requirements That are the Object of CPRB Survey Recommendations for Year 1 Programs	5
You Asked Us	5
Volunteer Thanks	6
Competency and Criteria-based Assessment Tools	6
Longitudinal Assessment	6
Preceptor Feedback from The Resident	6
Four Roles used in Practice-based Teaching	6
2018-2019 Accredited and Accreditation-Pending Residency Programs	7

CPRB Membership

The CPRB has 9 members who contribute to pharmacy residency practice in Canada. Each member represents a region of Canada and liaises with program directors and coordinators in that region. Board buddies are assigned to new programs. The Board is pleased to welcome Janice Yeung who has joined the Board in the role of AFPC Liaison.

The Board was thrilled to welcome Desarae Davidson as their new CSHP Staff Liaison earlier this year. Desarae's long-time experience with CSHP will be a tremendous asset to the CPRB.

If you have questions about the standards, starting a new program, are interested in volunteering with a CPRB working group, or have any other questions, please call on the representative for your region or visit the CSHP website at <https://cshp.ca/cprb> or contact Desarae Davidson at the CSHP office.

CPRB Members

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CSHP Staff Liaison

Outgoing CPRB Members

The Board thanks Marc Perreault for his valuable contributions to the Board. Board members, surveyors and programs have certainly benefitted from his wisdom and experience. Although Marc has completed his term as Faculty Liaison on the Board, we are fortunate to keep him as a member of the Surveyors working group.

In November 2019, Gloria Day retired from CSHP. Gloria provided diligent and steadfast administrative assistance to the CPRB for more than 16 years. Gloria attained a long list of accomplishments while working with the CPRB and was instrumental in moving several initiatives forward to improve residency training across Canada. She will certainly be missed by the Board.

The Board wishes to acknowledge and thank Monica Twumasi and Stephanie Clancy for their administrative support to the CPRB during their employment with CSHP. In addition, the Board is appreciative and thankful for the patience of residency programs during these challenging times of transition.

COVID-19 Pandemic

CPRB has developed and disseminated two documents to address various questions that have arose due to the pandemic: Guiding Principles (March 2020) and Guiding Principles Clarifications (April 2020). Spring 2020 surveys were put on hold.

Residency Accreditation surveys will resume this fall. The surveys will be conducted virtually until the in-person surveys may be resumed. Programs that were scheduled for Spring 2020, Fall 2020 and Spring 2021 have been contacted to advise of any scheduling changes. CPRB expects to be back on schedule by the Fall 2021, barring a second wave. It is anticipated that programs scheduled for an accreditation survey in Fall 2021 will continue as scheduled. CPRB is continuing to monitor the situation and will make any necessary adjustments.

Thank you for your patience while the CPRB navigates the current waters. CPRB would like to commend all those involved with the residency programs for adapting and continuing to ensure the success of the Pharmacy Residency Programs in Canada.

Accreditation Awards

The CPRB members and surveyors completed on-site accreditation surveys at 12 programs in 2019. The members continue to learn from and with the various coordinators, residents, directors and preceptors. Congratulations to Eastern Integrated Regional Health Authority, Trillium Health Partners, Island Health, The Hospital for Sick Children, Waterloo University, Centre for Addiction and Mental Health, IWK Health Centre, University Health Network (General), University Health Network (Primary Care), University Health Network and McGill University Year 2 (HIV), and Lower Mainland Pharmacy Services Year 1 and Year 2 (Critical Care) for receiving accreditation.

Standards Group Update

The Standards Subgroup is made up of the following volunteers: Henry Halapy (co-chair), Debbie Kwan (co-chair), Aleisha Enemark, Anne Julie Frenette, Mike Legal, Allan Mills, Melanie MacInnis and Janice Yeung. The group would like to thank our outgoing members: Curtis Harder, Heather Kertland, Marc Perreault and Nancy Sheehan for their contributions and time.

The group has finalized the Ranges & Levels document (Ranges of Context and Activities and Levels of Performance document). Thank you to all the stakeholders and residency programs who provided feedback. The English version is currently posted on the CSHP website (<https://cshp.ca/standards>). The French version will be added soon. An interactive workshop was held at the 2020 PPC to introduce the final document and familiarize programs with the content.

