

Selection Process

Please submit the following materials by Friday, January 6, 2012:

- Application
- Curriculum vitae
- Three letters of recommendation – two from health professionals related to pharmacy curriculum (instructor) and one from employer
- Letter of intent describing personal goals as they relate to community residency training
- Professional writing sample
- Official transcripts

Upon receipt of materials, you may expect:

- An on-site interview, upon invitation
 - You will be required to present a 30-minute PowerPoint presentation on a topic relating to community pharmacy practice



Required Residency Activities

- Precept P4 pharmacy students completing CVS Caremark's Drug Information rotation
- Edit and produce a monthly clinical publication, the *CVS Clinical FOCUS*
- Research project of publishable quality that is relevant to community pharmacy practice
- Present research findings at a national pharmacy meeting and/or submit for publication to a professional journal
- Spend one day per week working as a staff pharmacist in a local CVS/pharmacy
- Conduct periodic journal clubs and presentations both internally and externally
- Collaborate with other pharmacy residents to develop and present a live, ACPE-accredited CE course
- Participate in training programs to enhance technical, interpersonal and leadership skills

For additional information, please contact:

Deborah M. Johns, PharmD
(401) 770-4855
Deborah.Johns@cvscaremark.com

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



CVS Caremark Corporate Community Residency Program

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Program Objectives

The Corporate Community Residency Program

The program provides unique opportunities and experiences to a highly motivated individual interested in a leadership position in community pharmacy practice. The goal of this program is to cultivate leaders in the community setting capable of planning, developing and delivering viable advanced services to optimize patient care, while serving as a role model to students and clinical resource to health care professionals. The residency program is designed to develop expert skills and competencies in pharmacy practice management, providing in-depth exposure to the following areas: drug information; patient care programs; quality assurance and patient safety; pharmacy informatics; preceptorship; and teaching. Graduates of the program will be highly competent in assessing and resolving the health needs of the public as it relates to the safe and effective use of medication, understand the business and infrastructure of a national corporate entity, and will be expected to assume a leadership role in community pharmacy practice.

The Corporate Community Resident will be selected based on his or her ability to meet the requirements and goals of the program, including functioning as a viable member of the Clinical Operations department. The residency program is located in the CVS Caremark Customer Support Center in Rhode Island.

Responsibilities

- Providing medication and practice-related information, education and/or training to a variety of audiences
- Developing patient care programs that can be implemented within CVS Caremark's unique pharmacy workflow environment
- Exercising leadership and practice management skills
- Analyzing medical and pharmacy literature to effectively solve clinical problems
- Collaborating with other health care professionals to optimize patient care
- Performing direct and indirect patient care activities

Program Requirements

- Successful completion of a U.S.-accredited PharmD program
- Licensure in Rhode Island (or eligible)
- Strong analytic skills; experience with Microsoft Excel and Access preferred
- Background in community pharmacy practice
- Strong working knowledge of Drug Information resources
- Good communication and presentation skills
- Strong writing ability
- Knowledge of Microsoft Word and PowerPoint
- Travel requirements include training programs, professional meetings and conferences

Residency Duration:

July 2, 2012 - June 28, 2013

Residency Site:

Woonsocket, Rhode Island



Learning Experiences

The resident will have the opportunity to master program outcomes through the following longitudinal learning experiences:

- Clinical Operations
- Patient Care Programs
- Professional Service
- Project Management
- Quality Assurance and Patient Safety
- Teaching

Exposure to Various Areas of the Company

- Category Management
- Government Affairs
- Legal
- Pharmacy Marketing
- Pharmacy Merchandising
- Regulatory Compliance
- Retail Pharmacy Operations
- Strategic Product Development

Program Compensation

- Competitive stipend
- Comprehensive medical plan
- Life insurance
- One week paid vacation, plus nine paid holidays
- No weekends (excluding national meetings)
- Flexible spending account program for health and dependent care expenses
- CVS Caremark employee stock purchase program
- Travel expense budget for national meetings, memberships and required travel
- Drug Information resources include access to online and hard copy journals, references and databases



