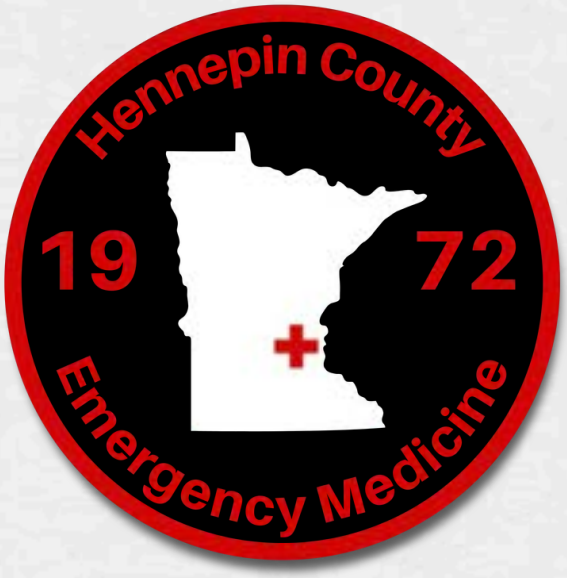
THE CULTURE BOOK



A scrapbook of the people, places, and ideas that define our residency

Lifelong Bonds

Brought to you by

DOORDASH





HELLO
MY NAME IS

SURGERY
MICU
SICU



Tox Parties

Jackson's Chili Cookout



FRIENDS



GIVING



GALENTINE'S CANDLEMAKING PARTY

RESIDENT-TO-RESIDENT KUDOS

EMS Week Cookout





“Take Me To County” started as a riff on a different hospital’s ad campaign. Now it’s what every one of us would say if we needed to be transported by EMS. The slogan has made its way onto everything from T-Shirts to bike jerseys.

“**County”** can be seen throughout the ED on homemade friendship bracelets…and even tattooed on a few residents.

About 4 times per month Hennepin EM residents are simultaneously on call on the **Trauma Surgery, Medical ICU,** and **Surgical ICU** services. Trauma activations involve a lot of familiar faces and we coordinate **DoorDash** orders to scarf down in our call rooms together.

We love a good cookout. **Jackson Moran, MD** has hosted a **Chili Cookout Competition** for the last few years. We also help out at the Annual **EMS Week Cookout,** serving burgers to our beloved paramedics and EMTs.

Each year residents host a **Friendsgiving** celebration. Those who are working are not forgotten - they receive tupperwares full of food later in the day.

Galentine’s Day is also a yearly celebration, This year, the gals made candles together.

One intern per month is on their Toxicology/EMS/Ultrasound rotation. Since this is historically the lightest rotation of the year, this intern is tasked with throwing that month’s social event called the **“Tox Party”.**

Resident-to-Resident Kudos is a way we show appreciation for each other during our monthly resident meeting. It’s an opportunity to publicly highlight our co-residents’ personal and professional accomplishments.

Anatomy of a resident's stomach















Matt Pinkelton, DO is pictured here making a large cafeteria run for Team Center A.

The hospital cafeteria is Hennepin's crown jewel. Their **crispy chicken tenders** are a boost of motivation on long days. The **chicken tikka masala** is award-winning. Which award? We don't know, but this dish deserved it. Their **warm chocolate cookies** are the perfect pick-me-up on a chilly winter day - **Caleb Rossin, DO** can be seen scarfing them down between patient encounters. And each Thursday morning, the ED residents clear out the **breakfast burrito** section. Pictured here is young **Will Miller, MD** being initiated into the fellowship of the burritos.

These **Fairlife Protein Shakes** can be seen at the desk of nearly every ED resident. They provide much-needed calories during our busiest shifts. The only thing they're missing is caffeine...but that's what Monster and Celsius are for.

On hour five of PICU rounds, **saltines** are a desperate (but life-saving) snack.

The Team

CenterS



A

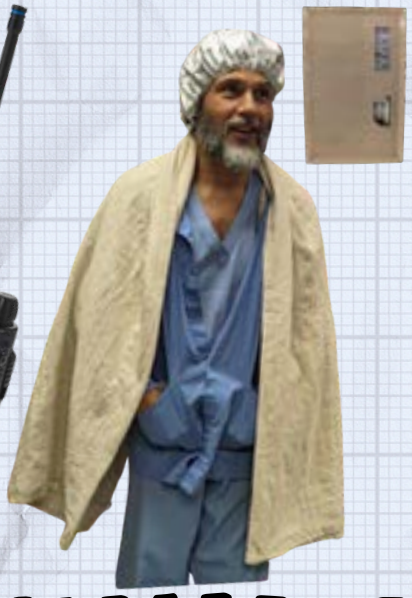






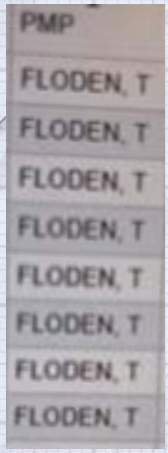
You guys know droperidol comes in smaller doses, right?

