Internal Medicine Residency Program
at Christiana Care Health System
Committed to your success in medicine and in life

Sidney Kimmel Medical College
at Thomas Jefferson University

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 Arsht Surgicenter
- Center for Advanced Joint Replacement
- Center for Rehabilitation
- The Rocco A. Abessinio Family Wilmington Health Center
- Resident Continuity Clinic

Welcome to Christiana Care Internal Medicine Residency! If you are looking for a program with the power and rigor of a top academic institution, yet the supportive family environment of a smaller program, you have found the right place to train.

Christiana Care is one of the largest institutions on the East Coast. Christiana Hospital, our nearly 1000-bed tertiary referral center, is a Level I Trauma Center with incredible patient diversity and breadth of pathology that makes for a robust training environment. Wilmington Hospital is our 290-bed urban safety net hospital and the location of our resident continuity practice. These two settings offer both the tertiary care exposure and the care of the underserved that provides the foundation for our residents to pursue their own career interests.

We are committed to the personal growth and wellness of every trainee. Our faculty and residents have been involved in wellness initiatives in our own program and across the nation. This means that we want our residents to learn strategies for burnout prevention and resilience building.

Residents learn patient safety, quality improvement and population health that are necessary for their future careers. Our outpatient practice has the team-based resources needed to care for the complex underserved population of the city of Wilmington. Residents have opportunities for training in leadership, business, research, global health and teaching. These opportunities allow our residents to explore the attributes they believe will make their careers diverse and fulfilling.

Our schedule is fair yet challenging, with emphasis on efficient care delivery, evidence-based medicine and the autonomy of clinical decision making. We are proud that top fellowship programs around the country recognize the quality of our training and have offered our residents positions in many different subspecialties of medicine. These not fellowship bound are also well prepared for hospital or office- based positions in a modern health care system that relies on team work and physician leadership.

We are committed to the Personal Growth, Career Development and Clinical Excellence of our residents. We believe that you’ve found the perfect blend of a challenging program with a family environment. The location of our program in the Philadelphia metro area gives endless opportunities for future careers, jobs for significant others and many options for family and leisure activities. If you are interested in learning more about our unique residency program, please visit us at residency.christianacare.org/im.

Sincerely,

John Donnelly, M.D., PACP, FAAP
Internal Medicine Program Director

Reasons for choosing Christiana Care

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Starting residency can be intimidating. Our two-week, new-resident orientation 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, 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, hematology, oncology, gastroenterology, 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 Medical 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.
Innovative curriculum

We have created an exciting and innovative curriculum for the categorical Internal Medicine residents.

Training Blocks

Rather than typical half-day clinics added to all inpatient and outpatient rotations, our curriculum splits the residents’ experiences into inpatient and outpatient blocks of time. The resident’s experience consists of a four week inpatient medicine experience alternating with a two-week ambulatory medicine experience. The design allows residents to completely focus on the rotation. So if you are on an inpatient rotation, you will not need to leave in the middle of the day to go to clinic. Similarly, when residents are in the outpatient setting, they will not need to run back to the hospital. The inpatient medicine experiences will consist of general inpatient medicine at Christiana Hospital and Wilmington Hospital, as well as rotations in the MICU and CICU.

Additionally, the inpatient-based specialty rotations will occur during the four-week blocks of time (e.g., cardiology, pulmonary, nephrology, hematology, infectious diseases and neurology). During each of the ambulatory blocks, residents will spend time in the outpatient continuity practice at Wilmington Hospital, in medical specialties (e.g. cardiology, oncology, rheumatology) or they can dedicate time to personal goals such as research or board review. This model allows residents to rotate through a variety of medical specialties. Additional time is available in the schedule that will allow residents to attend academic and administrative half days. These half-day sessions provide residents protected time for focused learning and administrative tasks, respectively.

