

Internal Medicine & Transitional Year Residency Programs

at Christiana Care Health System

*Committed to your success
in medicine and in life*



CHRISTIANA CARE
HEALTH SYSTEM

Your future in medicine starts here

As one of the largest health care providers in the nation, Christiana Care Health System provides clinical and academic training in a community-centric hospital system. The largest health system in Delaware, Christiana Care offers you hands-on learning experiences in our high-quality urban and suburban hospitals with state-of-the-art

equipment, superb ancillary support and nursing staff, and the latest in information technology. You can also gain additional residency experience in our home health care services, preventive medicine, rehabilitation services, extensive offering of outpatient services and interaction with our primary care physician network.

Christiana Hospital

907-bed tertiary care and regional referral center



- Center for Heart & Vascular Health
- Helen F. Graham Cancer Center & Research Institute
- Breast Center
- Level-I Trauma Center
- Level-III Neonatal Intensive Care
- Christiana Surgicenter

Wilmington Hospital

241-bed urban community hospital



- Roxana Cannon Arshat Surgicenter
- Center for Advanced Joint Replacement
- Center for Rehabilitation
- The Rocco A. Abessinio Family Wilmington Health Center
- New \$205 million expansion
- New Resident Longitudinal Clinic



A message from the Program Director

Dear Future Colleague,



I invite you to take a closer look at the Christiana Care Health System, one of America’s largest non-sectarian health care systems, where residents are a priority and customized programs are offered by the Department of Medicine.

The world of medicine is rapidly changing and our mission is to help you become an outstanding internal medicine trained physician who is well-prepared for the future. Imagine working in a residency program that gives you the skills to deliver high quality, high value care in an innovative and supportive environment.

Our unique “4+2” ambulatory block curriculum places your longitudinal outpatient experience in block rotations, so that you will not have the disruption of going to clinic on inpatient rotations. During your training, you’ll learn to work effectively in multidisciplinary teams, take advantage of our new

state-of-the-art simulation center, and learn the skills of quality improvement in a nationally award winning 12-week course offered only at our institution. We offer other unique optional programs such as a global health training as well as a combined residency training/MBA program with the nearby University of Delaware.

While we are one of the largest hospital systems on the East Coast, we function like a family; where we get to know each other well and support each other. If you are interested in learning more about our program, please visit us at www.christianacare.org/residencies or call us at 302-733-6338.

Sincerely,

A handwritten signature in black ink that reads "Brian Aboff". The signature is fluid and cursive.

Brian M. Aboff, M.D., MMM, FACP
Internal Medicine & Transitional Year Program Director
Associate Chair for Education

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Christiana Care Health System New Resident Orientation

We recently developed a new-resident orientation which provides interns with protected time to receive formal training on bedside procedures and to participate in interactive workshops that prepare them to address common problems encountered in their first year of training.

New first-year residents receive standardized training central venous catheter and arterial line placement, lumbar puncture, paracentesis and thoracentesis. Training consists of on-line modules followed by hands-on training and practice in our Virtual Education and Simulation Training (VEST) center under the guidance of experienced physicians. This training enhances resident comfort with procedures and aims to improve patient safety.

Also included in the orientation are interactive didactic workshops covering important topics including: common patient problems encountered by residents, clinical decision making, pain management, physical diagnosis, hands-on-training with our electronic medical record system, and intern survival skills. The orientation is rounded out with social activities for both interns and current residents to foster comradery and teamwork.

Educating doctors for more than 100 years

At Christiana Care, you will join more than 250 current medical-dental residents and fellows, including 11 allopathic and two osteopathic residencies, plus residencies in dentistry, oral and maxillofacial surgery, pastoral care, podiatry and pharmacy. **Our program is large enough to provide rich educational opportunities, while small enough to ensure that each resident receives personal attention.**

As a regional center for excellence in cardiology, cancer, orthopaedics and women's health, Christiana Care can give you **in-depth training in a wide variety of medical and surgical specialties.**

Our close affiliations with Sidney Kimmel College at Thomas Jefferson University and integrated residency programs with the Alfred I. duPont Hospital for Children provide **even greater access to learning, teaching and clinical opportunities.**

At Christiana Care, you will see patients from diverse backgrounds with a broad spectrum of diseases and conditions. Plus, **you'll be at the forefront of the latest advances in medical research and technology.**

Consequently, our graduates score well on national board examinations, **secure excellent fellowships and receive attractive job offers.**

“ As a medical student, resident, and chief resident, I cannot say enough how much I have enjoyed my time and experience at Christiana. The education is well rounded; I feel prepared for a career in either inpatient or outpatient medicine. The camaraderie is evident in every aspect of the day. ”

Heather Ragozine-Bush, M.D.