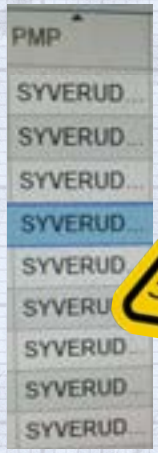




B











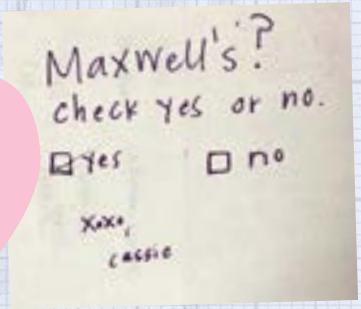
Sorry! At a floor code!



C









The **Hennepin EMS ambulances** roar in and out of the EMS bay 24/7.

In **Team Center A**, you can find a **Pit Boss** hanging out in the **captain's chair**. Here, **Kysa McSky, MD** is pictured cuddling **Winston**, our unofficial mascot. Team Center A usually features **communal snacks** and baked goods. Our **pharmacists** are stationed here - now 24/7 coverage! **Marc Martel, MD** is the Keeper of the Thermostat. If you're on a night shift with him, you'd better show up in a tank top and shorts because the thermostat will be set at 80F. The **Medic Radio** rests on the counter, buzzing occasionally to ask a Pit Boss to provide direct medical control for local EMS crews.

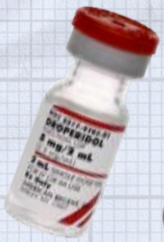
In **Team Center B,** EM residents are paired with rotating **off-service interns**. The EM resident is expected to see the majority of the patients. Their supervising attending is often called away to intubate at **floor codes**, and the Team Center B Pit Boss spends most of their time in the STAB Room. This leaves our G1 and G2 ED residents with plenty of **autonomy**. Though it may *feel* like **drowning**, this is where strong EM residents are forged.

Team Center C is where we see the majority of our pediatric patients. The air is thick with **viral particles**. Background music is a mix of **screaming**, **crying**, and **Bluey** blaring from iPad speakers. Our **Child Life Specialists** help us make procedures less scary for kids.

Maxwell's American Pub is our gathering spot for after-shift food and drinks.

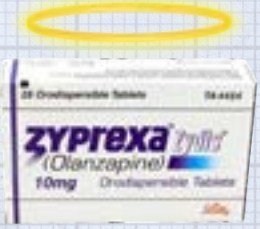
Our **residency group chat** is full of photoshopped memes, like this one where Steve Smith is teaching Steve Smith. It doesn't really make sense, but that's why it's funny.

D







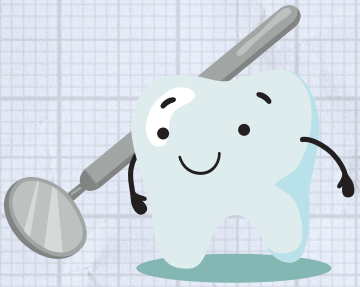


The Team

CENTERS

FAST TRACK





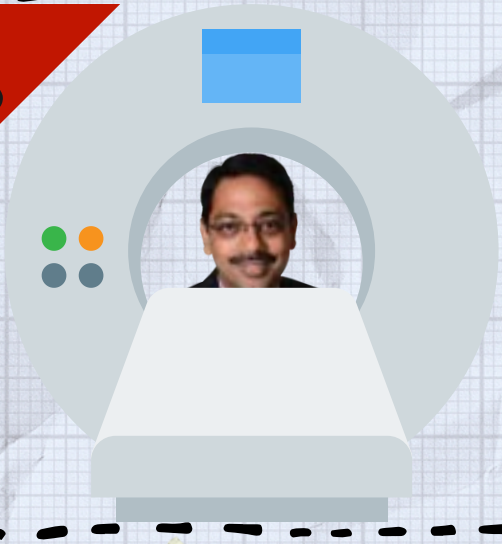
scratched by a squirell

Chronically unwell





Answer Machine









8 Hour Shifts

Admitting Privileges

Team Center D became the de-facto county detox center when the original one shut down. Here we care for patients suffering from substance abuse and psychiatric disorders. Residents become facile with different types of sedative medications such as **droperidol**, **olanzapine**, and **lorazem**. Pictured here are **Attending Physicians Ambur** and **Simpson** taking a well-deserved break at the desk.

Fast Track gives us the opportunity to see low-acuity complaints in rapid succession. Starting G2 year, residents operate relatively independently in this area.

Gopal Punjabi, MD is the smartest radiologist you will ever meet. He never rolls his eyes when we send our patients to **the answering machine** (AKA the CT scanner). He once diagnosed a congenital heart defect in an asymptomatic 30 year old *based on their chest X-ray alone*. When **Gopal** calls, you pick up quick.

