

Purpose

The purpose of the Priority Health Postgraduate Year One (PGY1) Managed Care Pharmacy Residency Program is to build upon the Doctor of Pharmacy education and experiences to develop exceptional managed care pharmacist clinicians and future leaders. The program will provide comprehensive training to develop a diverse patient care experience, evidence-based clinical decision making, project management, and leadership skills. Residents who successfully complete the program will be prepared for clinical, business, operations, and leadership roles within managed care pharmacy practice.

Overview

Our Health Plan: With over 30 years in healthcare, Priority Health is the second largest health plan in Michigan, offering an extensive portfolio of health benefits options for Medicare, Medicaid, employer groups and individuals with fully funded and self-funded options. Many pharmacy operations are done in-house to include prior authorization review as well as development and maintenance of a custom formulary designed to best serve our population. Serving over one million members each year and offering a broad network of primary care physicians and specialists in Michigan, Priority Health continues to be recognized as a leader for quality, customer service, transparency, and product innovation.

Our Team: The pharmacy department within Priority Health includes more than 30 full-time pharmacists and more than 35 non-pharmacist staff in support of the development and management of both pharmacy and medical benefits. Teams are focused by plan type across three primary market types: Commercial (individual and employer-based), Medicaid, and Medicare. The Business Operations team encompasses all market types and focuses on utilization management and formulary development through the Pharmacy & Therapeutics (P&T) Committee processes.

Our System: Corewell Health is a not-for-profit health system that provides care and coverage with an exceptional team of 65,000+ dedicated people- including more than 12,000 physicians and advanced practice providers and more than 15,000 nurses offering services in 21 hospitals, 300+ outpatient locations and several post-acute facilities—and Priority Health, a provider-sponsored health plan serving over 1 million members and 9000+ employers contracted by Priority Health. Pharmacy services across the system are comprehensive and include inpatient acute care for adult and pediatric populations, ambulatory care services, and health plan services. There are over 200 pharmacists employed within the system.

The Priority Health Managed Care Resident will have the opportunity to work in collaboration with the Corewell Health system pharmacists and residents.

Priority Health

PGY1 Managed Care Pharmacy Residency Program Overview



Strengths of the Priority Health PGY1 Managed Care Pharmacy Residency Program:

- Virtual-based work environment consistent with the Hybrid, On-Site and Remote Work policy. The resident is provided with a company-owned laptop and appropriate equipment
- Practice in a large health plan with over 1 million members across Commercial, Medicare, and Medicaid plans
- Part of a large, integrated health system throughout Michigan
- Focus on developing leadership skills in collaboration with health plan leaders
- A Residency Advisory Committee (RAC) focused on collecting and incorporating feedback from residents directly into the program structure
- Selection of a practicing managed care pharmacist to be a mentor for the entirety of the residency
- Involvement in formulary management for each market segment through the Priority Health Pharmacy and Therapeutics Committee
- In-house utilization management including clinical prior authorization reviews
- Participation in a Research Seminar Series while completing longitudinal research
- Teaching opportunities include provision of CE presentations through the Pharmacy Grand Rounds presentation series and an optional teaching certificate program
- Paid membership to AMCP

For more information visit: <https://www.priorityhealth.com/landing/pharmacy-residency-program>

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Program Requirements

Required Longitudinal Experiences:

1. Service Commitment – 10 months, ~4 hours per week

The resident's service commitment consists of staffing coverage determinations for 4 hours per week and staffing every fourth weekend. One project day will replace the scheduled rotation day surrounding the worked weekend. Additionally, the resident is expected to staff one holiday weekend in the first quarter of the calendar year and up to one additional holiday weekend.

2. Research Project – 12 months, ~ 4 hours per week

The resident will be responsible for completing at least one long-term residency project related to the practice of managed care pharmacy. Guidance and support will be provided by Corewell Health and Priority Health teams. Completion will require a poster presentation at a national AMCP meeting and up to two local presentations to share the results of the project. A four-week period in the spring will be reserved for project time, conference attendance, and time off for interviews.