Alumna

2012-13 Medicine Chief Resident

Christiana Care Health System Hospitalist





Work in one of the biggest, busiest and best health systems in the nation.

Our residents flourish at one of the largest community-based teaching hospitals conducting research in the United States. We're ranked one of the best hospitals

U.S. RANK

21st in Admissions

29th in Births

24th in Emergency Department Visits

24th in Total Surgeries

in the greater Philadelphia area and are committed to patient-centered care and a broad range of clinical experiences for our residents.

EAST COAST RANK

11th in Admissions

13th in Births

12th in Emergency Department Visits

12th in Total Surgeries

Source: American Hospital Association Annual Survey Database of 6,200 U.S. hospitals. Copyright Health Forum, LLC

Best in the region ranking



Christiana Care Health System ranked one of the nation's best hospitals by *U.S. News & World Report*, 2014 Best Hospital edition. Christiana Care's Department of Obstetrics and Gynecology ranked 24th nationwide in the specialty of Gynecology. U.S. News ranks Christiana Care No. 1 in Delaware. Christiana Care also ranked as a high-performing hospital in 16 adult specialties. The publication evaluates nearly 5,000 hospitals nationwide and includes only 3 percent in its rankings.

Magnet® status for nursing

Christiana Care Health System received Magnet recognition for excellence in nursing from the American Nurses Credentialing Center, joining an elite group of hospitals to achieve the highest level of recognition for sustained excellence in nursing care. Christiana Care is the only hospital in Delaware to achieve Magnet status; only 6 percent of U.S. hospital have earned the honor.



Top 50 hospitals rating from Becker's



Christiana Care has been named one of the 50 best hospitals in America by *Becker's Hospital Review*, a publication that covers business news and analysis of health care systems. In awarding the honor, Becker's noted the health care system's launch of Computerized Provider Order Entry, its excellent bond rating and clinical outcomes.

ED system, IT ranked by Information Week

Christiana Care's use of large touch-screen monitors to better manage its emergency department's trauma rooms is one of "20 IT innovative ideas to steal" according to *InformationWeek 500* magazine. The magazine also ranked Christiana Care 232 in the top 500 of *North American*



Enterprise IT. The publication annually shines a spotlight on IT innovation by identifying and recognizing business technology teams that have made a notable difference in how their companies do business.

Design a program based on your interest

Christiana Care provides resident physicians the flexibility to pursue multiple medical career options. Through our robust partnerships in clinical, translational and outcomes research, you will be at the forefront of accelerating the spread of new ideas, technologies and treatments to communities challenged by pressing health concerns.

Achieving Competency Today (ACT): Issues in Health Care Quality, Cost, Systems and Safety

Achieving Competency Today (ACT) is a graduate level interdisciplinary course, which includes modules on the following topics: performance improvement; patient safety; measurement and outcomes analysis in quality improvement; interdisciplinary team concepts; US health care system; brief history and comparison with other models; health care economics and legislation; change theory; and budgets and approval processes as they relate to conducting a performance improvement project. All categorical medicine residents participate in the ACT program during the PGY-2 year. The program is optional for transitional and preliminary year residents.

The ACT course has three essential components:

- an intensive, action-based curriculum that teaches learners about systems and practice improvement;
- interdisciplinary learning through collaboration on a performance improvement project design; and
- connecting the learners with the institution's executive leadership.

The ACT programs are highly effective in teaching the principles and practice of performance improvement. Two important aspects of the program are unique: 1) learners work together as a team to identify a specific performance improvement project, devise a plan to address the issue, and implement the plan; and 2) the issues addressed are chosen by the learners. They are not theoretical, but rather real-time improvement opportunities at Christiana Care Health System. Thus, the learners are making a contribution at the same time that they are learning.

Innovative inpatient and outpatient rotations

Rather than typical half-day clinics added to all inpatient and outpatient rotations, your clinical experience is a four-week inpatient medicine rotation that alternates with a two-week ambulatory medicine experience.



