



MID-ATLANTIC STATES INTERNAL MEDICINE RESIDENCY PROGRAM



residency-mas.kp.org



WELCOME

Dear Applicant,

Welcome to the Kaiser Permanente Mid-Atlantic States (KPMAS) Internal Medicine Residency Program, and thank you for your interest in our residency. Our mission is to train compassionate, resilient, and highly competent physicians in our patient-centered, integrated health care system.

KPMAS internal medicine residents will receive a consummate education and in-depth clinical training in a high-quality, competency-based curriculum. The curriculum, which also will include a number of subspecialties, will be delivered by an experienced and dedicated faculty. They will apply the didactics, simulation training, and bedside instruction required to produce highly skilled, compassionate physicians.

We firmly believe in a positive learning environment where each resident will be assigned and receive personal support from a faculty mentor. We consider our residents to be the bedrock of the program, and as such, we will devote every resource we can to ensure their success.

Our program emphasizes learning and service. Residents' input and feedback is vital to our program and will be used frequently to evaluate and improve our residency.

Residents will train in three state-of-the-art sites: Kaiser Permanente's Gaithersburg Medical Center; Holy Cross Hospital in Silver Spring, Maryland; and the VA Medical Center in Washington, DC. Education and wellness are significant parts of the curriculum and resident rotation schedule, with innovative scheduling for inpatient and outpatient rotations. Our goal is to ensure well-rounded physicians who excel in clinical practice, quality improvement, and high-value care. Residents will gain experience in treating a diverse patient population, which includes underserved patients in free clinics.

In addition to noon conferences, the program features lectures in longitudinal Quality Improvement and Patient Safety and Communication Skills. Curricula include evidence-based medicine and wellness, among others. We employ a weekly academic half-day conference to deliver much of this content, and ensure protected time to achieve an uninterrupted quality education.

We embrace the opportunity to educate dedicated house staff who will enrich our learning environment. I invite you to visit our website at residency-mas.kp.org to learn more about our unique program. We're excited to welcome you and share more with you about our internal medicine residency.



Julie Chen, MD, FACP

Program Director,
Internal Medicine Residency Program
Kaiser Permanente Mid-Atlantic States

Our program
emphasizes
learning
and service.

RESIDENCY PROGRAM TEAM

Directors



Julie Chen, MD, FACP

Program Director
Internal Medicine, Lifestyle
Medicine, and Obesity
Medicine



**Brian "Alex" Dummett,
MD, FACP, CPPS**

Associate Program Director
Hospital Medicine and
Clinical Informatics



**Marc John Barredo,
C-TAGME**

GME Residency
Program Manager



Kelliann Dell

Associate Director
of Graduate Medical
Education

Core Faculty



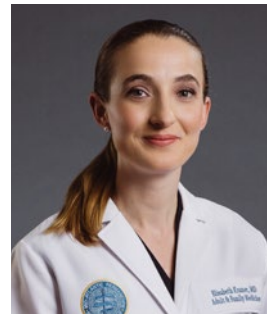
**Kathleen Anderson,
MD, MS**

Internal Medicine, Palliative
Medicine, and Integrative
Medicine



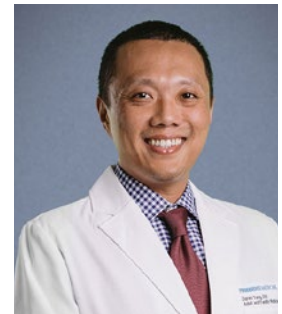
Charu Maheshwary, MD

Hospital Medicine



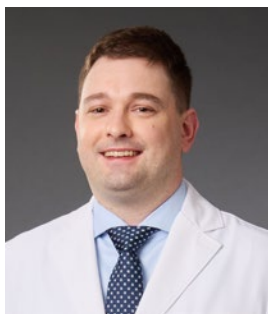
**Elisabeth Kramer,
MD, FACP**

Internal Medicine, Lifestyle
Medicine, and Obesity
Medicine



Daren Yang, DO

Internal Medicine



Jeffrey Wharton, MD

Internal Medicine

PROGRAM HIGHLIGHTS

DEDICATED FACULTY MEMBERS. Our faculty members come from diverse backgrounds and have a variety of interests. They're also experienced in teaching and clinical practice, and have demonstrated passion for and commitment to the residency program.

