

# **Internal Medicine-Pediatrics Combined Residency Program**



**School of Medicine**

**5C University Health Center  
4201 St. Antoine  
Detroit, MI 48201**



Courtesy of Great Lakes Aerial Photos

## **Med-Peds Welcome!**

Welcome, and thank you for considering WSU/DMC Med-Peds! Our program has been a part of the Med-Peds movement since the early stages, taking an active role in advocating for its recognition as a formal residency, as well as participating in the National Med-Peds Association Leadership. We are proud of our heritage of cultivating innovative best practices, community immersion and educational support.

Welcome to WSU/DMC!

## **Table of Contents**

Contact Information	Page 4
Mission Statement	Page 6
Note from Faculty	Page 7
Unique Aspects of Program	Page 9
Global and Urban Health Equity (GLUE)	Page 10
Health Equity & Justice in Medicine (HEJiM)	Page 11
Our Commitment to Racial Justice	Page 12
FAQ	Page 13
Clinical Experience	Page 14
Med Peds Faculty	Page 15
Sample Scheduling Grid	Page 20
Benefits	Page 21
Recent Graduates	Page 22
Hospital Experience	Page 23
Nicotine-Free Hiring Policy	Page 25

## Contact Information

Residency Program Email

[medpeds@med.wayne.edu](mailto:medpeds@med.wayne.edu)

Eric Ayers (Program Director)

[eayers@med.wayne.edu](mailto:eayers@med.wayne.edu)

Heather Abraham (Associate Program Director)

[habraham@med.wayne.edu](mailto:habraham@med.wayne.edu)

Ijeoma Nnodim Opara (Associate Program Director)

[innodim@med.wayne.edu](mailto:innodim@med.wayne.edu)

Chyrisha Rucker (Program Coordinator)

[crucker@med.wayne.edu](mailto:crucker@med.wayne.edu)

Kathryn Rice (Chief Resident)

[krice@med.wayne.edu](mailto:krice@med.wayne.edu)

Website: <https://medpeds.med.wayne.edu>

Follow us on Instagram: [dmcwaynemedpeds](https://www.instagram.com/dmcwaynemedpeds)



If you are inspired by pathology, want to fine tune your communication skills, be a part of a health system that leads the country in medical informatics, work within a community where you will be valued, and learn from a committed faculty who will not only teach you but laugh and learn with you, then we look forward to meeting and hearing from you.

**We are The Wayne State University Med-Peds Program!**



## **Mission Statement**

The residents of the combined Internal Medicine and Pediatrics program at Wayne State University constitute a diverse group that strives to deliver a wide range of continuous care in a collaborative approach to persons of all ages.

Our goal is to establish partnerships with our patients in order to help educate and empower them in promoting their overall health. We pledge service, professionalism, and integrity to deliver the type of care that we would expect for our own families when they require health care services or guidance. We promise this dedication to each and every person whom we encounter in our clinic, in the hospital, or through community activism.

## **Med-Peds at WSU/DMC**

The Med-Peds program at Wayne State University/The Detroit Medical Center combines two excellent university programs with a comprehensive approach to ambulatory training. In this unique program, the curriculum and educational conferences have been carefully designed to integrate both the pediatrics and internal medicine experiences to prepare each resident to become a successful Med-Peds physician. We also incorporate aspects of behavioral medicine, preventative medicine, medical ethics, evidence-based medicine, critical appraisal of the literature communication and interpersonal skills, healthy life styles and screening, and adolescent and women's health issues into our curriculum.

## **A Note from Our Faculty**

This program and its residents hold a special place in our hearts. It is our goal that each resident achieves his or her full potential, not only as a physician, but also as a human being infused with professionalism and humanism. As you take a look at our program and curriculum, you will appreciate a strong focus on primary care that centers on the mental-bio-social-economic aspects that affect health and health access. Nonetheless, because our residents practice in a hospital system that is nationally recognized, and train among some of the top pediatric and adult specialists in their fields, a fair portion of our graduates choose sub-specialties upon graduation. We practice with a vision of wellness and health that is reflected in our mission statement for the program and in our involvement with the community and the patients we serve. It is with this in mind that our residents are prepared for success in the world of Med-Peds, both locally and abroad.

