Mercy Medical Center Redding

Family Practice Residency Program

https://dignityhealth.org/Mercyreddingfamilypracticeresidencyprogram
Mercy Redding Family Practice Residency Program

- University of California Davis affiliated
- Community Based
- Highly qualified residents and graduates since 1975
- Northern California referral center
- Strong community involvement and support
- Beautiful surroundings–Mt. Shasta, Lassen Peak, Sacramento River, Whiskeytown Lake and Shasta Lake
- Great Balance:
  - City Living and Rural Exposure
  - Technology and Hands-on Care
  - Work and Recreation

Mission Statement:
Mercy Redding Family Practice Residency Program’s mission is to train family medicine physicians to safely and competently provide the highest quality of safe and competent care for the community they serve in both the inpatient and outpatient settings. We share the mission of CommonSpirit Health to make the health presence of God known in our world by improving the health of people we serve, especially those who are vulnerable, while we advance social justice for all.

Aims (Goals and Objectives)
- Develop and maintain an excellent Family Medicine resident education curriculum incorporating the ACGME Milestone Competencies for Family Medicine.
- Recruit and train physicians to practice family medicine in any setting while caring for patients of all ages and backgrounds with an emphasis on meeting the primary care needs of Northern California
- Promote scholarly activity to build medical knowledge and educate residents, faculty, students, and the general medical community
- Maintain a highly competent faculty to educate family medicine residents and students while providing high quality care to the undeserved
Statement of Inclusion: As a member Dignity Health and CommonSpirit, one of our core values is inclusion. This includes celebrating each person’s gifts and voice, and respecting the dignity of all. This is reflected in how we interact with our patients, colleagues, community and employees. We recruit, hire, train, compensate, and promote persons without regard to race, color, religion, sex, sexual orientation, gender identity, marital status, national origin, protected Veteran status, or age, physical handicap, disability, or medical condition as provided by law.

Community Outreach: A major component of our mission is to provide care for the underserved in Northern California. This is accomplished by the ongoing work of our residents, faculty, and graduates. We recruit medical students who have shown a prior commitment to working with the underserved and provide them with further exposure to these activities once they join us.

Our continuity clinic at Mercy Family Health Center and our in-patient services at Mercy Medical Center predominately serve Medi-Cal and Medicare patients. Our residents also do rotations at Shasta Community Maternity Center (low-income and high-risk pregnant patients), Shasta Community Health Center (our local Federally Qualified Health Center), Hill Country Community Clinic, and Redding Rancheria Tribal Health Center. In addition, we have a required rural rotation when residents work with rural community physicians in one of several locations. The full-time faculty have been involved in many community outreach programs focused on the underserved. These activities have included medical directorship of a rural health clinic, medical directorship of Connected Living (senior outreach), HIV care at our local community clinic, volunteer work at the homeless clinic, and collaboration on several rural technology projects. Our clinic also provides a safe primary care (medical) environment for victims and survivors of human trafficking via our Medical Safe Haven Program.

Many of our graduates have chosen to practice in California’s areas of unmet need.
The Community of Redding

Nestled at the base of incredible mountain ranges that flank its western, northern and eastern borders, the city of Redding is home to over 93,000 people and is the largest population center in far Northern California. Mercy Medical Center, overlooking the Sacramento River Valley, serves as a local community hospital as well as a referral center for a vast region from the Oregon border two hours north, half-way to Sacramento (two hours to the south), east to Nevada and west to the Pacific Ocean. Shasta County is predominantly rural with a population over 179,000. Our climate has warm summers, mild winters, seasonal rain, and occasional snow in the valley (and over 40’ at Lassen Peak and Mt. Shasta each located just an hour way).

Culturally, the community regularly enjoys performances by local theater groups, the North State Symphony, the Shasta Symphony and Shasta Chorale. In addition to museums, art galleries, the Sundial Bridge and a planetarium, we also enjoy an annual Jazz Festival and the Redding Rodeo. Popular music and theater performances occur regularly at the Redding Convention Center and at the Cascade Theater. Ashland, Oregon, hosts the Oregon Shakespeare Festival from February through October, and is only two hours away. There are two colleges in the area: Shasta College is a two-year community college offering a wide variety of day and night classes, and Simpson University is a four-year private school. California State University, Chico, is 70 miles southeast of Redding.

