



A GROUP OF INDEPENDENT PHARMACIES  
ELEVATING INTEGRITY AND PATIENT-CENTERED CARE IN THEIR COMMUNITIES.

# Community-Based Residency Programs

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## What makes us different?

- Premium pharmacies
- Exponential growth in number of sites
- Progressive scope and clinical programs
- Established medical billing
- Professional leaders within pharmacy
- Leadership with extensive residency experience
- Network of other residents and two universities

***We have six residency sites in Oregon & Washington:***

### **University of Washington**

- Ostrom's Drug and Gift: Kenmore, WA
- Myrtle Drugs: Myrtle Creek, OR
- Grants Pass Pharmacy: Grants Pass, OR

### **Washington State University**

- Sixth Avenue Pharmacy: Spokane, WA
- Centralia Pharmacy: Centralia, WA
- Goldendale Pharmacy: Goldendale, WA

*We are like a family  
and can't wait to have you join the team!*

# WHY SELECT A CASCADIA PHARMACY GROUP (CPG) RESIDENCY?

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*Shape the future of healthcare with us!*

## CHANGE THE TRAJECTORY OF YOUR PROFESSIONAL NETWORK & CAREER

- ✓ Leadership & Program Development
- ✓ Robust Established Clinical Programs
- ✓ Pharmacist Provider Status
- ✓ Ownership & Business Plan Expertise
- ✓ Impactful Research & Quality Improvement Projects
- ✓ Teaching Certificate & Travel Allowance

*In the evolving landscape of healthcare, community pharmacies play a crucial role in delivering accessible and personalized care. Cascadia Pharmacy Group, an alliance of independent community pharmacies in the Cascadia region of the western United States, is at the forefront of this evolution. We share wisdom, resources, buying power, and best practices to help pharmacy owners offer their communities the highest caliber of service.*

*Being part of Cascadia Pharmacy Group means having access to a supportive network of independent pharmacies and other community residents. Residents can share insights, resources, and best practices, enhancing their learning experience. We are looking for a resident ready to push the envelope and break norms, become immersed in our progressive practice sites and change pharmacy alongside us.*

*Being a non-accredited residency program offers the opportunity to cultivate a clinically focused, independent pharmacy practitioner. The lack of accreditation does not hinder your growth as a clinician; instead provides you with a unique set of skills to make an impact in your community. We emphasize flexibility, allowing you to explore diverse locations and clinical programs tailored to your professional and personal goals. Additionally, we prioritize work-life balance, ensuring that pharmacist residents love coming to work every day.*

# 2025-2026 CPG Residency Sites

For the 2025-26 residency year, programs will be offered in these six wonderful pharmacies. Read a few unique facts about each location, why they are excited to offer a residency program, and then visit their website!

## Centralia Pharmacy (WA)

- OUR PHILOSOPHY OF PHARMACY: Our pharmacy team ENGAGES
- Collaborations with free clinic, low-barrier suboxone clinic, and local facilities
- Our entire team works at the TOP of their license

*"Our residency program will enable growth, collaboration, and adaptability. Residents will make a positive difference in their community and lives of their patients."*

[www.centraliapharmacy.com](http://www.centraliapharmacy.com)

## Grants Pass Pharmacy (OR)

- Critical Access Pharmacy with long standing community relationships
- Established alternative payment medical billing contracts for clinical services
- Diverse pharmacy services; advanced patient care collaborations w/payors & clinics

*"This is a great opportunity for someone passionate about independent pharmacy ownership and utilizing clinical skills to impact patient lives daily. We're transforming the pharmacy payment model and fighting to keep independent pharmacies in communities nationwide."*

[www.grantspasspharmacy.com](http://www.grantspasspharmacy.com)

## Goldendale Pharmacy (WA)

- Rural location
- Established medical billing
- Diverse clinical programs and innovative pilots

*"It is important for us to share what we have learned and to be a place for a new pharmacist to grow and become the next progressive industry leader."*

[www.goldendalerx.com](http://www.goldendalerx.com)

## Myrtle Drugs (OR)

- Advanced payer programs with local clinics
- Robust medication management service utilizing medication synchronization
- A Vaccine for Children site and offer a variety of vaccines for adults and children

*"I love teaching and passing on my experiences to future pharmacists. We have more clinical program opportunities than most community pharmacies, and truly emphasize patient care."*

