

## **The MedStar Health Baltimore Residency Program in Psychiatry**

Welcome to the MedStar Health Baltimore Psychiatry Residency Program, where we extend a warm welcome to aspiring psychiatrists. Our program embodies a forward-thinking ethos, cultivating an inclusive learning environment aimed at shaping the next generation of psychiatric professionals. We are dedicated to fostering clinical excellence, promoting community wellness, and advancing scholarly pursuits and leadership to revolutionize healthcare practices.

Located in the vibrant city of Baltimore, our program offers a distinctive setting for psychiatric training. With access to diverse community hospitals across both Baltimore City and County, residents benefit from a rich tapestry of resources and opportunities. As advocates for community health, we prioritize not only individual patient care but also the holistic well-being of the communities we serve, ensuring a lasting impact on their complex needs.

From our beautiful Baltimore location, you will receive excellent, diverse, and well-rounded training that will prepare you for a career of your choice in psychiatry.

Learn more about our program from our residency training program director.

Welcome to the MedStar Health Baltimore Residency Program in Psychiatry. We are an innovative new Psychiatry Residency Program in a dynamic community hospital system located in Baltimore, Maryland. Our vision is to improve the health of our communities by training residents to provide outstanding evidence-based psychiatric care for the communities we serve, while addressing ongoing health care inequities through scholarly inquiry, cultural humility and compassion, a collaborative team approach to health, community outreach, and policy advocacy.

At the heart of our program lies a commitment to education and clinical care, spearheaded by our dedicated faculty within the inclusive culture of MedStar. Drawing upon diverse life experiences, both faculty and residents contribute to a dynamic learning environment that tackles the multifaceted challenges of mental health, embracing innovative approaches to psychiatric treatment. We are a close-knit group whose work combines interest in a deeper understanding of what supports health and wellness in ourselves and our patients with evidence-based science. Our program's strengths lie in our residents and faculty, whose diversity fosters an environment of exploration and discovery.

Partnered with the esteemed Georgetown University in Washington, D.C., our program offers residents a broader training experience and opportunities for scholarly engagement. The collaboration provides opportunities to learn opportunities to gain experience from Georgetown Psychiatry faculty and expands training in global mental health and neuroscience.

I am excited and honored to serve as Residency Program Director. In my role as the Program Director and Vice-Chair of Education for the MedStar Baltimore Region, I am

interested in exploring new and comprehensive methods in postgraduate medical education. My passion lies in educating clinicians with a focus on destigmatizing mental illness to promote better somatic care and equitable access to high-quality mental health services from cutting edge pharmacology to diverse psychotherapies, particularly for people from underrepresented communities.

We are thrilled that you are considering joining our residency program and invite you to explore what our program has to offer, taking a virtual tour to discover firsthand the enriching experiences that await. We actively seek to promote diversity and inclusion in our recruitment efforts, encouraging applicants from varied backgrounds to join us in our mission of providing exceptional patient care to diverse communities. At the core of our endeavors lies integrity, humility, and compassion, as we strive to make a meaningful difference in the lives of underserved populations and improve the quality of life for all. Join us in shaping the future of psychiatry.

Learn more about our program from our department chair

#### Why train here

Psychiatry is a unique branch of medicine that is founded on the sciences and practiced as a clinical art within the context of the physician-patient relationship to understand the whole patient. The mission of our residency program is to provide excellent psychiatric training that emphasizes both the clinical and scientific aspects of psychiatry as the core foundation. Our graduates will become skillful, knowledgeable, and compassionate clinicians, researchers, educators and administrators, who will find the utmost fulfillment in their work and make meaningful contributions to the field of psychiatry. Our residency program aims to train clinically excellent, academically informed, and cross-culturally responsive next-generation psychiatrists in a community psychiatry setting. We will balance a well-rounded training experience that focuses on fully understanding patients within a bio-psycho-socio cultural frame with the personalized interests of each resident. This requires that residents develop an in-depth knowledge of pharmacology, neuroscience, the biological etiologies of emotion and behavior, and understand the patient within a psychodynamic and sociocultural framework.