PRIMARY EDUCATIONAL MISSION. Our residency program prioritizes education and service. This means that time for education is safeguarded. Patient care is educationally focused with reasonable caseloads so that time can be dedicated to valuable discussion and learning. There is protected time for didactics during daily noon conferences and weekly academic half-day conferences.

PATIENT-CENTERED MEDICAL HOME MODEL. Kaiser Permanente has a unique patient-centered medical home model that uses technologically advanced databases. It also encourages teamwork among clinical assistants and the progressive

Advanced Urgent Care (AUC), care for geriatric and underserved patients, and rotate through core specialty experiences.

LEADER IN HEALTH INFORMATICS AND QUALITY AND POPULATION HEALTH. KPMAS is nationally recognized in chronic disease management and preventive health guidelines based on evidence-based medicine, clinical informatics, and peer-reviewed research.

STATE-OF-THE-ART DIGITAL HEALTH RECORD. Our digital health record—the largest civilian record in the world—is unsurpassed, and its secure portal allows patients to access test results, patient education materials, instructions, secure messaging to providers and staff, and more.

AGE, GENDER, ETHNIC, AND SOCIOECONOMIC DIVERSITY OF OUR PATIENT POPULATION. Residents will receive training in treating adults of all ages, including patients in nursing homes

WHAT MAKES OUR PROGRAM STAND OUT?

use of video visits and technology-enabled specialty consults, which have resulted in the top quality measures in the nation. Our residents learn the best medical practices and are embedded as primary care physicians in the medical home.

FIRST RESIDENCY IN KPMAS. We're strongly supported by a national leader in medical care whose focus is preventive medicine and access to health care for all. The role of the primary care physician is the central part of patient care, and residents are trained as an integral part of their educational journey.

INNOVATIVE BLOCK SCHEDULE. Training at KPMAS features an innovative 2-week-by-4-week "block" to ensure that inpatient and outpatient responsibilities do not conflict. Our trainees see patients in clinics, participate in inpatient training on the wards and in the ICU, treat urgently sick patients in our

and hospice. We treat both Medicare and Medicaid members. Residents rotate at underserved clinics in Gaithersburg and Silver Spring, caring for the uninsured and underinsured. We serve and care for diverse communities, including patients from Africa, China, Europe, Haiti, India, South America, Vietnam, and more. Patients who aren't fluent in English are provided with translation services during their visit.

PARTNERSHIP BETWEEN RESIDENTS AND FACULTY. We encourage strong relationships between residents and faculty members in the continuity clinics, inpatient settings, didactics, and rotations in our specialty clinics. We provide frequent one-on-one precepting with faculty to enhance clinical skills and offer communication skills workshops to optimize the doctor-patient relationship.

CURRENT RESIDENTS

PGY-3



Hamdi Abdeen, MD
Sackler School of
Medicine



Kathleen Adeshoga, MD
George Washington University
School of Medicine



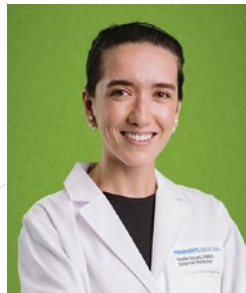
Jacqueline Kowitz, MD
Heidelberg University



Waalande Lintiso, MBBS
St. George's University
of London



Tamanna Sahni, MD
Eastern Virginia Medical
School



Nadia Smati, MBBS
Imperial College London
Faculty of Medicine

PGY-2



Oghuz Anwar, DO
New York Institute College
of Osteopathic Medicine



Theresa Chiappe, DO
A.T. Still University School
of Osteopathic Medicine



Robert Liu, MD
University of Maryland
School of Medicine



Shannon Menezes, MD
George Washington University
School of Medicine



Harsitha Sakhamuri, MD
University of Queensland
- Ochsner Health



Arianna Vessal, DO
Edward Via College of
Osteopathic Medicine -
Virginia





Abraham Alex, DO
New York Institute College
of Osteopathic Medicine



Tarah Burton, MD
George Washington University
School of Medicine



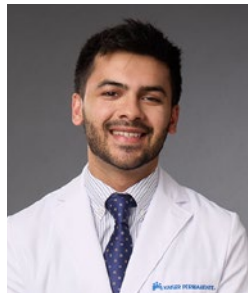
Navid Chowdhury, MD
University of Maryland
School of Medicine



Ashly Kaur, DO
Edward Via College
of Osteopathic Medicine -
Virginia



Rohan Kuruvilla, MD
Howard University
College of Medicine



Moiz Shah, MBChB
University of Glasgow School
of Medicine, Dentistry,
and Nursing



I wanted to be a part of a program that values resident feedback and actively uses it to evolve and improve the program. On top of that, I wanted a program that emphasizes close personal attention and is dedicated to teaching its residents. KPMAS gives me both of those things and more! I also have the opportunity to learn directly from specialists on a regular basis, which helps me stay up to date on the newest medical guidelines for our patients.