Our training ground is composed of five hospitals centrally located in the heart of mid-town Detroit. Medical experiences are supplemented by level one trauma centers in both Pediatrics and Internal Medicine at the Children's Hospital of Michigan and Detroit Receiving Hospital. The DMC Hospital system serves the City of Detroit and Southeastern Michigan as a beacon of light and a safety net of health for the citizens of the region.

We are surrounded by history, both within the walls of our institution and on the streets of the City of Detroit. Examples of such history include the first mechanical heart transplant which was performed at Harper Hospital. Children's Hospital is the site and the origin of the AAP. Wayne State and DMC surgeons were the first to research and educate modern treatment of resuscitation in trauma, home and abroad. Lastly, the WSU Medical School has been the home of some of the most famous physicians, like Dr. Coombs, and the birthplace of anti-retroviral therapy.



Our patients come from every walk of life, and many carry the burdens of illness that come from urban living. Over the years, DMC Med-Peds residents have graciously accepted the great responsibility of caring for this wonderful community. This experience cannot be adequately explained in words, but will certainly fill you with practical and academic knowledge and allow you to develop the skills needed to be a high functioning physician of today. These skills include not only the competencies of medicine, but also practicing as a true master of the art of medicine.



## **What are some of the unique aspects of the program?**

Our program is one of the first ever established and has been in existence for over 30 years. Wayne State University has produced more residents in Med- Peds than any other medical school in the nation. One of our current program directors, Dr. Eric Ayers, was recently the president of the Med-Peds Program Directors Association, while Dr. Howard Schubiner, former program director, is known nation-wide as one of the “founding fathers” of Med-Peds.

We have had a dedicated Med-Peds chief resident since 1992 who helps with the educational and scheduling aspects of the residency. The chief is a key link in communicating between departments, faculty, and residents.

We are located at a major metropolitan university center, with excellent parent programs and a large primary care and tertiary referral base, with full subspecialty coverage. We are supported by the department chairs of both pediatrics and internal medicine.

The Med-Peds program at WSU was one of the first to recognize the need for a combined clinic to train residents in Med-Peds. Over 15 years old, the clinic serves as a central hub for residents as a place of education, patient management and care, and social support.



## Global & Urban Health Equity (GLUE)

Associate Program Director Dr. Nnodim Opara is also the Co-Director of GLUE. Med/Peds residents also have the opportunity to participate in the GLUE program throughout their residency training at DMC.

The GLUE (Global & Urban Health Equity) Program is the teaching and educational component of the Wayne State University Global Health Alliance (WSU GHA).

The free 2-year GLUE program has a three-part structure consisting of monthly didactic seminars, quarterly local advocacy participation, & a summative capstone project—all designed to equip today's healthcare professionals with the knowledge and skills needed to join the global mission of reducing health inequity at home and abroad.

For more information, please visit: <https://www.wsugha.org>

Watch on YouTube!: <https://www.youtube.com/watch?v=AO96vduLsWw>



## Health Equity & Justice in Medicine (HEJiM)

Dr. Nnodim Opara is also the director of HEJiM, which engages residents to participate in conferences, quality improvement projects, advocacy, multicultural potlucks, and critical reflection. Med/Ped residents attend HEJiM sessions once monthly.