Benefits

For the residents, they can focus on the rotation they are doing, and the schedule minimizes the conflict between the inpatient and outpatient worlds. The alternating schedule creates breaks of no on-call responsibilities between inpatient blocks that will help reduce the fatigue of residency training. The schedule provides more flexibility, so residents will have the time needed for fellowship and job interviews.

And finally, the residents can rotate in all the medicine specialties and their ambulatory medicine experience will be enhanced. We also anticipate positive changes for our patients. This design improves the continuity of care, resulting in fewer hand-offs that will improve patient safety, higher patient satisfaction and improved efficiency of patient care. Also available for the categorical Internal Medicine residents: Medical Knowledge Self Assessment Program (MKSAP). The Department of Medicine purchases a copy of the American College of Physicians MKSAP and/or New England Journal of Medicine Knowledge Plus for every categorical medicine resident and combined program (Med-Peds & EM-IM) resident.

These are some of the most comprehensive board review materials available for the Internal Medicine certification exam.

<table>
<thead>
<tr>
<th>Rotation</th>
<th># Blocks</th>
<th>Total Weeks</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inpatient Internal Medicine</td>
<td>4</td>
<td>16</td>
</tr>
<tr>
<td>Medical Intensive Care unit</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>Coronary Intensive Care unit</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>Dedicated Night Float rotation</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>Emergency Medicine</td>
<td>1</td>
<td>4</td>
</tr>
<tr>
<td>Ambulatory Blocks and Electives</td>
<td>5</td>
<td>20</td>
</tr>
<tr>
<td>Vacation &amp; CME week</td>
<td>1</td>
<td>4</td>
</tr>
</tbody>
</table>

1 block = 4 weeks

Achieving Competency Today (ACT)

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.

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 Medical College at Thomas Jefferson University, Delaware branch, class of 2019.
Design a program based on your interest

Whether you’re interested in pursuing subspecialty fellowship training, becoming a hospitalist, or pursuing a career in primary care internal medicine, our program will provide you with a tailored experience that you’ll need to be successful in your future career. If you want to supplement your residency training with unique experiences, then we encourage you to participate in our global health and research tracks or take our elective in leadership skills. We’re here for you.

Global Health Initiative

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.

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

Fellowship opportunities

Christiana Care offers fellowships in cardiovascular disease, interventional cardiology, cardiovascular research, hospice and palliative care, quality and safety and sports medicine. More than half of our internal medicine residents go on to pursue fellowships in subspecialties at prestigious medical institutions, including Brown, Darmouth, 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.

Learn About Business

In cooperation with the University of Delaware, Lerner School of Business, Christiana Care offers an optional pocket MBA that allows residents to complete their internal medicine residency and learn business principles. The blended online and in-person program is comprised of:

- One-hour asynchronous online learning (learn content at own pace).
- Structured, half hour, online discussion session (review subject material, questions, review assignment).
- In-person, 1.5 hour seminar at Christiana Care (discuss applicability).
- 11 topics divided into three modules.
- Leading People (power and influence, business ethics, entrepreneurial thinking).
- Leading the Health Care Organization (strategic decision making, policy and finance in health care delivery, leadership and innovation in population health).
- Poster competition based on a Harvard Business Review.
- Executive Education Certificate.

Multidisciplinary Resident Research Training Program

Since 2011, the Department of Medicine has included a research track for residents with a high level of interest in research, coordinated by Marci Drees, M.D., MPH, and Jennifer Goldstein, M.D., MSc.

Beginning in September 2015, this program transitioned to a multidisciplinary Resident Research Training Program that is open to residents from all training programs at Christiana Care. This longitudinal program provides participants with an infrastructure, core content on research methodologies, as well as mentor support to complete, present and publish an independent research project. Residents can apply in the PGY-2 year.

What you can expect in a Resident Research Training 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.

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., MBA
Alumnus and Christiana Care Hospitalist
Experience the latest advances and best practices

Christiana Care’s commitment to exploring the science of medicine keeps clinicians at the top of their specialities. 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.