Our mission is to train future psychiatrists that the practice of psychiatry is concerned not only with the improvement of a person's mental health but also with the advancement of a person's health and well-being within their family and community. Our program emphasizes learning to work within interprofessional teams to address personalized patient needs, collaborating with primary care to address overall health, and thoroughly considering social needs, strengths and supports in the community. To further achieve our mission, we will teach residents that showing respect for patients' rights and dignity, working to combat the stigma of mental illness, and understanding and addressing disparities in healthcare are important responsibilities that we have as physicians and psychiatrists in any setting.

### Program Aims:

— To be outstanding clinicians in a variety of clinical settings and have the skills to navigate and utilize a spectrum of services in community-based systems of care.

Our community-based hospitals provide the opportunity for residents to learn about the specific needs of patients in Baltimore City and County. Residents spend all four years in various community-based clinical services. We aim to expose residents to diverse clinical settings in the community and diverse faculty who have experience with the complex needs and make-up of the community at the two primary training sites, MedStar Franklin Square Medical Center and MedStar Harbor Hospital. As a community hospital system, we are a close-knit group of highly dedicated professionals who are focused on truly understanding the unique needs of the patients in the communities that we serve.

— To provide high-quality care to underserved and diverse patient populations.

We aim to train our residents in culturally appropriate care. We have extensive didactics in cultural psychiatry in all four years of the residency. Classes include understanding ourselves/personal cultural influences, the cultural formulation interview, social determinants of mental health, Baltimore culture and populations, immigrant issues, refugee mental health, microaggressions, understanding sex/gender/sexual orientation, family involvement/roles in treatment, impact of information technologies, cultural factors shaping placebo effects and healing, religion and health, global psychiatry, impact of gun violence, culture and managing countertransference, the association of Anthropology with Cultural Psychiatry, and climate change.

Rotations provide the opportunity to treat patients from different culturaldiverse cultural groups including LGBTQ+, Spanish-speaking, immigrant, African American, and different religious groups at both main sites and affiliated sites.

There will also be a yearly Culture and Community Day that is sponsored by the department and led by the residents that will be a day of scholarly talks and celebration of diversity with community involvement. We also focus on culture and social determinants of health in our community hospitals as a matter of course during every clinical encounter.

— To be mindful of the overall mental health needs of our community and region and become effective advocates for mental health equity by understanding the business and political influences in healthcare.

We aim to train residents to be leaders in their field and active advocates for patients and overall community mental health and to develop a sense of social responsibility to work toward optimal care for their patient, the community, and our profession. We teach about the business aspects of healthcare as well including coding and efficient documentation and the laws that govern the administrative aspects of psychiatry and medicine in general. Residents will have lectures from the MedStar Advocacy Office and

can take part in a relevant elective in the 4th year. Residents will also be encouraged to take part in the Maryland Psychiatric Society's Legislative Advocacy Day in Annapolis. They can attend to observe or can participate in individual advocacy. Residents who elect to do this will receive training on how to communicate with state government leaders about important bills that influence the practice of psychiatry to convey their individual views.

— To be skillful in collaborative care of medical and psychiatric treatment, leadership of interdisciplinary teams, and the use of new technologies recent technologies that reduce disparities in access to excellent comprehensive healthcare.

As an urban and suburban community hospital system, our aim is we aim to train residents to work independently and within interdisciplinary teams. We will train residents in the optimal use of telehealth and effective collaboration with other health professionals to address all of the patients' needs. The MedStar Health System has instituted Collaborative Care in over 4925 primary care programs, including a unique mobile treatment multidisciplinary collaborative care program to treat people with somatic and psychiatric illnesses. Residents have rotations in at least 2 of these services and have the opportunity to experience more during their electives.

— To fight the stigma of mental illness in societies in order to reduce this barrier to timely treatment.

The stigma of mental illness continues and pervades many aspects of most societies including the medical profession. Residents will learn to be advocates by identifying structural stigma in healthcare in the way insurance operates, being proactive in communicating with other providers around the care of our patients who often have multiple co-occurring medical and social issues, understanding the importance of using non-judgmental, neutral language in medical notes and when discussing patients with collaborating colleagues, communicating openly, honestly, and respectfully with our patients, especially with the initiation of the Interoperability Act (CURES Act) which readily shares chart information with patients. Residents will learn this through didactics, observing faculty, participating in community programs, and practicing patient communication with supervision.

