HEAL Initiative Fellow Role Description

Position Title: Internal Medicine HEAL Fellow

Organization: Gallup Indian Medical Center (GIMC) is a 99-bed hospital in Gallup, New Mexico, on the border of Navajo Nation. Clinical specialties at GIMC include Internal Medicine, outpatient Cardiology, Anesthesia, OB/GYN, General Surgery, Orthopedics, Optometry, ENT, Radiology, Pathology, Pediatrics, Behavioral Health, and Emergency Medicine. The workload at Gallup is one of the largest in the Indian Health Service (IHS) with 250,000 outpatient encounters and 5,800 inpatient admissions annually. GIMC has the largest staff of all Navajo Area IHS facilities.

Department: Internal Medicine
The clinical staff of the Internal Medicine department currently includes 17 internists, 3 infectious disease doctors, 2 cardiologists, 1 rheumatologist and 1 nurse practitioner.

Position Description: The position is 95-100% Inpatient Care with 0-5% Outpatient Clinic duties and optional urgent care responsibilities. Rotating HEAL Fellows are encouraged to participate in quality improvement projects and attend meetings of their interest (e.g. readmissions taskforce, medical education committee, alcohol taskforce, ICU committee, etc). If fellows have interest/time outside clinical duties, they are also welcome to do outreach to the community or work with Project COPE, a Partners in Health-affiliated food access organization based in Gallup. Fellows can take on leadership roles, in particular QI projects, if they have interest/time outside of clinical duties. Opportunities for project work are numerous.

Clinical Work

- # Shifts / Month: 16-17
- Length of shifts (in hours): 8-12 (half of the shifts are admitting shifts with longer days, half are non-admitting shifts with shorter days)
- Typical schedule (e.g. 7 on/7 off or minimum shifts in a row): Typically 7-8 shifts every 2 weeks which can either be done consecutively or split up
- # of day shifts vs swing shifts vs night shifts: 16-17 day shifts, 0 swing or night shifts, only unless emergency coverage is required
- Any 24-hour shifts? No
- # of weekends per month: 2
• Work expectations outside of shift schedule: none

• How does this compare to full time site employees?: equal

Project Work

• Is there an expectation to participate in projects, committees, or other activities outside clinical duties? Encouraged but not required

• Is there protected time for those activities in the schedule? There are no other work requirements outside of their shifts, so project time can be flexible.

Additional Details

• Who does the fellow go to with clinical and/or administrative questions? Fellows work alongside 3 other hospitalists. We have a very open and collaborative approach and encourage providers to discuss clinical questions. We have rounds twice per week where we review interesting or challenging cases as a department.

• Is there any formal or informal mentorship for new clinicians at this site? Formal mentorship with regular reflection sessions scheduled with HEAL mentors

• How are schedules made? Is there flexibility for shift or schedule requests? There is flexibility in requesting specific dates off.

Job Requirements: By 1 July 2024 applicants must have completed residency training at a US-based residency program. Applicants must be able to provide highly competent care and have a clear passion for serving the underserved.

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.
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