Opportunities for outdoor sports abound in Shasta County with a national forest surrounding the city. Shasta and Whiskeytown Lakes are both within 20 minutes of town and offer a spectrum of water sports. River sports, hiking, biking, and backpacking opportunities are close by. Mt. Shasta and Lassen National Park are especially attractive in this regard. Downhill and cross country skiing are popular at Shasta, Lassen and Southern Oregon.

On a more suburban note, there are the usual tennis courts, golf courses, fitness clubs, and well-organized city leagues for team sports. With its Sacramento River Trail System, Redding has been written up in the San Francisco Chronicle as “becoming a trail capital for California and possibly the United States.” Shopping opportunities include the Mt Shasta Mall (Macys, Home Goods, Old Navy, etc.), Costco, Walmart, Target, Sportsman’s Warehouse, Dick’s Sporting Goods, Sprouts and Trader Joe’s. A factory outlet center lies within a 20-minute drive of downtown Redding. Dining opportunities include popular chain restaurants, local cuisine, ethnic restaurants (Chinese, Indian, Japanese, Thai, Mexican, Italian) and local breweries.
Mercy Family Health Center

Mercy Family Health Clinic houses the residency program’s model family practice center where residents work alongside Faculty in a group practice setting.

At Mercy Family Health Center, the payer distribution is comprised of approximately 30% private insurance and 70% Medicare/Medi-Cal patients. A broad variety of ages, ethnicity, and clinical problems is included in each resident’s panel.

First-year residents spend one to two half-days per week in clinic, second years, two to four half-days, and third-year residents, three to five. Resident caseloads increase through the three years of training as proficiency increases and they prepare to go into practice.

One of our goals is to train our residents in trauma-informed care for survivors of human trafficking. Residents may opt-in to caring for victims and survivors of sex or labor trafficking within our Medical Safe Haven (MSH) program with the aid of a dedicated patient advocate.

Mercy Family Health Center patients are cared for on the Family Practice Service at Mercy Medical Center. Residents participate fully in their patients’ hospital care, supervised by a Family Medicine preceptor.

Medical students frequently rotate through our center for educational experiences in primary care. Accessing knowledge at the point of care is a critical component of being a successful practitioner.

Core Values:

- Compassion
- Inclusion
- Integrity
- Excellence
- Collaboration
Mercy Medical Center, a member of Dignity Health, began serving patients in 1944, when the Sisters of Mercy, Burlingame bought Saint Caroline’s Hospital. The current facility was dedicated in 1953 and the hospital has grown and developed into a state-of-the-art referral hospital for all of Northern California. In 2019, Dignity Health and Catholic Health Initiatives, came together as CommonSpirit Health creating a new nonprofit Health System serving communities across 21 states.

Mercy Medical Center is accredited by both JCAHO and the California Medical Association. Licensed for 283 total beds, it is a designated Regional Level II Trauma Center, maintains a Level III ICN, and supports active Cardiac, Medical, Oncology, Orthopedics, Pediatric, Obstetrical and Surgical services. The critical care units have 44 beds with additional telemetry unit beds. The emergency department sees over 46,000 visits per year.

The medical staff has over 518 active members in most medical specialties.

We have a comprehensive digital library with ready access to online journals, textbooks, and point of care references. In addition, we have access to professionally trained librarians. Our state of the art teleconferencing network allows us to both access and provide remote medical education.

There are computer workstations dedicated for resident use, including EHR (Cerner) and educational resources (UpToDate, etc.) There is hospital-wide Wi-Fi available for physicians, patients, and visitors.