Amitosh Singh, MD, Class of 2024

I ultimately chose to apply to KPMAS because of the outstanding faculty and the prospect of working in a health care organization as groundbreaking as Kaiser Permanente. KPMAS to me is the best of both worlds of health care delivery that I know—it is unapologetically evidence-driven and efficient on the one side and distinctly aware of human factors, emphasizing social determinants of health and driven by a community-based approach to health care on the other side.

Jacqueline Kowitz, MD, PGY-3



PREVIOUS RESIDENTS

PLACEMENTS OF PAST RESIDENTS

PAST RESIDENT	CURRENT ROLE
Hoon Chang, MD, MS	Nephrology Fellow at University of Pennsylvania
Huai-En Chang, MD, MPH, MBA	Gastroenterology Fellow at East Carolina University
Jason Chavez, MD	Infection Disease at University of Miami School of Medicine
Katrina Hsieh, DO	Oncology-Palliative Medicine Fellow at Ohio State University
Miranda Hunter, MD	Primary Care Physician at Kaiser Permanente
Sushmita Malik, MD	Hospitalist at Kaiser Permanente
Amitosh Singh, MD	Hospitalist at Johns Hopkins Medicine/Suburban Hospital and PRN Hospitalist at Kaiser Permanente
Inna Sverdlova, MD	Hospitalist at Kaiser Permanente
Daniel Tadeo, MD	Hospitalist at Kaiser Permanente
Crystal Xue, MD	Primary Care Physician at Kaiser Permanente
Qiuyu Zhu, MD, PhD	Cardiology Fellow at Wake Forest University



INNOVATION IN GRADUATE MEDICAL EDUCATION AT KPMAS

The residents in our program benefit from innovative scheduling for inpatient and outpatient rotations, allowing for individualized training based on a resident's career interests. We can determine what's most effective and use it to improve and innovate in the clinical learning environment and graduate medical education (GME) curriculum.

As part of the internal medicine residency program here at Kaiser Permanente Mid-Atlantic States, residents will be able to participate in an innovative clinical curriculum that incorporates education technology, simulation

on virtual encounters to specialist consultation, but also allows for a tiered approach to consultation, known as e-consult, that enables industry-leading patient access to subspecialists.

We have advanced population health management tools to systematically identify and address gaps.

We also have an innovation engine that can take your ideas, prioritize them, and apply them regionally for maximum benefit to patients and providers. We are developing capabilities of predictive analytics.

INNOVATIVE BLOCK SCHEDULING BETWEEN INPATIENT AND OUTPATIENT ROTATIONS

in a state-of-the-art simulation center, and substantial protected teaching time. We will have an academic half-day conference that is engaging and comprehensive. The half-day will cover topics including, but not limited to, medical knowledge. Topics for the educational series include patient safety science, decision science, quality improvements, health equity and social determinants of health, diversity inclusion and equity, health care ethics, the business of medicine, clinical informatics, and how to conduct scholarly activity.

With regard to the practice of medicine, KPMAS has many innovative practices beyond just telemedicine. We will offer a telemedicine curriculum that trains residents on best practices

An innovative component of KPMAS is our **Advanced Urgent Care (AUC)**, which is a multispecialty hub that provides access to primary and subspecialty care as well as overnight monitoring. AUCs have shown to improve clinical care, increase health care access, and reduce costs, compared to the traditional community hospital medical office care model. GME will be part of the Health Care Learning System, giving feedback regularly.

We also focus on physician well-being, particularly physician efficiency. To minimize burnout, the MAPMG HOPE TEAM can optimize and accelerate your practice through frequent EHR trainings.