Taking the ACT class will provide you with the knowledge and skills necessary to be successful practicing medicine in the 21st century and helps make you a better trained and competitive candidate for fellowships and jobs.



Sidney Kimmel College at Thomas Jefferson University, Delaware branch, class of 2015.

“ What I love about Christiana Care is the flexibility and the ability to make what you want of your residency. If you want to create a program or research an area that has not been pursued, all you have to do is ask. ”

Peter Burke, D.O.

Alumnus and Christiana Care Hospitalist

Fellowship opportunities



Scan here to see our resident fellowships.

Christiana Care offers fellowships in cardiovascular disease, interventional cardiology, cardiovascular research, nephrology and sports medicine. More than a third of our internal

medicine residents go on to pursue fellowships in subspecialties at prestigious medical institutions, including Brown, Dartmouth, Johns Hopkins, Thomas Jefferson, the University of Pennsylvania and others.

Clinical education at Sidney Kimmel Medical College at Thomas Jefferson University

Spotlighting our core competency in clinical education for third- and fourth-year medical students, Christiana Care is a participating hospital and the Delaware Branch Campus for the Sidney Kimmel Medical College at Thomas Jefferson University in Philadelphia, one of the nation's top-ranked medical schools.

Earn an MBA



In cooperation with the University of Delaware, Christiana Care offers an optional, four-year program that allows categorical medicine residents to complete their residencies while earning an MBA in health science administration, management or organizational development. There are also opportunities to do research at the Delaware Biotechnology Institute.

Global Health Initiative



Alumnus, Foyin Fasanmi Kumoluyi traveled to Nigeria to treat patients with very limited access to medical care.

Our residents have opportunities to work abroad and in the U.S. in a multidisciplinary approach to global health education. The Global Health Initiative offers you practical public health and clinical perspectives on the management of health issues and diseases in resource-poor settings.

Workshops and retreats

Resident retreats focus on team building, teaching and leadership skills. Workshops cover the fundamentals of critical care support, procedures and rapid response team training.



Resident retreat is held annually at an ocean-side resort.

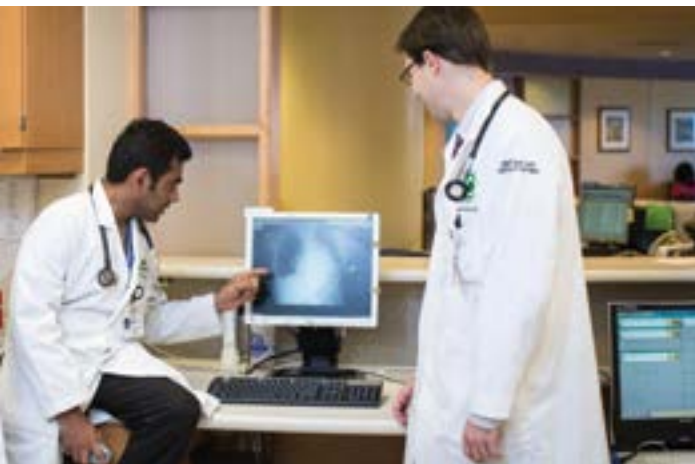
Conduct research important to you



Scan here to see
research from
your peers.

All categorical internal medicine, medicine/pediatrics, and emergency medicine/internal medicine residents are required to complete at least one scholarly activity during their residency. This experience encourages you to apply your clinical knowledge to the overall health system. If you know early in your residency that you are interested in pursuing a research project, an optional research track is available for you.

The research track provides residents with the infrastructure and support to successfully complete and present and/or publish an independent research project. Through this program, residents receive structured research mentoring, education in methodology, administrative support plus higher priority in accessing IT and statistical support.



Types of research projects

Most research projects involve retrospective review of existing medical records via chart review and/or database analysis. Christiana Care's high patient volume and excellent medical informatics provide an extremely rich source of data for a wide variety of research questions.

Some residents have successfully managed to conduct prospective studies, such as surveying health care workers before and after an intervention, or screening a specified patient population for a given condition, or even randomized controlled trials. Other residents have become involved in both informal and formal performance improvement projects, of which many are published.

What you can expect in a Research Track Program

Year 1

- Identify a faculty mentor and develop a research question and protocol.

Year 2

- Submit project for study design and statistical evaluation to the Department of Medicine Clinical Research Committee.
- Submit project for Institutional Review Board approval.
- Conduct the research.