Mercy Medical Center Redding is located in a relatively small city in rural far Northern California; but it is a center of medical excellence, that serves a much larger area of Northern California.
<table>
<thead>
<tr>
<th>Rotation PGY1</th>
<th>Wks.</th>
<th>Rotation PGY2</th>
<th>Wks.</th>
<th>Rotation PGY3</th>
<th>Wks.</th>
</tr>
</thead>
<tbody>
<tr>
<td>ABFM/RAD/LAB</td>
<td>1</td>
<td>ABFM/RAD/LAB</td>
<td>1</td>
<td>Clinic Doctor 1 - Specialty clinics</td>
<td>2</td>
</tr>
<tr>
<td>Behavioral Science</td>
<td>2</td>
<td>Clinic Doctor 1 - Specialty clinics</td>
<td>6</td>
<td>Elective (Includes 4wks away)</td>
<td>11</td>
</tr>
<tr>
<td>Community Medicine</td>
<td>2</td>
<td>Clinic Doctor 2 - Emphasis on Women’s Health</td>
<td>4</td>
<td>Emergency Department</td>
<td>4</td>
</tr>
<tr>
<td>Emergency Department</td>
<td>4</td>
<td>Elective (Includes 2wks away)</td>
<td>6</td>
<td>Specialty Clinics (V.A.)</td>
<td>4</td>
</tr>
<tr>
<td>Intensive Care Unit</td>
<td>2</td>
<td>ICU</td>
<td>2</td>
<td>Family Practice Service</td>
<td>5</td>
</tr>
<tr>
<td>Medicine</td>
<td>11</td>
<td>Medicine</td>
<td>5</td>
<td>Flexible *</td>
<td>3</td>
</tr>
<tr>
<td>Night Float Medicine</td>
<td>3</td>
<td>Night Float Medicine</td>
<td>2</td>
<td>Geriatrics / (SNF)</td>
<td>4</td>
</tr>
<tr>
<td>Night Float Peds/OB</td>
<td>3</td>
<td>Night Float Peds/OB</td>
<td>2</td>
<td>Night Float Senior</td>
<td>3</td>
</tr>
<tr>
<td>Obstetrics</td>
<td>6</td>
<td>Obstetrics</td>
<td>4</td>
<td>Obstetrics</td>
<td>1</td>
</tr>
<tr>
<td>Orthopedics</td>
<td>4</td>
<td>Orthopedics</td>
<td>4</td>
<td>Pediatrics Outpt.</td>
<td>4</td>
</tr>
<tr>
<td>Pediatrics Inpt.</td>
<td>6</td>
<td>Pediatrics Outpt.</td>
<td>4</td>
<td>Pediatrics Inpt.</td>
<td>1</td>
</tr>
<tr>
<td>Surgery</td>
<td>4</td>
<td>Pediatrics Inpt</td>
<td>4</td>
<td>Pediatric ED</td>
<td>2</td>
</tr>
<tr>
<td>Vacation</td>
<td>4</td>
<td>Rural Location</td>
<td>4</td>
<td>Psych</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Vacation</td>
<td>4</td>
<td>Urgent Care</td>
<td>2</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td>Vacation</td>
<td>4</td>
</tr>
<tr>
<td><strong>Total Weeks</strong></td>
<td>52</td>
<td><strong>Total Weeks</strong></td>
<td>52</td>
<td><strong>Total Weeks</strong></td>
<td>52</td>
</tr>
</tbody>
</table>

*Includes additional weeks in MED, Night Float Med, Night Float PEDs/OB, Obstetrics, Pediatrics, Clinic Doctor 1, Family Practice Service, or Elective*
PGY 3 - Residents
Andrea Crooks, DO  Touro University College of Osteopathic Medicine - Henderson
Jeremy Feck, DO  Lake Erie College of Osteopathic Medicine
Kristi Kwan, DO  Lake Erie College of Osteopathic Medicine
Jacki Lui, DO  Western University of Health Sciences/College of Osteopathic Medicine of the Pacific
Therese Santos, DO  Western University of Health Sciences/College of Osteopathic Medicine of the Pacific
Mohammad Waris, MD  University of California, Davis School of Medicine

