



DELAWARE INSTITUTE OF MEDICAL EDUCATION & RESEARCH (DIMER)
QUARTERLY BOARD MEETING
Wednesday, February 5, 2025
3:00 p.m. – 5:00 p.m.
Hybrid In-Person and Teams Meeting

Meeting Attendance

DIMER Board Members Attending:

- Kathleen Matt, PhD (Chair)
- Rachel Hersh, DrPH, MSN-PH, RN
- Neil Jasani, MD, MBA, FACEP
- Joseph Kim, DO
- Marshala Lee-McCall, MD, MPH
- Brian Levine, MD
- R. Christopher Mason, PhD
- Robert Monteleone, MD
- Nichole Moxley
- Juliet Murawski
- Jennifer Nauen, PhD
- Joyce Robert, MD FAAFP
- Gary Siegelman, MD, MSc, CPE
- Paul Sierzenski, MD
- Kate Smith, MD, MPH
- Tabassum Salam, MD, MBA, FACP
- Robyn Miller, MD

Board Members Absent:

- Janice Lee, MD MMM, FAAFP
Brian Frazee, MPP

Partners / Speakers Attending:

Omar Khan, President & CEO
Delaware Health Sciences Alliance (DHSA)

Pamela Gardner, Director
Delaware Health Sciences Alliance (DHSA)

Delaware Health Care Commission

- Elisabeth Massa, Executive Director
- Sheila Saylor, Admin

Public Attendance

- Christopher Weeks, Sussex Economic Development Action Committee
- George Beckerman, HoartBeckerman Consulting

Dr. Kathy Matt (Chair) started the meeting at 3:01 p.m. Dr. Matt requested that any members of the public please sign in with their e-mail addresses, contact information, and organization, which will help us in the future as we try to get information to them.

Meeting Minutes

APPROVAL OF MEETING MINUTES – BOARD VOTE

Dr. Matt requested a motion to approve the December 11, 2024, meeting minutes. Rachel Hersh (Westside Health) made a motion to approve the minutes and it was seconded by Brian Levine (Christiana Care). The DIMER board members made no objections and the minutes were approved.

Chair and Vice Chair Nominations Committee

With the enactment of House Bill 432, the DIMER board is to choose its own Chair and Vice Chair and a Nominating committee must be established. Dr. Matt stated she really appreciated the opportunity to serve in the position of Chair as DIMER went through this transition, but she felt this was an opportune time to bring in new leadership and would not accept a nomination for Chair or Vice Chair for herself. The Nominating committee established by volunteers is:

- Dr. Marshala Lee-McCall
- Dr. Brian Levine
- Dr. Kathy Matt
- Dr. Gary Siegelman

The committee has not met because the board needs to establish some parameters for the committee. There was a request if the Nominating committee is open to individuals outside of the DIMER board. There was a discussion about this request by the board. Dr. Kim (Tidal Health) made a motion that the members on the Nominating committee be on the board, and it was seconded by Jen Nauen (University of Delaware). The board voted that members of the committee should be on the board. Dr. Lee-McCall stated that for transparency the board should be included in the selection process and that the purpose of the board would be to find nominees and submit a slate of candidates to the full board for a vote. Dr. Levine made a motion that the nominating committee prepare materials from candidates that are interested and create a slate that is presented to the board with some candidate's materials so that the board can make a decision on the people that are interested. It was seconded by Dr. Jasani (ChristianaCare).

Dr. Omar Khan (DHSA) asked if members on the nominating committee could be a candidate for a position. Dr. Matt responded that members of the nominating committee can be a candidate but then they would have to recuse themselves from the nominating committee to be a candidate.

Establishing standing DIMER "Committee on Rural Health"

Ms. Massa (Executive Director DHCC) introduced to the board the Committee on Rural Health as defined in House Bill 432 w/House Amendment which states Board may establish working committees to assist in completing its work; however, it shall maintain a standing "Committee on Rural Health" to assure that the unique health needs of rural Delaware are addressed in DIMER activities. Ms. Massa advised that similar to the Nominating Committee, the board should discuss today the DIMER board membership on this committee and potentially talk about setting up the first meeting.