— To become effective leaders in psychiatric care including acquiring the necessary skills to teach patients and colleagues.

Residents will learn how to be effective educators. The goal of life-long learning and passing on the information you learn to other colleagues and patients is a value held deeply and is emphasized in our program. Effective teaching and communication is taught in didactics classes and residents are observed and hone their skills teaching students, and educating colleagues, patients, and their families during clinical rotations. Residents are also encouraged and mentored to present at national professional meetings. The importance of scholarship and contributing to the body of knowledge in psychiatry in some way is a hallmark of who we are as physicians.

Learn more about contributing to residency committees and initiatives

#### Committee Involvement

##### Wellness Committee

The Wellness Committee seeks to promote resident wellness by organizing and putting on various events to enhance resident well-being and strengthen relationships in our residency community. It is run by residents and supported by MedStar Wellness staff.

##### Retreat Committee

The Retreat Committee organizes the annual resident retreat, a one-day event when all of Georgetown University's W's psychiatry interns and residents are excused from their clinical duties to participate in team-building activities that not only emphasize core values of the department, such as intellectual curiosity and the importance of reflection, but also encourage camaraderie and promote friendships beyond the clinical setting.

##### Recruitment Committee

We are passionate enthusiastic about our program and its future. Each year the recruitment committee puts time, thought, and enthusiasm into the applicant interview and selection process in order to ensure our future residents are a good match for our program. Residents from all classes are encouraged to join the committee and support this important process. One key part of the process that residents enjoy is attending pre-interview dinners and interview day lunches with applicants.

##### Education Committee

Resident The resident representative elected by the resident group attends the Program Evaluation and Improvement Committee PE&IC. The Education Committee's goal is to evaluate and recommend improvement in the Residency program to

##### Diversity and Inclusion Committee

Equity, Inclusion, and Diversity (EI&D) are at the heart of the MedStar SPIRIT values and there is a robust EI&D Council across the system. There are several three areas of focus including Awareness, Communications, Education and Development, Community Involvement, and Health Equity.

We also encourage residents to join a group of faculty within our department who are committed to social justice and inclusivity with the following goals:

- Integration of social justice education into all didactics and longitudinal didactics in cultural psychiatry for all 4 years.
- Expectations of consideration of social justice and cultural humility in all core clinical rotations
- Social justice education in the cultural psychiatry didactics series in all 4 years
- Incorporation of reflection on diversity and inclusion at the retreat and all

resident meetings.

- Cultivation of a diverse library with sections devoted to black authors and anti-racism and immigrant issues.
- Development of new efforts focused on recruitment of minority trainees.
- Participation in MedStar Equity, Inclusion & Diversity Initiatives
- Development of Culture and Community Day
- Tour of Baltimore with discussion of history and culture
- Encouragement to participate in the Maryland Psychiatric Society Community and Diversity Coalition

#### Culture and Community Day and Committee

This is one of the highlights of our program. Residents organize this full day dedicated to Diversity and community impact with faculty mentoring and support.

Learn more about Collaborative Care at MedStar Health [link]

<https://www.medstarhealth.org/services/behavioral-health>

Learn about the Social Medicine & Health Equity and the Global Health Equity Tracks.

#### Curriculum

##### Core Faculty

Having a diverse and dedicated core faculty team with expertise in various specialties is crucial for providing comprehensive training opportunities for residents. With more than nine highly dedicated core faculty members, residents can benefit from a broad spectrum of knowledge and experiences, allowing them to explore diverse interests within their field of study.

##### Special Programs

The residency program offers several events that explore the uniqueness of the Baltimore community with the purpose of training to train residents in a holistic community approach to care.

##### Tour of Baltimore Social History

As a community hospital system, we continuously work towards a better understanding of the historical and socio-cultural influences of health in Baltimore communities. One way we seek to teach and experience this is with an annual tour of Baltimore neighborhoods with people knowledgeable in the lived experiences of the people who live and work here. This is a special opportunity to gain humility in our ongoing attempts to understand and address some social determinants of health.