Education and Communications Group Update

The Education and Communications Group plans and implements educational events for Canadian pharmacy residency directors, coordinators, and preceptors, as well as facilitates communication from the CPRB to programs, provides opportunities for communication between residency directors and coordinators, and promotes pharmacy residency training. The Education and Communications Group consists of the following members: Melanie Danilak (Chair), Jennifer Bolt, Nicole Bruchet, Corry Clarke, Kirsten Fox, Marie-France Gauthier, and Amy Marriott. The group would like to thank outgoing members Tania Mysak and Cindy Natsheh for their valuable contributions to the group.

No new webinars have been conducted over the recent year, however, you can access the recordings and handouts for prior webinars from the CSHP website: <https://www.cshp.ca/cprb-webinars>. Several topics have been suggested for future webinars and the group hopes to have more arranged for the upcoming year. Please let us know about topics that you would like to hear about, as well as successful topics that you have delivered within your program – email Melanie Danilak with your ideas.

The PSN for residency directors and coordinators is now available! All directors and coordinators should have received an email invitation to this PSN. If you did not receive one, please contact Desarae Davidson . The PSN was created with the aim of facilitating communication and sharing of information between residency programs. In addition to current communication methods such as emails and RB News publications, the PSN will also provide a way to easily share current information from the CPRB and gather feedback from programs.

Release of a survey to collect information on the educational, communication, and promotional/growth needs of pharmacy residency programs across Canada was delayed due to the COVID-19 pandemic. The group hopes to send out this survey to residency programs, residents, and prospective residents in the Fall 2020 so please watch for it in your inbox!

Surveyors Group Update

The Surveyors Group presently consists of the following members: Leslie Manuel (Co-chair), Nancy Sheehan (Co-chair), Cathy Burger, Roxane Carr, Céline Corman, Barb Evans, Curtis Harder, Christine Landry, Allan Mills, Marc Perreault, Gisia Pisegna, Barb Thomas Erika MacDonald and Jean Lefebvre. Moira Wilson and Karine Cloutier have recently completed their term with the working group. The group thanks them for their dedication to accreditation surveys and to the continued development of residency programs. The group continues to meet regularly via teleconference.

In 2019, the Surveyors Group was very busy completing the development of survey materials for year 2 residency programs and participating in 12 surveys, including the first two Advanced (Year 2) Pharmacy Residencies to go through the accreditation process (Lower Mainland Pharmacy Services Year 2 Critical Care residency program, Vancouver; University Health Network / McGill University Health Network HIV Advanced (Year 2) residency program, Toronto/ Montréal). This year, the Surveyors Group is focusing their efforts on adapting the survey process for virtual surveys in the context of the COVID-19 pandemic.

Professional Development Week (PDW)

PDW was held in Montreal, Quebec from January 8-11, 2020 CSHP/CPRB displayed a booth in partnership with l'Association des pharmaciens d'établissement de santé du Québec (A.P.E.S.) at the PDW Health Fair and answered questions from students who stopped to hear about the benefits of residency training and how to apply. Thank you to Marc Perreault, Nancy Sheehan, Christina Adams and Jordan Kelly for representing CPRB at this event.



Resident Recruitment for 2020-21

The Pharmacy Residency Application Matching Service (PRAMS) was used to successfully match 116 residents to Year 1 programs for the 2020-2021 year. Applications to residency programs continue to be competitive. The chart below provides the residency match statistics for the last four years.

Year	Accredited programs registered	Accreditation-pending programs registered	Registered candidates	Unmatched candidates	Positions available	Positions filled
2017-2018	26	1	327	216	111	111
2018-2019	26	3	353	237	117	116
2019-2020	26	3	377	257	120	119
2020-2021	26	-	414	295	118	116

Updates to PRAMS (Pharmacy Residency Application and Matching Service)

CPRB's PRAMS working group has made a few smaller updates to PRAMS for the 2020-2021 residency application cycle based on feedback and questions from the previous application cycle. These changes include: more detailed applicant instructions to help with completing the PRAMS application, more detailed ranking instructions for applicants, some clarifications around application details, enhanced administrator capabilities in PRAMS, as well as increased ability to obtain reports from the PRAMS software. After the upcoming application cycle is complete, the Board will solicit specific feedback about the questions in the PRAMS application.

New Residency Programs

The Board has received notification of two new residency programs (year 1) and one new advanced (year 2) pharmacy residency program.