EDUCATION INNOVATIONS INCLUDE:

- Lifestyle medicine integrated in the curriculum
- Academic half days
- Simulation and communication skills curriculum
- “Webside manner” for video visits, telemedicine, and secure messaging using our robust infrastructure
- Patient safety science
- Quality and performance improvement
- I-PASS and TeamSTEPPS
- Diversity, inclusion, and equity curriculum
- Focus on wellness and burnout
- Business in medicine curriculum
- Education about diagnostic errors
- Health policy elective with national Kaiser Permanente residencies

CLINICAL INNOVATIONS INCLUDE (but are not limited to):

- EMR-integrated consult system
- Teledermatology
- Hepatitis C Care Screening Pathway (or Cascade) Program
- Remote data monitoring program
- Licensing and hospital concierge program
- HOPE TEAM physician-in-triage (PIT) notes
- Complex care program
- Practice in an integrated multispecialty practice providing industry-leading service quality metrics
- Multispecialty hub Advanced Urgent Care
- Point-of-Care Ultrasound Curriculum
- Health information technology



OUR COMMITMENT TO MISSION-DRIVEN CARE

The Kaiser Permanente Mid-Atlantic States Internal Medicine Residency Program is committed to training excellent clinicians who will improve the health of their patients and communities. Our goal is to provide exceptional training for physicians in a high-quality, compassionate, and innovative health care environment.

Our program supports Kaiser Permanente's mission to improve the health and lives of our patients by taking a proactive, integrated approach to achieving total health for all.

We also foster the following core professional values in our residents:

- **Integrity**
- **Compassion**
- **Innovation**
- **Collegiality**
- **Reliability**
- **Efficiency in use of resources**
- **Evidence-based practice**
- **Adaptability**

We look forward to sharing more about our program and our philosophy of practicing patient-centered, mission-driven care with you.



EVIDENCE-BASED PRACTICE



EFFICIENCY

INTEGRITY

COMPASSION



RELIABILITY



INNOVATION

COLLEGIALITY

ADAPTABILITY



SCHOLARLY ACTIVITY

At Kaiser Permanente Mid-Atlantic States, residents will have ample opportunities to collaborate with experienced faculty on scholarly activities in the form of quality improvement projects, case series/reports, or independent/collaborative research to augment their training. These projects prepare our residents to pursue scholarship and research, strengthening their fellowship applications and helping to provide innovative solutions and cutting-edge treatments.

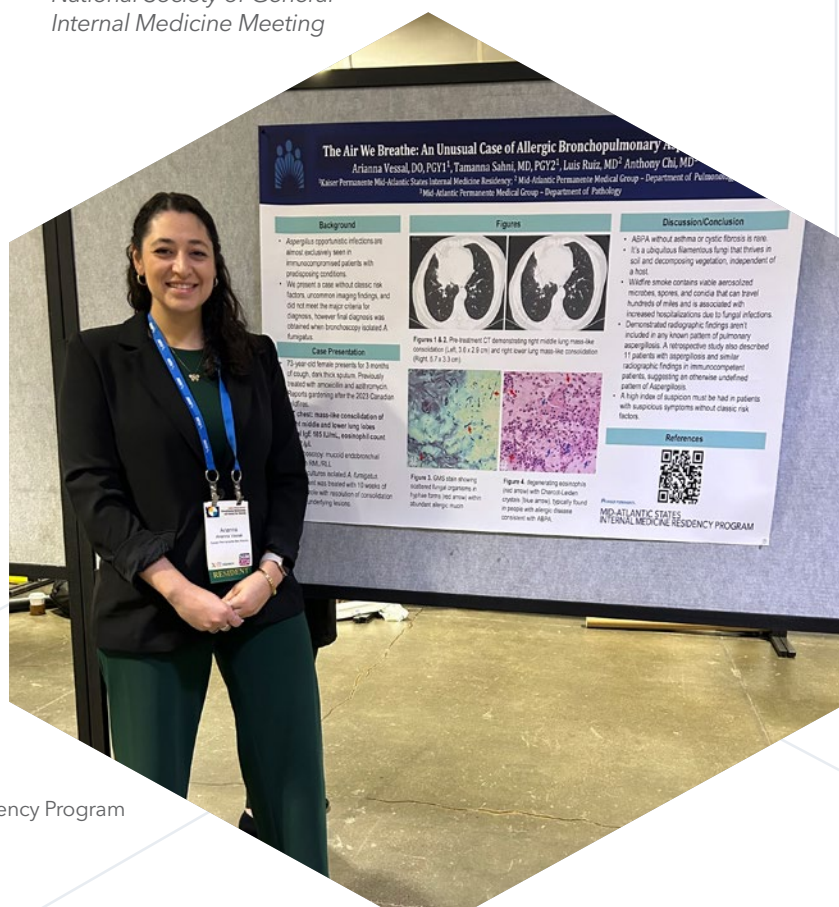
Residents interested in research will learn clinical analysis skills and be supported by an on-site research physician. They'll also have the opportunity to present at meetings, including regional and national conferences.

