

2023 ACCP ANNUAL MEETING

November 11–14
Sheraton Dallas Hotel
Dallas, TX

Emergence from the Crowd: How to Become a Standout Residency Candidate: Letter of Intent Writing

Release Date: November 11, 2023

Learn from experts in the field of clinical pharmacy about the steps you can take to rise above the competition when applying for a residency, fellowship, or full-time position. Establish a discoverable digital profile that effectively highlights your strengths. Ensure that your letter of intent, an important piece of the residency application, adequately highlights your skills and helps you rise above the competition. Finally, learn how to be ready for even the most challenging interviews. You can also participate in a special roundtable session facilitated by current pharmacy residents and fellows. Sit down with these clinicians to ask questions and acquire their perspectives on everything from applying and interviewing for residencies to excelling within the daily demands of postgraduate training.

Learning Objectives

1. Describe the purpose of a letter of intent
2. Review example letters of intent
3. Discuss content, format, and organization considerations for a professional letter of intent

Presentations

Letter of Intent Writing

Speaker: Scott D. Nei, BCCCP, BCPS

Program Manager of Experiential Education

Assistant Professor of Pharmacy, College of Medicine; Assistant Professor of Anesthesiology, College of Medicine

Mayo Clinic Hospital – Rochester, Minnesota

Disclosures

Consistent with ACPE standards for Integrity and Independence in Accredited Continuing Education, ACCP requires that all planners, reviewers, faculty/speakers, moderators, and others involved in any educational program offered for accredited CPE acknowledge and disclose any financial relationship with any ineligible companies that they have had over the past 24 months. ACPE defines ineligible companies as those whose primary business is producing, marketing, selling, re-selling, or distributing healthcare products used by or on patients.

None of the planners for this activity have relevant financial relationships with ineligible companies to disclose.

November 11th, 2023

Letter of Intent Writing

Scott D. Nei, PharmD, BCPS, BCCCP, FCCM, FMSHP
Mayo Clinic
Rochester, MN
@nei_scott

2023 ACCP Annual Meeting

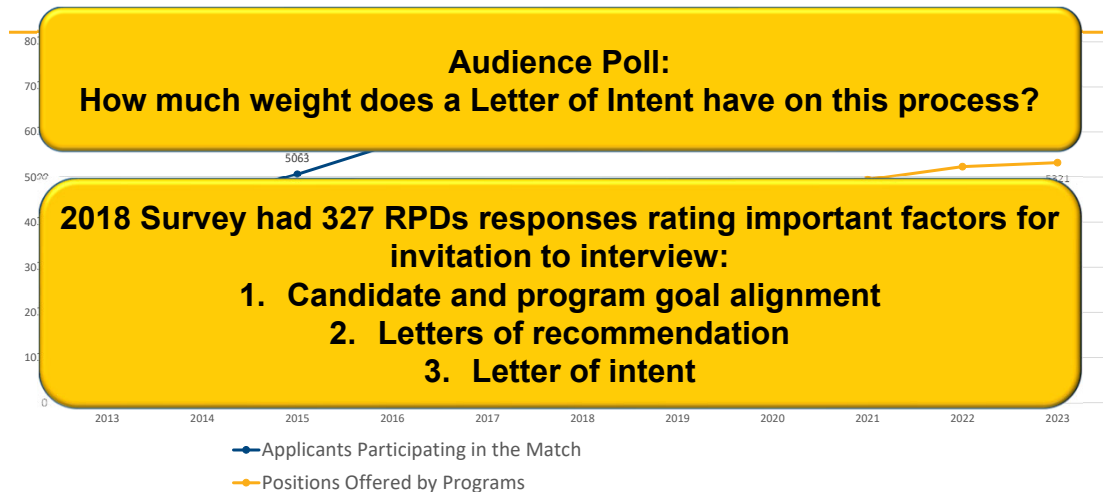


Relevant Financial Relationship Disclosures

Scott Nei has no relevant financial relationships with ineligible companies to disclose.

Residency Application Landscape

Information courtesy of ASHP Match Statistics: <https://natmatch.com/ashprmp/stats.html>
Cho, J.C. Selecting candidates for pharmacy residencies: A national survey of residency program directors. J Clin Pharm Ther. 2018 Dec;43(6):844-848



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Learning Objectives

- Describe the purpose of a letter of intent
- Review example letters of intent
- Discuss content, format, and organization considerations for a professional letter of intent

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Objective 1

Describe the purpose of a letter of intent

Audience Participation

In one sentence, what is a letter of intent?

Audience Participation

What is the difference between a personal statement and a letter of intent?

Similarities

Variable	Personal Statement	Letter of Intent
Intent	<ul style="list-style-type: none">• Complements a <i>curriculum vitae</i>	
Skills to highlight	<ul style="list-style-type: none">• Organization and time management• Communication and interpersonal<ul style="list-style-type: none">• Clinical and/or research• Teamwork and leadership	
Audience	<ul style="list-style-type: none">• Graduate and professional applications	

Differences

Variable	Personal Statement	Letter of Intent
Length	<ul style="list-style-type: none">Typically, longer (1-2 pages)	<ul style="list-style-type: none">Usually 1 page (but not always)
Content focus	<ul style="list-style-type: none">Account of personal experiences that shaped you into who you are<ul style="list-style-type: none">Describe path that brought you to the professionEducationWork experienceVolunteer rolesLife excursionsPersonal life and/or hardshipsMore of a “winding road” story	<ul style="list-style-type: none">Succinctly outlines career goals and interests<ul style="list-style-type: none">Identifies area(s) of interestAcademic and/or research experiences that contribute to your skill setOutlines key experiences that prepared you for a particular positionUsually requested as part of residency applications

Purpose: Applicant

1. Highlight aspects of your candidacy relative to the position and program
2. Draw attention to notable accomplishments contained within the accompanying *curriculum vitae*
3. Receive an invitation for onsite interview!

Purpose: Employer

1. Determine if a candidate has relevant skills, abilities and experience for the position you seek to fill
2. Determine if candidate's goals and interests match what the program offers (goodness of fit)
3. Assess written communication skills

Note:
It's not just RPDs that read letters of intent.
Selection committees review them too!

Objective 2

Review example letters of intent

Breakout Session #1

You are now a PGY1 Residency Program Director (RPD).

Read letter 1 from a PGY1 applicant.

Thoughts on letter 1?

What are the positives about letter 1?

What are the concerns about letter 1?

Breakout Session #2

You are still the RPD.

Read letters 2 and 3 from PGY1 applicants.

Thoughts on letter 2?

What are the positives about letter 2?

What are the concerns about letter 2?

Thoughts on letter 3?

What are the positives about letter 3?
What are the concerns about letter 3?

General Criteria for Residency LOIs

- Career goals/motivation to apply
- Familiarity with the program and organization
- Clarity/ease of read
- Style, tone, and awareness
- Mechanics

Guided Learning

As a group, let us compare letter ChatGPT AI and 3

LOI Content: Goals/Motivation

Content: Career Goals/Motivation for Application	
<input type="checkbox"/> 1	The applicant does not state career goals or states goals that are not well-matched to our residency.
<input type="checkbox"/> 2	The applicant's career goals are unclear. No evidence that applicant has considered a career plan.
<input type="checkbox"/> 3	The applicant's choice of our program is based primarily on location or other non-career-based reasons.
<input type="checkbox"/> 4	The applicant states a desire clinical practice career but is unsure of practice area/setting (wants broad clinical exposure)
<input type="checkbox"/> 5	The applicant's career goal or career path clearly matches our program strengths

LOI Content: Familiarity

Content: Familiarity with Our Program	
<input type="checkbox"/> 1	The applicant's application is mostly a form letter.
<input type="checkbox"/> 2	The applicant's application demonstrates cursory awareness of our program.
<input type="checkbox"/> 3	The applicant makes an attempt to customize the letter to our program, but it is bland, awkward, or unconvincing.
<input type="checkbox"/> 4	The applicant clearly demonstrates that the decision to apply to our program was based on thorough research of our program's focus.
<input type="checkbox"/> 5	The applicant clearly demonstrates that the decision to apply to our program was based on thorough research of our goals and opportunities. The letter is personalized with specific facts and details that demonstrate clear, logical and compelling reasons for application.