We welcome the following programs:

Year 1 - Eastern Integrated Regional Health Authority Newfoundland & Labrador (General Program)

Year 1 - Isaak Walton Killam (IWK) Health Centre (General Program)

Year 2 - Lower Mainland Pharmacy Services (Critical Care Program)

Information regarding all accredited or accreditation-pending programs can be found at:

<https://cshp.ca/year-1-programs>

<https://cshp.ca/year-2-programs-accreditation-pending-status>

2020-2021 Pharmacy Residency Application and Matching Service (PRAMS) Dates to Remember

For the 2020-2021 recruitment year, the PRAMS deadlines are:
<https://cshp.ca/key-dates>

August 4, 2020

Final deadline date at 5:00 p.m. EST for programs to update/revise online program information including number of positions available

October 8, 2020

Final deadline date at 5:00 p.m. EST for applicants to apply to programs, and for receipt of all references. No applications can be accepted after this time and date.

January 7, 2021

Final deadline date at 5:00 p.m. EST for applicants and programs to change ranking order lists online. No ranking order list changes can be made after this date and time.

January 14, 2021

At 9:00 a.m. EST the PRAMS administrator emails reminder to residency program directors, residency coordinators, and applicants to view the matched results on the PRAMS website.

January 20, 2021

Final deadline date for applicants to verbally/email to accept the position with the residency program director, residency program coordinator, or regional residency coordinator. These confirmations shall be forwarded to the PRAMS Administrator by the residency program director, residency coordinator, or regional residency coordinator.

January 23, 2021

Programs will contact unmatched applicants to fill available positions.

February 3 - March 1, 2021

Programs send written offers of acceptance and if matches are accepted, applicants sign and return the letters. The information is forwarded to the PRAMS administrator.



Top 10 Standard Requirements that are the Object of CPRB Survey Recommendations for Year-1 Programs

Many residency programs have difficulties with the same standard requirements. We have reviewed the survey reports from the last few years to determine the most common recommendations made to residency programs. The following are the common themes:

Residency Advisory Committee

The CPRB expects formal two-way communication between the RAC and the pharmacy department and organization. A specific communication plan should be in place. The participation of the pharmacy director or a member of the organization on the RAC is not sufficient.

The RAC should participate in determining the remediation/probation plan for residents experiencing difficulties. This activity should be part of the RAC terms of reference. The RAC can develop a remediation/probation policy applicable to all residents but should also be consulted for guidance whenever necessary.

Continued Preceptor Development

Continuing preceptor development can take many forms: participation in CPRB webinars, university-based preceptor workshops or modules, preceptor mentorship programs, lunchtime preceptor training sessions, etc. We invite programs to do a needs assessment of preceptor development at their organization and develop and implement the needed training sessions if not available elsewhere.

Preceptor Self-Assessment

All preceptors should be completing a written self-assessment of their preceptor skills. This does not need to be done after each rotation. Though not explicitly stated in the standards, it would be reasonable to do the self-assessment at least annually. Preceptors should also take into consideration constructive feedback received from the program coordinator, program director, other preceptors, residents and members of the interprofessional team.

Residency Manual

The resident should receive a complete manual as outlined in the standards (2.2.2.8), including descriptions (goals and objectives) of all available rotations at the start of the residency year. Availability of these rotation outlines prior to the start of the year would also assist the incoming resident make informed choices concerning their rotations and allow finalization of the rotation schedule earlier.

Complete Assessment of All Program Competencies

All competencies and their related requirements must be assessed. There are a variety of methods to ensure this is achieved. One method may include the use of a curricular map that tracks when (i.e., which rotation, which activity) each competency and related requirement is developed and assessed and with which assessment tool. The development of such a map can be a valuable quality improvement exercise.

Continued on page 6 >>

You Asked Us

What is the appropriate way to word residency completion certificates with regards to CSHP or CPRB?

A: It is the responsibility of the organization(s) offering the residency program to award a certificate of residency and confer any associated credential, such as ACPR or ACPR2. The Canadian Pharmacy Residency Board, under CSHP, awards accreditation to programs but does not certify individual residents. Therefore, if a program wishes to refer to CPRB or CSHP on the certificate, they may do so as noting that the program is accredited in accordance with provisions of the Canadian Pharmacy Residency Board Accreditation Standards for Pharmacy (Year 1 or Year 2) Residencies.