Year 3

- Finalize data collection and analysis.
- Write, present and publish findings.



Become a leader and a teacher



Teaching skills course

Becoming an effective teacher is an important component of a physician's growth. As an intern, you will teach third- and fourth-year medical students. As a PGY-2 and more senior resident, you will have the exciting opportunity to lead and teach teams. Our program helps you become an excellent teacher through a series of three stimulating off-site retreats over the course of the residency program.

Leadership Elective

We offer a two-week elective in leadership for a multidisciplinary group of PGY-2 and more senior residents and fellows. The curriculum includes leadership skills such as communication, influence, negotiation, change management; self-awareness activities such as thinking styles assessment and emotional intelligence; and health system strategy such as turning an idea into a project and financial implications of health care reform. Participants complete a leadership challenge project to effect change in the health care system.

Interested in pursuing additional education on honing your teaching skills? We offer a 10-week course every year.

Topics include:

- Adult learning theory and learning preferences.
- The one-minute teacher.
- Using the data gatherer-reporter-interpret-educator (D-RIME) teaching model.
- Oral presentations and documentation.
- Teaching medical decision making and strategies to avoid cognitive bias.
- Teaching during bedside rounds.
- Teaching the physical exam.
- Teaching in a lecture format.
- Conflict resolution.
- Effective evaluation.
- Feedback skills.
- Preparing abstracts and presentations.

Experience the latest advances and best practices



Scan here to learn
what makes us
different.

Christiana Care's commitment to exploring the science of medicine keeps clinicians at the top of their specialties. We attract the brightest and the best to serve as faculty and mentors in our fully accredited educational programs, developing you as tomorrow's leading-edge medical care provider.

Learning better ways to deliver health care

The Learning Institute of Christiana Care is a think tank for research, development and best practices in educational products and services. Through the Learning Institute, medical students collaborate and nurture new ways of thinking across the rich tapestry of a diverse health system.



CHRISTIANA CARE
HEALTH SYSTEM

The Learning Institute

A model for translational research

The Association of American Medical Colleges cites Christiana Care as a leader in linking research and education into the health system's clinical care mission. With more than 300 active protocols, Christiana Care is a national leader in clinical trials, in which attending and faculty member sponsors develop and oversee resident research projects.



Scan here to learn
more about all
research being done
at Christiana Care
Health System.

Christiana Care Value Institute

At Christiana Care, we are increasingly using the concept of "value" to focus our work. Our concept of value is grounded in the needs of our patients, as they perceive them. It is likewise grounded in a careful scrutiny of the benefits and costs of what we can do to meet our patient's needs.

The Value Institute formalizes our thinking, our work and our learning as an organization committed to value. The Institute builds on the strong foundations established by the Christiana Care Center for Outcomes Research, the Department of Quality and Safety, our work in Operational Excellence and Center for Health System Design Research.

The Value Institute enables Christiana Care to develop, implement and study the benefits of health care delivery, resulting in better health outcomes at lower costs.

“ Value is more than the benefits and costs of serving our patient's needs. Value is grounded in the needs of our neighbors as they perceive them. What the individual feels appears to matter at least as much as the facts. We who lead health care must understand these feelings as well as the facts if we are to improve quality and safety and reduce costs. ”

Robert Laskowski, M.D., MBA
President and CEO of Christiana Care



Simulated patients, real education



Scan here to learn about VEST lab.

At the Virtual Education and Simulation Training Center, doctors can gain a firm foundation in hand-to-eye coordination and repetitive skills exercises before they can

do procedures such as central lines on real patients. The simulation center includes a trauma bay, intensive care unit, operating room and standardized patient rooms. The patients are high-fidelity simulators that breathe, speak, blink their eyes and respond to stimuli like real adults and children.

Evaluating care and cost to discover best treatments

The Christiana Care Center for Outcomes Research (CCOR) is a national leader in comparative effectiveness research, identifying the best ways to treat patients at the most efficient cost. We look at different approaches to how we take care of people, not just comparing one pharmaceutical to another but rather by comparing results of one form of therapy or treatment to another. Christiana Care's dense, diverse population base of 1.2 million people in Delaware and the surrounding area is a microcosm of the nation, making the health system ideally suited to these types of studies.

