

Pharmacist Licensure Policy Examples

Each of the examples below is fully compliant with Standards 2.4.a and 2.4.b of the *ASHP Standards for Accreditation of Postgraduate Pharmacy Residencies*. If a program chooses to use an example policy, the exact wording should be used to ensure full compliance. However, if a program makes any modifications to the policies below, or chooses to use their own, the criteria at the end of this document should be utilized to ensure compliance with the Standard. Any licensure policy, including the examples below, should be reviewed by your organization's Human Resources Department or other applicable organizational body prior to implementation.

Example 1:

Resident must obtain pharmacist licensure to practice in XY state within 120 days from the start of the residency program. If the resident fails the NAPLEX or law exam during this period, the resident is allowed to re-take the test. If the resident is not licensed by the 120-day deadline, the resident will be dismissed from the residency program.

Example 2:

Resident is expected to obtain pharmacist licensure in XY state within 120 days of the residency program's start date. Failure to obtain licensure within 120 days of the program's start date will result in suspension of the resident from the program. Suspension will be without pay or benefits. The resident will be reinstated and pay and benefits will resume when pharmacist licensure is obtained. The end date of the residency program will be extended by the number of days of suspension from the program. Extension of the program will include benefits and salary. If the resident is not licensed within 30 days of suspension from the program, the resident will be dismissed from the program and employment terminated.

Example 3:

- I. The pharmacy resident must submit appropriate documentation to the "XY" State Board of Pharmacy and pursue pharmacist licensure as soon as possible after receiving their Match results. If pharmacist licensure cannot be obtained by the start of the residency program, the pharmacy resident must obtain, and maintain, an active Pharmacy Intern license for "XY" State until pharmacist licensure is obtained.
- II. The resident must be fully licensed as a pharmacist (successfully passing the NAPLEX and MPJE exam in the state and having an active pharmacist license) within 90 days of the beginning of the residency program.
- III. If the resident is not licensed within 90 days of the beginning of the residency program, the following describes the outcome for the resident.
 - a. If the resident has not taken both the NAPLEX and MPJE exams within 90 days of the beginning of the program, the resident will be dismissed from the program.
 - b. If the resident has taken, but not passed the NAPLEX and/or MPJE exam, the RAC will grant a 30-day extension of the licensure deadline only if the resident has achieved minimum ratings of satisfactory progress on summative evaluations and is completing learning experience assignments by assigned deadlines. The sequencing of learning experiences may be modified to place a non-patient care learning experience earlier in the year while awaiting pharmacist licensure.
 - c. If approved, this extension will be noted in the RAC minutes.
 - d. If the licensure deadline extension is not approved, the resident will be dismissed.
- IV. If a 30-day deadline extension has been provided and the resident is still not licensed as a pharmacist at the end of the 30-day extension, the resident will be dismissed.

Pharmacist Licensure Policy Examples (Cont.)

Example 4:

- I. The pharmacy resident must submit appropriate documentation to the "XY" State Board of Pharmacy and pursue pharmacist licensure as soon as possible after receiving their Match results. If pharmacist licensure cannot be obtained by the start of the residency program, the pharmacy resident must obtain, and maintain, an active Pharmacy Intern license for "XY" State until pharmacist licensure is obtained.
- II. The resident must be fully licensed as a pharmacist (passing the NAPLEX and MPJE exam in the state and having an active pharmacist license) within 90 days of the beginning of the residency program.
- III. If the resident is not licensed within 90 days of the beginning of the residency program, the following describes the outcome for the resident.
 - a. If the resident has taken, but not passed the NAPLEX and/or MPJE exam, the RAC will grant up to a 30-day extension of the licensure deadline only if the resident is able to become licensed within 30 days. If the resident is not licensed during the 30 day extension, the resident will be dismissed.
 - b. If the resident has not taken both the NAPLEX and MPJE exams within 90 days of the beginning of the program, the resident will be dismissed unless the resident was on approved leave during this time period. The maximum extension allowed for residents on leave to become licensed is 120 days from the program start date. Residents not licensed with 120 days of the start date will be dismissed.

Licensure Criteria
Residents are licensed pharmacists in the state(s) or jurisdiction(s) as required by the program (or equivalent registration in the country if outside of the US) prior to or within 120 days after the program start date.
Licensure policies include a licensure deadline and information about how the program will be modified if the resident is not licensed within 120 days to ensure resident complete at least two-thirds of their residency as a licensed pharmacist.
Licensure policies that include extensions or suspensions must document in licensure policy: <ul style="list-style-type: none"> • Status of salary and benefits during suspension or extension. • Maximum duration of extension or suspension
All licensure policies ensure 2/3 of residency completed as a licensed pharmacist
Policy clearly written with little left to interpretation.
Ensures uniform application of the policy