Our patients sometimes leave us **presents** in their rooms after discharge. Once, a creepy clown doll was sent straight to the incinerator after a brief stint on **Aaron Robinson, MD's** desk. Pictured here is another gift - a full case of **Budweiser**!

8 hour shifts and **admitting privileges** are two perks of the program that are often under-appreciated.

The department is peppered with **crocheted chickens**, created by our craftiest nurse, **Katie Meyer, RN.** Once you see them, you can't unsee them.

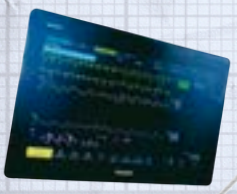
Pit bosses stomp around the department in their **clogs**, trailing a **rolling laptop** behind them at every turn.

the stab room



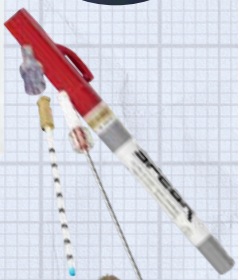
"PAGE TRAUMA STAR 1"

Hennepin Healthcare ECMO Team





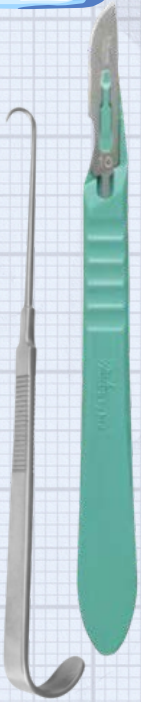












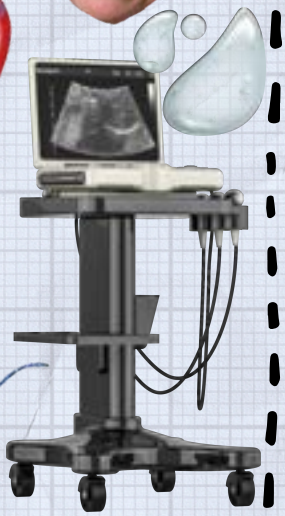


a little cold gel!

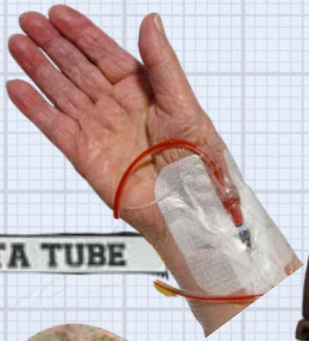




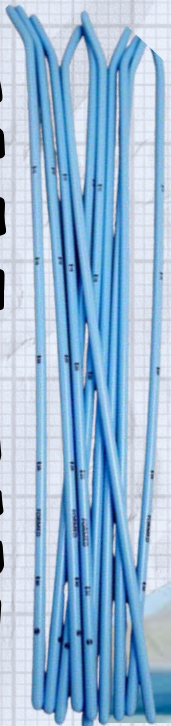








MINNESOTA TUBE



I had this case with a great team.



The **STAB Room** is pronounced STAY-B, short for stabilization. Our most critical patients start their journey here. **Pit Bosses** lead the team, often assisted by G1 and G2 residents who act as proceduralists. The ED owns everything that occurs in our department. Every airway, every procedure, every decision. Gowned and gloved up, **Mike Perlmutter, MD** preps for an incoming trauma patient.

A failed airway isn't an option, which is perhaps why **cricothyrotomies** are rare in our ED. Our go-to intubation equipment is **video laryngoscopy** with a **Mac 4** blade on a **CMAC**. We are quick to turn to a **King** airway or an **AirQ** for a supraglottic airway if needed. And as long as the patient has a trachea, they're going to get a **bougie** placed in it.

"**I had this case with a great team**" is a common refrain from Pit Bosses when they present at our weekly case conference. You can see how many ED physicians are required for some procedures, like this **hip reduction** which took 6.

"**G2 to the STAB Room**" is called overhead when a procedure is needed. **Arterial lines**, ultrasound, **REBOA**, **Transesophageal Echocardiography** during a cardiac arrest...they do it all. Pictured here is **Lauren Pitzer, MD** placing a central line.

Our **research assistants** are ubiquitous in the STAB room. Led by **Brian Driver, MD** and decked out in green scrubs, they help us enroll patients in paradigm-shifting research studies.

Winters here are chilly, so **hypothermic cardiac arrest** is unfortunately common. Many of these patients are cannulated for **ECMO** (extracorporeal membrane oxygenation) in the STAB room. Our ECMO program is run by **Matt Prekker, MD**.

Rob Reardon, MD is rarely seen without an ultrasound probe in his hand. As a national expert in emergency ultrasound, he trains our residents to use ultrasound first before any advanced imaging.

The Pit Boss Role



- Growing with Colleagues
- High Expectations
- MICU Nights
- Diverse Procedures
- Ownership
- Leadership
- Autonomy
- Decision Making
- Teaching Opportunities
- Supervising
- Spotify Selections
- Exposure
- Emotional Support
- Snacks

The **Pit Boss Role** is the reason that most residents choose Hennepin.

