

## **Transitional Residency Program Hennepin County Medical Center**

### **Program Overview**

Hennepin County Medical Center's Transitional Residency Program provides a broad variety of training for physicians entering subspecialty training programs including ophthalmology, radiology, anesthesia, dermatology, PM&R and others. The program offers a solid foundation in the fundamental skills of clinical medicine so you will be prepared to enter the categorical residency program of your choice.

The Transitional Program integrates participants into current residency programs. A varied educational experience is provided to each resident. Residents in the program have the opportunity to acquire knowledge and skills related to the medical diagnosis and management of adult and pediatric patients, and to participate in the care of critically ill patients.

**Program Director:** Meghan Walsh, MD ([Meghan.Walsh@hcmcd.org](mailto:Meghan.Walsh@hcmcd.org))

**Program Coordinators:** Judi Shurson, 612-873-3922 ([Judith.Shurson@hcmcd.org](mailto:Judith.Shurson@hcmcd.org))

Kelly Napolitano, 612-873-4093 ([kelly.napolitano@hcmcd.org](mailto:kelly.napolitano@hcmcd.org))

**Match #:** 1329999PO

**Web Site:** [www.hcmc.org](http://www.hcmc.org) (residency information is available on the website)

**Address:** 701 Park Avenue, Minneapolis, MN 55415

### **Hospital Overview**

Our mission: Hennepin County Medical Center is a public teaching hospital that provides outstanding health care services in an environment which promotes excellence in education and research.

Our values: compassionate service, courtesy and respect, listening and understanding, integrity, commitment and loyalty, and stewardship.

### **Admission/Application Criteria and Information**

Because of the limited number of positions, we will only interview graduates from the University of Minnesota Medical School, Mayo Medical School, University of Wisconsin Medical School and the Medical College of Wisconsin.

### **Orientation**

A mandatory new resident orientation will be followed by department orientation. Clinical rotations will June 24.

### **Salary**

The 2011-2012 G-1 salary is \$48,385. As soon as there is an updated amount for 2012-2013, it will be posted on the website.

### **Vacation**

Transitional residents receive two weeks (14 calendar days) paid vacation and a mandatory paid vacation week at the end of June.

### **Maternity/Paternity Leave**

A leave of absence for birth or adoption of a child will be granted through formal request to the program director; six weeks of paid maternity leave or two weeks of paid paternity leave.

### **Academic Leave**

Residents receive two days of academic leave.

### **Deferred Compensation (457 plan)**

As an alternative to Social Security tax, you may elect to participate in a deferred compensation plan. A percentage of your pre-tax base pay is contributed, and is matched dollar for dollar by HCMC to a maximum of \$2,000 per calendar year. Please see additional information in the benefits section.

### **Malpractice**

Resident physicians are covered for malpractice claims with coverage continuing after the termination of residency for any claim that arose during the course of the residency. Hennepin County Medical Center is self-insured.

### **Perks**

- Parking is provided at no cost to residents in a ramp adjacent to the hospital.
- A generous meal allowance is provided. Residents are issued ID cards, which serve as meal passes.
- A 24-hour exercise center is available to residents. The center offers a treadmill, cross trainer, free weights and a showering facility.
- Resident Assistance Program – a confidential service - is designed specifically for residents and their families and is free of charge.

### **Rotations**

The academic year is divided into 13 four week periods which start on a Monday and end four weeks later on Sunday (except the first and last periods which may be longer or shorter). Based on discussions with program directors, residency requirements from the Accreditation Council for Graduate Medical Education (ACGME), board requirements and patient distribution in the hospital, the following rotations are assigned to Anesthesia, Dermatology, Ophthalmology, Radiology, (for residents matching into University of Minnesota categorical programs) and Transitional residents (for residents who have matched into any other programs). The ACGME requires Transitional residents to complete six months of fundamental clinical skills during the internship year.

#### **Transitional/Ophthalmology Rotations**

Internal Medicine	3 periods **
Emergency Medicine	1 period*
Neurology	1 period
OB/GYN	1 period*
Pediatrics	1 period
Psychiatry	1 period
Surgery	1 period*
Direct Care Clinic	1 period*
Electives	3 periods++

#### **For more information call:**

Judi Shurson, 612-873-3922  
Kelly Napolitano, 612-873-4093  
Transitional Residency Co-coordinators

Match #1329999PO

#### **Anesthesia Rotations**

Internal Medicine	3 periods**
Emergency Medicine	2 periods*
NBICU	1 period*
Neurology	1 period
OB/GYN	1 period*
Pediatrics	1 period
Psychiatry	1 period
Surgery	1 period*
Elective	2 periods++

#### **PM&R Rotations**

Internal Medicine	3 periods**
Emergency Medicine	2 periods*
Neurology	1 period
OB/GYN	1 period*
Orthopaedics	1 period
Pediatrics	1 period
Psychiatry	1 period
Surgery	1 period*
Elective	2 periods++

\* or 2 periods Internal Medicine and 2 periods Pediatrics

**Dermatology Rotations**

Internal Medicine	2 periods*
Emergency Medicine	2 periods**
Neurology	1 period
OB/GYN	1 period*
Pediatrics	1 period
Plastic Surgery	1 period*
Psychiatry	1 period
Direct Care Clinic	1 period*
Electives	3 periods++

**Radiology Rotations**

Internal Medicine	2 periods*
Emergency Medicine	2 periods**
Neurology	1 period
OB/GYN	1 period*
Pediatrics	1 period*
Psychiatry	1 period
Radiology	2 periods+
Surgery	2 periods*
Electives	1 period+

**\* = FCS months + = no vacation**

**PLEASE NOTE:** If you are matching to a residency program not based at the University of Minnesota, please have the Program Director send a letter detailing your program requirements to: Judi Shurson, Transitional Program Coordinator, 701 Park Avenue, Mail Code G2, Minneapolis, MN 55415.