Dr. Khan asked if non-board members could serve on the committee. Ms. Massa answered that per the legislation the committee members are from the board. Dr. Matt added that non board members could attend the meeting or present as a way to engage in the committee and provide input.

The Committee on Rural Health as established by volunteers:

- Nicole Moxley (DHSS)
- Dr. Joseph Kim (Tidal Health)
- Rachel Hersh (FQHC)
- Dr. Marshala Lee-McCall (NMA)

Ms. Massa stated that for next steps similar to the Nominating Committee, DHSS will reach out to these individuals to set up a date for that first meeting and we will also share with the whole board the dates, and everything is posted on the public meeting calendar.

Annual DIMER Board Diversity Training

As stipulated in the new DIMER legislation, Board members shall receive annual training on the importance of diversity in healthcare and how diversity in the medical field reduces health care disparities, optimizes care delivery, and increases access to care. Ms. Massa shared the DHCC is looking to have a DHSS trainer to set up a training session for the DIMER board members. Ms. Massa stated that because of our challenging schedules, two training dates may be arranged.

Update: Delaware health sciences alliance (DHSA)

Dr. Omar Khan gave the DHSA update.

Dr. Khan stressed that DHSA is working on the pipeline of medical education and workforce that starts at the premedical level going back to high school. This is done by engaging with DIMER students to ensure that they get into medical school and come back to Delaware to practice. Dr. Khan spoke about how DHSA leverages the breadth and depth of its partnerships to assist DIMER which include the two DIMER medical schools, Sydney Kimmel and PCOM, our major GME granting institutions, the health systems in the state, and the undergraduate institutions in the state.

Dr. Khan reviewed DIMER student eligibility which is:

- Eligible applicants must be legal residents of Delaware and meet the pre-medical requirements outlined by SKMC and PCOM
- Students whose primary and permanent residence is in Delaware are identified as DIMER applicants through SKMC and PCOM Admissions
- DIMER eligibility (revised 2022) : [dimereligguidelines.pdf \(delaware.gov\)](https://www.delaware.gov/documents/2022/01/dimereligguidelines.pdf)

Pamela Gardner (DHSA) spoke about the college/pre-med level ongoing Med Student support initiatives.

DHSA has initiated PCOM Delaware-applicant subcommittee (includes interviewers from across all 3 counties), Delaware-specific form and process, similar to TJU's Delaware applicant subcommittee, and promote MCAT prep program resources. Ms. Gardner spoke of an upcoming event to support DELTECH students in their pathways to continue their medical education. There will be a Clinical Connections event to be held at University of Delaware. This event is for pre-med and pre-dental students to be able to network and engage and mingle with their peers from other schools, and with healthcare leaders from across the state, while also providing the opportunity for them to take away key information about programs and services to support the success of their journey.

Ms. Gardner highlighted the DHSA calendar of events that will support DIMER students, photos of the PCOM and SKMC receptions and photos of this year's DHSA panelists that will help provide guidance, mentorship and recommendations from high school students to attending physicians.

Ms. Gardner showed statistics from registrations for DHSA events and noted that there has been an increase in Underrepresented Minorities (URM), and some growing rates from Kent and Sussex counties which are underrepresented geography locations.

Ms. Gardner thanked all the board members who participated by sending information for the DHSA Annual Report.

Dr. Khan presented the residency (GME) level ongoing Graduate Medical Education Initiatives. Dr. Khan informed the board that, there's been a growth of several residencies in Delaware. For example, family medicine residency has grown quite a bit. In Delaware, we have four of them in the state now and they augment our existing primary care residencies and other specialties like pediatrics, internal medicine and many combined residencies. In collaboration with Dr. Joyce Robert and Robert Monteleone DHSA wrote a paper on the topic that was published in the Delaware Journal of Public Health.

Dr. Khan gave the statistics for the 2024 DIMER Matriculants by gender and county and 2024 DIMER graduates by Residency match by state and specialty.