Rapid Response Team (RRT) training

The rapid response system evaluates, provides treatment and triages medical emergencies that occur on medical/surgical floors. Internal medicine residents are part of the team that participates in the initial evaluation of these patients during the second year of residency training. To prepare you for this responsibility, RRT training is offered during the internship year.



Be in the middle of it all



Delaware Park

Quality of work, quality of life

Creating a great place to work is important to everyone at Christiana Care. We provide competitive wages and benefits plus employee wellness programs. We offer 24-hour access to employee fitness centers on both the Christiana and Wilmington campuses.

Because we want you to enjoy your free time, residents have access to tickets to cultural events, such as theater in Wilmington, or professional sporting events in Philadelphia and Baltimore.



Wilmington, DE

Strong economy

Delaware is a small state with a strong economy and friendly, welcoming people. Families experience a high standard of living thanks to quality, affordable housing and no sales tax.

Abundant outdoor and cultural opportunities

Rich in natural beauty, cultural diversity, educational opportunities, recreation and entertainment for all ages, the nation's first state offers abundant opportunities. Plus, award-winning Delaware beaches, the Chesapeake Bay and nearby cities (Philadelphia and Baltimore) are a short drive away. New York City, Washington, D.C., the Pocono Mountains of Pennsylvania and New Jersey beaches are not much farther. We're truly in the middle of it all.

Christiana Care is less than 90 miles from Delaware's award-winning Lewes, Rehoboth, Dewey and Bethany beaches.





Lums Pond



Dover Speedway



Fort Delaware

Outdoor and cultural opportunities include:

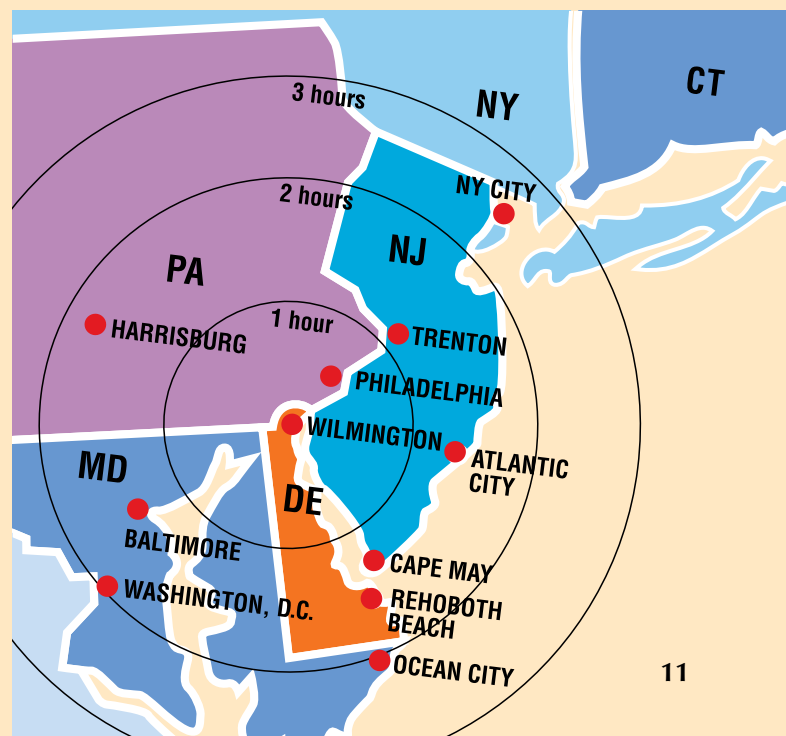
- Five state parks within 15 minutes of our hospitals.
- 150 miles of mountain biking, hiking and equestrian trails.
- University of Delaware sports, Wilmington Blue Rocks minor-league baseball.
- A bustling dining district along the Wilmington waterfront.
- Internationally renowned Longwood Gardens.
- Destinations museums such as Winterthur, Delaware Art Museum and the Delaware Children’s Museum.
- Concerts, plays and musicals at Wilmington’s World Café Live, the Grand Opera House, the Delaware Theater Company and the DuPont Theatre.

Great place to work ... great place to live

Wilmington is centrally located between New York and Washington, D.C.

As a resident living and working in Delaware, you will find affordable housing, enjoy great dining and entertainment, and experience regular resident retreats.