As G3 residents, Pit Bosses **supervise** the care of 12-15 patients at a time. Medical students, G1 and G2 EM residents, rotating off-service interns, and physician assistants all staff their patients directly with the Pit Boss.

The attending physician is never far away if we have questions, but they afford us the **autonomy** to exercise our own independent medical **decision-making**.

As you can see in this pie chart, the Pit Boss role involves more than just supervising. We set **high expectations** as role models for our junior residents. Pit Bosses are tasked with **educating** medical students and teaching **procedural skills** to junior residents.

As a Pit Boss, you are a **teacher**, a **supervisor**, a **clinician**, a **leader**, **intensivist**, and **mediator**. But perhaps the most important job of all is that of **DJ** - the Pit Boss controls the Spotify speakers for the entire Team Center.

A Pit Boss's Brain

Put in the bed request

More fluids?

Where is the laptop

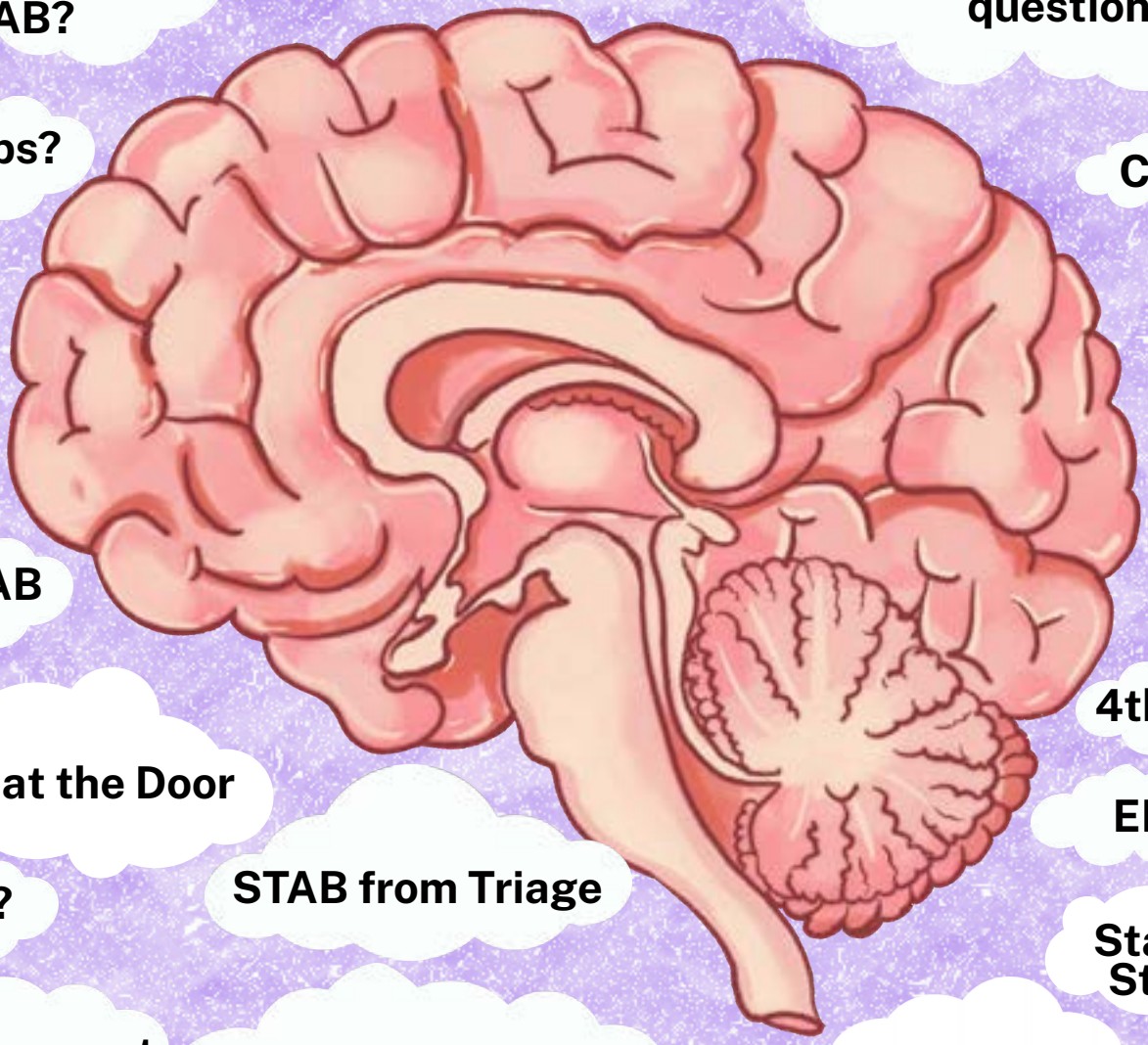
With or without contrast?

They need help with a procedure

Ultrasound?

