

HEAL Initiative Fellow Role Description

Position Title: Family Medicine HEAL Fellow

Organization: Natividad

Natividad is a 172-bed public safety net hospital in Salinas. California's first public hospital, Natividad provides health care to all patients regardless of their ability to pay. The hospital and its affiliated clinics serve the Salinas Valley and Monterey County, including many marginalized populations such as immigrant farmworkers, individuals experiencing homelessness or incarceration and patients with substance use disorders. Natividad is a Level II Trauma Center and houses an acute rehabilitation unit, inpatient locked mental health unit, busy labor and delivery unit, and level 3 NICU. Natividad is the only teaching hospital on California's Central Coast, sponsoring a 10-10-10 Family Medicine Residency Program affiliated with the University of California San Francisco (UCSF) and Touro California College of Osteopathic Medicine. Salinas is located on the beautiful Central Coast, 30 minutes from Monterey Bay and 2 hours from the Bay Area, with opportunities for lots of year round outdoor activities on land and water.

Department: Family Medicine

The Family Medicine Department includes 10 core residency faculty and a total of 55 family physicians on the hospital staff, as well as 30 residents and 4 FM OB fellows. Faculty and residents care for patients on our maternity and newborn service and our inpatient adult and pediatric service, and provide ambulatory care in Laurel Family Practice Clinic (an FQHC run by Monterey County) and in Natividad Medical Group (a hospital owned primary care practice).

Position Description: HEAL Fellows function in a junior faculty role that includes approximately 50-60% inpatient care and labor and delivery (both on resident teaching services) and 40-50% ambulatory care and supervision in the resident clinic. HEAL Fellows may also participate in our nursing home care, sports medicine screenings, MAT clinic, community medicine and other outreach activities. Fellows can partake in project work that aligns with departmental priorities. Natividad HEAL fellows also have the option of participating in the asylum training through the UCSF Health and Human Rights Initiative. Mentorship will be provided by family medicine faculty as well as global health faculty in other departments (including HEAL graduates). Ideally, Natividad HEAL fellows will rotate at our partner organization, Compañeros en Salud in Chiapas, Mexico, where our residents do global health rotations.

Clinical Work

- **Average hours per week:**
45-50
- **Maximum hours per week:**
60 (inpatient weeks)

- **# of weekend days working per month:**
2-3 (depending on staffing, faculty LOAs)
- **# of calls per month (and what does call entail):**
OB ~2 calls per month (in house overnight)
Inpatient phone calls from home ~2 calls per month (can combine with OB)
- **Administrative hours per week:**
0-4 (no administrative assignments).
- **# Inpatient Shifts / Month:**
1 week every 1-2 months (less often if doing OB call as well)
- **Length of shifts (in hours):**
8am-5pm with FM inpatient resident team. OB shifts 8am-5pm, 5pm-8am.
- **Do fellows cover their own outpatient inbox while on inpatient rotation?**
Yes (there is usually sufficient down time to take care of refills and cosigns, not much other traffic)
- **How does this compare to full time site employees?:**
Similar mix of activities to core faculty but no continuity patients or responsibility for curricula, recruiting, advising; fewer hours compared to core faculty, who have continuity patients and advisees.

Project Work

- **Is there an expectation to participate in projects, committees, or other activities outside clinical duties?**
Weekly faculty meeting (Residency Executive Committee)
Additional projects optional (Asylum training, community projects)
- **Is there protected time for those activities in the schedule?**
Wed 7:30-8:30 am, all faculty (unless attending on L&D or away).

Additional Details

- **Who does the fellow go to with clinical and/or administrative questions?**
Residency Director
- **Is there any formal or informal mentorship for new clinicians at this site?**
Yes, regular meetings with Residency Director

- **How are schedules made? Is there flexibility for shift or schedule requests?**

Vacation requests are solicited on acceptance to fellowship. Fellows are expected to share coverage of holidays and residency events with faculty.

Job Requirements: By 1 July 2024 applicants must have completed residency training at an ACGME accredited Family Medicine residency program. Applicants must speak advanced Spanish and have a passion for teaching residents and for caring for marginalized populations. Natividad HEAL fellows provide and teach full spectrum family medicine; to qualify for privileges they must perform at least 75 vaginal deliveries during residency and be comfortable with inpatient medicine, inpatient pediatrics and newborn care. If the fellow does not qualify for OB privileges, they may practice inpatient and outpatient family medicine without deliveries.

HEAL Initiative

The HEAL Initiative aims to train and support health providers to thrive in hard places by fostering a community of front line health professionals dedicated to serving the underserved. HEAL is an immersive two-year fellowship dedicated to health equity and catalyzing life experience serving the underserved.



NATIVIDAD MEDICAL CENTER

📍 Salinas, CA

ORGANIZATION PROFILE

For over 132 years, Natividad has created support for the residents of Monterey County and stands ready to provide life-saving care to anyone and everyone who comes through their doors. Natividad is the public safety-net hospital for the community, providing health care access to all patients regardless of their ability to pay and is the only teaching hospital on the Central Coast.

SINCE 2017

HISTORY OF HEAL

6 rotating fellows total:

Pediatrics, FM, Med-Peds

4 site fellows total



FOR MORE INFORMATION

<https://www.natividad.com>



HEAL Initiative

Health, Equity, Action & Leadership

UCSF