LOI Content: Style/Tone/Awareness

Style, Tone, and Audience Awareness	
<input type="checkbox"/> 1	The writers pays no attention to tone and style and may even alienate the reader with an apparent lack of interest.
<input type="checkbox"/> 2	The applicant pays little attention to tone and style. The letter is not personalized for the particular institution. The presentation is formulaic and uninteresting.
<input type="checkbox"/> 3	The letter is written in a professional style that is somewhat formulaic. The style and tone do not portray an individual.
<input type="checkbox"/> 4	The letter is written in a professional style that is not formulaic but individualistic. The writer presents an enthusiastic but realistic tone that distinguishes her or him from other letter writers.
<input type="checkbox"/> 5	The applicant expresses his/her unique personality with an imaginative, professional tone and style. The writer understands the issues and concerns of the readers, and structures the letter around the audience.

LOI Content: Clarity

Clarity	
<input type="checkbox"/> 1	The letter is not clear because it is poorly organized and/or has a pattern of basic sentence constructions, inappropriate/ awkward word choice, incomplete or inadequate information.
<input type="checkbox"/> 2	The letter is not clear at times. It has lapses in organization and/or has basic sentence constructions, some inappropriate/ awkward word choice, incomplete or inadequate information.
<input type="checkbox"/> 3	The letter's organization and logical flow have minor problems, and there are few if any lapses in sentence construction and diction, but all relevant facts are presented clearly.
<input type="checkbox"/> 4	The letter is well organized: the facts flow logically and are developed reasonably, clearly, and fully.
<input type="checkbox"/> 5	The essay is very well organized: the facts flow logically and are clearly reasoned. It is a compelling presentation that demonstrates evidence of particularly strong insight to pharmacy practice or a personal mission.

LOI Content: Mechanics

Mechanics	
<input type="checkbox"/> 1	The letter has ≥ 4 grammatical or spelling errors. The letter's physical appearance (format, paper, font, condition, etc.) are unprofessional and/or show inattention to detail.
<input type="checkbox"/> 2	The letter has 2-3 grammatical or spelling errors. The physical appearance of the letter (format, paper, font, condition, etc.) at times is questionable because of choices made or lack of attention to appearance.
<input type="checkbox"/> 3	The letter has no more than one grammatical or spelling error. The physical appearance of the letter (format, paper, font, etc.) is appropriate for professional communication.
<input type="checkbox"/> 4	The grammar and spelling in the letter indicate competency in written communication. The physical appearance of the letter (format, paper, font, etc.) demonstrate careful attention given to the process.
<input type="checkbox"/> 5	The grammar and spelling reflect mastery in written communication. The physical appearance of the letter (format, paper, font, etc.) are professionally impressive.

Assignment (after you leave today)

1. Update you own letter of intent
2. Use assessment tool to score 5 areas
3. Ask others to read it and see if they think it fits you
4. Update again!

Objective 3

Discuss content, format, and organization considerations for a professional letter of intent

Don't Mimic Your Competition

- From an RPD perspective, most LOIs look similar, are often generic, and are commonly form letters
- Vast majority of letters summed up using the following template
 - I want a residency because...
 - I want to precept pharmacy students...
 - I want to be faculty at a College of Pharmacy...
 - I want to get board certified...

Make your letter your own!

Content Consideration: Be You

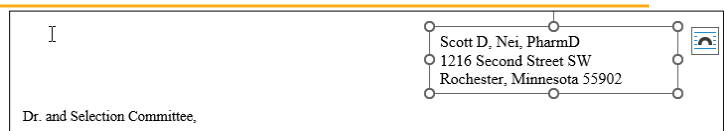
- Very few letters of intent show that the candidate is introspective and truly knows the program they apply to
 - How will completion of a residency **at that institution** help you grow?
 - Reflect on area(s) you need to grow – *keep it positive*
 - Know details about the program and organization before starting
 - Highlight what you will bring to that residency program, the institution, and pharmacist profession as a contributing member
 - Be ok being vulnerable!
- Paragraph content considerations
 - Refer to Step X: Write an Effective Letter of Intent in The ACCP Field Guide to Becoming a Standout Residency Candidate, Third Edition

Tips on Format and Organization

- Standard business style letter
 - Normal font, margins, normal everything!
 - Consider creating an “electronic” signature
- A LOI is typically 3 - 4 paragraphs
- Follow instructions outlined in recruitment materials or job posting
 - Address to a specific person or group (when known)
 - Consider “Dear Members of the Selection Panel” as an alternative
 - Answer specific question(s) if requested
 - If a maximum LOI length is stated in instructions, do not violate
- Customize the LOI for each residency program/employer
 - Avoid standardized/form letters!

Use Space Wisely!

- Use header or text box
- Consider no address in salutation
- Avoid hanging word widows at the end of a paragraph
- Use last name for who you met
 - E.g. Spoke with Dr. Last at ACCP Global Conference



The “I, me, my” Test

1. Circle every use of “I”, “me” or “my” in
2. Add your total
3. Look for opportunities to restructure

Change is Easy!

- LOI example
 - Original
 - I am seeking additional training because I believe that my current abilities and skill set are not enough to fulfill my ambitions to be a successful clinical pharmacist.
 - Updated
 - Additional training as a pharmacy resident is necessary because my current abilities and skill set do not match the ambition I have to be an exceptional clinical pharmacist.

LOI Pearls

REMEMBER:
A LOI is an assessment of
your writing skills!

Do

- Keep your LOI concise
- Limit to one page (if directed)
- Use normal font, normal margins, normal everything
- Double check for typos and grammatical errors
- Minimize “I, me, my” count
- Seek peer review
- Be you – don’t mimic the competition’s LOI

Don’t

- Use bullet points
- Submit the same letter for every program (no form letters)
- Submit a personal statement or tell long tales of hardship, any “connections” to the program, etc.
- Over utilize buzzwords or name dropping
- Regurgitate your *curriculum vitae*
- Use generic description of you or the program

Homework

- Before you begin, **Reflect**
 - What are your goals for completing a pharmacy residency?
 - Narrow down programs that match that goal
 - How would others describe you and showcase who you are?
 - What strengths and areas for growth do you have?
 - What does a program contribute to your growth? How do you help the program grow?

Conclusions

- A well-written LOI takes time to craft, especially when customized to individual residency programs
- Seek out suggested LOI approaches, examples, and reviewers
 - Refer to Step X: Write an Effective Letter of Intent in The ACCP Field Guide to Becoming a Standout Residency Candidate, Third Edition
 - Example LOIs at end of chapter
 - Utilize [ACCP's On-Demand LOI Review Service](#)

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Letter of Intent Writing

Scott D. Nei, PharmD, BCPS, BCCCP, FCCM, FMSHP
Mayo Clinic
Rochester, MN
[@nei_scott](#)

2023 ACCP Annual Meeting



LOI Scoring Rubric

Content: Career Goals/Motivation for Application	
□ 1	The applicant does not state career goals.
□ 2	The applicant's career goals are stated, but they are unclear or do not match well with our residency.
□ 3	The applicant's choice of our program is based primarily on location or other non-career-based reasons.
□ 4	The applicant states a desire for clinical practice but is unsure of practice area/setting (wants broad clinical exposure) or their stated career path only partly matches our program strengths.
□ 5	The applicant's career goal or career path clearly matches our program strengths.