Do one in the cubes and one in STAB?

Med student has a question



Direct Obs?

CT?

2nd STAB

4th STAB

Doc at the Door

EKG

Cubes?

STAB from Triage

Star 1 or Star 2?

Yes, A12 can eat

Less caffeine or more caffeine?

Peds Trauma

B4 has pain

Wait, *can* A12 eat?

BERT! 6th floor. By the elevators.

Research indicates that an emergency physician is interrupted an average of 13 times per hour. For a **Pit Boss,** it's more like 13 times per minute.

Here is a visual representation of a **Pit Boss's brain** at any given moment. Each thought bubble is a concurrent **task**, **priority**, **decision**, or **question** being asked of the Pit Boss.

The ability to **prioritize** and **task-switch** becomes a strongly trained muscle, which benefits our residents throughout their career in emergency medicine.

MiNNeSOTA

NICE

እንኳን ደህና መጣህ

Bienvenida

Soo dhawoow

Chào mừng

Txais Tos

HCMC physician residents gain northern exposure to rural medicine

Doctors rotate through Sanford Bemidji Medical Center, gaining an interest in rural medicine or at least an appreciation for its challenges.

By Jeremy Olson
The Minnesota Star Tribune

FEBRUARY 20, 2025 AT 7:00AM



Dr. Alison Raffman, a medical resident at HCMC who is spending one month doing rural ER care at Sanford Bemidji Medical Center, talks with patient Sandy Hellberg about how to treat her bloody nose. (Anthony Souffle/The Minnesota Star Tribune)

YOU ARE ON NATIVE LAND

RED LAKE NATION

BOIS FORTE BAND OF CHIPPEWA

LEECH LAKE BAND OF OJIBWE

MILLE LACS BAND OF OJIBWE



Minnesota Nice is a way of life here. Minnesota is full of kind people who will invite you into their homes for some hot dish (a midwest delicacy).

Minnesota is home to many **Native American Tribes**. In Northern Minnesota, there are seven Anishinaabe (Chippewa, Ojibwe) Reservations: The **Bois Forte Band of Chippewa**, **Fond du Lac Reservation**, **Gichi-Onigaming / Grand Portage Band of Lake Superior Chippewa**, **Leech Lake Band of Ojibwe**, **Mille Lacs Band of Ojibwe**, **Red Lake Band of Chippewa Indians**, and **White Earth Nation**. In Southern Minnesota, there are four Dakota (Sioux) Communities: the **Upper Sioux Community**, **Shakopee Mdewakanton Sioux Community**, **Lower Sioux Indian Community**, and **Prairie Island Indian Community**.

Minnesota is also home to the largest population of **Somali** people outside of Somalia.

At Hennepin County, many languages are used to coordinate patient care. We use **interpreters** for about 30% of our patient encounters. Our most commonly spoken languages are **Spanish**, **Somali**, **Arabic**, **Vietnamese**, and **Hmong**.

Residents are now gaining exposure to **rural medicine** through a new rotation at Sanford Bemidji Medical Center in Northern Minnesota.

Minneapolis has vibrant culture, but also a history dotted by tragedy. We reflect on **George Floyd**'s murder each year by making a pilgrimage to the **George Floyd Memorial,** the physical center of the **Black Lives Matter** movement.

JEDI collaborative



BELONG



JUSTICE

Hennepin Healthcare's cultural navigators team

Originally published by Hennepin Healthcare on Mar 31, 2023









change your story... change your life

NEXT STEP



DIVERSITY



INCLUSION

BLACK YOUTH WITH STETHOSCOPES





EQUITY

HENNEPIN HEALTHCARE EMERGENCY DEPARTMENT



The JEDI Collaborative was created to intentionally promote a culture that embodies and values **Justice**, **Equity**, **Diversity** and **Inclusion**. Led by emergency medicine residents, the collaborative hosts meetings, plans educational initiatives, and volunteers at many events. Some examples are pictured here, such as the pilgrimage to **George Floyd Square**, community **health fairs**, and CPR training events.

Hennepin puts on **Youth with Stethoscopes** events to peak the interest of kids from backgrounds which are traditionally underrepresented in medicine.

JEDI has also been instrumental in educating our residents and faculty about the **social forces of disease.** We now include an educational topic on relevant social forces of disease in our weekly case conference. Here you can see a **handout** created by JEDI members to help senior residents craft their presentations.

We have several community organizations that help our patients at the point of care. **Next Step** is comprised of peers who have suffered violent events who help guide our patients through recovery, with the intent to break the cycle of violence. **YourPath** is another peer organization which aids patients suffering from substance use disorders.

Also available in the ED are the Hennepin **cultural navigators**, who help bridge cultural gaps between patients, families, and healthcare teams.

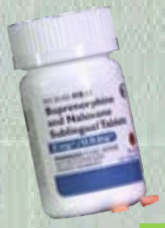
UBelong is a resident-led organization created by and for those who identify as underrepresented in medicine. Their goal is to uplift, empower, and support one another through the journey of residency.