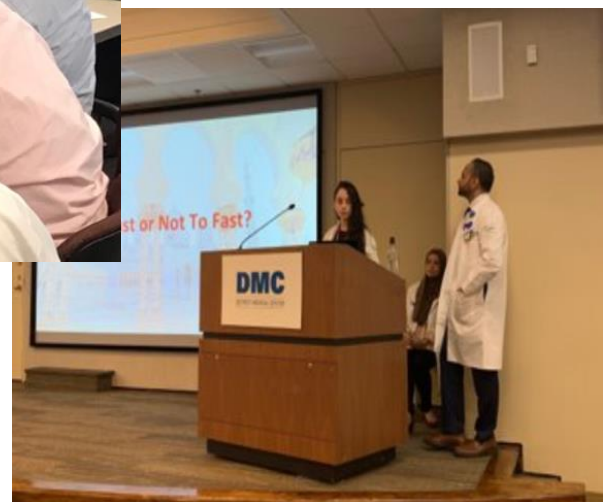
### Vision of HEJiM:

to develop the best physician leads in systems transformation in order to realize health equity and justice in the communities we serve.

### Mission:

To educate and equip physicians in training and practice to:

1. Understand and navigate the structural and social determinants of health including structural racism and health system bias
2. Partner with patients, communities, multi-professional colleagues, and stakeholders to promote health equity
3. Effectively advocate for justice through multi-level transformative strategies in clinical practice, medical education, quality improvement & research and policy



## Our Commitment to Racial Justice

From conferences on Health Equity and Justice in Medicine (HEJIM), white coats for black lives events, and open discussions on injustices not only in healthcare but also in our community, we are proud to say that our program embodies commitment towards racial justice.

Part of what makes our program remarkable is the faculty's dedication to ensuring not only our understanding on racial injustices, but also their commitment to empowering us to enact change.



### White Coats for Black Lives

June 5, 2020

Hundreds of doctors, nurses, students and staff from DMC knelt for 8 minutes 46 seconds in memory of George Floyd.



## **Frequently Asked Questions**

### **How many residents and faculty are in the program?**

We are now taking six residents each year. We are one of the largest programs in the country. Our program director and two associate directors are trained in Med-Peds, and we have two additional full time Med-Peds faculty members, as well as several Med-Peds trained faculty in each categorical program.

### **What types of educational programs are in place?**

There are two Med-Peds noon conferences each week (Tuesdays and Thursdays). Many of these conferences are board-based, covering key concepts on both the pediatric and internal medicine board exams, while other conferences cover aspects of ambulatory and primary care medicine. We also have regular Med-Peds journal clubs. Two exciting new initiatives, the Resident Wellness Curriculum and the Business of Medicine Curriculum are also regular noon conference features.

Third and fourth year residents have ambulatory blocks built into their schedule with dedicated study time delegated each week of those blocks.

In addition, residents attend daily noon conferences on the Pediatric side and morning report every weekday while on Internal Medicine floor blocks, as well as grand rounds in both specialties.

### **Do the residents feel supported?**

The answer is a resounding yes! One of the most unique aspects about our program is the camaraderie among residents and attendings. There is truly a family atmosphere here. The attendings support the residents both in their academic and personal lives. Regular social activities are planned outside of the hospital, as well as yearly Med-Peds retreats. A formal Med-Peds mentorship program is also in place, so that residents have a dedicated point-person to help them in reaching their academic, career, and personal goals

## **Clinical Experience**

### **Med/Peds Continuity Clinic**

The Med-Peds continuity clinic is the bedrock of the program. Both residents and faculty practice there. It is a combined clinic and residents have patient panels of adult and pediatric patients. Residents truly develop continuity with their own patients, whom they follow throughout the four years of residency. In order to gain exceptional ambulatory training, following their 16-block intern year, residents have two half-day clinics per week while on outpatient and sub-specialty rotations.

### **Ambulatory Block**

Wayne State University, we have a distinctive clinical experience compared to other Internal Medicine/Pediatric programs. During the third and fourth years, residents have a five-month ambulatory block where residents can choose from several different ambulatory rotations. Residents have the opportunity to select a rotation from any of the Pediatric or Internal Medicine subspecialties, or other rotations including radiology, ophthalmology, gynecology, and sports medicine. A resident may also choose to participate in a dedicated research block. Most of the time spent during these five blocks is entirely call free, and dedicated time is set aside during the work week for the residents to begin board studying.