Content: Familiarity with Our Program	
□ 1	The applicant's letter is generic without familiarity of our program.
□ 2	The applicant's letter demonstrates cursory familiarity of our program.
□ 3	The applicant tries to customize the letter to our program, but it is bland or unconvincing.
□ 4	The applicant demonstrates that the decision to apply to our program was based on thorough research, and the letter is customized accordingly.
□ 5	The applicant clearly demonstrates that the decision to apply to our program was based on thorough research of our goals and opportunities. The letter is personalized with specific facts and details that demonstrate clear, logical, and compelling reasons for application and is a strong match to our program.

Clarity	
□ 1	The letter is poorly organized and/or has inappropriate/awkward word choices and incomplete or inadequate information.
□ 2	The letter is clear at times but has lapses in organization and/or lacks basic sentence structure. Some inappropriate/awkward word choices or incomplete information exists.
□ 3	The letter is organized and has logical flow with minor clarity issues. The letter has some lapses in sentence construction, but all relevant messages are clear.
□ 4	The letter is well organized: the facts flow logically and are developed reasonably.
□ 5	The letter is well organized: the facts flow logically and are clearly reasoned. It is a compelling presentation that demonstrates evidence of particularly strong insight into pharmacy practice.

Style, Tone, and Audience Awareness	
<input type="checkbox"/> 1	The applicant pays no attention to tone or style and may even alienate the reader with an apparent lack of interest or over-aggressiveness.
<input type="checkbox"/> 2	The applicant pays little attention to tone and style and does not personalize the letter for our program. The submission appears to be a generic form letter that could be used for any program the applicant applies to.
<input type="checkbox"/> 3	The letter is written in a clear professional format and style, but the tone does not portray an individual or include insight into the candidate.
<input type="checkbox"/> 4	The letter is written in a professional style but may lack clear format. The writer presents a personal touch with an enthusiastic tone that distinguishes them from other letter writers.
<input type="checkbox"/> 5	The applicant expresses their unique personality with an imaginative, professional tone and style in a clear format. The writer structures the letter appropriately and considers the audience.

Mechanics	
<input type="checkbox"/> 1	The letter has four or more grammatical or spelling errors. The letter's physical appearance (format, font, layout, etc.) is unprofessional and/or shows inattention to detail.
<input type="checkbox"/> 2	The letter has two or three grammatical or spelling errors, or the appearance at times is questionable because of lack of attention to detail/appearance.
<input type="checkbox"/> 3	The letter has one grammatical or spelling error, and the appearance is appropriate for professional communication.
<input type="checkbox"/> 4	The letter is without grammatical and spelling errors, and the appearance demonstrates attention to detail.
<input type="checkbox"/> 5	The grammar and spelling reflect mastery in written communication. The physical appearance of the letter is professionally impressive.

LOI 1



Scott Nei, PharmD, BCPS, BCCCP
Pharmacy Residency Program
Mayo Clinic Hospital - Rochester
200 First Street SW
Rochester, MN 55905

Dear Dr. Nei,

I am writing this letter to express my interest in the Mayo Clinic Hospital's American Society of Health-System Pharmacists (ASHP) accredited Postgraduate Year 1 (PGY1) residency program. I was able to speak with one of your PGY1 residents at the Midyear Clinical Meeting, and was impressed with the broad scope of your program. I greatly appreciate the opportunities your program provides for research, teaching, as well as an overall challenging environment.

During pharmacy school my focus has been to maximize learning to facilitate better patient outcomes in the future. I have had the opportunity to work in a retail pharmacy throughout pharmacy school, and at this site I have been able to apply my knowledge to offer improved patient outcomes. I have found my patient interactions to drive my search for solutions, and I enjoy helping patient to understand their conditions and medications. I strive to continue learning and teaching others; I feel your program also aligns with my goals to improve patient care through increased pharmacist involvement in the patient care team.

Based on my knowledge of your program, I believe I would be an excellent fit. I have excellent time management, experience with research, extensive literature evaluation skills, and am a hard worker. I thank you for considering my candidacy for the pharmacy practice (PGY1) residency at the Mayo Clinic Hospital. Please let me know if there is any additional information I can provide.

Sincerely,



PharmD Candidate, 


LOI 2



December [redacted]

Scott Nei, PharmD, BCPS, BCCCP
PGY1 Pharmacy Residency Program Director
Mayo Clinic Hospital - Rochester
200 First Street SW
Rochester, MN 55905

Dear Dr. Nei,

I chose to apply to Mayo Clinic Hospital - Rochester because it is a large teaching hospital with over 1,900 beds and endless learning experiences. The program offers many rotations I am both interested in and prepared for, including infectious disease, cardiology, and critical care. Each day something new walks in the door, and there will likely never be a slow day. Your facility also offers an Infectious Disease PGY2, which aligns with my career goals of becoming an infectious disease pharmacist.

At the time of this application we did not have a PGY2 in Infectious Disease.

Specifically, your program offers transplant infectious disease, where a resident can see the advancements of a growing area and the complications that come with it. I think this is a unique opportunity other residency programs may not have. I know Mayo Clinic is one of the top hospitals in the nation and cutting edge allowing me to see certain drugs and therapies much sooner than other places. For these reasons and others, I would like to submit my application to the Mayo Clinic – Rochester PGY1 Residency Program.

Clinically, I feel I have a broad preparation in hospital work. Two experiences that stand out were in infectious disease and cardiology. I worked side-by-side with Dr. [redacted] during my acute care rotation where we identified a crucial antibiotic dosing error that saved the patient from amputation. During my general hospital rotation, I worked with the medical team to choose an anticoagulant for a patient with liver failure. Many alternatives were not indicated, but with a primary literature search, we found a successful option. These experiences led me to look into research as a way to better understand and find solutions to challenging problems.

I worked on a research project for four months at [redacted] under Dr. [redacted] and Dr. [redacted]. We analyzed outpatient prescribing habits for urinary tract infections, which found inappropriate prescribing of fluoroquinolones. Seeing a change from the research through the medical board was very satisfying, and I hope to contribute to your residency site's focus on medication use evaluations.

Additionally, I began mentoring toward the end of school, where I took the role of [redacted]. I decided to take a leadership role involving academics because I am passionate about helping those who struggle with their schoolwork. I am most proud of working with a younger member throughout my time to teach him different tutoring techniques and analyzation methods, where I then passed the chair to him. I foresee the chance of participating in committee roles regarding quality improvement and also presenting educational programs in residency.

In pharmacy school, I led as Fundraising Chairman for the Phi Delta Chi Pharmaceutical Fraternity. I organized many events, such as [REDACTED], which was a partnership with the [REDACTED] team and the local community. While I am proud of raising over \$1,000, I learned many skills working with others toward a common goal. I hope to apply these skills in multidisciplinary patient care rounds and other collaborative situations.

While my experiences helped me build a foundation as a pharmacist, I want to continue to grow at an accelerated level, especially in infectious disease work. For, I know the PGY1 Residency Program at Mayo Clinic Hospital - Rochester would help me, I am also hoping that my training will be of service to Mayo Clinic. I appreciate you reviewing my application and would be happy to answer any questions. Thank you.

Sincerely,

[REDACTED]

At the time of this application our requirements were maximum of 1 page for the letter of intent.

LOI 3

Scott Nei Pharm.D., BCPS, BCCCP
Mayo Clinic PGY1 Residency Program Director
200 First Street SW
Rochester, MN 55905

Dear Dr. Nei,

It is with great excitement that I write this letter conveying my interest in Mayo Clinic's PGY1 residency program. Mayo's extensive history, unparalleled resources, advanced medical technology, and world-renowned clinicians have created a reputation of excellence that is recognized not just nationally, but also globally. Through my acute care rotation at Mayo Clinic, I had the unique opportunity to witness first-hand the complexity of patient cases, advanced interprofessional collaboration, and unfaltering compassion that drives every decision made at this incredible institution.