CVS Caremark Residency Programs

Dear Residency Candidate:

Thank you for your interest in one of our 2012-2013 CVS Caremark Residency Programs. CVS Caremark is the largest pharmacy health care provider in the United States. Through our integrated offerings across the entire spectrum of pharmacy care, we are uniquely positioned to provide greater access, to engage plan members in behaviors that improve their health, and to lower overall health care costs for health plans, plan sponsors and their members. As one of the country's largest pharmacy benefit managers (PBMs), we provide plan sponsors and members access to a retail network of approximately 65,000 pharmacies, including more than 7,200 CVS/pharmacy stores.

CVS Caremark is the number one provider of prescriptions in the country, filling or managing more than 1 billion prescriptions annually. The company's vision is to strive to improve the quality of human life. Its mission is to provide expert care and innovative solutions in pharmacy and health care that are effective and easy for our customers.

Caremark Pharmacy Services, a division of CVS Caremark, provides comprehensive PBM services to more than 2,000 health plan sponsors and their members throughout the United States and Puerto Rico. CVS Caremark clients include corporate health plans, managed care organizations, insurance companies, unions, government agencies and other funded benefit plans. The company strives to manage pharmacy costs and improve clinical outcomes, resulting in better control of health care costs for its clients. The PBM includes state-of-the-art mail service pharmacies and specialty pharmacies that dispense high-cost, biologic medications approved for chronic complex disease states that require more frequent monitoring, counseling and training.

CVS/pharmacy is the country's leading retail pharmacy chain with more than 7,200 stores in 44 states, the District of Columbia, and Puerto Rico, as well as an online pharmacy – CVS.com. More than 4 million consumers shop at a CVS/pharmacy each day, and the pharmacy manages the country's largest retail loyalty program with more than 67 million ExtraCare[®] cardholders. The CVS Caremark subsidiary, MinuteClinic[®], is the fastest-growing and largest provider of retail-based medical centers in 26 states.

Consistent with the CVS Caremark commitment to the profession of pharmacy, we are offering several pharmacy residency programs during the upcoming residency year. Our programs are located throughout the country and focus on developing the knowledge and skills necessary for a successful career in managed care or community pharmacy. Our residency programs for 2012-2013 are:

Analytics and Outcomes

- Northbrook, IL (1 position)

Community Pharmacy

- Woonsocket, RI (1 position)

Managed Care

- Irving, TX (2 positions)
- Pittsburgh, PA (1 position)

Specialty

- Northbrook, IL (1 position)



CVS Caremark Residency Program Application Instructions

Thank you for considering a residency program at CVS Caremark! To apply to a program, you must prepare and submit an application packet. The application packet should include the following:

- Residency program application
- Letter of intent (written statement, no more than 500 words, describing why you are pursuing a CVS Caremark residency and what you expect to gain from this specific program)
- Current curriculum vitae
- Official college transcript(s)
- Professional writing sample (such as a previous publication)
- Three letters of recommendation (two from health professionals related to pharmacy curriculum) – Each recommendation should be provided in a sealed envelope from the person providing the reference and should include 1) Disclosure 2) Letter of recommendation 3) Candidate characteristics form

Please send complete application packet to:

Analytics and Outcomes Program	Sam Engmann, PharmD, MBA CVS Caremark 2211 Sanders Road Northbrook, IL 60062
Community Pharmacy Program	Deborah M. Johns, PharmD CVS Caremark 1 CVS Drive Woonsocket, RI 02895
Managed Care Program	Giang Ho, RPh CVS Caremark 750 West John Carpenter Freeway Irving, TX 75039
Specialty Pharmacy Program	Vanessa MacGregor, PharmD CVS Caremark 2211 Sanders Road Northbrook, IL 60062

All application packets must be postmarked by Friday, January 6, 2012.