## Med-Peds Faculty



### Program Director - Eric Ayers, M.D.

Dr. Ayers serves as an adult and pediatric physician at the Detroit Medical Center (DMC) and Children's Hospital of Michigan. He is section chief for Internal Medicine and Pediatrics for the Division of General Medicine, and Program Director of the Combined Internal Medicine-Pediatrics Residency Program. In addition to his physician roles, he is assistant professor in the Departments of Internal Medicine and Pediatrics at Wayne State University, where he has served for 18 years. Among his countless honors and recognitions, for the past nine years Dr. Ayers was named *Outstanding Physician* by The Best Doctors in America. He was named Michigan State University's 2011 Alumni of the Year, and has been honored by The Department of Internal Medicine's John O'Connell Award for Diversity for his advocacy efforts in the Detroit-Metropolitan area. He mentors elementary, high school and college students in their pursuit of success. Dr. Ayers received his B.A. from Michigan State University and his M.D. from Wayne State University. He is the proud father of two, Symone and Bradley.





**Associate Program Director – Heather Abraham, M.D.**

Dr. Abraham is a graduate of the University of Michigan with a Bachelor of Science in Mathematics, the Wayne State University School of Medicine, and the WSU/DMC Med-Peds Residency. After an additional year as our Chief Resident, she joined the Faculty of the Med/Peds Program in Fall 2016, and was soon after appointed co-Associate Program Director. She has made numerous contributions to medical education within the department, across graduate medical education and the school of medicine, and is well known for her commitment to excellence in teaching and mentorship, earning best teacher awards multiple years in a row.

Dr. Abraham serves as medical director of our General Medical Ambulatory Practice resident clinic, and her leadership has brought increased structure, productivity, and cohesiveness to the clinic. She steadily led our ambulatory operations during the height of the COVID-19 pandemic surge, where others simply closed-up shop. Her quick and decisive leadership resulted in a swift pivot to telemedicine and tele-education, and the clinic managed to maintain solvency, serve our patients, and educate our trainees during this time of crisis.

She was selected for a highly competitive and distinguished national leadership program, the American College of Physicians LEAD Academy, and she is one of very few junior faculty in the country to complete this program successfully. She seeks to mentor others interested in leadership and academic medicine.

In service of resident education, she has worked to improve communication between the Residents and Faculty. She has assisted in the development of curricula aimed at broadening the scope of the Med/Peds experience. She is lead faculty and principle investigator of our program's structured longitudinal Residency Wellness Curriculum, one of few of its kind, which features consultation sessions with a clinical psychologist.

Dr. Abraham is a Detroit native, and has been an active member of the community throughout her career. Her interests are in Primary Care, Transitions of Care, Resident Education and Advocacy. Her heart lies with the Residency program, the School of Medicine, and the City of Detroit, and her professional efforts are in this service.

On a personal note, she is a dedicated Wolverine sports fan (Go Blue!), mother to a spunky toddler Fiona, and she and her husband Ryan are expecting the addition of a new arrival in February 2021!





**Associate Program Director - Ijeoma Nnodim Opara, M.D..**

Dr. Nnodim Opara received her medical degree from Wayne State University School of Medicine (WSUSOM) and is a graduate of Detroit Medical Center (DMC)/WSUSOM Internal Medicine-Pediatrics combined residency program, after which she served as Chief Medical Resident. Currently, she is a double-board certified Assistant Professor of Internal Medicine and Pediatrics at WSUSOM, Associate Program Director of the Internal Medicine-Pediatrics residency, and

attending physician with Wayne State University Physician Group.

She is the founding director of an innovative initiative and curriculum “Health Equity and Justice in Medicine” for internal medicine, internal medicine-pediatrics, and pediatrics residents. She is Chair of the SEMCME committee on social determinants of health education and the Detroit Medical Center Graduate Medical Education Center for Quality Improvement, social determinant of health section. She is also co-founding director of Wayne State University Global Health Alliance. She co-created and co-directs the Global Urban Health & Equity curriculum (GLUE), an innovative interprofessional comprehensive certificate and competency-based global health curriculum.