By the end of my three months in Rochester, I solidified my intense love for critical care and to my surprise, sparked a new love for pediatrics. My passion for critical care was heightened daily by the unique and acutely ill patients I was faced with. I found myself constantly in awe of the medical advances being made and the dramatic progression of patients that had once been so close to death. Boasting with 8 intensive care units, Mayo has an unmatched opportunity for specialization in the field of critical care. Having spent the last four years working at a Level I Trauma Center in the Twin Cities, I have learned to love the difficult cases and the questions that don't necessarily have clear answers. I find excitement in the cases that challenge me the most and the patients that push me to think harder, because these are the situations where I learn the most. My time on Mayo's general pediatric floor revealed to me how much there is still for me to learn and how diverse each specialty can be. It was the unique disease states, vastly different pharmacotherapy, and intense connection I felt to the patients on this rotation that have made me interested in Mayo's pediatric elective, if selected for this program. While my short-term goal is to build upon my clinical knowledge in the areas of critical care, pediatrics, and infectious disease through a PGY1 residency, my long-term goal is to pursue a PGY2 residency in critical care, making Mayo Clinic the ideal place for me to continue my professional development.

My professional and community experiences have prepared me extremely well for this residency program. I have spent the last three years serving as a pharmacy clinician for the [REDACTED], an interprofessional student-run free clinic. I was responsible for meeting with patients, addressing medical and psychosocial needs, and developing a pharmacotherapy plan alongside an interprofessional team. The constant team collaboration and clear communication that this role necessitated has effectively trained me for the extensive interdisciplinary patient rounds that are fundamental at a teaching hospital like Mayo. At the College of Pharmacy, I served as a mentor to my peers through official classes, elected positions, community outreach, and national professional fraternities. One of my greatest strengths is my ability to connect with others, inspire a shared vision, and motivate change. I have found these skills to be useful in every aspect of my life, from fostering personal connections to establishing trust with my patients. I actively seek out opportunities where I can mentor younger students therefore, I excitedly anticipate the opportunity to earn a teaching certificate and assist APPE students in discovering their own pharmacy passions.

Ultimately, the opportunities and resources available at Mayo are unsurpassable, making it the ideal place for learners. I am confident that I would not only succeed, but also thrive, if given the opportunity to continue my education at Mayo Clinic. I sincerely thank you for taking the time to review my application and I look forward to hearing from you.

Sincerely,

[REDACTED]

Dear Residency Program Director,

I am writing to express my strong interest in the Pharmacy Residency program at Mayo Clinic Hospital-Rochester, with a particular focus on critical care. As a recent graduate from an ACPE-accredited pharmacy program and a licensed pharmacist in good standing, I am eager to further develop my clinical skills and become an integral part of the critical care team at Mayo Clinic Hospital.

Throughout my academic and professional journey, I have demonstrated a steadfast commitment to delivering the highest level of patient care. My experiences in both community and hospital pharmacy settings have provided me with a comprehensive understanding of medication therapy management and underscored the importance of collaborative practice among healthcare providers. These experiences have also highlighted the critical role that pharmacists play in optimizing patient outcomes, particularly in the challenging and fast-paced environment of critical care.

The emphasis on clinical practice and research within the Pharmacy Residency program at Mayo Clinic Hospital-Rochester aligns perfectly with my aspirations. I am excited about the opportunity to work closely with experienced preceptors, honing my skills in critical care pharmacotherapy, therapeutic drug monitoring, and interdisciplinary communication. My goal is to not only learn from these experts but also contribute to the exceptional patient care for which Mayo Clinic is renowned.

Moreover, my strong foundation in research and data analysis equips me to actively participate in ongoing research projects, contributing valuable insights to critical care practice. I am eager to collaborate on initiatives that enhance patient care protocols and advance our understanding of the most effective treatment strategies.

I am confident that the challenging and dynamic environment of the Mayo Clinic Hospital-Rochester Pharmacy Residency program will provide an ideal setting for my professional growth. I am excited about the prospect of contributing my skills, knowledge, and dedication to the program while expanding my expertise in critical care pharmacy.

Thank you for considering my application. I am truly excited about the opportunity to interview for a position in your program and discuss in greater detail how my background aligns with the goals of the critical care-focused residency at Mayo Clinic Hospital-Rochester.

Sincerely,

ChatGPT

Emergence from the Crowd

Letter of Intent Writing

Supplementary
Materials

LOI Scoring Rubric

Content: Career Goals/Motivation for Application	
□ 1	The applicant does not state career goals.
□ 2	The applicant's career goals are stated, but they are unclear or do not match well with our residency.
□ 3	The applicant's choice of our program is based primarily on location or other non-career-based reasons.
□ 4	The applicant states a desire for clinical practice but is unsure of practice area/setting (wants broad clinical exposure) or their stated career path only partly matches our program strengths.
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Mechanics	
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<input type="checkbox"/> 3	The letter has one grammatical or spelling error, and the appearance is appropriate for professional communication.
<input type="checkbox"/> 4	The letter is without grammatical and spelling errors, and the appearance demonstrates attention to detail.
<input type="checkbox"/> 5	The grammar and spelling reflect mastery in written communication. The physical appearance of the letter is professionally impressive.

Supp LOI 1

[REDACTED]

Scott Nei, PharmD, BCPS, BCCCP
Director, PGY1 Pharmacy Residency Program
The Mayo Clinic Hospital
200 First Street SW
Rochester, MN 55905

Dear Dr. Nei,

I am writing this letter to express my sincere interest in the PGY1 pharmacy residency program at the Mayo Clinic Hospital in Rochester, MN. The level of commitment invested by residency leadership was evident after speaking with you and Dr. [REDACTED] at the ASHP Residency Showcase. With thoughtful consideration, I am determined to match and exceed that commitment during my PGY1 residency.

Toward the end of my emergency medicine rotation, I witnessed a nurse frantically enter the pharmacy office asking for help with an unexpected case of anaphylaxis. I was prepared to lead a topic discussion on anaphylaxis that same day and was able to quickly assist with successful medication retrieval, preparation, and administration. This scenario highlighted the importance of furthering my clinical knowledge, and is one of the many reasons why I am interested in pursuing a PGY1 residency with a commitment to clinical excellence.

During my PGY1 residency, I will deepen my ability to critically assess patients, evaluate evidence-based literature, and advance my clinical decision making skills. I plan to follow my PGY1 with a PGY2 in emergency medicine while incorporating antimicrobial stewardship and critical care learning experiences. I would ultimately like to practice at an academic medical center with a level one trauma designation. The Mayo Clinic residency will provide opportunities for development through the required cardiology and infectious disease rotations designed to enhance my areas of growth, emergency medicine and surgical intensive care elective experiences to explore my interests, and teaching responsibilities that will build my clinical confidence. Further, the research certificate offered through the Center for Clinical and Translational Science will equip me with the skills necessary to make valuable contributions to evidence-based literature and institutional practices. Training at the Mayo Clinic Hospital will provide diverse experiences to become a well-rounded clinician established in clinical practice, research, and education.

As a PGY1 resident, I will bring outstanding clinical curiosity, intrinsic motivation, and commitment to professional engagement to the program. Advancing my understanding of EKG readings, basic imaging, and surgical techniques has enhanced my ability to assess each patient for optimal drug therapy. Through my roles as Class President and President of the Student Society of Health-System Pharmacists, I have further refined my communication skills to accurately relay information, connect with patients, and appropriately incorporate feedback into my personal growth. Lastly, my passion for legislative advocacy has allowed me to serve as a member of the ASHP Council on Pharmacy Practice, where I recently discussed drug pricing, drug shortage transparency, and the protection of residency program funding on Capitol Hill. My continued involvement with ASHP during residency will further advance the primary value of the Mayo Clinic Hospital, as I strive to make sure the needs of the patient come first.

I am genuinely excited about the opportunities offered in the Mayo Clinic PGY1 pharmacy residency, and I am confident that I possess the qualities and skills necessary to be a successful resident. Thank you for your time reviewing my application materials. I look forward to speaking with you further regarding my professional interests and qualifications.