[www.myrtledrugsrx.com](http://www.myrtledrugsrx.com)

## Sixth Avenue Pharmacy (WA)

- Diverse service set (retail, research, LTC, hospice and compounding)
- WSU COP Collaboration
- Health District and Community Partnerships

*"We want to show that independent pharmacy can be extremely successful for those willing to put in the work and that retail pharmacy is still a hugely satisfying career area for pharmacists. There are tremendous opportunities for practicing pharmacy the way you want in the independent segment."*

[www.sixthavenuepharmacy.com](http://www.sixthavenuepharmacy.com)

## Ostroms Drug & Gift (WA)

- Metro with diverse services (compounding, LTC, UW)
- 3 stores to rotate through
- 4 preceptors recognized with merit

*"Society benefits when good people are put in a position to succeed in healthcare. We have 3 award-winning pharmacies with multiple award-winning preceptors who are invested in helping create the next generation of strong community pharmacists."*

[www.ostroms.com](http://www.ostroms.com)

# CASCADIA PHARMACY GROUP PRECEPTORS

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**Residency Program Director (RPD): Tara Pfund**  
**Residency Program Coordinator (RPC): Crystal Bryan**  
**Washington State University (WSU): Julie Akers**  
**University of Washington (UW): Jenny Bacci**

## GENERAL SCHEDULE

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### Dates:

**Program Dates:** July 1, 2025 - June 30th, 2026

**Orientation:** July 1st- July 30th

### Weekly Schedule Examples

Residents will have flexibility in their schedule. Residents can anticipate roughly 3-4 days per week on-site and 1-2 days per week remote. An example weekly schedule is demonstrated below:

<u>Learning Experience</u>	<u>Percentage of Time</u>
Independent & Clinical Community	50%
Project	20%
Ownership	15%
Academia	10%
Leadership	5%

# LEARNING EXPERIENCES

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**Orientation:** Emphasis on setting the resident up for a successful year. Incorporates research project, business plan, and quality improvement selection, along with an introduction to the office, and all CPG resident workgroups.

**Preceptor:** Site Preceptor | **Support:** RPD

**Independent Community:** Residents will learn to navigate the complexities of running a pharmacy, including business operations, marketing, and patient care service implementation. Residents will be trained and supported by premiere pharmacists to understand day to day workflow in independent pharmacy. Residents will be elevated to staff the pharmacy and lead the team with autonomy one day per week. In addition, two full weeks of staffing will be layered throughout the year to gain experience managing day-to-day operations.

**Preceptor:** Site Preceptor | **Support:** RPC

**Clinical Community:** Our residents will gain hands-on experience in delivering progressive patient care services. From managing chronic diseases to providing immunizations, residents will develop skills essential for primary care practice in a community setting. A majority of the resident's time is spent contributing to the development, implementation, evaluation, and delivery of new pharmacy services or to the enhancement of existing programs. Emphasis is placed on entire team integration into clinical programs to ensure collaborative and effective patient care.

**Preceptor:** Site Lead | **Support:** RPC

**Project:** Residents will complete a practice innovation or research project that advances community-based practice using effective project management skills. It will include a project abstract and poster presentation, with optional podium presentation and manuscript opportunities. Residents will be supported through a Continuous Quality Improvement (CQI) Project and Business Plan that is often related to the major research project.

**Preceptor:** RPD | **Support:** University

**Ownership:** Residents will understand the business of pharmacy ownership and healthcare. Residency program development, recruitment, and general site development will be emphasized. Residents will be prepared to assume a leadership and/or ownership role in independent pharmacy. Our program nurtures the entrepreneurial spirit, preparing pharmacists for ownership and advanced clinical positions. Residents will have the chance to innovate and implement new revenue models for the pharmacy, enhancing the pharmacy's role in the community.

**Preceptor:** Site Lead | **Support:** RPD

**Academia:** Residents will effectively employ appropriate preceptor skills when engaging in experiential teaching and fulfilling the requirements for a teaching certificate. Core learning experiences include evaluating grant funding opportunities and understanding the application process, as well as modeling the four preceptor roles when working with pharmacy interns and team members.

**Preceptor:** University | **Support:** RPD

**Leadership:** We emphasize the development of leadership and management skills. Residents will create itineraries and engage in professional conferences, CPG leadership events and other personal development opportunities such as book clubs and CPG monthly residency SIG calls. With guidance from experienced pharmacy owners and practitioners, residents will receive comprehensive training and mentorship. Our program is designed to equip pharmacists with the skills needed to excel in various roles, from ambulatory care to managerial positions.