3. Clinical Pharmacy Outreach Services – 12 months, ~ 4 hours per week

This learning experience is designed to give the resident an opportunity to effectively evaluate drug therapy, make treatment recommendations, develop interpersonal communication skills, practice motivational interviewing, foster patient-focused interdisciplinary relationships, improve upon knowledge in quality-based measures, and measure the impact formulary management decisions have on individual patients. The resident will assist in helping manage patient population health by completing medication adherence interventions, comprehensive medication reviews, addressing gaps in care, and other clinical pharmacy services.

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Required Learning Experiences:

1. Orientation to Managed Care– 6 weeks

An introduction to the organization and pharmacy department by starting with the entry-level basics and working up to executive level orientation. The resident will begin to grasp how Priority Health operates and will train as an entry-level clinical pharmacist for the first six weeks of their experience. An in-depth introduction to management of clinical pharmacy services is provided throughout this time.

2. Utilization Management – 6 weeks

The resident progresses from an entry-level clinical pharmacist toward proficiency in clinical decision making as it relates to prior authorization, step therapy, drug quantity limits, and additional cost management strategies. Time is dedicated to learning each market segment and understanding the differences between Individual, Commercial, Medicare, and Medicaid utilization management. The resident is introduced to peer-to-peer communication with providers during this experience.

4. Formulary Management – 6 weeks

This experience is designed to engage the resident with the operations of the Pharmacy and Therapeutics (P&T) committee where new-to-market drugs undergo an in-depth review and coverage criteria are established. The resident will actively participate in drug monograph preparation and presentation of recommendations to the P&T committee, interpreting utilization and cost trends among drug classes, and recommend formulary changes.

3. Pharmacy Operations – 5 weeks

The resident will work alongside the leaders of pharmacy operations to better understand the goals and objectives of pharmacy operations, including but not limited to workforce management, collaboration with pharmacy benefit managers (PBMs), pharmacy network structure, specialty pharmacy relations, and clinical programs. Opportunities for education in business analytics and process improvement are also explored.

4. Government Programs & Medicare Quality – 5 weeks

Focusing deeper within government programs including Medicaid and Medicare, the resident will gain experience in government relations and program leadership. Specific focus will be given to experiencing health-plan based patient care via medication therapy management (MTM) and the management of Medicare Advantage (Part D) Star rating and objectives. Considerable time will be spent with the Medicare Quality pharmacist team and market segment pharmacist leads in both the Medicare and Medicaid programs.

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5. Pharmacy Partnerships – 5 weeks

A deeper dive into collaboration with external and internal stakeholders within the pharmacy department. The resident will gain experience with provider relations, healthcare vendor services, commercial employer groups, business analytics, and pharmacy program innovation.

6. Executive & Organizational Leadership – 6 weeks

The resident will work in collaboration with Priority Health leaders within the pharmacy department to develop key understandings in relation to leading a successful team and innovative pharmacy programs within a health plan. Additional focus will be given to leadership roles and collaboration with the Academy of Managed Care Pharmacy (AMCP).

7. Ambulatory Care – Corewell Health – 5 weeks

During this rotation, the resident will work with clinical pharmacy specialists in Corewell Health Medical Group (CHMG) primary care offices. This rotation is designed to introduce the resident to a variety of aspects of ambulatory care pharmacy focusing primarily on patient care activities. These activities are performed under a collaborative practice agreement and will include but are not limited to medication reviews/medication therapy management (MTM) and chronic disease state management.

8. Medication Care Coordination – Corewell Health – 4 weeks

The resident will learn from pharmacists and pharmacy technicians within the Medication Care Coordination team and provide specialized pharmacy services across the health system. These services include obtaining authorizations for medical and prescription drugs, providing clinical support for therapeutic optimization of patients' medication plans, facilitating cost-effective medication procurement, and developing reporting and productivity metrics to share with key stakeholders. Additionally, the resident will gain exposure to a wide variety of clinical settings across inpatient, ambulatory, and infusion sites in which pharmacy teams provide support.

9. Continuing Education Presentation I

This experience will provide the resident the opportunity to lead a 60-minute didactic lecture to healthcare system pharmacy team members and additional learners as part of the weekly Pharmacy Grand Rounds series.