Review, Discuss, and approve DHSA DIMER scope of work proposal

The board reviewed Scope of Work and the Budget for the new DHSA contract. Ms. Massa made some procedural comments. She explained that we need the the DIMER board to vote on the DHSA proposed contract. If approved, the DHSA contract would then be taken to the next Healthcare Commission meeting for their approval. If they approve, then we'll all start the contracting process with the DHSA.



Deliverable by Activity Component	Responsible Party	Cost	Timeline / Deliverables / Milestone
1. DIMER Student Academic Year Engagement Letters			September 1, 2025 – October 31, 2025
Compose and personalize letters for all DIMER students attending SKMC and PCOM for the 2025-2026 Academic Year. Include invitations to DHSA events as part of DIMER partnership.	DHSA	\$1,500.00	Compose and personalize letters with appropriate information for each student. Annually send welcome letters prior to 10/31/2024 to all enrolled DIMER students at SKMC and PCOM per lists provided to DHSA.
Subtotal Activity 1		\$1500.00	
2. SKMC DIMER Students and Delaware Branch Campus Students			April 1, 2025 –February 28, 2026
Networking reception for SKMC DIMER and Delaware Branch Campus Students, leadership and guests <i>*Event format to be determined by DHSA and may be in-person or virtual</i>	DHSA	\$5,000.00	Event logistics and execution from format determination, venue selection, invitations, event planning, event materials, etc. Event will be held on or before February 28, 2026. Event expense above the flat rate for services detailed is the responsibility of DHSA.
Subtotal Activity 2		\$5,000.00	
3. PCOM DIMER Students and Delaware Branch Campus Students			April 1, 2025 –February 28, 2026
Networking reception for PCOM DIMER and Delaware Branch Campus Students, leadership and guests. <i>*Event format to be determined by DHSA and may be in-person or virtual</i>	DHSA	\$5,000.00	Event logistics and execution from format determination, venue selection, invitations, event planning, event materials, etc. Event will be held on or before February 28, 2026. Event expense above the flat rate for services detailed is the responsibility of DHSA.
Subtotal Activity 3		\$5,000.00	

4. New Castle County Outreach				September 1, 2025 – February 28, 2026
Plan a minimum of one (1) DIMER outreach event in New Castle County.		\$2,000.00		Create a panel of medical education experts, including DIMER Board, Alum and/or Students and/or other experts. Identify appropriate meeting format, venue, arrange meeting logistics, arrange event invitations and event registration. Invite students from New Castle County to learn about the opportunities through DIMER and to encourage well-qualified applicants to apply to DIMER-partner medical schools.
Subtotal Activity 4			\$2,000.00	
5. Kent County Outreach				September 1, 2025 – February 28, 2026
Plan a minimum of one (1) DIMER Outreach Event in Kent County.	DHSA	\$2,000.00		Create a panel of medical education experts, including DIMER Board, Alum and/or Students and/or other experts. Identify appropriate meeting format, venue, arrange meeting logistics, arrange event invitations and event registration. Invite students from Kent County to learn about the opportunities through DIMER and to encourage well-qualified applicants to apply to DIMER-partner medical schools.
Subtotal Activity 5			\$2,000.00	
6. Sussex County Outreach				September 1, 2025 – February 28, 2026
Plan a minimum of one (1) DIMER Outreach Event in Sussex County.		\$2,000.00		Create a panel of medical education experts, including DIMER Board, Alum and/or Students and/or other experts.