##### Culture and Community Day

This is one of the highlights of our program. Residents organize this day dedicated to

supporting diversity, intercultural dialogue, and promoting community change with faculty mentoring and support. The goal is to work to reduce health disparities in our community and understand the importance of this work in our role as physicians. CCD is sponsored by the residency training office but is mostly a resident-driven program. Interested residents pick the year's topic on a cultural diversity and equity topic of their choosing, and plan the day that includes invited lecturers, community leaders, faculty speakers, panels, interactive exercises, resident presentations, and a grand rounds speaker. Food is provided and the day is a celebration of diversity that culminates with a planned community initiative related to the day's topic.

The following are some of the major topics covered in didactics:

- Didactic Series for All Four Years
- Professional Development
- Wellness for residents –regular groups led by each class' wellness coach
- Cultural Psychiatry/Anti-racism Curriculum
- Quality Improvement Lectures and Projects
- Clinical Risk Assessment and Safety
- Clinical Neuroscience and Neuropsychiatry
- Psychotherapy
- Pharmacotherapy
- Community Psychiatry

#### PGY-1

- Didactics focus on learning the basic concepts in psychiatric diagnoses,
- pharmacology,
- Psychotherapies,
- Neuroscience,
- Psychiatric Interviewing
- Wellness
- Cultural psychiatry
- Professionalism
- Clinical practice
- Reading and interpreting research.

#### PGY-2

- Didactics focus on learning about consultation liaison psychiatry
- Forensic/Legal issues
- Basics in child psychiatry
- Expertise in the concepts in psychiatric diagnoses
- Advanced pharmacology
- Psychotherapies
- Neuroscience



- Advanced interviewing
- Wellness
- Special topics in cultural psychiatry
- Professionalism
- Concepts in clinical practice
- Introduction to research.

### PGY-3

- Didactics focus of a wide range of psychotherapies and specialized treatments.
- Wellness
- Advanced Cultural psychiatry
- Child psychiatry
- Advanced Pharmacology
- Neuroscience
- Non-pharmaceutical treatments
- Specialties in psychiatry
- Professional development
- Careers in Psychiatry
- Ethics
- Telepsychiatry
- Forensics
- Quality Improvement
- Teaching

### PGY-4

- Didactics again focus on a wide variety of psychotherapies and specialized treatments
- Wellness
- Advanced Cultural psychiatry
- Special topics in Child psychiatry
- Advanced Pharmacology
- Neuroscience
- Non-pharmaceutical treatments
- Specialties in psychiatry
- Professional development
- Career planning
- Leadership
- Ethics
- Research
- Board preparation.



## Rotations

Our community-based hospitals provide the opportunity for residents to learn about the specific needs of patients in Baltimore City and County. The program is a four-year residency with four residents per year. There is a diverse experience with focus on community at the two primary training sites, MedStar Franklin Square Medical Center and MedStar Harbor Hospital. The other 2 Medstar hospitals in Baltimore, offer some electives in the PGY IV year. The residency is affiliated with MedStar Georgetown University Hospital and share some activities, e.g.: Grand Rounds, but is a distinct residency from that program.

As a community hospital system, we are a close-knit group of highly dedicated professionals who are focused on truly understanding the unique needs of the patients in our communities that we serve.

We have a number of several different medical trainees in our hospitals and within the Department of Psychiatry including medical students from Georgetown University doing their core rotation in psychiatry, residents in Internal Medicine, Surgery, Family Medicine, and other specialties who enhance the learning experience. will be an added benefit in helping to educate them.

Most of the rotations are at MFSMC and MHH provide provides most of the required and elective training experiences for the residents. These include Internal Medicine (first year) and Neurology (first year). Psychiatry programs include inpatient adult (MFSMC and MHH), child and adolescent (inpatient at MFSMC), Consultation-Liaison (MFSMC and MHH), outpatient (MFSMC and MHH), and geriatric (MGSH and MHH). Some components of additional required rotations in forensics and addictions are provided by affiliates.