PGY 2 - Residents
Charis Bush, DO  A.T. Still University of Health Sciences School of Osteopathic Medicine, AZ
Melody Fulton, DO  West Virginia School of Osteopathic Medicine
Christopher Horton, MD  St. George’s University School of Medicine
Jacob Kulyn, MD  American University of the Caribbean School of Medicine
Brian Lai, DO  Western University of Health Sciences/College of Osteopathic Medicine of the Pacific
Hung Tram, DO  Touro University College of Osteopathic Medicine

PGY 1 - Residents
Christopher Anziano, DO  West Virginia School of Osteopathic Medicine
Jade Brusseau, DO  Idaho College of Osteopathic Medicine
Analucia Lamkins, MD  University of California, Davis School of Medicine
Zahra Qaiyumi, MD  Frank H Netter MD School of Medicine at Quinnipiac University
Azin Saadat, MD  St George’s University School of Medicine
Venus Shabgahi, MD  California Northstate University College of Medicine

Where did they go?
2013-2021 Graduates
Anaheim Hills Med Group  Anaheim Hills, CA
Atlantic Medical Group  Branchburgh, NJ
Brentwood Health Center  Brentwood, CA
Correctional Health Care Svs. X3  Various Cities, CA
Dignity Health Foundation  Red Bluff, CA
Dignity Health Foundation  Elk Grove, CA
East Alabama Medical  Auburn, AL
Ortho & Sports Clinic  Pocatello, ID
Infinite Health  Redding, CA
Kaiser Permanente  Stockton, CA
Kaiser Permanente  Santa Clarita, CA
Kaiser Permanente  Sacramento, CA
Kaiser San Francisco  San Francisco, CA
Kaiser Victorville  Victorville, CA
Mayers Memorial Hospital  Fall River Mills, CA
Mercy Medical Center  Merced, CA
Mercy Medical Center  Redding, CA
Optum Urgent Care  Pasadena, CA
Optum Primary Care  San Gabriel, CA
Palo AltoMed Foundation, INC.  Burlingame, CA
Pinnacle Med Group, INC.  Rialto, CA
Plumas District Hospital  Quincy, CA
Raymond Clinic  Boise, ID
Redding Family Medicine  Redding, CA
Redding VA Clinic X2  Redding, CA
Redding Rancheria  Redding, CA
Redland Community Hospital  Redlands, CA
San Diego VA Medical Center  San Diego, CA
Sentera Medical Group  Norfolk, VA
Shasta Community Health X3  Redding, CA
South Sacramento Kaiser  Sacramento, CA
St. Elizabeth Hospital  Red Bluff, CA
St. Joseph MedCenter  Tacoma, WA
Sutter Pacific Med Found.  Santa Rosa, CA
Sutter Medical  Elk Grove, CA
Sutter Memorial  Elk Grove, CA
Swedish Medical-Hospitalist Fellowship  Seattle, WA
Tahoe Forest Health Syst.  Truckee, CA
Temecula Valley Hospital  Temecula, CA
UC Davis Medical Group  Folsom, CA
UC San Diego  San Diego, CA
UCLA Health  Porter Ranch, CA
UCLA Health  Thousand Oaks, CA
United HealthCare  Kerman, CA
Urgent Care Plus  Long Beach, CA
UW Medicine Valley Med.  Renton, WA
Valley Mt Health Centers  Mt. Shasta, CA
Veterans Admin  Santa Barbara, CA
Hill Country Clinic  Redding, CA
Community Health Centers  Nipomo, CA
Carson Tahoe Regional Medical  Carson City, NV
Syringa Hospital & Clinics  Grangeville, ID
Desert Oasis Healthcare  Palm Springs, CA
Faculty

In addition to our core faculty listed below, we have 138 volunteer community faculty with UC Davis clinical faculty appointments including family medicine and multiple specialties.