Respectfully,

[REDACTED]

[REDACTED]

Supp LOI 2

Scott Nei, PharmD, FCCM, BCPS, BCCCP
PGY-1 Pharmacy Residency Program Director
200 First St. SW
Rochester, MN 55905

Dear Dr. Nei and Members of the Residency Advisory Committee,

I am writing to express my sincere interest in the Mayo Clinic Hospital Rochester PGY-1 Pharmacy Residency Program. I have had the pleasure of meeting Dr. Nei and some of the current PGY-1 residents during the 2021 ASHP Midyear Residency Showcase. I was highly impressed with the residents' enthusiasm for patient care and the research projects they are spearheading. I was excited to hear from Dr. [REDACTED] that your program is flexible and that education is forefront. The Mayo Clinic Hospital in Rochester cultivates an environment where learning is paramount and curiosity is encouraged. Above all, I believe that Mayo Clinic fosters a strong sense of collaboration between all the departments, translating into exceptional patient-centered care for a diverse patient population. If given a chance, I believe that your program would provide me with training that will further my professional development as a pharmacy practitioner and the opportunity to make significant contributions to each of the three shields of the Mayo Clinic's mission. Among the many unrivaled experiences your program offers, my interest in your program begins with the unique opportunity to participate in investigational drug research and is furthered by my interest in your organizational culture, which values compassionate patient care, inquisitiveness, and interprofessional collaboration.

I am a remarkably motivated pharmacy student who will always take the initiative to expand my repertoire of clinical skills. Through professional engagement, I have sought opportunities that have shaped me into becoming a well-rounded individual who is hardworking, team-oriented, and self-sufficient. For example, I am leading a research project that aims to identify the needs and gaps in the antimicrobial stewardship (AMS) programs of critical access hospitals [REDACTED]. In this role, I guide our team and empower my team members to persevere, especially when faced with the complexities of the institutional review board and research processes. I am a dependable leader who can successfully multi-task and manage my time effectively while ensuring that our project is on track. Furthermore, I am confident in working independently and have showcased this vital skill by performing a community health needs assessment of a rural area in [REDACTED]. I wrote a 40-page public health report about it and presented my findings to the Rural Health Professions Program. This was a project in which I had little prior experience; however, I obtained the skills needed to accomplish this undertaking through self-determination. Additionally, I have dedicated a great deal of time working alongside Mayo Clinic professionals through volunteering opportunities and applying for the 2020 Mayo Clinic Summer Internship Program, which I was invited to participate in.

The unparalleled training experiences offered by your program align with my career goals and aspirations. My clinical interests include infectious diseases (ID), oncology, and research. My personal and experiential experiences have strengthened my passion for these clinical areas. My devotion to helping [REDACTED] and other spinal cord injury survivors in their fights against antibiotic resistance from recurrent catheter-associated urinary tract infections have fueled my curiosity for ID and AMS practices. On the other hand, my passion for oncology has been ignited by witnessing the notable impact pharmacists at [REDACTED] in [REDACTED] make in the lives of their patients and the field of oncology during my two APPE rotations there. Everyone at Mayo Clinic, whom I have had the pleasure of meeting, has ingrained in me a great sense of commitment to the field of pharmacy and the well-being of the patients. Moreover, I am thrilled to learn about the vast number of opportunities available throughout your program, including rotations in ID, medical oncology, and clinical pharmacogenomics.

After completing a PGY-1 residency training, I intend to further my pharmacy career by applying to a PGY-2 program to specialize either in oncology or ID. I am excited about this chance to explore both of these specialties with the Mayo Clinic. Thank you for your time and the consideration of my candidacy for the Mayo Clinic Hospital Rochester PGY-1 Pharmacy Residency Program. I believe that I make an outstanding candidate for your program and an asset to the Mayo Clinic healthcare team.

Sincerely,

[REDACTED]
[REDACTED]
PharmD Candidate
[REDACTED]

Supp LOI 3

[REDACTED]

December [REDACTED]

Scott Nei, Pharm.D., FCCM, BCPS, BCCCP
PGY1 Pharmacy Residency Program Director
200 First Street SW
Rochester, MN 55905

Dear Dr. Nei,

I am delighted to indicate my interest in the PGY1 pharmacy residency program at Mayo Clinic Hospital. As I noted in our email correspondence, I had the opportunity to meet current residents [REDACTED] and [REDACTED] at ASHP Midyear and was impressed with their enthusiasm for the program. I believe my collaborative and patient-first approach is a great fit for the interprofessional environment they described.

My interest in residency at the Mayo Clinic also stems from personal experience. In 2011, my grandfather underwent chemotherapy and a successful stem cell transplant for non-Hodgkin's lymphoma. One enduring memory is seeing his interdisciplinary team work in harmony – each professional contributed in a unique way but they were absolutely unified in approach. This set the tone for my own work and rotation experiences, and I'm particularly proud of cross-disciplinary education sessions I held for oncology nurses and neurologists at [REDACTED] and the specialized medication management recommendations I provide in my ongoing role at the [REDACTED]. At the same time, I'm realistic about my limitations and make a point to communicate openly with providers and nurse care coordinators when further insight is necessary.

I met with my grandfather's oncologist, Dr. [REDACTED], when I was finishing high school and looking for career advice. He described "The Mayo Way" and his responsibility to teach new practitioners and engage an interprofessional team in every patient's care. I think about his words now as I work toward my goal of board certification in oncology pharmacy after PGY1 and PGY2 residency training. I know I have much to learn and believe the world-class preceptors at the Mayo Clinic will challenge and guide me through the transition to professional practice.

Thank you for considering my application for the PGY1 pharmacy residency program at Mayo Clinic Hospital. Please reach out with questions or if I can provide additional information.

Sincerely,

[REDACTED]

[REDACTED]

PharmD Candidate, [REDACTED]

[REDACTED]

LOI Scoring Rubric **SUPP LOI 1**

Content: Career Goals/Motivation for Application	
□ 1	The applicant does not state career goals.
□ 2	The applicant's career goals are stated, but they are unclear or do not match well with our residency.
□ 3	The applicant's choice of our program is based primarily on location or other non-career-based reasons.
□ 4	The applicant states a desire for clinical practice but is unsure of practice area/setting (wants broad clinical exposure) or their stated career path only partly matches our program strengths.
□ 5	The applicant's career goal or career path clearly matches our program strengths. The applicant aspires for PGY2 EM which we offer at our institution. Through their letter they express clear understanding of the practice area and skills that would be successful.

Content: Familiarity with Our Program	
□ 1	The applicant's letter is generic without familiarity of our program.
□ 2	The applicant's letter demonstrates cursory familiarity of our program.
□ 3	The applicant tries to customize the letter to our program, but it is bland or unconvincing. Expresses familiarity with our elective and required rotations and the opportunity for the research certificate (all on the website). The rest of the letter could be interchanged for another program.
□ 4	The applicant demonstrates that the decision to apply to our program was based on thorough research, and the letter is customized accordingly.
□ 5	The applicant clearly demonstrates that the decision to apply to our program was based on thorough research of our goals and opportunities. The letter is personalized with specific facts and details that demonstrate clear, logical, and compelling reasons for application and is a strong match to our program.

Clarity	
□ 1	The letter is poorly organized and/or has inappropriate/awkward word choices and incomplete or inadequate information.
□ 2	The letter is clear at times but has lapses in organization and/or lacks basic sentence structure. Some inappropriate/awkward word choices or incomplete information exists.
□ 3	The letter is organized and has logical flow with minor clarity issues. The letter has some lapses in sentence construction, but all relevant messages are clear. This letter was on the border of receiving a 3, but I gave it a 4 because it built from local (EM rotation) to national (ASHP advocacy) in goals and aspirations.
□ 4	The letter is well organized: the facts flow logically and are developed reasonably. Organized in a clear logical flow. The rotation example could be better integrated but sends a clear message of their interest in EM.
□ 5	The letter is well organized: the facts flow logically and are clearly reasoned. It is a compelling presentation that demonstrates evidence of particularly strong insight into pharmacy practice.