If you have special requirements due to DO/AOA requirements, these will need to be submitted with the match packet information.

Due to patient distribution, department requirements and ACGME requirements, all special requests will need to be made as elective requests.

**Electives:**

Anesthesiology  
 Dermatology  
 Infectious Diseases  
 Medical Intensive Care Unit – call rotation.  
 Newborn Intensive Care Unit  
 OB/GYN Outpatient Clinics – prerequisite: OB rotation. OB outpatient clinics only with one day per week spent in the OB testing unit. No call.  
 Ophthalmology  
 Orthopaedics  
 Otolaryngology  
 Pathology  
 Physical Medicine and Rehabilitation  
 Pulmonary  
 Rheumatology  
 Surgical Intensive Care Unit

## **Health Insurance**

Medical benefits are provided by Medica and include an Options Plan and an HRA Plan.

### **Premiums**

#### **Options**

Employee coverage - \$51.54 per month

Employee + 1 - \$289.90 per month

Family coverage - \$389.44 per month

#### **HRA**

Employee coverage - \$0.00 per month

Employee + 1 - \$182.36 per month

Family coverage - \$258.98 per month

## **Health Care Flexible Spending Account**

Pre-tax dollars are used to pay for out-of-pocket medical, dental and vision expenses for you and your dependents. You can elect up to \$5,000 in you Health Care FSA each year, through automatic payroll deductions. Your annual election is divided by 12 pay periods (July 1 – Dec 31, 2011). You will need to re-enroll in November for participation in the Plan for the period 1/1-12/30/2012.

## **Dependent Care Flexible spending Account**

Pre-tax dollars are used for your eligible dependent care expenses, such as day care for your child or elder care. You can elect up to \$5,000 (up to \$2,500 if you're married and filing separate tax returns) in your Dependent Care FSA each year through automatic payroll deductions. Your annual election is divided by 12 pay periods (July 1 – Dec 31, 2011). You will need to re-enroll in November for participation in the Plan for the period 1/1-12/30/2012.

## **Life Insurance**

**Basic Life Insurance** - HCMC life insurance coverage is \$50,000.

**Supplemental Life Insurance** Residents/fellows will be offered the opportunity to purchase additional life insurance in increments of \$10,000 up to a maximum of \$150,000 at group rates. No evidence of insurability will be necessary for the first \$50,000 and the rates are based on age. Coverage is also available for spouses. Additional details will be provided during open enrollment. Rates are as follows:

<b>Age</b>	<b>Rate per \$1,000</b>
<30	\$.06
30-34	.07
35-39	.09
40-44	.14
45-49	.22
50-54	.34

## **Group Long-Term Disability Insurance**

- The policy (L653911) is insured through Northwestern Mutual Financial Network.
- The plan has a 91-day beginning date. You must be disabled for 90 days before benefits begin.
- The plan pays 80% of base income if disabled and benefits can be paid to age 65.
- You have "own occupation" coverage through age 65.
- There is no offset if you collect Social Security Disability Benefits.
- The plan pays for both total and partial disability.
- The plan contains COLA (Cost of Living Adjustment) benefit.

For additional information, refer to the Insurance Certificate and Summary Plan Description provided when you enrolled in the medical resident/fellowship program.

**To learn more contact Rich Clark at 952-806-9639 or [rich.clark@nmfn.com](mailto:rich.clark@nmfn.com)**

**William A. Clark, CLU, ChFC, CFP**  
**Northwestern Mutual Financial Network**  
**3600 Minnesota Drive, Suite 300**  
**Edina, MN 55435**  
**952-806-9615**  
**[bill.clark@nmfn.com](mailto:bill.clark@nmfn.com)**

### **457 Deferred Compensation Plan**

You have an opportunity to supplement your retirement by participating in a 457 Deferred Compensation Plan. The MNDCPL 457 Deferred Compensation Plan is taken pre-tax from your bi-weekly paycheck in lieu of the 6.2% social security deduction. The maximum contribution amount is \$15,500 annually. **Unless exempt because of J1 VISA status, a resident must choose one of the following options.** Under either option the resident is subject to the Medicare payroll tax.

**Option 1:** A resident may elect to contribute 3.75% of his/her "base pay" to the Minnesota Deferred Compensation Plan (the "State Section 457 Plan") and HCMC will make a dollar-for-dollar matching contribution up to \$7,500 per calendar year and will not pay or withhold FICA taxes. No other matching contributions will be made. For purposes of these rules, "base pay" means the total stipend from HCMC. The resident may withdraw his/her contributions and the matching contributions from the state plan at the end of their employment. There is no age limit for distribution tied to this Plan. Detailed information will be included in your packet.

**Option 2:** The resident may participate in the Social Security program (FICA). The contribution will be at the statutory rate (currently 6.2% for Social Security and 1.45% for Medicare). It may not be withdrawn at the end of employment.

**IF A RESIDENT FAILS TO CHECK the State Section 457 Plan Option under Contract Section VIII.F and complete the requisite enrollment form for the plan, the resident will be subject to FICA.**

**For questions please contact HCMC Benefits Service Center 1-800-646-6417**  
**[www.hcmc.org/employee](http://www.hcmc.org/employee)**