10. Continuing Education Presentation II

This experience will provide the resident the opportunity to lead a 30-minute didactic lecture to healthcare system pharmacy team members and additional learners as part of the weekly Pharmacy Grand Rounds series.

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Additional Learning Experiences:

- Leadership Seminars
 - In conjunction with the Corewell Health PGY1 and PGY2 residents, leadership seminars will occur monthly on a variety of topics. PGY1s are required to lead at least one session throughout the year, usually in the month following a management rotation.

- Research Seminar Series
 - In conjunction with the Corewell Health PGY1 and PGY2 residents, the research seminar series occurs monthly on a variety of topics that correlates with expected progression on the research process. Sample topics include Protocol Writing and Introduction to IRB, Introduction to Statistics, Data Sourcing and Database Development, Poster Development, etc.

Stipend and Benefits

Pharmacy residents will receive a competitive compensation package which includes an annual salary, health benefits, and paid time off.

Start date: June 23, 2025

Stipend / salary: The annual residency stipend is \$52,530. Residents have the option of staffing additional weekends outside of the service commitment at pharmacist wage once competence of coverage review is established.

Benefits: Residents are eligible for medical, dental, vision, and life insurance.

Paid Time Off (PTO): PTO days include vacation, sick, and personal days. Residents accrue PTO hours during each pay period, resulting in accrual of up to 27 days of PTO during the year. Unused PTO is paid out at the completion of employment. Additionally, Priority Health recognizes seven paid holidays (Independence Day, Labor Day, Thanksgiving, Christmas, New Year's Day, Martin Luther King Jr. Day, and Memorial Day).

Travel expenses: Paid travel expenses (hotel, registration, transportation) to attend a minimum of one AMCP national conference

Office & Resources: In the flexible-virtual work environment, the resident has the option to use hotel space at Priority Health and/or work remotely. The resident will be provided with a company-owned laptop and appropriate hardware needs. Office supplies and photocopying privileges are available on site at Priority Health. Business cards are available through Brand Central.

Out-of-State Residents*

Priority Health offers the unique experience of a fully virtual residency. For pharmacy residents that choose to reside in their state of choice* for the duration of the year, additional requirements apply:

- Must obtain licensure to practice pharmacy in the state of residence within 120 days of hire. Failure to comply will result in dismissal from the program.
- Mandatory in-person attendance at a national conference

*Subject to the Hybrid, On-Site and Remote Work policy, team members are currently NOT eligible to work in the following states: California, Connecticut, Massachusetts, New Jersey, New York, and Washington DC.

Application

The Priority Health PGY1 Residency program participates in the match and is seeking accreditation by ASHP (American Society of Health System Pharmacists)

PGY1 National Matching Service Code: 301314

All PGY1 residency applications will be accepted through the Pharmacy Online Residency Centralized Application Service (PhORCAS).

Application deadline: January 2, 2025

Application Requirements:

- Completed Application (Basic Demographics)
- Letter of Intent (suggested 1-page limit)
- Curriculum Vitae
- Standardized Reference Forms in PhORCAS – candidates should submit a total of three completed letters of recommendation
- Verified Transcripts
- Extracurricular Information as outlined in PhORCAS

Applicant Requirements:

- a. Qualified applicants are graduates of an Accreditation Council for Pharmacy Education (ACPE) accredited degree program (or one in process of pursuing accreditation) or have a Foreign Pharmacy Graduate Equivalency Committee (FPGEC) certificate from the National Association of Boards of Pharmacy (NABP) prior to residency start date. At minimum, the foreign pharmacy program must be a five-year pharmacy degree program.
- b. All residents must obtain licensure to practice pharmacy in the state of residence within 120 days of hire. Failure to comply will result in dismissal from the program.

Interview

Virtual interviews are required and take place during January or February. Interviews are generally a half day in duration. All Phase I candidates selected for an interview will be expected to present a 15-minute presentation to members of the Priority Health PGY1 Residency Advisory Committee (RAC).

Match

This residency site agrees that no person at this site will solicit, accept, or use any ranking related information from any residency applicant.

All match offers are contingent upon successful completion of the application process including, but not limited to, reference checks, background checks, and obtaining state licensure as a pharmacist within 120 days of the start date.