Style, Tone, and Audience Awareness	
<input type="checkbox"/> 1	The applicant pays no attention to tone or style and may even alienate the reader with an apparent lack of interest or over-aggressiveness.
<input type="checkbox"/> 2	The applicant pays little attention to tone and style and does not personalize the letter for our program. The submission appears to be a generic form letter that could be used for any program the applicant applies to.
<input type="checkbox"/> 3	The letter is written in a clear professional format and style, but the tone does not portray an individual or include insight into the candidate.
<input type="checkbox"/> 4	The letter is written in a professional style but may lack clear format. The writer presents a personal touch with an enthusiastic tone that distinguishes them from other letter writers. The letter is professional. There is a bit of personality lacking that prevented me from giving it a 5. Through experience there are others who have been successful in injecting more personality into the letter.
<input type="checkbox"/> 5	The applicant expresses their unique personality with an imaginative, professional tone and style in a clear format. The writer structures the letter appropriately and considers the audience.

Mechanics	
<input type="checkbox"/> 1	The letter has four or more grammatical or spelling errors. The letter's physical appearance (format, font, layout, etc.) is unprofessional and/or shows inattention to detail.
<input type="checkbox"/> 2	The letter has two or three grammatical or spelling errors, or the appearance at times is questionable because of lack of attention to detail/appearance.
<input type="checkbox"/> 3	The letter has one grammatical or spelling error, and the appearance is appropriate for professional communication.
<input type="checkbox"/> 4	The letter is without grammatical and spelling errors, and the appearance demonstrates attention to detail.
<input type="checkbox"/> 5	The grammar and spelling reflect mastery in written communication. The physical appearance of the letter is professionally impressive.

LOI Scoring Rubric **SUPP LOI 2**

Content: Career Goals/Motivation for Application	
□ 1	The applicant does not state career goals.
□ 2	The applicant's career goals are stated, but they are unclear or do not match well with our residency.
□ 3	The applicant's choice of our program is based primarily on location or other non-career-based reasons.
□ 4	The applicant states a desire for clinical practice but is unsure of practice area/setting (wants broad clinical exposure) or their stated career path only partly matches our program strengths.
□ 5	The applicant's career goal or career path clearly matches our program strengths. The applicant aspires for PGY2 in ID or Oncology and has personal and professional connects to each. Their experiences match what rotations our PGY1 has to offer.

Content: Familiarity with Our Program	
□ 1	The applicant's letter is generic without familiarity of our program.
□ 2	The applicant's letter demonstrates cursory familiarity of our program.
□ 3	The applicant tries to customize the letter to our program, but it is bland or unconvincing.
□ 4	The applicant demonstrates that the decision to apply to our program was based on thorough research, and the letter is customized accordingly.
□ 5	The applicant clearly demonstrates that the decision to apply to our program was based on thorough research of our goals and opportunities. The letter is personalized with specific facts and details that demonstrate clear, logical, and compelling reasons for application and is a strong match to our program. It shows that the discussion with current preceptors and staff were an integral part of what drew them to the program. It highlights the mission and vision and firsthand discussion with the organization about those values. The candidate also comments on why those are important to them which makes the personal connection to the program.

Clarity	
□ 1	The letter is poorly organized and/or has inappropriate/awkward word choices and incomplete or inadequate information.
□ 2	The letter is clear at times but has lapses in organization and/or lacks basic sentence structure. Some inappropriate/awkward word choices or incomplete information exists.
□ 3	The letter is organized and has logical flow with minor clarity issues. The letter has some lapses in sentence construction, but all relevant messages are clear. Organized in a clear and follows a common LOI structure. At times some there were run-on thoughts that could have been more concise.
□ 4	The letter is well organized: the facts flow logically and are developed reasonably.
□ 5	The letter is well organized: the facts flow logically and are clearly reasoned. It is a compelling presentation that demonstrates evidence of particularly strong insight into pharmacy practice.

Style, Tone, and Audience Awareness	
<input type="checkbox"/> 1	The applicant pays no attention to tone or style and may even alienate the reader with an apparent lack of interest or over-aggressiveness.
<input type="checkbox"/> 2	The applicant pays little attention to tone and style and does not personalize the letter for our program. The submission appears to be a generic form letter that could be used for any program the applicant applies to.
<input type="checkbox"/> 3	The letter is written in a clear professional format and style, but the tone does not portray an individual or include insight into the candidate.
<input type="checkbox"/> 4	The letter is written in a professional style but may lack clear format. The writer presents a personal touch with an enthusiastic tone that distinguishes them from other letter writers.
<input type="checkbox"/> 5	<p>The applicant expresses their unique personality with an imaginative, professional tone and style in a clear format. The writer structures the letter appropriately and considers the audience.</p> <p>This letter uses a good mix of personality and professionalism to showcase the candidate's strengths and motivations. The letter is professional and describes their intent along with what values are important to them and why it matches with our program.</p>

Mechanics	
<input type="checkbox"/> 1	The letter has four or more grammatical or spelling errors. The letter's physical appearance (format, font, layout, etc.) is unprofessional and/or shows inattention to detail.
<input type="checkbox"/> 2	The letter has two or three grammatical or spelling errors, or the appearance at times is questionable because of lack of attention to detail/appearance.
<input type="checkbox"/> 3	The letter has one grammatical or spelling error, and the appearance is appropriate for professional communication.
<input type="checkbox"/> 4	<p>The letter is without grammatical and spelling errors, and the appearance demonstrates attention to detail.</p> <p>The candidate fit the letter to the 1 page maximum. Some content could have been more concise to appear less crowded. This candidate did a nice job of also addressing the selection committee.</p>
<input type="checkbox"/> 5	The grammar and spelling reflect mastery in written communication. The physical appearance of the letter is professionally impressive.

LOI Scoring Rubric **SUPP LOI 3**

Content: Career Goals/Motivation for Application	
□ 1	The applicant does not state career goals.
□ 2	The applicant's career goals are stated, but they are unclear or do not match well with our residency.
□ 3	The applicant's choice of our program is based primarily on location or other non-career-based reasons.
□ 4	<p>The applicant states a desire for clinical practice but is unsure of practice area/setting (wants broad clinical exposure) or their stated career path only partly matches our program strengths.</p> <p>The candidates interested in PGY2 Oncology with personal experience in that area. This letter reads more like a short personal statement than a letter of intent. It gives the perception that the PGY1 program is a means to an end for the PGY2 oncology program.</p>
□ 5	The applicant's career goal or career path clearly matches our program strengths.

Content: Familiarity with Our Program	
□ 1	<p>The applicant's letter is generic without familiarity of our program.</p> <p>Except for "The Mayo Way" and that we have a PGY2 in Oncology there is little that ties this letter to our program. As an evaluator it is unclear if they know any additional information about our PGY1.</p>
□ 2	The applicant's letter demonstrates cursory familiarity of our program.
□ 3	The applicant tries to customize the letter to our program, but it is bland or unconvincing.
□ 4	The applicant demonstrates that the decision to apply to our program was based on thorough research, and the letter is customized accordingly.
□ 5	The applicant clearly demonstrates that the decision to apply to our program was based on thorough research of our goals and opportunities. The letter is personalized with specific facts and details that demonstrate clear, logical, and compelling reasons for application and is a strong match to our program.