Additionally, each spring, the program sponsors the **Annual Scholarly Activity Symposium** where residents and faculty have the opportunity to present their projects to the medical group and members of the community in a setting that showcases and celebrates their academic accomplishments. The faculty judge and evaluate projects and distribute awards.

CHEST
Annual Meeting



National Society of General
Internal Medicine Meeting



SCHOLARLY ACTIVITY INTERESTS OF SELECT FACULTY INCLUDES (but is not limited to):

FACULTY MEMBER	SELECT AREAS OF INTEREST
Julie Chen, MD, FACP	Curriculum design, innovations in medical education, population health improvements, lifestyle medicine, obesity medicine
B. Alex Dummett, MD, FACP, CPPS	Quality improvement, preventing diagnostic errors, simulation training, point-of-care ultrasound
Kathleen Anderson, MD, MS	Complex patient management, communication skills, pain and palliative medicine
Rebecca Kaufman, MD	SIM education, telehealth, access to health care for the undocumented and uninsured patient, patient safety
Elisabeth Kramer, MD, FACP	Research methodologies, comprehensive primary care, lifestyle medicine, obesity medicine
Charu Maheshwary, MD	Hospital-based medicine, transitions of care, quality improvement
Ejaz Shamim, MD	Transcranial magnetic stimulation, migraine and epilepsy, diagnostic errors
Benjamin Silverman, MD	Quality improvement, peer review
Rachel Vile, MD	Procedures, simulation, ICU delirium, DKA management, early mobilization on ventilation
Jeffrey Wharton, MD	Diagnostic excellence, ambulatory medicine, faculty development
Daren Yang, DO	Clinical workflow optimization, championing PCMH model and initiatives, resident wellness and resilience

DIVERSITY AND INCLUSION

The Kaiser Permanente Mid-Atlantic States Internal Medicine Residency Program welcomes applicants of all ethnicities, races, genders, gender identities, sexual orientations, country of origin, ages, disabilities, veteran status, and socioeconomic backgrounds. We are committed to recruiting, training, and retaining physicians who reflect the increasingly diverse patient population of Montgomery County. We believe this is vital to the trainee experience, but also critical for eliminating health care disparities. We're also proud that this diversity is reflected in our program leadership, faculty, and administrative personnel.

Innovative curriculum

We recognize that the future of medicine is complex, team-based, and beyond the framework of biological science. Our innovative curriculum strives to prepare the doctors of tomorrow to provide equitable, culturally competent, value-based care.

Mentoring program

Each resident will participate in our mentoring program and be paired one-on-one with faculty members, who are equally diverse in their experiences and ethnicities.

Community resources

Kaiser Permanente has Business Resource Groups (BRGs) that provide networking, mentoring, skill-building, and support. These resources will be available to all residents.

- ❖ GenKP
- ❖ KP Ability
- ❖ KP African American Professional Association (KPAAPA)
- ❖ KP Armenian Connection
- ❖ KP Asian Association (KPA)
- ❖ KP LatinX Association (KPLA)
- ❖ KP Native American Business Resource Group
- ❖ KP Pride
- ❖ KP Veterans Association (KPVA)
- ❖ Women Empowered at Kaiser Permanente (WE@KP)



Awards



We're proud that Kaiser Permanente is a national leader in diversity and reflects the growing diversity of the US population. In addition, our workforce mirrors the diversity of the communities we serve. The Human Rights Campaign Foundation has named Kaiser Permanente among best places to work for 16 straight years, and we consistently rank as a supplier of diversity for all. In addition, 69% of our workforce are members of racial, ethnic, and cultural minorities, which reflects a place for everyone to belong.