A certified facilitator in cultural competency (cultural humility and microaggressions) and certified in Global Leadership by the American College of Academic International Medicine, she imbues every endeavor with her philosophy of ethical, culturally humble, patient-centered, evidence-based, high value, compassionate care and prioritizes attention to social determinants of health, disparities, and equity as part of a comprehensive approach to patients.

She has a long history of leadership in service to the African immigrant and African American communities and co-founded Africans in Medicine, whose mission is to unite African medical professionals to further the health interests of Africans living on the continent and in the Diaspora. She serves as a member of the Wayne County Medical Society public health committee and the Consortium of Universities for Global Health’s Network of Academic Advisers to improve policy development and US support for global health and international development. She is recipient of “Most Engaged Physician” award given by the Detroit Medical Center. She has also received “Faculty of the Year” award, given by the internal medicine-pediatrics residents. Her hobbies include music, dance, theater, and writing. She is wife to Nkemjika and a proud mother of 3 beautiful girls: Ugochinyere (6 years old) and Oruebubechi (4 years old), and Chimamanda (2 years old).



**Faculty - Latonya Riddle-Jones, M.D.**

Dr. Riddle is a proud Chemical Engineering graduate of Michigan State University, Wayne State University School of Medicine (WSUSOM) and DMC/ Wayne State University School of Medicine Internal Medicine- Pediatrics Residency program. She practiced at St. Joseph Mercy Hospital for 2 years upon graduation, and served as Clinical Instructor for University of Michigan Med/Peds program while there. Here at Wayne State University, she is an Assistant Professor, Medical

Director for the Corktown Health Center (a medical home for Detroit's LGBTQ community), Associate Medical Director for the Tri- County Breast and Cervical Cancer Control Program, faculty mentor for FitKids360 at WSU School of Medicine (an obesity treatment program for children), and serves as a representative on the Diversity and Inclusion Committee for the Department of Internal Medicine.

Her research interests include obesity prevention and treatment, effects of the Affordable Care Act on safety-net programs, and the performance of engineering students in medical school, while her clinical interests include addressing the medical needs of the LGBTQ community, asthma, diabetes and obesity. She is a proud wife, and mother of two. She loves ambulatory medicine, and her goal is to keep patients out of the hospital by staying on top of their preventative health needs – mind, body and spirit.



**Faculty - Renato Roxas, M.D.**

Dr. Roxas was born and raised in the Metropolitan Detroit area, and has been a Detroit supporter all of his life. He attended the University of Michigan and received his undergraduate degree in Chemical Engineering. He then went to University of Cincinnati for medical school. He returned to Detroit to do his Med/Peds residency here at WSU/ DMC from 1999 -2003, and stayed another year as Pediatric Chief Resident at Children's Hospital of Michigan.

He joined the faculty here at WSU/ DMC because of the culture of the Med/Peds program, caring for vulnerable patients while also caring for each other. Most importantly, he also saw patients who desperately wanted

someone they could call their doctor, but had little opportunity to have such. His professional calling is to be the best primary care doctor that he can, to show residents and students the value in being one for underserved patient populations, including those who have substance abuse/dependence issues, and to develop transitional care services for those adults with chronic conditions of childhood. When not at work, he spends his time with his wonderful wife, 3 daughters and son.



**Chief Resident – Kathryn Rice, M.D.**

Dr. Rice is a graduate from Alma College where she earned a Bachelor of Science in Biology. She attended Wayne State University Medical School and stayed at Wayne State to complete her residency here at the Internal Medicine/Pediatrics program. Her passions during residency included focusing on social determinants of health, in which she completed a QI project addressing resident’s screening of needs and utilization of resources here in Detroit. In her free time, she enjoys spending time with her husband, dog, and two cats. She recently welcomed her son, Lincoln, in spring.