Legacy













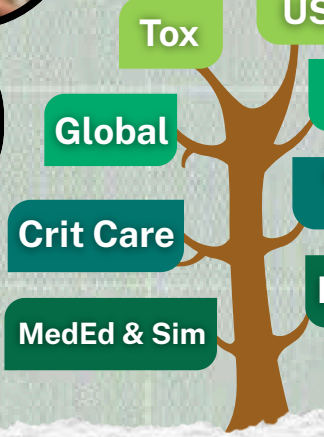












Subspecialties

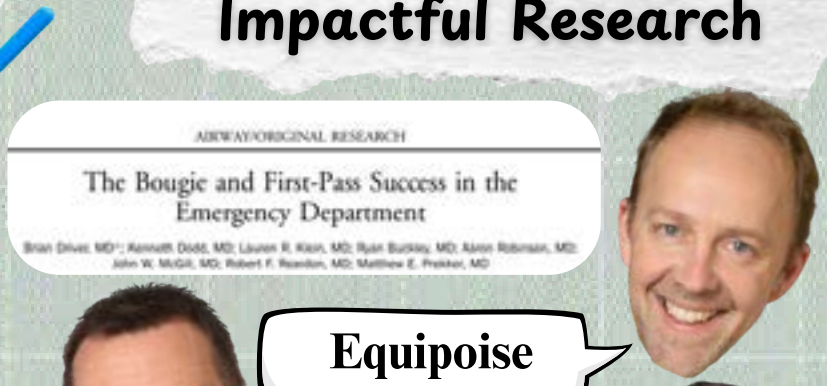
Prehospital Excellence

Impactful Research



Women in EM







Equipoise

Pragmatic

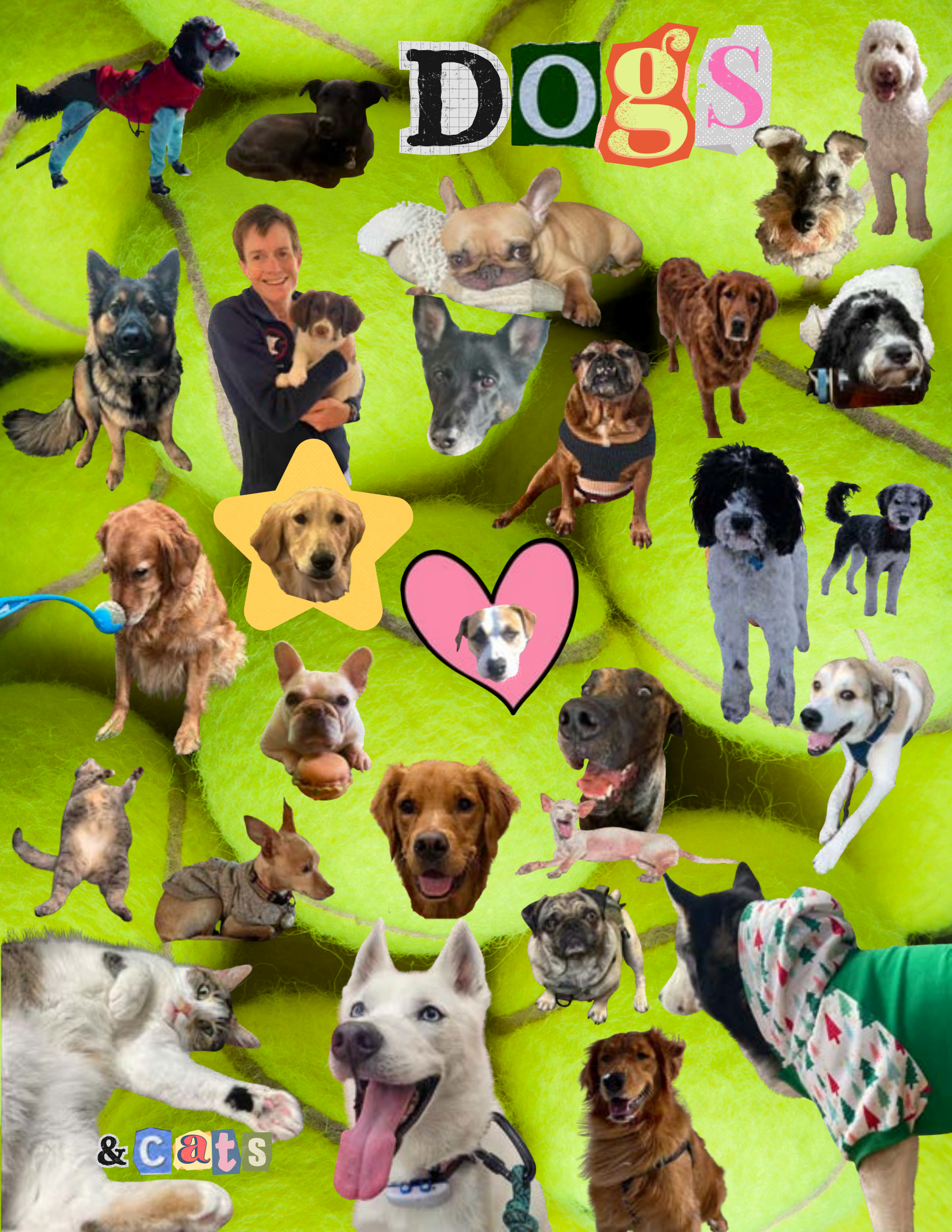


The **Hennepin EMS** program is one of the key ingredients to success. Residents get the chance to **ride along** with **EMS**, Fire, and even **Flight Crews**. Pictured here are **Dan Bollinger, MD**, **Oscar Monterossa, MD**, and **Morgan Lockhart, MD** in the field.

Our department is full of inspiring **women in EM** - it's not uncommon to have a whole team center of female physicians. Pictured here are **Hamdi Sheikh-Said, MD**, **Jen Robinson, MD** and **Sarah Knack, MD** at Dr. Sheikh-Said's baby shower.

Our **Research** legacy is strong. Just to name a few examples: **Steve Smith, MD** and his Queen of Hearts, **Johanna Moore, MD** and her groundbreaking CPR research, the pragmatic trials run by **Matt Prekker, MD** and **Brian Driver, MD**, and sepsis research from **Mike Puskarich, MD.**

Residents find opportunities to work with our accomplished faculty in every subspecialty. We round in the ICU with **critical care** staff, rotate in the **hyperbaric** chamber, spend dedicated weeks learning **ultrasound**, and learn through simulation in our massive **SIM Center**. Pictured here is **Anthony Rauschenbach, MD** on a global health ultrasound rotation in Ecuador. Other opportunities exist to rotate in **Addiction Medicine Clinic**, or even in the **Gender and Sexual Health Clinic** created by **Haylee Veazey, MD.**


Dogs
&cats

the Aloha Party



Mary Hirschboeck and **Maria Campanaro**, our hardworking program coordinators





The Aloha Party is a Hennepin tradition. Held in June every year, it's a time to say **goodbye** to the graduating residents and **hello** to our incoming interns.







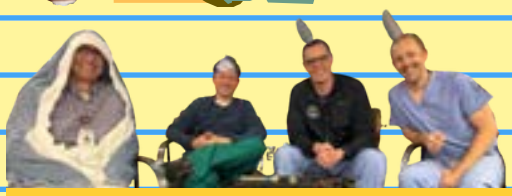






Program Perks

RISE
RESIDENT INTEGRATED SUPPORT ENVIRONMENT