CVS Caremark Residency Program Application

Please check the appropriate box for the residency program to which you are applying:

Analytics and Outcomes Program
(Northbrook, IL)

Managed Care Program
[Please check location(s) of interest]
 Irving, TX Pittsburgh, PA

Specialty Pharmacy Program
(Northbrook, IL)

Community Pharmacy Program
(Woonsocket, RI)

1. Full Name: _____

2. Mailing Address (Current; where you may be contacted):

3. Telephone Number: _____

4. Email Address: _____

5. Education (Pre-Pharmacy):

6. College of Pharmacy:

7. Expected Graduation Date: _____

8. Grade Point Average: _____

9. Electives, Rotations and/or Work Experience Relevant to Residency of Interest (i.e., Managed Care, Specialty Pharmacy, Analytics and Outcomes or Community Pharmacy): _____

10. Work Experience (Pharmacy Related):

11. Work Experience (Non-Pharmacy Related):

12. Student Organizations/Memberships: (Please include leadership positions held.)

13. Have you been dismissed, suspended or requested to discontinue education at any college?

If yes, please explain: _____

I hereby apply to CVS Caremark for a residency position and certify that the above statements are true to the best of my knowledge. If accepted, I agree to comply with and be governed by all rules and regulations of CVS Caremark and the affiliated training site(s).

Signature: _____

Date: _____

CVS Caremark Residency Program Disclosure

Disclosure (Candidate to Complete this Section)

Recommendations in support of your materials for admission must be submitted with this form. You must complete either section A or B below prior to giving the form to the person asked to submit the recommendation. Please duplicate this form as needed for multiple use.

- A. I authorize the release of a candid evaluation to assist in the candidate evaluation process for the residency at CVS Caremark. I understand that the material will be kept confidential both from the public and me, and I waive any right of access that I might have by law. I further understand that CVS Caremark does not require me to execute this waiver and is willing to review my application without such waiver.

Date: _____ Signature: _____

- B. I authorize the release of a candid evaluation, but I choose not to waive my right to examine this letter of recommendation should I accept a residency position at CVS Caremark.

Date: _____ Signature: _____

Please Print Your Name: _____

Instructions for Completing Recommendations (Reference to Complete this Section)

- 1) Write a letter of recommendation for the candidate. Please address specific leadership, communication, organizational, professional and academic skills which may assist in the review of this candidate. Include any additional comments as needed.
- 2) Complete the attached Candidate Characteristics Form.
- 3) Provide both the letter of recommendation and Candidate Characteristics Form to the candidate in a sealed envelope. The candidate will include the sealed envelope in his/her application packet.

All application packets must be postmarked by Friday, January 6, 2012.

CVS Caremark Residency Program Candidate Characteristics Form

Please indicate your assessment of the candidate's capabilities and potential by placing an X in the appropriate box.

Characteristic	Upper 10%	Upper 25%	Upper 50%	Lower 50%	N/A
Academic Ability					
Analytic Capabilities					
Problem-Solving Abilities					
Quality of Work					
Written Communication Skills					
Oral Communication Skills					
Leadership Skills					
Industriousness					
Initiative/Motivation					
Assertiveness					
Ability to Organize/Manage Time					
Ability to Work with Supervisors					
Ability to Work with Peers					
Dependability					
Willingness to Accept Constructive Criticism					
Professional Demeanor					
Emotional Stability and Maturity					
Integrity					

Summary Evaluation

In comparison with a representative group of students in the same field who have had approximately the same amount of clinical and practical experience and training, how do you rate the candidate's scholarly ability?

- Outstanding
- Very Good
- Good
- Average
- Below Average

From your experience, how would you rate the candidate's analytic and problem-solving abilities?

- Outstanding
- Very Good
- Good
- Average
- Below Average

Please comment on recommendation for the residency at CVS Caremark.

- I strongly recommend
- I recommend
- I recommend with reservation
- I do not recommend

Signature: _____

Date: _____

Name and Title (please print): _____

Institution: _____