Duane D. Bland, MD
Program Director
MD, University of Washington School of Medicine
BS, University of Washington

Steven Namihas, MD
Associate Director
Medical Director of Mercy Family Health Center
MD, UC Irvine University
BS, Loma Linda University

John Coe, MD
Director of Inpatient Family Practice
MD, UC San Francisco
BS, UC Davis

Nena L. Perry, MD
Director of Geriatrics and Internal Medicine
MD, University of Alabama School of Medicine
BA, Duke University

Jennifer Moranda, MD
Faculty
MD, UC Davis
BS, Saint Mary’s College of California

Daniel Rubanowitz, PhD
Director of Behavioral Sciences
PhD, University of North Dakota
BS, UCLA

Christine Woroniecki, MA
Behavioral Science Coordinator
MA, Bowling Green State University
BS, University of North Dakota

Sharon Joo, DO, M.P.H.
Pediatric Hospitalist
DO, Western University of Osteopathic Medicine
MPH, Loma Linda University

Bill Foo, MD
Pediatric Hospitalist
MD, Tufts University
BS, Tufts University

David Holt, MD
Faculty
MD, Loma Linda University
BS, Westmont College

Compensation and Benefits

House Staff Salaries (2022-2023)

<table>
<thead>
<tr>
<th>PYG-I</th>
<th>$62,400.00 per year</th>
</tr>
</thead>
<tbody>
<tr>
<td>PYG-2</td>
<td>$66,144.00 per year</td>
</tr>
<tr>
<td>PYG-3</td>
<td>$71,427.00 per year</td>
</tr>
</tbody>
</table>

Other Benefits

- Health/Dental/Vision plans
- Meals at Mercy Medical Center during work days and call
- Lab Coats provided
- Sick leave
- Relocation allowance
- Four weeks’ vacation leave per year
- Book allowance
- Free parking
- AAFP membership
- DEA licensure
- Medical licensure
- Registration/travel for UC Davis Network Conference
- Standard benefits as hospital employees
- UpToDate
Program Strengths

1. **Background**
   Established in 1975 in far Northern California, our fully accredited community based residency program enjoys an affiliation with the University Of California Davis School Of Medicine.

2. **Hospital support**
   The residency is sponsored by Mercy Medical Center, with 283 total beds, it is a designated Regional Level II Trauma Center, maintains a Level III ICN, and supports active Cardiac, Medical, Oncology, Orthopedics, Pediatric, Obstetrical and Surgical services and over 518 active medical staff members.

3. **Medical staff support**
   The program involves nine core clinical faculty members, with the assistance of over 138 volunteer clinical faculty physicians. Our residents benefit from direct teaching by an experienced combination of core and community faculty. Residents learn directly from highly trained and respected board certified family physicians, internists, obstetrician gynecologists, emergency physicians, pediatricians, neonatologists, surgeons, orthopedists, intensivists, psychiatrists, psychologists, and multiple other specialists.

4. **Effective teaching with good support, and abundant patient care opportunities**
   With only family medicine residents in our community, residents have direct hands-on experiences in all aspects of their training. Residents enjoy patient diversity and hands-on experience in a charity teaching hospital, with the facilities, amenities and support of a private community hospital. Residents are provided ample backup from preceptors and senior residents and can take on significant levels of responsibility when ready.

5. **Rural and Underserved Training**
   During the rural rotation, residents work with rural community physicians in one of several rural settings. In addition to rural training, residents provide Continuity care for predominantly low-income patients at Mercy Family Health Center. The residency program also works with Shasta Community Maternity Center and specialty clinics to provide comprehensive obstetrical care to low income and high risk patients. Many of our graduates have chosen to practice in areas of unmet need, in the north state, but also across the nation.

6. **COMPADRE Participant**
   We are an active participant in the California Oregon Medical Partnership to address disparities in Rural Education and Health (COMPADRE). The vision of this collaboration between UC Davis and OHSU medical schools, graduate medical education programs, and regional health systems is to strengthen the medical workforce and reduce health disparities among urban, rural, and tribal communities in the region.