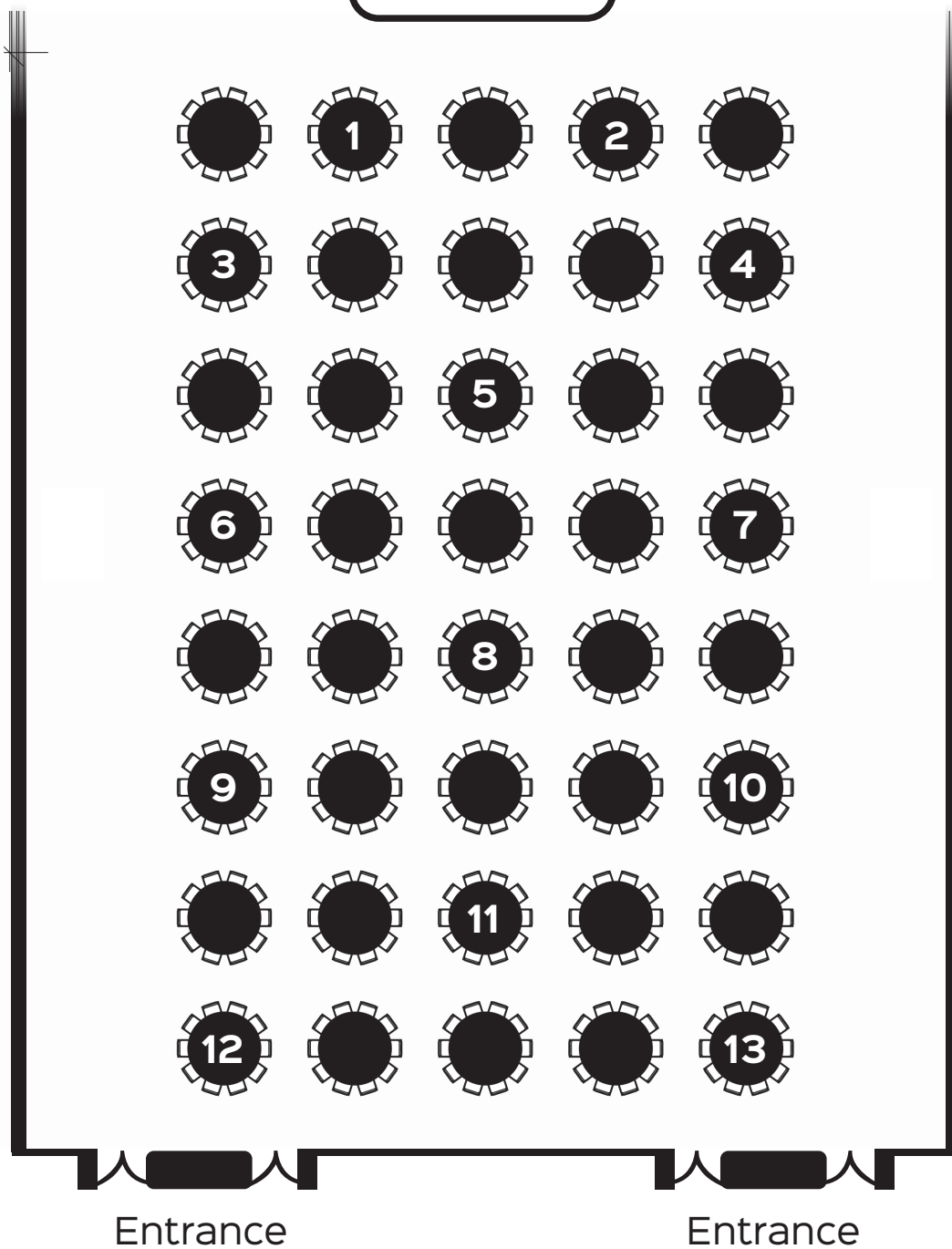
Clarity	
□ 1	The letter is poorly organized and/or has inappropriate/awkward word choices and incomplete or inadequate information.
□ 2	<p>The letter is clear at times but has lapses in organization and/or lacks basic sentence structure. Some inappropriate/awkward word choices or incomplete information exists.</p> <p>The letter is structured more like a personal statement and has room to elaborate more on the strengths of the candidate, what interested them about the program (specifically), and how the two can match.</p>
□ 3	The letter is organized and has logical flow with minor clarity issues. The letter has some lapses in sentence construction, but all relevant messages are clear.
□ 4	The letter is well organized: the facts flow logically and are developed reasonably.
□ 5	The letter is well organized: the facts flow logically and are clearly reasoned. It is a compelling presentation that demonstrates evidence of particularly strong insight into pharmacy practice.

Style, Tone, and Audience Awareness	
<input type="checkbox"/> 1	The applicant pays no attention to tone or style and may even alienate the reader with an apparent lack of interest or over-aggressiveness.
<input type="checkbox"/> 2	The applicant pays little attention to tone and style and does not personalize the letter for our program. The submission appears to be a generic form letter that could be used for any program the applicant applies to. The letter is personalized to the program, but not in the most professional way. The tone is casual and refers to the members spoken to with their nicknames rather than actual names (censored portion). The overall tone is casual and does not present the candidate in the best light.
<input type="checkbox"/> 3	The letter is written in a clear professional format and style, but the tone does not portray an individual or include insight into the candidate.
<input type="checkbox"/> 4	The letter is written in a professional style but may lack clear format. The writer presents a personal touch with an enthusiastic tone that distinguishes them from other letter writers.
<input type="checkbox"/> 5	The applicant expresses their unique personality with an imaginative, professional tone and style in a clear format. The writer structures the letter appropriately and considers the audience.

Mechanics	
<input type="checkbox"/> 1	The letter has four or more grammatical or spelling errors. The letter's physical appearance (format, font, layout, etc.) is unprofessional and/or shows inattention to detail.
<input type="checkbox"/> 2	The letter has two or three grammatical or spelling errors, or the appearance at times is questionable because of lack of attention to detail/appearance.
<input type="checkbox"/> 3	The letter has one grammatical or spelling error, and the appearance is appropriate for professional communication. The appearance of the letter is in professional format and there are minimal errors.
<input type="checkbox"/> 4	The letter is without grammatical and spelling errors, and the appearance demonstrates attention to detail.
<input type="checkbox"/> 5	The grammar and spelling reflect mastery in written communication. The physical appearance of the letter is professionally impressive.

Resident Roundtables

STAGE



Tables 1 and 2: A Day in the Life of a PGY1

Table 3: A Day in the Life of a PGY2

Table 4 and 5: Researching and Selecting Residency Programs

Table 6 and 7: Interviewing

Table 8 and 9: Residency Showcases

Table 10 and 11: Work-Life Balance

Table 12 and 13: Understanding the Match and Post-Match Process

Resident Roundtables

November 11, 2023
5:00 p.m. – 6:15 p.m.

Program Faculty

Table 1 **A Day in the Life of a PGY1 Resident**

Megan L. Edwards, Pharm.D.
PGY1 Pharmacy Resident
Mayo Clinic - Rochester



Megan Edwards is a National Resident Advisory Committee Member-At-Large for ACCP. She received her Pharm.D. degree from the University of Nebraska Medical Center in 2023. She is a current PGY1 Pharmacy Resident at Mayo Clinic in Rochester, Minnesota. Her current interest areas include internal medicine, solid organ transplant, and infectious diseases.

Table 2 **A Day in the Life of a PGY1 Resident**

Jacob T. Peace, Pharm.D.
PGY2 Emergency Medicine Pharmacy Resident
UC Davis Health



Jacob Peace is a National Resident Advisory Committee Member-At-Large for ACCP. He is one of the three PGY2 Emergency Medicine residents at UC Davis Health. He is originally from a small town in Appalachian Kentucky and obtained his Pharm.D. degree from the University of Kentucky College of Pharmacy. He completed his PGY1 training at Boston Medical Center in Boston, Massachusetts, in addition to completing a teaching certificate at Northeastern University School of Pharmacy. During his free time, he likes to go hiking, check out new breweries, explore the various parks and wildlife areas in California, and hang out with friends!