			Identify appropriate meeting format, venue, arrange meeting logistics, arrange event invitations and event registration. Invite students from Sussex County to learn about the opportunities through DIMER and to encourage well-qualified applicants to apply to DIMER-partner medical schools.
Subtotal Activity 6		\$2,000.00	
7. DIMER Annual Report			September 1, 2025 – February 28, 2026
Create DIMER Annual Report inclusive of curating content and development of design.		\$8,000.00	
Publish electronic and print versions of Annual Report		\$0.00	DHSA will print and mail limited copies at no additional cost
Subtotal Activity 7		\$8,000.00	
8. Marketing			March 1, 2025 – February 28, 2026
Promote the DIMER program and events through various channels including but not limited to email, social media, meetings and speaking engagements		\$2,000.00	
Subtotal Activity 8		\$2,000.00	
9. Board Engagement			March 1, 2025 – February 28, 2026
Identify and communicate opportunities for Board Engagement		\$2,000.00	
Subtotal Activity 9		\$2,000.00	
Total cost of contract:		\$29,500.00	

Dr. Brian Levine made a motion to accept the the DHSA Scope of Work and Proposal and it was seconded by Dr. Tabassum Salam. The board approved and the motion carried.

Update: Sidney Kimmel medical college (SKMC)

A representative from SKMC was unable to attend. Instead, SKMC prepared a slide with an update on SKMC admissions which was presented by Dr. Matt.

Update: Philadelphia college of osteopathic medicine (PCOM)

A representative from PCOM was unable to attend. Instead, PCOM prepared a few slides with an update on PCOM admissions and actives which was presented by Dr. Matt.

Updates from DIMER board members on the programs at their institutions

Christiana Care- Dr. Levine

From the GME side, Christiana Care has their branch cohort selected from both medical schools, Sydney, Kimmel and PCOM, with a total of 26 new third year starting in a few months. Christiana Care's URM Med school pre health event is coming up that last year had 100 attendees. This year has over 170 students registered already with over 200 attendees, including the Governor, faculty, residents and Med students from the GME. Christiana Care has three additional applications for new GME programs including anesthesiology, acute care surgery and a rheumatology fellowship.

St. Frances- Dr. Monteleone

St. Francis has 13 rotations in family medicine per year, and almost all of them are filled with PCOM students and St. Francis also has Temple students, and often a third student for rotations from outside schools. St. Francis is also looking to increase their GME because they are over CAP for residents and St. Francis is in the process getting that application process started to try to get more GME allocation from the state to keep residency slots in Delaware. St. Francis' Healthy Village programs seems slow, but moving in the direction of trying to get more resources in-house for underserved care, mostly for substance abuse care. St. Francis recently did more work with Lyman House Recovery Center.

Beebe Healthcare- Dr. Robert

Beebe had their second annual MLK Day Service event. This year Beebe partnered with our local YMCA in Rehoboth, where all their residents attend. Beebe performed 29 health screenings prostate cancer risk assessments and individual health education. Beebe had about 150 attendees, it was a very well attended event. Beebe is involved in the community and meeting the patients on their terms.

Bayhealth- Dr. Siegelman

The class that finished last year, some stayed as chief residents. Bayhealth had about 35% of the residents who graduated staying in the community, most of them employed at by BayHealth and others employed by other organizations and groups in the community. BayHealth is moving through the match process and had very large numbers of applications and are in the ranking process right now. BayHealth just completed the first year of our fellowship and is in the midst of our classes for emergency medicine and general surgery. Bayhealth's Simulation Center has done very well. Bayhealth has worked on the center with PCOM, who was very helpful in us getting it started. Bayhealth has over 28,000 contact hours in the Simulation Center. The Simulation Center works with not just residents, but medical students, faculty and some other disciplines including nursing. A lot of Bayhealth's multidisciplinary work has had it's site visit for full accreditation and received provisional accreditation about two years ago. BayHealth's full accreditation visit is in 10 days.

FQHC-Rachel Hersh (Westside)

Westside is on hold for new residents but has a couple more residents starting in April from the BayHealth program. Westside is excited to get back in business and is still having residents come from the Christiana Care program.

Tidal Health- Dr. Kim

Tidal Health has over 20 medical students starting both from PCOM the core campus, Rowan and, there are a couple others from various other medical schools. Tidal Health has 12 approved residency/fellowships programs. The 3 that are already established are internal medicine, general surgery and anesthesia. TidalHealth's internal medicine program's first class of graduates are now becoming Attendings, and out of the 10, 5 are staying in the region 1 is coming to Sussex County. Some of the other programs TidalHealth is starting and has been approved include Family Medicine, GI, Endocrinology Nephrology, Pulmonary, Critical Care.