7. **Outpatient training**
   In addition to the three-year continuity component of patient care at our Family Practice Center, well developed outpatient rotations in the curriculum include cardiology, orthopedics, pediatrics, community medicine, Women’s Health, behavioral science, emergency medicine, and VA Specialty Clinics.

8. **Collaboration with Shasta Community Health Center Family Medicine Residency Program**
   Shasta Community Health Center (SCHC), our local Federally Qualified Health Center, started a new family medicine residency program in 2013. We work closely with their program, sharing resources including inpatient and outpatient rotation experiences. This is an exciting collaboration which allows for additional clinical experiences for both programs’ residents.

9. **Electronic Health Records (EHR)**
   Mercy Medical Center and Mercy Family Health Center utilize Cerner EHR.
10. **Reasonable call schedule**
Hybrid night float/traditional call system.
- 1st year: 20-24 calls/year 24hr shifts
- 2nd year: 16-20 calls/year 24hr shifts
- 3rd year: 6-8 calls/year 24hr shifts

11. **Excellent Family Practice Center**
At Mercy Family Health Center, the residents work alongside faculty in a group practice setting. Resident panels include a broad spectrum of ages and clinical problems. A current reference library with both hard copy and remote access is readily available at the Family Health Center.

12. **Family Practice Clinic Rotation provides well-rounded training**
During the four months of Clinic rotations (C1 & C2), residents see a higher volume of specialty and continuity care patients. They participate in a variety of specialty clinics including colposcopy, minor surgery, HIV, orthopedics, dermatology, psychiatry, pediatric cardiology, and allergy. The opportunity to develop strong outpatient skills and work one-on-one with a wide array of specialists make this rotation particularly attractive, preparing many of our graduates to go onto practice in rural areas and other settings where a specialist may not be readily available.

13. **Inpatient training**
Our Family Practice residents do not compete with residents of other specialties, thus enhancing the variety of training and the number of procedures they are able to perform. All residents receive certification in Advanced Cardiac Life Support, Pediatric Advanced Life Support, Neonatal Resuscitation, and Advanced Life Support in Obstetrics, with opportunities for certification in Advanced Trauma Life Support. We utilize an on-line database called New Innovations to track resident procedures.

14. **Obstetrical training**
Obstetrical training remains a strength of the program, including ample deliveries and the care of complex obstetrical patients

15. **Relaxed, collegial interactions between residents and faculty**
Residents, faculty physicians, and staff participate in many social and recreational interactions outside of the hospital, including the Annual Resident Retreat at Whiskeytown Lake. Residents and faculty physicians share the Mercy Family Health Center facilities and patient care responsibilities.

16. **Wellness/DEI Chief**
Each year residents elect a chief resident who specializes in wellness, diversity, equity and inclusion. Responsibilities include wellness events, providing training on cultural competency, peer support and being a liaison between residents and administration.

17. **Quality noon conferences**
Lectures are provided by enthusiastic community and core faculty on topics important to family medicine. Hospital grand rounds are scheduled each Friday. Selected case presentations occur at “Morning Report” on Wednesday mornings.

18. **Well-developed medical community relative to the size of Redding**
Although only 92,000 people live in Redding, there are approximately 180,000 people living in Shasta County. Redding has the largest population of any city north of Sacramento; the referral base for Mercy Medical Center is quite extensive, resulting in a well-developed medical community providing excellent care and high expertise.

19. **Significant involvement of residents in the decision making and leadership**
Residents are very involved in providing feedback implementing new ideas and programs. This is accomplished through regular resident-faculty meeting, and direct involvement of chief residents in faculty meetings. Residents have the opportunity to voice concerns and strategize with the chief residents, Faculty Advisors, and the Program Director.

20. **Excellent compensation and benefits**
Annual resident salaries range from $62,400 – $71,427 with 40 hours of sick leave, and 4 weeks of vacation per year. Residents also receive payment for yearly membership in the AAFP, along with coverage of their California Medical License and DEA Certification. Other benefits include health, dental, and vision plans, meals while on duty, lab coats, free parking and a book allowance.