Business Health Group

A National Business Group on Health Best Employer for Health & Well-Being



CMS.gov

Kaiser Permanente Medicare health plans receive top scores for quality and service by the Centers for Medicare & Medicaid Services



Disability:IN

A Disability Equality Index (DEI®) Top-Scoring Company and 2022 Best Place to Work



DiversityInc

Perfect score on Disability Equality Index and Best Place to Work for Disability Inclusion



DiversityInc Top 50

Member of the DiversityInc Top 50 Hall of Fame for the sixth year in a row



Forbes

An American Best Employer for Women by *Forbes* magazine



Human Rights Campaign Foundation

Consistently named LGBTQ Healthcare Equality Leader by Healthcare Equality Index



LinkedIn Top Companies: Health Care

#1 on LinkedIn's 2023 Top Companies in Health Care



World's Most Ethical Companies

Named among the World's Most Ethical Companies for the 5th time in 2023



COMMITMENT TO WELL-BEING

Mission

- ❖ Empower residents to develop skills to neutralize stress, prevent burnout, and combat fatigue
- ❖ Promote self-care: emotional, physical, financial, and spiritual
- ❖ Create a nurturing learning environment that fosters lifelong learning, professional fulfillment, and passion in medicine

We help you thrive



Tiered solutions

An innovative, evidence-based curriculum to help learners improve cognition, build resiliency, and prevent burnout during training.



Kaiser Permanente

- ❖ Physician-led wellness group, organized conferences, and social gatherings to promote community
- ❖ Strategic use of technology to optimize communication and efficiency between specialties
- ❖ Clinical workflow and process improvements to reduce clinical and administrative burdens

Residency Program

- ❖ Nurturing, resident-centered learning environment with balanced duty hours and workloads
- ❖ Integrated wellness curriculum to educate about burnout, develop resiliency strategies, and combat compassion fatigue
- ❖ Mentoring program, trauma stewardship for second victim, team-building, and behavioral health resources
- ❖ Resident-led wellness committee that organizes quarterly wellness get-togethers and a retreat to foster camaraderie and team-building

Self

- ❖ Work-life integration with self-care focus on exercise, sleep, and nutrition
- ❖ Meditation, mindfulness, and biofeedback
- ❖ Quarterly wellness half-days for doctor's visits and other appointments
- ❖ Confidential counseling through an employee assistance program

ABOUT THE MID-ATLANTIC AREA

The Kaiser Permanente Internal Medicine Residency Program is based in Gaithersburg and Silver Spring, Maryland, just outside of Washington, DC. This unique geographic position offers a perfect balance of city living with suburban dwelling fit for singles, couples, or families.

Named most ethnically diverse city by WalletHub in 2024, Gaithersburg has a welcoming global community that will make you feel right at home.

This area is also a foodie's delight. The DC metro region is a melting pot of cultures that offers an excellent dining scene for an adventurous palate. Enjoy a Korean bulgogi for lunch while scouting Ethiopian injeras

for dinner. If you're feeling fancy, downtown DC is easily accessible via the Metro or a quick 30-minute drive. Try Michelin-rated options such as Minibar by José Andrés and Pineapple and Pearls.

At Kaiser Permanente, we pride ourselves in being an active workforce. There are countless recreational activities in the region, including kayaking, hiking, biking, and skiing. There are also miles and miles of running trails. Seneca Creek State Park is just around the corner; Liberty Mountain resort has nice slopes for your winter fun; or head over to the C&O Canal if you feel like cycling across three states while taking in scenic views of the Great Falls that separate Maryland and Virginia.

*Lincoln Memorial
Washington, DC*



*National Harbor
Maryland*

The National Capital Area has easy access to the Smithsonian museums in DC for your arts and creativity fix. You can also take a leisurely stroll and admire the history and architecture of the monuments surrounding the National Mall. Most of these activities are admission-free.

There are also plenty of concert venues and performing arts theaters in the area. The Kennedy Center hosts world-class performances in every genre of the arts; laugh out loud at the comedy stand-ups at the Strathmore; the Fillmore in Silver Spring hosts music concerts ranging from punk to rock. Alternatively, for a more low-key music experience, you can sit in Crown or Rio in Gaithersburg,

or stop by Rockville Town Center for their summer concert series while enjoying fried ice cream.

In short, Gaithersburg is a diverse and vibrant community where you can enjoy a cosmopolitan vibe in a tranquil space to train, live, and thrive.

*Great Falls
Virginia*



*Rio Lakefront
Gaithersburg, Maryland*



*Inner Harbor
Baltimore, Maryland*

SAMPLE RESIDENT AGREEMENT

Residency Appointment Agreement sample

I, Resident Name, the undersigned, hereby accept appointment as a PGY-1 resident in the Internal Medicine Residency Program ("Program") sponsored by Kaiser Foundation Health Plan of the Mid-Atlantic States, Inc. ("Health Plan") and the Mid-Atlantic Permanente Medical Group, P.C. ("Medical Group") (collectively referred to as "KPMAS") commencing on 7/1/2024. I agree to the terms and conditions of this Agreement and those incorporated herein by reference.

