Licensure Expectations and Requirements

**Expectation:** It is expected that the resident is licensed as a pharmacist in the state of Wisconsin prior to starting their residency program.

**Requirement:** The resident must be actively pursuing licensure in the state of Wisconsin. The resident must sit for their exams at the first available opportunity after graduation.

- PGY1 Residents must be licensed as a pharmacist in the state of Wisconsin as soon as possible and within ninety (90) days from the start of their residency program. Residents starting PGY2 programs must be licensed as a pharmacist in the state of Wisconsin prior to their start date.
- If a resident is unable to meet the above deadlines due to extenuating circumstances beyond their control, they must request an extension in writing to their RPD. The RPD and the resident’s Pharmacy Site Director will review all extension requests. If the extension request is approved, the resident will be notified in writing how many additional days they have been granted to obtain their pharmacist licensure in the state of Wisconsin. The resident must be licensed as soon as possible within this time and within one hundred twenty (120) days from the start of their residency.
- Failure to meet the above requirements results in termination of the resident from the residency program.

**PGY2 Residents only: Verification of PGY2 Residency Completion or ASHP-sanctioned PGY1 exception**

**Requirement:**
- PGY2 residents must provide their RPD with verifiable proof of PGY1 residency completion prior to starting their program or within ten (10) days of starting their PGY2 program.
- Verifiable proof is a copy of the resident’s PGY1 graduation certificate. If this is unavailable, the PGY2 RPD receiving verbal or written confirmation of PGY1 program completion from the PGY1 RPD is acceptable.
- PGY2 residents with an ASHP-sanctioned PGY1 exception must provide this documentation during the application process in PhORCAS. If this is not possible, it must be provided to their PGY2 RPD prior to starting their program.
- If a resident is unable to meet the above deadlines due to extenuating circumstances beyond their control, they must request an extension in writing to their RPD. The RPD and the resident’s Pharmacy Site Director will review all extension requests. If the extension request is approved by the RPD and the resident’s Pharmacy Site Director, the resident will be notified in writing how many additional days they have been granted to provide the documentation as above. The resident must provide the documentation as above as soon as possible within this time and within thirty (30) days from the start of their residency.
- Failure to meet the above requirements results in termination of the resident from the residency program.

Expectations of Commitment and Benefits

Each pharmacy resident is expected to complete a minimum of twelve months of training that is equal to a full-time equivalent. The resident must also fulfill the program requirements as specified in the Residency Completion Record and comply with all program, department, and organization expectations. The decision to allow a resident to remain in the residency program who is unable to meet the above commitment due to extenuating circumstances, will be handled on a case-by-case basis.

- All leaves of absence will comply with the Aurora Health Care’s Leave of Absence policy. In the event a resident needs to request a leave of absence, the resident must follow the steps outlined in this policy and discuss the impact of this leave on their program with their RPD and site director. The RPD and site director will determine if the resident will be allowed to remain in the program based on the Aurora Health Care policy and impact on their program. If the resident is allowed to remain in the program, their graduation date will be adjusted to meet the minimum of twelve months of training.
• In the event a resident is not meeting program expectations as determined by the RPD for reasons such as performance, the RPD and site director will determine on a case-by-case basis whether the resident will be allowed to remain in the program and have their program extended in order to allow the resident additional time to fulfill the program requirements, or whether the resident will be terminated from the program. If the decision is made to extend the resident’s program, the amount of time the resident’s program will be extended is determined by the RPD and site director, communicated to the resident in writing, and will not exceed ninety (90) days. If the resident is still not meeting program expectations during this extended time period, the resident will be terminated from the program.
• Only residents that complete the minimum of twelve months of residency training equal to a full-time equivalent and fulfill the program requirements, including those specified in the Residency Completion Record, are granted a residency certificate and considered graduates of the program.
• The Residency Completion Record can be accessed by visiting our website:

Termination or Dismissal
Employment at Aurora Health Care is on an “at-will” basis. This means that the employment relationship may be ended at the choice of either party, with or without notice, and with or without cause, at any time. Termination ends the resident’s participation in the Pharmacy Residency Program prior to completion of the minimum twelve months. Voluntary termination is initiated by the resident to leave the program and requires three weeks’ notice as outlined in the Aurora Health Care Termination of Employment Policy.

Duty Hour Expectations
• Pharmacy Residency programs conducted at facilities within Aurora Health Care comply with the current duty hour standards set forth by ASHP.
• It is the resident’s responsibility to ensure they comply with the duty hour standards.

Additional Professional Employment
• A resident’s primary professional commitment is to the residency program. At no time shall a resident be employed outside of Aurora.
• Requests for non-pharmacy related employment outside of Aurora require approval from the RPD and the site director.
• Residents are allowed to staff shift(s) over and above their staffing shifts required as part of their residency program under the following circumstances:
  o Staffing the additional shift(s) does not interfere with the resident’s ability to complete residency requirements or exceed duty hours
  o The resident, site director, and program director all approve any additional shift(s)
  o Residents will be compensated for any shift(s) staffed over and above the residency expectation according to Aurora Health Care Human Resources guidelines

Additional Candidate Information
• Please see individual program information for qualifications and application information.
• Pharmacy residents are considered full time employees of Aurora Health Care, and as such, the resident and their eligible dependents are eligible to participate in Aurora Health Care benefit programs (paid time off, medical/dental insurance, disability, etc.).
  Note: Residents are allowed up to 17 days off (including a maximum of 6 sick days) during their program. Time off requires advanced approval and is not guaranteed.
• The Pharmacy Residency programs participate in the Residency Matching Program (“The Match”).
• After “The Match”, employment as a pharmacy resident is still contingent upon the applicant satisfying Aurora Health Care’s employment eligibility requirements, including an employment application/evaluation by Human Resources and a pre-employment physical and drug screen (hair analysis). The pre-employment physical and drug screen must be completed at a designated Aurora Health Care location between May 15 and June 1.
• All residents must start on the pre-determined start date. Refer to the program director for the exact pre-determined start date as adjustments in start date are not allowed.