**Preceptor:** RPD | **Support:** Site Lead

# CLINICAL PROGRAMS & MEDICAL BILLING

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Our pharmacist providers are credentialed with all commercial and Medicaid medical insurances in both Oregon and Washington and they regularly bill as healthcare providers for a variety of patient care services in some of our sites. Furthermore, we actively engage with our local community, collaborating with fellow healthcare providers and institutions to improve patients' access to care.

The resident will be directly involved in advanced clinical services with prescriptive authority, allowing them to evaluate patients and prescribe medications if warranted.

These include our collaborative drug therapy agreements (CDTAs) in Washington and various statewide protocols in Oregon to initiate, modify, or continue therapy.

Patients are thoroughly screened by pharmacists, who review the patient's medical and prescription histories, and lifestyle factors to ensure medication safety and appropriateness of therapy. After a comprehensive assessment and consultation, pharmacists prescribe medications in accordance with prescribing guidelines. Follow-up with patients after the initial prescribing is performed at a defined interval to determine if changes to therapy or referral to prescriber are appropriate. Additionally, the patients' provider is notified of any visit with the pharmacist including information regarding recommendations and prescriptions provided.

## **Example clinical programs include:**

### **Treatments for:**

- Allergies
- Burns
- Human & animal bites
- Shingles
- Stinging insects
- Swimmer's ear
- Urinary tract infections
- Vaginal yeast infections

### **One-time refills of:**

- Epinephrine
- Rescue inhalers
- Migraine medications
- Insulin

### **Prescriptions for:**

- Hormonal contraceptives
- Oral fluoride
- Diabetic testing supplies
- Naloxone

### **Additional Programs:**

- Statin therapy initiation for patients with diabetes
- Tuberculosis testing
- Local and international travel consultations
- Tobacco cessation support
- Education, medication prescribing, and vaccinations for patients

# SALARY & BENEFITS

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## **Stipend**

The resident is paid an annual stipend of \$55,000-\$65,000, dependent upon geographical region and housing opportunities.

## **Paid Time Off**

10 business day of paid vacation (2 weeks)

Paid holidays, including: New Year's, Memorial Day, Labor Day, Thanksgiving, and Christmas

## **Travel Stipend**

Travel stipend of \$6,000 and up to 80 hours of conference attendance. Residents will be issued a corporate travel card. Receipts need to be saved.

## **Teaching Certificate Costs**

All costs of university teaching certificates will be covered for the resident.

## **Company Laptop**

Residents will be provided a company laptop.

## **401(k) Savings Plan**

The 401k is available with matching according to CPG Pharmacy 401k plan details.

## **Ancillary Benefits**

You will be eligible to participate in the company's benefits package which includes healthcare insurance (medical/dental/vision), 6 major holidays and 401k with an employer match.

# APPLICATION PROCESS

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**TO APPLY:** Please email [tara@cascadiapharmacygroup.com](mailto:tara@cascadiapharmacygroup.com) with your completed Application Questionnaire Answers (see below), letter of intent, current resume/CV and two letters of recommendation.

**NOTE:** Applications through PhORCAS will **not** be accepted.

**DEADLINE:** For 2025-26 residency year is **Monday, December 30th, 2024.**

**CPG Residency Questionnaire** (Please submit answers to the below):

- What do you find inspirational about community pharmacy practice, today and tomorrow?
- Tell us about yourself and your career goals, personal and professional interests?
- Describe where you see yourself in 5 years? 15 years?
- Tell us about your ideal preceptor and learning environment?

**Additional information we should know about you:**

Which CPG Residency Site(s) are you interested in? *If interested in more than one, please indicate rank order of preference 1-6 (with 1 being first choice).*

- **University of Washington**
  - Ostrom's Drug and Gift: Kenmore, WA
  - Myrtle Drugs: Myrtle Creek, OR
  - Grants Pass Pharmacy: Grants Pass, OR
- **Washington State University**
  - Sixth Avenue Pharmacy: Spokane, WA
  - Centralia Pharmacy: Centralia, WA
  - Goldendale Pharmacy: Goldendale, WA

*Thank you for your interest in the CPG  
Community-Based Residency Program!*