**Coordinator – Chyrisha Rucker**

Chyrisha has a B.A. from UofM and a Healthcare MBA from Cornerstone University. She joined us in 2017 and has hit the ground running. Her background is in career counseling/advising, professional development, group facilitation, event planning, and both science- & community-based research. She is a family planning group volunteer, a trained Birth Doula, and a PTA member at her son’s elementary school. She currently resides in Metro Detroit with her husband and their three sons.





## Benefits

PGY Level	Yearly Stipend (as of 7/1/20)
I	\$54,511
II	\$56,146
III	\$57,828
IV	\$49,564

The Graduate Medical Education Office provides a \$2,500 (nontaxable!) stipend EACH YEAR. This stipend is intended to encompass book money, board preparation, retreats, memberships, life support courses and other miscellaneous program expenses.

Other benefits:

- Free parking at hospitals
- Residents who present at conferences may be reimbursed for travel and conference attendance.
- Benefits provided through Tenet include:
  - Choice of four health plans
  - Dental and vision coverage
  - 401(k) with discretionary match of 50% up to 6% of eligible pay (fully vested after five years)
  - Life and disability insurance
  - Flexible spending Accounts for healthcare and day care
  - And more!



## Recent Graduates

### 2020

- (1) Chief Resident → Primary Care Med-Peds
- (1) Academic fellowship
- (1) MICU
- (2) Primary Care Med-Peds

### 2019

- (4) Primary Care Med-Peds
- (1) Allergy/Immunology Fellowship

### 2018

- (1) Outpatient HIV/STI Care
- (1) Academic Med-Peds
- (1) Med Peds Chief → Primary Care Med-Peds
- (1) Sleep Medicine
- (1) Peds Chief → Primary Care Med-Peds

### 2017

- (1) PICU Fellowship
- (1) HEAL Initiative (Global, Underserved Medicine) Fellowship
- (1) Academic Med-Peds
- (1) Peds Chief → Pediatric Cardiology Fellowship
- (1) Med-Peds Chief → Primary Care Med-Peds

### 2016

- (2) Private Practice Primary Care Med-Peds
- (1) Academic Primary Care Med-Peds
- (1) Adult Cardiology Fellowship
- (1) Chief Resident—> Private Practice Med-Peds

### 2015

- (3) Primary Care Med-Peds
- (1) Primary Care for Adults/Children with Chronic Conditions of Childhood
- (1) Adolescent HIV Treatment/Prevention Care
- (2) Chief Resident—> Med-Peds Academic Faculty (Med-Peds and Peds Associate Program Directors)

## **Hospital Experience**

### **Children's Hospital of Michigan**

Founded in 1886, Children's Hospital of Michigan (CHM) is the largest and only freestanding hospital in the state dedicated exclusively to the treatment of children. An international leader in neurology and neurosurgery, cardiology, oncology, and diagnostic services, in 2006 Child magazine ranked Children's Hospital of Michigan one of the best in the nation. Staffed by more than 300 pediatric physicians and 600 pediatric nurses, more Michigan pediatricians are trained at Children's Hospital than at any other hospital in the state. Children's Hospital of Michigan has 250 beds, including a large Pediatric Intensive Care Unit (PICU) and Neonatal Intensive Care Unit (NICU), and Michigan's only pediatric burn center. The world's first Positron Emission Tomography (PET) Center dedicated to pediatrics is located at CHM, which is also home to one of two Poison Control Centers in the state of Michigan and the Pediatric Pharmacology Research Unit (PPRU), one of only 13 sites in the United States dedicated to ensuring drug safety for children. Children's is the designated site for the Newborn Screening Management Program for the Michigan Department of Community Health, providing care for individuals with metabolic disorders from birth throughout adulthood. Located just next door is Hutzel Women's Hospital, which averages over 5,000 deliveries per year and has its own NICU as well. According to a 2007 Leapfrog Group Hospital Quality and Safe Survey, Children's Hospital is one of the top eight children's hospitals in the country, and Harper-Hutzel Hospital is one of the top 33 adult hospitals in the country.