What is the recommendation from CPRB regarding what to do in the situation where residents recently admitted to programs are not able to become licensed pharmacists due to the COVID-19 related delay of PEBC and OSCE exams?

A: Standard 2.1.5.1 states that residents shall become registered as a pharmacist at the earliest opportunity upon being admitted into the program. As long as residents pursue licensure when able to, pending successful completion of the PEBC and OSCE exam, they are acting in accordance with the standard.





Continued from page 5

Competency and Criteria-based Assessment Tools

Most assessment tools the CPRB reviews during surveys are competency-based but many are not criteria-based. In a criteria-based assessment form each item assessed has a specific criteria for each level of performance. Criteria can either be embedded in the assessment form (see example) or included in a rubric that accompanies the assessment form.

Example from a criteria-based assessment form (from a Year 2 peer review of scientific manuscript assessment form; used with permission)

Volunteer Practitioners

- | | |
|------------------|------------------|
| Christina Adams | Curtis Harder |
| Kelly Babcock | Sarah Jennings |
| Jennifer Bolt | Debbie Kwan |
| Sabrina Boodhan | Christine Landry |
| Teskey | Cathy Lyder |
| Veronique Briggs | Melanie MacInnis |
| Céline Corman | Leslie Manuel |
| Melanie Danilak | Caitlin McIntyre |
| Carolyn Dittmar | Mits Miyata |
| Douglas | Tania Mysak |
| Doucette | Marc Perreault |
| Mark Duffett | Myrella Roy |
| Zack Dumont | Doug Sellinger |
| Aleisha Enemark | Anjana Sengar |
| Patrick Fitch | Nancy Sheehan |
| Henry Halapy | Sean Spina |
| | Moira Wilson |

Item Assessed	Advanced Beginner	Competent	Proficient	Expert
Results	<input type="checkbox"/> Results accepted at face value. Critical analysis is absent.	<input type="checkbox"/> Able to assess whether results are presented clearly and completely.	<input type="checkbox"/> Able to assess whether results are presented clearly and completely in a format consistent with accepted standards of reporting.	<input type="checkbox"/> Able to assess whether results are presented clearly and completely in a format consistent with accepted standards of reporting. Identifies missing data or information which would add to the quality of the paper or interpretation of the findings.

Student and Resident Networking Event

The CPRB hosted a Student and Resident Networking Event at the CSHP Professional Practice Conference on February 1, 2020. This event was very successful with 35 residents, 35 students, and 31 volunteer practitioners in attendance.

Longitudinal Assessment

The longitudinal assessment form should be completed at regular intervals by the resident (i.e., self-assessment) and residency director and/or coordinator. This tool can be reviewed during meetings between the resident and the residency director and/or coordinator throughout the year.

Preceptor Feedback from the Resident

Residents are expected to regularly provide preceptors with feedback and share that feedback in a timely manner. We encourage residents to share this feedback directly with the preceptor in a face-to-face meeting.

Four Roles Used in Practice-based Teaching

We invite all programs to review the presentation handout of the CPRB webinar on this topic at: https://cshp.ca/sites/default/files/files/CPRB/Practice_Based_Teaching_Roles_CPRB.pdf to improve comprehension of these terms by all (residents, preceptors, coordinators). Each of the four roles must be assessed separately. Further, when building the resident's schedule for the year, programs should endeavour to organize moments during the year where residents will be able to work with novice learners and demonstrate these four roles in their practice setting.

The Canadian Pharmacy Residency Board (CPRB) is pleased to announce the

2018-2019 Graduates of Accredited and Accreditation-Pending Residency Programs

Congratulations Residents!