Destination	Driving time
Delaware Beaches.....	1.5 hours
Philadelphia, PA	30 minutes
Baltimore, MD	1.5 hours
Washington, D.C.	2 hours
New York, NY	3 hours
Poconos, PA.....	2.5 hours



Make Christiana Care your first choice

A great place to work

Christiana Care is one of the top places to work in the nation, according to *Workplace Dynamics, Inc.*, a human resources consulting company. Surveyors evaluated Christiana Care based on employee responses to questions about leadership, productivity, communications, career opportunities, working conditions, management, pay and benefits. According to that survey, employees are especially happy with pay and benefits, direction of the company and innovation.

2014-2015 Academic Year Salaries for Residents and Fellows

PGY 1: \$55,640 | PGY 2: \$57,179 | PGY 3: \$59,945

Residents also receive three weeks of paid vacation, plus one week off for educational conferences. Benefits also include health and wellness coverage, education allowance and cell phone reimbursement.

Other Benefits Include:

- Medical Plan
- Prescription Plan
- Dental Plan
- Vision Plan
- Flexible Spending Account
- Long Term Disability Insurance
- Group Life Insurance
- Personal Accident Insurance
- 403(b) Tax Deferred Annuity
- Retirement Plan
- Employee Assistance Program
- Legal Plan
- Identity Theft Plan
- Employee Wellness Program reimbursement
- In-house Fitness Center at Christiana Hospital
- On-site outdoor and indoor Fitness Trails
- Discounts for movie tickets, local entertainment, software, etc.
- Cell Phone Discounts and Reimbursement
- Credit Union
- Free Parking
- Educational Stipend
- American College of Physicians (ACP) membership & MKSAP for categorical and combined program residents
- Resident Retreats, Social Events and Team Building



Child care services

Committed to providing broader child care assistance to all employees, Christiana Care partners with Bright Horizons to offer priority access at four high-quality, conveniently located child care centers. Employees receive priority for space-available full- and part-time child care. All four centers meet nationally accredited standards by the National Association for the Education of Young Children.

Hours of operation range from 6:30 a.m. to 6:30 p.m., depending on location, and all serve children from 6 weeks to 5 years old. School-age care is available at some locations.

Frequently asked questions

Q: What is Christiana Care looking for in a resident?

A: Smart, enthusiastic, conscientious, energetic team players. We value knowledge, compassion, intellectual curiosity and empathy.

Q: What can I expect in the patient population?

A: In a word, diversity. Christiana Care is a primary and tertiary care referral center for patients from urban, suburban and rural areas.

Q: What is the on-call schedule?

A: When on inpatient rotations, the typical day for a PGY-1 residents starts at 6:30 a.m. and ends about 4:30 p.m. Approximately every third day, PGY-1 residents will work until 7 p.m. as the “short call” intern. Night float residents arrive at 7 p.m. and cover until 7 a.m. There is no call for residents who are on electives or on ambulatory blocks.

Q: What was your Board Pass rate for the internal medicine residents this past year?

A: 100%. A robust core lecture series and board prep program conducted throughout the year really helps!

Q: How much vacation and conference time is provided?

A: Three weeks of vacation per year and one week of conference time. Residents also receive generous annual stipends for conference expenses.

Q: What are my chances for fellowship placement?

A: Outstanding. Residents who pursue subspecialty training have excellent success in obtaining fellowships at prestigious institutions, including Christiana Care. Recent grads also have been accepted to fellowship programs at Brown, Dartmouth, Jefferson, Georgetown, Wake Forest, UCLA, and Johns Hopkins, to name a few.

Q: Is it difficult to find housing? Is it expensive?

A: No, to both questions. There are several apartment complexes within a 10-minute drive. Average rent for a one-bedroom apartment is \$650-\$1,000 per month.

Q: Are there employment opportunities for my spouse in Delaware?

A: Yes. Wilmington is a center for banking, chemical engineering, education, hospitality, law and pharmaceuticals, as well as health care. Christiana Care also is located within an easy commuting distance to Philadelphia.





“ I developed great relationships with my co-residents, faculty and staff – I feel like I am a part of a family. ”

Jernaro Hernandez, D.O.
Alumnus



P.O. Box 1668
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www.christianacare.org/residencies

Christiana Care is a private not-for-profit regional health care system and relies in part on the generosity of individuals, foundations and corporations to fulfill its mission. To learn more about how you can support our mission, please visit christianacare.org/donors.