SHARK TANK





SAEM
Society for Academic Emergency Medicine







Post-Nights Breakfast







HIGH QUALITY SIM

- *Free parking*
- *Food money*
- *Resident lounge*
- *Resident gym*

JOURNAL CLUB

Landmark Papers

Practice-Changing Literature









Jim Miner's Jet Skis



The **RISE Program** provides easy access to primary care, psychiatric care, and therapy for residents. Appointments are just one page away, and are typically available within a few days.

Shark Tank was created by **Travis Olives, MD** to provide structure to resident research projects. Residents present in front of a panel of expert “sharks” and win shark-themed prizes for their research.

The intern class attends the **SAEM Conference** together every year. Pictured here are interns at a cactus garden in Phoenix and competing at SimWars in Philly.

One of the standout perks of Hennepin’s EM program is **high quality simulation**. Our SIM center puts on regular sessions during conference time, and yearly procedure labs and donor labs.

Our monthly **Journal Club** is a time to gather and discuss **landmark papers** and **practice-changing literature.** It is also a time to play on **jet skis. Jim Miner, MD** hosts at his lake house each summer - he is pictured here with Guest of Honor Tina and Resident Host **Jasmin Millon, MD.**

Maxwell’s American Pub is right down the street from Hennepin. It is a gathering spot for post-evening-shift drinks and **Idaho Nachos**. We occasionally call in food orders directly from the STAB Room and Zach and Mary have them ready for us when we arrive.

Other perks of the program include **free parking**, copious **food money** at the famed Hennepin Cafeteria, and a **resident gym** & **lounge**.



ROUNDS!

EM/IM

the smartest people in the whole hospital



MORE ROUNDS!

Are you an off service intern?

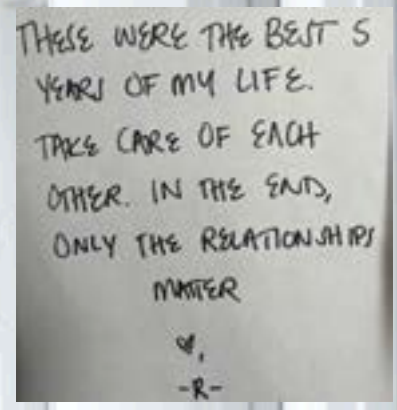
No, I'm a 4th year EM/IM





Actually understands the DKA protocol







FAMILY PHOTO SHOOTS



MICU NIGHTS

Who ordered a cystatin C?