Scan here to learn what makes us different.

Learning better ways to deliver health care

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

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.

Become a leader and a teacher

Interested in pursuing additional education on honing your teaching skills? Our teaching skills curriculum is built into our academic half day, so all residents will learn how to be better teachers.

Topics include:
- Resident as Educator series to include topics such as Learning Climate, Control of Session, Communication of Goals, Promotion of Understanding and Retention, and Feedback.
- Oral presentations and documentation.
- Teaching medical decision making and strategies to avoid cognitive bias.
- Preparing abstracts and presentations.
- Population health.
- Effective evaluation.
- Practical skills.
- Practice cases.
- Characteristics of an excellent primary care physician.

Leadership Elective

We offer a two-week elective in leadership for a multi-disciplinary 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 in to a project and financial implications of health care reform. Participants complete a leadership challenge project to effect change in the health care system.

Christiana Care Value Institute

The Value Institute is the “research hub” of Christiana Care. Staffed with over 30 clinician investigators, information technology data analysts, biostatisticians, administrators and support staff, the Value Institute conducts independent research, health system analyses and provides research support to the Christiana Care community as a whole. From evaluating the impact of health innovations on the state level, to providing residents with methodological and statistical support, the Value Institute is a rich resource, unique to Christiana Care.

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.

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.

Simulated patients, real education

At the Virtual Education and Simulation Training (VEST) Center, doctors gain and practice procedural and clinical skills. Training for invasive procedures, such as central lines, is completed in the VEST Center before performing them 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.

Rapid Response Team (RRT) training

The rapid response system evaluates and provides treatment for medical emergencies that occur on medical/surgical floors. Upper year residents are an integral part of the team that participates in the initial evaluation of these patients. To prepare for this responsibility, RRT training is offered during the intern year.
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.

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.

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

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 Playhouse.

What do you think of when you hear the word “retreat”?
An army running away from a superior opponent? Or do you think of a secluded refuge? When we designed our retreats, we made a concerted effort to provide the latter.

As with many residency programs, we had previously done “Retreats.” These sessions were a break from the regular day of a resident, but they were generally done for a few hours, close to campus and encompassed a basic review of nuts and bolts. They did not provide the “secluded refuge” that we felt that our residents needed. So in 2008, we started an entirely new retreat system that has been a highlight of the resident year.

Through a generous grant from our departmental budget, we now provide an overnight retreat for each of our PGY years. All of the categorical medicine, Transitional Year, Med-Peds and EM-BM interns or residents to attend the retreat in an off-campus destination. Coverage is provided for everyone, so the participants can be free of work for those two days.

The resident retreat curriculum is designed around the personal growth of our residents. Through exploring personality types, emotional intelligence, resiliency skills and team dynamics, our residents have the opportunity to enhance the skills they are developing in their everyday work.
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.

2017-2018 Academic Year Salaries for Residents and Fellows

PGY 1: $58,739  |  PGY 2: $60,382  |  PGY 3: $63,315

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
- Education Stipend
- American College of Physicians (ACP) membership & MKSAP for categorical and combined program residents
- Resident Retreats, Social Events and Team Building

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 schedule?
A: When on inpatient rotations, the typical day for a PGY-1 resident starts at 6 a.m. and ends about 6 p.m. Night float residents arrive at 6 p.m. and cover until 7 a.m. There is no call for residents who are on electives or on ambulatory blocks.

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, University of Pennsylvania 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 $800-$1,500 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.

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.

Pursuant to Title IX, Christiana Care does not discriminate on the basis of sex, race, creed, color, religion, disability, age, marital status, sexual orientation, gender identity or expression, genetic information, or national origin, or any other protected characteristic. Such protection extends to fellows, residents, students and employees.
Every person here at Christiana Care is truly dedicated to your learning and success.

Robert DeGrazia, Jr., M.D.
PGY2 Internal Medicine Resident.