



Welcome to the Kaiser Oakland Internal Medicine Residency Program!

I am excited to share with you my thoughts about what makes training at Kaiser Oakland such a special experience.

First and foremost, we recognize that our residents *are* the program. As educators, mentors, collaborators, colleagues, and friends, our program leadership team exists to help you optimize your training to prepare you for life beyond residency. I view our interns as pluripotent stem cells who might differentiate along any number of careers paths—and our residents’ careers reflect this. Our residents match into selective fellowships and pursue careers in primary care, hospital medicine, community, and public health. The settings they practice in include Kaiser, Federally Qualified Health Centers, University-based teaching appointments, and Public Health positions.

How is this possible? Each resident is treated as an individual, with an assigned faculty mentor to help guide you. Our flexible schedule and breadth of curricular opportunities allows you to tailor your experiences to meet your unique needs. While everyone will graduate with a “major” degree in Internal Medicine, you will also be able to pursue a “minor” degree in any number of pursuits. Funded Global Health experiences, protected research time (including an Assistant Program Director dedicated to resident research and the renowned Kaiser database), MPH from UC Berkeley, Healthcare Disparities, QI projects mentored by dedicated residency Directors of QI, Health Policy, Medical Education, Medical Journalism, Lifestyle Medicine, Social Medicine (focusing on the role which climate, income, housing, and access to food factor into health), and informatics are just some of the experiences you might pursue during your training at Kaiser Oakland.

I was drawn to Kaiser Oakland because of its commitment to provide the highest quality of care to an extremely diverse population in a setting that fostered research and academic success. The Kaiser Permanente model of health care originated in Oakland—Henry Kaiser sought to reduce the gap in healthcare for the blue-collar workers of the East Bay. Our social justice mission remains a cornerstone of the residency-- please read more about our unique track in Healthcare Disparities and Equity led by the amazing Drs. Nailah Thompson and Shefali Nath. Ongoing discrimination and acts of violence against Black, Latinx and Asian members of our community have heightened our focus on eliminating not just disparities in health outcomes but also in the structural racism that lies

at the root of these inequities. I am proud to be part of a residency program and a medical center that strives to be part of the solution.

Equally inspiring is our decades-long tradition of academic excellence dating back to the residency's beginnings in 1946. Former Program Director Dr. Patricia Connolly recently Chaired the American Board of Internal Medicine, and our core faculty have affiliated positions with UCSF—but it's the accomplishments of our residents which set us apart. I am extremely proud of the high proportion of residents who present original research, QI initiatives, and medical education innovations at local, national, and international conferences (over 30 presentations in this past academic year alone!) and of their incredible success on the ABIM Board exam and Fellowship matches—a testament to the contagious learning environment.

To achieve your individual goals and to be the best version of yourself by the time graduation rolls around requires a special training environment. Our residents embrace a supportive team-first and family-friendly attitude, and our Residency's Wellness Committee and wellness programs illustrate the priority we place on maintaining work-life balance and resident well-being.

I hope you'll consider joining the Kaiser Oakland family and I look forward to meeting you on the interview trail!



Tom Baudendistel, MD
Program Director
Kaiser Permanente, Oakland