Alberta Health Services Calgary Zone

Thomas Brownlee
Jaksa Novovic
Aliaksandr Savin
Amanda Sha

Cancer Control Zone

Ricky Dhemi
Brittney Mathers

Edmonton Zone

Pawandeep Gill
Sahiba Khurana
Steven Quan
Jackson Stewart

Red Deer Central Zone

Daniel Leung
Vincent Spurrell

BC Cancer

Ricky Dhemi
Brittney Mathers

Centre for Addiction and Mental Health

No residents

Eastern Health of Newfoundland & Labrador

Jenna Hache
Heather Williams

Hamilton Health Sciences

Victor Lam
Claudiu Serbanescu
Colby Weichel

Horizon Health Network Saint John

Mia Losier
Allison Pittman

Moncton

Brooke Hilchie
Nadine Thompson

Interior Health Authority

Jovan Gill
Jared Guspodarchuk
Miranda Hambrook
Brenden Kilpatrick
Melissa Lane
Yumi Yamashita

IWK

Katelyn Hillier

Kingston General Hospital

Richard Li
Tessa Senneker
Lily Zhang

London Health Sciences Centre

Jennifer Carter
Emily Cowley
Jennifer Curran
Elise De Francesco
Anna Xu

Lower Mainland

Ava Azhir
Mattie Bakker
Katherine Butcher
Marina Casol
Ishan Chaudhari
Anna Chen
Amanda Driver
Andrea Feere
Michelle Gnyra
Hans Haag
Lianne Hagg
Jordan Ho
Julia Wan Yu Ho
Anthony Lau
Louise Lau
Yunji (Valerie) Lee
Sarah Li
Geoffry Martinson
Quynh Nhu Olivia Nguyen
Laura Rozka
Mazen Sharaf
Mariam Siddiqui
Shiyin (Stephanie) Song
Ke (Shirley) Su
Kaitlyn Tress
Wuchan (Jenny) Wang
Daniel Wong
Vicky Wong

Montfort Hospital

Melissa Cammuso

Mount Sinai Hospital

Huyee Chan
Dario Moscoco

Northern Health

Jessica Manning
Jessie McIntosh

Nova Scotia Health Authority

Erin Moore
Krysta Spencer
Thomas Parker

SHA - Regina Area

Lindsay Edgington
Jordan Kalesnikoff
Stephanie Zimmer

SHA - Saskatoon Area

Janelle Kraft
Shelby Pflanzner
Kassandra Stahl
Ashley Yagelniski

St. Joseph's Healthcare Hamilton

Sumaira Hasan
Yifan (Tracy) He

St. Michael's Hospital

Joseph Blommestein

Sunnybrook Health Sciences Centre

Samantha Dias
Melika Bozorgi Kiasaraei
Stephanie Rankin

The Ottawa Hospital

Michelle Boyce
Ryan Marko
Lauren (Ellie) Salisbury
Pierre Thabet

The Hospital for Sick Children

Khushbu Naik
Ivy Zou

The Ottawa Hospital

Michelle Boyce
Ryan Marko
Lauren (Ellie) Salisbury
Pierre Thabet

Trillium Health Partners

Sonja Li
Meiko Peng
Mark Pryjma
Vincent Vuong

University Health Network

Amanada Carroccia
Cassandra McLelland
Maria Moreno
Adam Romanowski
Robert Taglione

Université Laval

Carol-Anne Bédard
Stéphanie Blais-Lapointe
Carolann Bolduc
Hubert Bouchard
Charles Bouffard
Raphaëlle Boutin
Étienne Camiré-Bernier
Gabrielle Chartrand-Lefebvre
Cindy Chaussé
Guillaume Côté-Bellemare
Maxime Desjardins
David Duchesneau-Poliquin
Isabelle Dufresne
Sarah-Julie Gauthier
Louis Gauthier-Landry
Marie-Michelle Germain
Mary Ghattas
Ann-Frédéric Gosselin
Wen-Yuan Johnson Kuan
Jo-Annie Lafrenière
Rébecca Larouche
Audrey Larouche
Annick Martineau
Erwan Nidelet
Justine Pagé
Amélie Pelletier
Auréli Plante-Proulx
Jessie Portelance
Coralie Robidoux
Camille Tougas

Université de Montréal

Stefano Barillaro
Isabelle Baron
Caroline Bernard
Kaitlin Bondurant-David
Audrey Bouchard
Nicolas Bouchard
François Bourdeau
Geneviève Bourque
Michelle Chen
Florence Correal

Continued on page 8 >>

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Marjolaine Giroux
Myriam Guèvremont
Chadi Hassan
Anik Henderson
Lindsay Eden Hoffman
Matthew Hung
Michael Khazaka
Lesly Lam
Jeanne Laverdière

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Shirel Ora-Lee Levy
Chen Chen Li
Laurence Loiselle
Stevenson Ly
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Taylor Raiche