### **Detroit Receiving Hospital**

Detroit Receiving Hospital, Michigan's first Level I Trauma Center, is an adult specialty hospital offering expertise in emergency medicine, complex trauma, critical care, neuroscience and gerontology. As the region's leader in emergency medicine, Receiving's emergency department treats more than 85,000 patients annually, and nearly 60 percent of Michigan's emergency physicians are trained at the facility. Receiving also features the state's largest burn center, Michigan's first hospital-based 24/7 hyperbaric oxygen therapy program, and metro Detroit's first certified primary stroke center. The patients and pathology seen at Detroit Receiving Hospital provide an amazing and unique experience unlike any other in the state of Michigan.

### **Harper University Hospital**

Established in 1863, Harper University Hospital is among the oldest and most highly regarded teaching institutions, staffed by leading medical experts, many of whom rank among the top in the nation. These exceptional doctors are engaged in pioneering medical research, creating important breakthrough treatments that dramatically improve the health and lives of people in metro Detroit and across the country. Harper Hospital provides a unique setting for patient care, incorporating a University hospital setting with both staff and private physicians.

### **Karmanos Cancer Institute**

Formally established in 1943, the Karmanos Cancer Institute (KCI) is the only cancer center in southeast Michigan and one of 40 Comprehensive Cancer Centers in the United States designated by the National Cancer Institute. Caring for more than 6,000 new patients annually on a budget of \$200 million, and conducting more than 400 cancer-specific scientific investigation programs and clinical trials, KCI is among the nation's best cancer centers, and ranked number one in metro Detroit by the National Research Corporation. KCI strives to prevent, detect and eradicate cancer through 1,200 staff including 300 faculty members supported by hundreds of volunteers and thousands of financial donors. KCI houses many new state-of-the-art facilities, including the Hudson-Webber Cancer Research Center, which opened its 80,000 square foot facility in 1999, and the Alexander J Walt Comprehensive Breast Center, which opened in 2000.

### **Veterans Affairs Medical Center**

The John D. Dingell VA Medical Center is a 108-bed full service medical center that provides primary, secondary, and tertiary care. The medical center provides acute medical, surgical, psychiatric, neurological, and dermatological in-patient care. Primary care, medical, and surgical specialties are also provided by the VAMC as well as mental health clinics that include substance abuse treatment, a day treatment center, and a community-based psychiatric program with the goal of maintaining patients in their home community. The medical center also operates a 109-bed nursing home care unit and a Health Care for Homeless Veterans program. The VAMC serves approximately 330,994 veterans in Wayne, Oakland, Macomb and St. Clair counties.

Residents can also rotate at the Hutzel Women's Hospital, Rehab Institute of Michigan, Poison Control and the Children's Hospital of Michigan Specialty Center including offsite locations.





### **Nicotine-Free Hiring Policy:**

In order to promote a healthier workforce, and to further the Detroit Medical Center's commitment to wellness, the DMC aims to employ nicotine-free personnel. This policy became effective on July 2012. As such, the Detroit Education and Research will not hire resident and fellow applicants who use or test positive for tobacco or nicotine products in any form commencing the 2014/2015 academic year

Utilization of nicotine includes all tobacco products which create a positive nicotine test, including but not limited to, cigar, cigarette, pipes, nicotine patches, nicotine gum, and e-cigarettes (electronic cigarette) which provide doses of nicotine by way of a vaporized solution.

All offers of employment will be contingent upon a negative DMC Occupational Health Services test for cotinine (a marker of nicotine use) administered as part of the pre-employment health screen.

Any applicant, who currently smokes tobacco, otherwise uses nicotine containing products, or who has a positive test for cotinine shall not be hired. Testing positive is a failure to meet the conditions of employment and a violation of the Detroit Education and Research Graduate Medical Education employment contract and match agreement. Applicants who test positive for cotinine will not be allowed to start in their program; they may be retested in 90 days, but programs will not be obligated to hold the position for the applicant.