University of Delaware- Jennifer Nauen

At UD, we have 34 students performing medical shadowing abroad this January in Portugal and Greece. UD had faculty from the College of Arts and Sciences and the College of Health Sciences. UD's Medical Scholars program students are getting ready to tour their affiliations or potential affiliations this spring. UD is collaborating with the Clinical Connections and DELTECH events.

Delaware State University- Robert Mason

DSU continues to take advantage of its membership with DHSA. The DHSA membership has benefited DSU not only for our students but being able to collaborate, network with other member institutions has been impactful. DSU students are taking full advantage of all the resources, opportunities and events. DSU is sending a delegation of students this weekend to the PreHealth symposium that the Harrington Trust is hosting, and DSU wants to be more intentional about working with the Harrington Trust. One exciting thing that happened last week is that myself, Dr. Mason, Dr Allen Allen, as well as DSU's Provost, took a student up to New York City, to the Apple headquarters, and they were able to experience a demonstration of some of the new technology and learning products that Apple is offering, including their Apple Vision Pro. DSU is excited to learn new things that can be used and possibly introduced to the students to enhance their education in the Health Sciences.

Dr. Lee-McCall

The First State Chapter of the National Medical Association is looking forward to the Pre Med symposium Pre Health-Symposium this weekend. The First State Chapter of the National Medical Association will also be opening the admissions applications for its MCAT prep program, which will close on March 23rd.

Department of Education- Juliet Murawski

The DOE currently has scholarship applications open through May, and those are scholarships for Delaware residents that are either graduating seniors or current students in college. The DOE is accepting applications for academic merit scholarships that can go out of state. The DOE has two full ride scholarships, one for the University of Delaware, one for Delaware State University, which covers full tuition, fees, room, board and books for high school seniors. The DOE scholarships that are probably of the most interest to everybody at this meeting are the ones that are for any students and can go out of state. The scholarship incentive program has traditionally gone to students who are going out of state to majors that aren't available in Delaware. A large percentage of the DOE students who are participating in medical training out of state receive those scholarships.

DHSS-Nichole Moxley

All of the health professional shortage area designations are updated. DPH does not expect any of HPSA areas to shift. DPH does have the national shortages update occurring in August. DPH will take a look with the new ACS five-year data tables to see if there's any impact to scores. The Rural Health Conference will be June 12 at DELTECH's Rowen campus from 8:00 to 2:00. The health Workforce Summit will be September 24th at the BayHealth Conference Center. The spring is normally when the National Health Service Corp site application cycles open as well as the loan repayment and scholarship cycles. Assuming that DPH gets to resume work in the near term, will be able to share those with everyone interested for students that would be participating or sites that would be covered for National Health Service Corp.

Delaware Academy of Medicine- Kate Smith

The Delaware Academy of Medicine is working on many medical school sessions throughout the state. The Delaware Academy of Medicine will have the first one with strictly Nemours, so all about Pediatrics starting at the end of this month. The Delaware Academy of Medicine annual meeting is April 30, 2025. The Delaware Academy of Medicine has the "Global Health in an Interconnected World" of the Delaware Journal of Public Health being published the first of the year and the submission deadline for that is the end of this month, so if anyone has anything they'd like to contribute please contact me at The Delaware Academy of Medicine.

Public Comment

Pam Gardner highlighted that DHSA will be sponsoring DIMER students up to a maximum of 20 students, to attend the Academy of Medicine's annual meeting.

Dr. Khan stated that if any board members or others are aware of other events that they would like DIMER students to attend that have nominal cost please let DHSA know.

ADJOURN

Dr. Matt reminded the board to submit their nominations for Chair and Vice Chair and based on the results the next meeting would be April or May. Dr. Levine stated if members want to nominate themselves or someone just email the committee, and they would put it up for discussion and evaluation. The meeting was adjourned at approximately 4:23 PM. The next DIMER Meeting: TBD