Let's order urine studies!



sweetgreen

CHIPOTLE MEXICAN GRILL





FAMILY DINNERS

Knowing every single specialist, pharmacist, nurse, and resident in the building



MICU NIGHTS

"I think I want to do critical care fellowship!"



Inpatient bridging orders in the ED



DR. ZACH DAVIDSON



SNACKS BETWEEN CODES

The **EM/IM residents** are widely regarded as the smartest people in the entire hospital. Their medicine background means they are the only ones who actually understand the **DKA protocol**, what a **cystatin C** is, or how to interpret **urine studies**. If they have an inpatient boarding in the ED, their **home medications** WILL be ordered.

The only thing they love more than **rounds** is free **Chipotle** or **Sweetgreen** for lunch every day, compliments of the Medicine Residency.

Each one considers a **critical care fellowship** at some point in training. Only some of them come to their senses.

The EM/IM residents are in the ED randomly throughout their first few years, so they are often (jokingly) **mistaken for off-service residents** until their 4th year. This is outweighed by the fact that **they know every single specialist, pharmacist, resident, and nurse in the hospital.**

EM/IMers are a special breed. They spend a lot of time running the **MICU on nights,** and get to share meals with each other in between **floor codes**. They spend 5 years learning the ins and outs of every facet of medicine. Pictured here is a **sappy note** written by **Rebi Nahum, MD** on her final day of her 5th year.

Fun in the City









ARMORY

FIRST AVENUE

MALL OF AMERICA











MINNESOTA STATE FAIR

“**Coffee, beer, and beverages galore**” is how one resident describes Minneapolis. There is something for everyone in the city.

Residents often gather at **campgrounds** for fall campfires and summer camping. Pictured here is a group of G3s during their first few months together, bonding over smores at Baker Campground.

The parks system in Minneapolis is unbeatable. In the land of 10,000 lakes, a body of water is no more than a few steps away. Summertime brings kayaking, **paddleboarding**, **sailing**, **kickball tournaments**, and biking along the massive **Grand Rounds Scenic Byway.** In winter, the weak retreat indoors. The strong ice fish and **cross-country ski** to work - like **Kysa McSky, MD**.

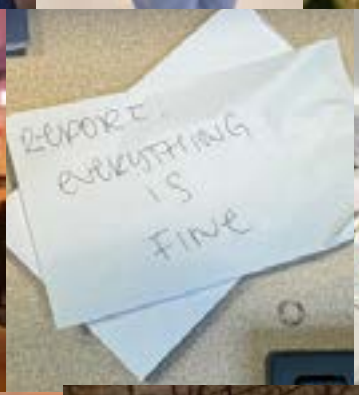
For indoor activities, residents organize **board game nights** and impromptu Karaoke Nights at the **Moose**. The music scene in Minneapolis is fantastic, and residents can be found discovering new artists at the cozy **First Avenue** venue where Prince got his start, or jamming out to EDM at the **Armory**.

And who could forget the Minneapolis staples: the **Mall of America** and the **Minnesota State Fair**. Featured here is a two-time award winning medium-weight hand spun yarn by **Greta Krieder-Carlson, MD.**









everything
is
Fine



nepin County Medical






KING MU KIE



JEFF GOLDBLUM
people powered health plans

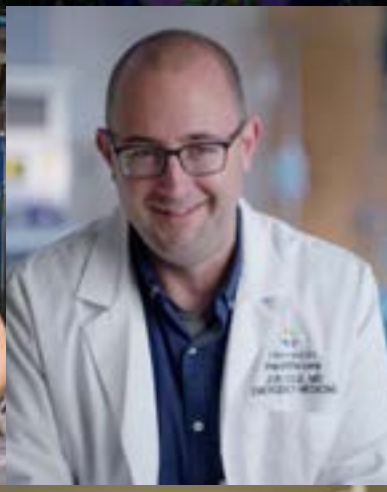




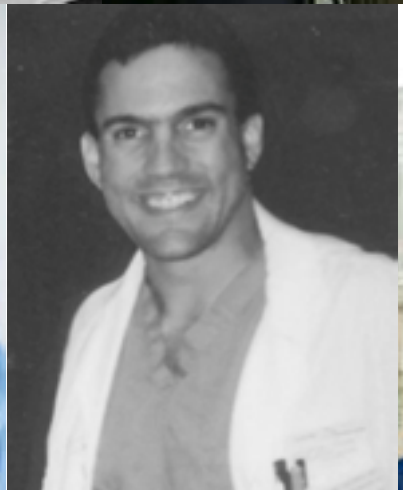




YOU ARE ON
NATIVE LAND









MADE WITH LOVE
BY THE 2025 EM RESIDENTS OF HENNEPIN COUNTY