

Residency Project Proposal

WORKING TITLE OF THE PROJECT

R.I.S.E: Research on the Impacts of Peer Support in Residency Education – A Nationwide Survey

PRINCIPAL INVESTIGATOR: Jennifer Bolt

CO-INVESTIGATORS: To be determined

RESEARCH SITE(S): Interior Health Department of Pharmacy Services

PROPOSED RESEARCH QUESTION:

POPULATION: Current and past PGY-1 pharmacy residents enrolled in any CPRB-accredited residency program and current CPRB-accredited residency program directors and coordinators

CONCEPT: To determine strategies to enhance pharmacy residency program and pharmacy resident networking, connection and support across Canada.

OUTCOMES: Current peer-to-peer mentorship opportunities that exist in Canadian pharmacy residency programs. Overall interest in a nation-wide peer-to-peer mentorship. Optimal design of peer-to-peer mentorship program. Consideration of benefits, challenges, and feasibility of add mandatory or non-mandatory mentorship program.

SPECIFIC QUESTIONS:

- What current opportunities exist for peer-to-peer mentorship of pharmacy residents
- To what extent would a national peer-to-peer mentorship program benefit pharmacy residents in terms of broadening support systems, enhancing of learning outcomes, and overall satisfaction
- What would the optimal design to reduce burden but enhance outcomes of a national peer-to-peer mentorship program

STUDY DESIGN: A utilization-focused evaluation of a prospective national peer-to-peer mentorship program

GOALS AND OBJECTIVES (MUST HAVE AT LEAST 1)

The goal of this study is to evaluate the usefulness and impact of a national peer-to-peer mentorship program for PGY1 residents and residency programs in terms of professional development, overall residency experience satisfaction, confidence in clinical knowledge, skills, and experience, social support, reduction in stress and burden, and enhancement of developing key competencies.

The objectives of this study are to:

- Determine the current opportunities that exist in PGY1 Canadian pharmacy residency programs for peer-to-peer mentorship
- Assess the potential impact, including benefits and challenges, of a national peer-to-peer mentorship program connecting PGY1 residents in Canada
- Identify attitudes and perceived barriers of current and past PGY1 residents, residency program directors, and coordinators towards a peer-to-peer mentorship program
- Identify potential strategies to address perceived barriers and optimal structure of a peer-to-peer mentorship program

RATIONALE (LIMIT TO 150 WORDS)

[Include an explanation of potential value of project to patient care, pharmacy department, hospital, health authority, and/or pharmacy profession as appropriate]

Mentorship can positively impact the training and professional development of healthcare professionals¹. Despite the existence of mentorship programs within some residency programs across Canada, there is no nation-wide program connecting PGY1 residents. Peer mentorship has the potential to impact resident satisfaction, motivation to develop professional competencies, enhance socialization, and reduce symptoms of burnout².

Implementing a national peer-to-peer mentorship program could enhance teaching and learning processes, provide psychosocial support (especially for programs with only 1 or 2 residents), and nurture a supportive and collaborative culture amongst residents. This program could create a broader network of mutually accessible, knowledgeable, and supported pharmacists across Canada, enhancing healthcare delivery overall. If such a program is feasible and desirable, it could facilitate growth and strength of the Canadian pharmacy community, as well as ongoing career progression and development amongst graduates of pharmacy residency programs nationwide.

SIGNIFICANCE (LIMIT TO 100 WORDS)

Residency is a key learning experience in many clinical pharmacist's careers. Enhancing this experience through creating a nation-wide peer to peer mentorship program that can provide support, satisfaction, and create a network of knowledgeable pharmacists could be impactful to overall career advancement and development of key competencies.

Conducting this utilization-focused evaluation of the prospective peer-to-peer mentorship program for PGY1 residents will allow us to determine the impact, design, implementation, and sustainability of such a program. By addressing the potential benefits and challenges of a nationwide peer-to-peer mentorship program, we may be able enhance overall satisfaction of the PGY1 resident experience.

PROPOSED RESEARCH DESIGN/METHODOLOGY

This will be a quantitative and qualitative study with multiple phases. Throughout the research project, the resident will:

- Conduct a comprehensive literature review to assess the potential impact, including benefits and challenges, of a national peer-to-peer mentorship program connecting PGY1 residents in Canada
- Create a survey intended for pharmacy residents, coordinators, and directors across Canada to assess interest, attitudes, and perceived feasibility towards a prospective peer-to-peer mentorship program

- If time permits, conduct individual interviews and/or focus groups to participants (residency directors, coordinators, and current and past PGY1 residents) to identify strategies to approach the design of a peer-to-peer mentorship program and address any barriers
- Collect and analyze the qualitative and quantitative data using thematic analysis and SPSS or excel, respectively
- A list of potential structures of a peer-to-peer mentorship program will be developed
- Prepare a project poster
- Prepare a manuscript for publication

FUNDING SOURCES

No external funding will be required.

CONFLICTS OF INTEREST

The investigator has no conflicts of interest to declare.

START DATE OF THE PROJECT

June 2023

ANTICIPATED END DATE OF THE PROJECT (CONSIDER FOR FEASIBILITY OF RESIDENCY PROJECT)

June 2024

PROJECT SUITABILITY

After consideration of the “**FINER**” criteria (**F**easible, **I**nteresting, **N**ovel, **E**thical, **R**elevant) I believe that the project meets all the Residency Project Suitability Criteria **YES** (indicate YES/NO)

EQUITY, DIVERSITY, INCLUSION CONSIDERATIONS (contact Sean if you have questions)

This proposed research has the potential to:

- Increase healthcare and health disparities (reconsider the design and methods to prevent this)
- Maintain healthcare and health disparities (reconsider the design and methods to prevent this)
- Reduce healthcare and health disparities in equity-deserving groups (ideal)

References:

1. Choi AMK, Moon JE, Steinecke A, Prescott JE. Developing a Culture of Mentorship to Strengthen Academic Medical Centers. Acad Med. 2019 May;94(5):630-633. doi: 10.1097/ACM.0000000000002498. PMID: 31026234; PMCID: PMC6493700.
2. Pethrick H, Nowell L, Paolucci E, et al. Peer mentoring in medical residency education: A systematic review. Can Med Ed Jour. 2020; 11(6): 128-137. Accessed from: <https://journalhosting-ucalgary-ca.eu1.proxy.openathens.net/index.php/cmej/article/view/68751/54385>