Table 3

A Day in the Life of a PGY2 Resident

Temi Sofeso, Pharm.D.
PGY2 Emergency Medicine Resident
Boston Medical Center



Temi Sofeso is a National Resident Advisory Committee Member-At-Large for ACCP. She is a PGY2 Emergency Medicine pharmacy resident at Boston Medical Center. Temi is originally from Riverside, California and completed her Pharm.D. degree at the University of California, San Francisco (UCSF) in 2022. Her clinical interests include emergency medicine and toxicology. After residency she hopes to obtain a position as an Emergency Medicine Clinical Specialist at a Level I Trauma Center. Outside of work, you can find her spending time with friends and family, exploring new restaurants in the city, going to concerts, and binging the latest Netflix reality show!

Table 4

Researching and Selecting Residency Programs

Edith Ford, Pharm.D.
PGY1 Pharmacy Resident
Mayo Clinic – Phoenix



Edith Ford is a National Resident Advisory Committee Member-At-Large for ACCP. She completed her undergraduate education at Armstrong Atlantic State University with a Bachelor's degree in Radiologic Sciences. She obtained her Pharm.D. degree from the University of Georgia in 2023. She is a PG1 at Mayo Clinic in Phoenix, Arizona and plans on early committing to the new Solid Organ Transplant PGY2 program that the Phoenix campus is establishing for 2024. Her practice interests include solid organ transplant, oncology, and DEI topics.

Table 5 Researching and Selecting Residency Programs

Marion Javellana, Pharm.D., B.S.Pharm
PGY1 Resident
Emory University Hospital



Marion Javellana is a National Resident Advisory Committee Member-At-Large for ACCP. She is a PGY1 pharmacy resident at Emory University Hospital in Atlanta, Georgia. She grew up in a small town called Sleepy Hollow, New York, but has resided in Georgia for about 8 years. She received both her Bachelor of Science in Pharmaceutical Sciences and Pharm.D. degrees from Mercer University College of Pharmacy. Her current areas of interest include internal medicine, critical care, and academia. Ultimately, her goal is to be a board-certified clinical specialist, developing her therapeutic expertise while also teaching the next generation of student pharmacists. She enjoys baking, exploring new restaurants, going on long hikes, and spending time with family and friends.

Table 6 Interviewing

Timothy Jeffries, Pharm.D.
PGY1 Pharmacy Resident
Kansas City VA Medical Center



Timothy Jeffries is a National Resident Advisory Committee Member-At-Large for ACCP. He is originally from southern Illinois. After completing undergraduate studies at Saint Louis University and working in several non-pharmacy roles, he made the decision to pursue a career in pharmacy. He's been involved with ACCP since his first year of pharmacy school and is honored to continue that involvement as a member of the National Resident Advisory Committee. During his training at St. Louis College of Pharmacy, he completed multiple VA rotations, during which he enjoyed serving the veteran patient population and subsequently pursued PGY1 training at the Kansas City VA Medical Center. His current professional interests include ambulatory care, pain management, and healthcare administration. When not busy with residency, Tim enjoys golfing, grilling, fishing, and hiking. He loves getting to know people and making new friends. He's also an avid sports fan – Let's Go Blues!

Table 7 Interviewing

Kaitlyn L. Phillips, Pharm.D.
PGY2 Ambulatory Care Pharmacy Resident
University of Tennessee Medical Center



Kaitlyn Phillips is a National Resident Advisory Committee Member-At-Large for ACCP. She is from a small town in East Tennessee and attended the University of Tennessee, Knoxville for undergraduate studies before attending East Tennessee State University Bill Gatton College of Pharmacy. She completed an outpatient focused PGY1 at the University of South Carolina. Now she is completing a PGY2 Ambulatory Care residency at the University of Tennessee Medical Center. Kaitlyn loves primary care and hopes to become a faculty member of a college of pharmacy with an outpatient clinical practice site.

Table 8 Residency Showcases

Lorraine Todor, Pharm.D.
Pharmacy Resident
Regional One Health



Lorraine Todor is a National Resident Advisory Committee Member-At-Large for ACCP. She is a PGY2 Health Systems Pharmacy Administration and Leadership resident at Regional One Health in Memphis, Tennessee. She also completed PGY1 training at Regional One Health. Lorraine graduated from the University of Tennessee in Knoxville with a degree in Biochemistry, Cellular, and Molecular Biology and attended the University of Tennessee Health Science Center in Memphis for pharmacy school. Her primary interests are research, antimicrobial stewardship, and burn care. She fell in love with caring for burn patients during her burn ICU rotation this year and hopes to help find answers for this special population for which we lack adequate information and treatment. Lorraine has been involved in research and related projects including antibiogram and pathway development, quality improvement initiatives, and clinical trials related to pain. Outside of work, she enjoys hiking, kayaking, attending music festivals and concerts, and crafting.

Table 9 Residency Showcases

Jaycee Blair, Pharm.D., MBA
PGY1 Pharmacy Resident
George E. Wahlen Department of Veterans Affairs
Medical Center



Jaycee Blair is a National Resident Advisory Committee Member-At-Large for ACCP. She is a PGY1 pharmacy resident at the Salt Lake City Veteran Affairs Medical Center. Originally from Toms River, New Jersey and a 2023 Pharm.D./MBA graduate from Wilkes University, she was eager to explore outside of the Northeast for her residency experience. Her current clinical interests are mental health and substance abuse. She hopes to pursue a psychiatric PGY2 within the VA system. Outside of pharmacy, she enjoys spending time with her dog, going to concerts, hiking, kayaking, exploring new restaurants, and hanging out with family and friends!

Table 10 Work-Life Balance

Kirstie Freibert, Pharm.D.
PGY2 Solid Organ Transplant
Ochsner Medical Center



Kirstie Freibert is the current Vice-Chair of the ACCP National Resident Advisory Committee. She is the PGY2 Solid Organ Transplant (SOT) resident at Ochsner Medical Center in New Orleans, Louisiana. She completed her pre-requisite courses at Louisiana State University and obtained her Pharm.D. degree from Xavier University of Louisiana College of Pharmacy in May of 2016. She went on to complete her PGY1 training at Memorial Hermann – Texas Medical Center in Houston, Texas, along with her teaching certification from the University of Houston College of Pharmacy.

Table 11 Work-Life Balance

Tanner A. Melton, Pharm.D.
Pharmacy Resident
Mayo Clinic - Rochester, MN



Tanner Melton is the current Chair of the ACCP National Resident Advisory Committee. He received a Pharm.D. degree from the University of San Diego, Skaggs School of Pharmacy and Pharmaceutical Sciences and completed a PGY1 residency at Mayo Clinic Hospital – Rochester, Minnesota. He is the current PGY2 Solid Organ Transplant pharmacy resident at Mayo Clinic Hospital – Rochester. His practice interests include cardiothoracic transplant, pharmacogenomics, and clinical education.

Table 12 Understanding the Match and Post- Match Process

Angel-Rose Weber, Pharm.D.
Pharmacy Resident
Albany Medical Center



Angel-Rose Weber is a National Resident Advisory Committee Member-At-Large for ACCP. She is a PGY1 pharmacy resident at Albany Medical Center. Her path to pharmacy was non-traditional. Prior to attending pharmacy school at the University of Saint Joseph she attained a bachelor's degree in chemistry at Stony Brook University. Her pharmacy passions include emergency medicine, substance use disorders and academia. After her PGY1 training she wants to work at a large academic medical center as a clinical pharmacist and a preceptor.

Table 13
Understanding the Match and Post-Match Process

Rowan Rosewarne, Pharm.D., MPH
Pharmacy Resident
University of Michigan Health System



Rowan Rosewarne is a National Resident Advisory Committee Member-At-Large for ACCP. She is a PGY1 pharmacy resident at the University of Michigan Medical Center in Ann Arbor, Michigan. She received her Pharm.D. degree at Samford University McWhorter School of Pharmacy. Rowan's practice areas of interest include critical care and emergency medicine. She is an active member of ACCP and previously served on the Certification Affairs Committee.