General provisions

The Program will be under the supervision of Julie M. Chen, MD, FACP, Program Director of the Internal Medicine Residency Program.

KPMAS declares that the primary purpose of the Program is educational and agrees to adequately support the educational experiences and opportunities required by the program.

Terms of appointment

The period of appointment is one year. I understand that appointment is expressly conditional upon my meeting employment eligibility requirements of the Program, including the completion of a background check and pre-employment drug testing, and also satisfactory performance during the entire appointment period. If the Program Director determines that I have not performed satisfactorily or have failed to comply with employment and/or Program requirements, I may be terminated before the one-year appointment period ends, in which event this Agreement shall become void. Reappointment to the program at a promoted post-graduate training level is contingent upon sustained satisfactory performance, demonstrated ability to perform at the expected level in the subsequent year, and the availability of an appropriate Program position. Notice of non-renewal of an appointment or reappointment to the Program in a non-promotional training level will be communicated at least four months prior to the end of this Agreement. If the primary

reason(s) for non-renewal or non-promotion occurs within the four months prior to the end of this Agreement, written notice will be provided, as the circumstances reasonably allow.

KPMAS obligations

KPMAS agrees to provide a suitable educational environment for the training of the resident physician which substantially meets the standards and requirements of the Accreditation Council for Graduate Medical Education (ACGME) and its Residency Review Committee (RRC). KPMAS will conduct regular evaluations of the learning and competence of the resident physician, including a combination of supervised, more complex and independent patient evaluation and management functions and formal educational activities, and will maintain a confidential record of such evaluations.

Resident responsibilities

I understand that the primary purpose of the Program is educational; therefore, I agree to:

1. Abide by the regulations and requirements set forth in the KPMAS Residency Training Program Policy and Procedure Manual; the KPMAS Internal Medicine Residency Program Manual; Medical Group Policies and Procedures; and Health Plan Policies and Procedures;
2. Abide by the licensure requirements and USMLE Step III policy of KPMAS;
3. Develop a personal program of self-study and professional growth with guidance from the teaching staff;
4. Abide by the work hours requirements listed in the KPMAS Residency Training Program Policy and Procedure Manual;
5. Participate in safe, effective, and compassionate patient care, under supervision, commensurate with my level of advancement and responsibility;

6. Participate fully in the educational and scholarly activities of the Program, and, as required, assume responsibility for teaching and supervising other residents and students;
7. Participate in programs and activities involving the professional staff and adhere to all program and facility practices, procedures, policies, rules, and regulations in all the participating sites of the program;
8. Participate in committees, especially those that relate to patient care, safety, and review activities and quality improvement;
9. Participate in evaluating the quality of the education provided by the residency program;
10. Develop an understanding of the ethical, socioeconomic, and medico-legal issues that affect graduate medical education and how to apply high-value care and cost-conscious measures in providing patient care;
11. Fulfill the duties of the assigned schedule of service, including on-call duty; and
12. Supply such equipment and materials as may be required.

Resident benefits

I understand that I will receive an annual salary of \$69,442. Other benefits, including paid time off (vacation and sick leave), leaves of absence, insurance (health, dental, life, and disability), employee assistance (counseling) program, accommodations for disability, resident services, retirement options, license fee reimbursements, and other benefits to which I may be entitled are listed in the KPMAS Residency Training Program Policy and Procedure Manual and Total Rewards and Summary Plan Description or Health Plan's HRconnect website.

Leave of absence and effect on program completion

I understand that a leave of absence may affect my ability to satisfy requirements for program completion

and eligibility for specialty board examinations. In such case, I agree to extend my training period as determined by the Program Director and the availability of an appropriate Program position.

Professional liability coverage/outside activities

I understand that I will receive professional liability coverage for all authorized activities performed within the scope of the Program at KPMAS and assigned rotations. (See description of coverage in KPMAS Residency Training Program Policy and Procedure Manual). Any outside professional activities must meet the Program policy requirements and must be approved by the Program Director.

Performance evaluations and disciplinary actions

My performance will be evaluated at least quarterly by the Program Director. I understand that disciplinary actions are subject to the requirements of, and I am entitled to the benefits of the Resident Academic and Professional Appeal Processes/Employee Complaint Procedure, as outlined in the KPMAS Residency Training Program Policy and Procedure Manual.

Physical examination

As a new resident, I understand that I will be required to have a complete health screening by Employee Health Services and will comply with all the requirements before beginning the Program. Further, I agree to provide annually evidence that I am free of infectious illness, including tuberculosis, and to promptly notify my Program Director should I develop an infectious disease or other impairment that could adversely affect patients and/or my residency training.

Sexual harassment

Any form of sexual harassment or exploitation is a violation of Kaiser Permanente policy and will not be condoned or tolerated. The Kaiser Permanente sexual harassment and internal EEO complaint policies can be found on the HRconnect website, which also provides procedures and mechanisms for addressing sexual harassment complaints and issues.

SAMPLE RESIDENT AGREEMENT (CONT.)

Physician impairment

Policies governing physician impairment, including that due to substance abuse, are described in the KPMAS Residency Training Program Policy and Procedure Manual.

Moonlighting

Supplemental employment outside the program (moonlighting) requires prior written approval of the Program Director. Additional moonlighting requirements may be found in the KPMAS Residency Training Program Policy and Procedure Manual.

Termination

KPMAS may terminate this agreement, and thereby the resident physician's appointment, for the following reasons:

1. Upon failure of the resident physician to comply with any of the terms and conditions of this agreement or the policies and procedures as written in the KPMAS Residency Training Program Policy and Procedure Manual and/or KPMAS Internal Medicine Residency Program Manuals;
2. If resident physician has made any false or misleading statements, or has failed to provide complete and accurate information on his/her application for acceptance to the Program; or

3. As a result of disciplinary action conducted pursuant to the KPMAS Residency Training Program Policy and Procedure Manual and/or KPMAS Internal Medicine Residency Program Manual.

In the event that an appointment is terminated from the KPMAS Residency Program, sufficient cause exists for termination of employment with Health Plan.

Resident physicians may terminate this agreement upon the failure of KPMAS to perform any of its obligations under this agreement or upon resident physician's inability to fulfill his/her obligations pursuant to this agreement due to total incapacity or extreme hardship. Resident must provide KPMAS with thirty (30) days written notice of such termination.

This agreement may also be terminated at any time upon the mutual agreement of resident physician and the KPMAS Residency Program. Such termination must be in writing and signed by both resident and KPMAS Program Director and/or the Designated Institutional Official.

As of effective date of the termination of this agreement for any reason, resident shall have no right to further compensation of benefits from Health Plan.

WITNESS WHEREOF, the parties have caused this agreement to be executed.

Kaiser Permanente Mid-Atlantic States

Julie M. Chen, MD, FACP
Director, Internal Medicine Residency Program

Date

Machelle Behzadi, MHA, BSN, RN, NEA-BC
Vice President, Quality, Regulatory, Risk Management,
and Patient and Workplace Safety

Date

Michael A. Horberg, MD, MAS, FACP, FIDSA
Designated Institutional Official, Associate Medical
Director, Medical Education, Research, Community
Health, Medicaid, HIV & STI, Genetics, Complex Care
Program, Transgender Health, Transplant, and Infection
Prevention

Date

Resident Physician

Trainee Signature

Date

POST-INTERVIEW COMMUNICATION

We adhere to NRMP (National Resident Matching Program) Match Agreement, Code of Conduct, and AAIM (Alliance for Academic Internal Medicine) policies, which discourage post-interview communication.

We respect that choosing a residency program is a careful decision-making process and do not want to confuse or interfere with it. Therefore, we do not encourage post-interview communication.

According to AAIM, studies have shown that a high percentage of students felt assured that they would match at a program and ranked it first, but ultimately did not match there.

As a courtesy to you with regard to your decision, we will not reach out to you after your interview day, and we ask that you not reach out to us. If you do send us a post-interview communication, please do not anticipate more than a very generic reply.

Please do **not** conclude that this is a lack of interest in you as an applicant. We are interested in every applicant who is invited to interview.

However, if you have a specific question about something we can clarify about our program, please reach out by email to Program Manager Marc John Barredo, Program Director Dr. Julie Chen, or Associate Program Director Dr. Alex Dummett. Their contact information can be found at the end of this booklet.

Second-look visits

Data from studies show that second-look visits do not in any way impact your application or chance of matching, and for that reason, we do not schedule second looks. However, please reach out to us by email if you have any questions.



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