



HEAL Initiative Fellow Role Description

Position Title: General Surgeon HEAL Fellow

Organization: [Gallup Indian Medical Center](#)

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: Surgery

The clinical staff of the General Surgery Department currently includes 3 full time general surgeons.

Position Description: Our work is "full scope" and professionally rewarding. General Surgery positions combine outpatient and inpatient (includes critical care, trauma and general surgery care) responsibilities at our 99 beds comprehensive hospital. We are a diverse General Surgery Department (3) with different ethnicities but with the same commitment to provide the best possible care for our patients.

At work we see unique pathology, practice evidence-based medicine, and are able to utilize the full scope of our medical training. Together, we enjoy working in an atmosphere of interdepartmental collaboration, supported by a network of consulting specialists across the Southwest.

Rotating HEAL Fellows are encouraged to participate in quality improvement projects and attend meetings of their interest (e.g. Trauma Rounds, Morbidity and Mortality, Schwartz Rounds, etc.). If fellows have interest/time outside clinical duties, they are also welcome to do outreach to the community or work with Project COPE, Trauma Inform Care Team, Teen Talks at local High Schools in Gallup among other activities. 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, including developing improved clinical protocols, helping with antibiotic stewardship initiative, among many others.

Located in the heart of Native America, Gallup is enriched by the culture of numerous First Nations, including Zuni, Hopi, Acoma, Laguna pueblo and Navajo people as well as Latin American communities. The city boasts vibrant native arts, ceremonies and cuisine representing its blend of cultures.

Clinical Work

- **Clinical hours per week:** Monday to Friday 8:00am -4:30pm



- **Length of shifts (in hours):** Typically an 8hr workday
- **# of day shifts vs swing shifts vs night shifts:** Monday to Friday plus whenever call is scheduled.
- **Any 24-hour shifts?:** Yes, when surgeon is scheduled to be on call
- **Is there back-up for overnight call?** Yes
- **# of weekends per month:** Usually two weekends per month
- **What is typical clinical schedule on a given week?:** The provider is expected to work Monday to Friday From 8:00a to 4:30pm. Usually the provider will be scheduled on-call approximately 6 days per month depending on the number of surgeons present (can be more if one of the surgeons are on vacation). The surgeon will be scheduled two clinic half-days per week starting at 12:30 and ending at 4:30pm. Other Days are reserved for the OR and administrative time.
- **Administrative hours per week:** See above
- **How does this compare to full time site employees?:** Schedule is the same for permanent providers.

Project Work

- **Is there an expectation to participate in projects, committees, or other activities outside clinical duties?** The fellow will be requested to present topics at our Trauma meeting and will assist with sepsis data.
- **Is there protected time for those activities in the schedule?** I believe that there is ample time during the work week that this can be do e without having a designated time.

Additional Details

- **Who does the fellow go to with clinical and/or administrative questions?** The fellow can ask any one of the permanent staff surgeons. We are always available to assist.
- **Is there any formal or informal mentorship for new clinicians at this site?** Yes I believe we are all willing to provide mentorship
- **How are schedules made? Is there flexibility for shift or schedule requests?** Schedules are made by the chief of surgery and are flexible to accomodate most requests



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 inpatient and ambulatory 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.



GALLUP INDIAN MEDICAL CENTER

📍 Gallup, NM

ORGANIZATION PROFILE

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SINCE 2015

HISTORY OF HEAL

19 rotating fellows total:

FM, IM, Psychiatry, Ob/Gyn, Med-Peds, Pediatrics, General Surgery

9 site fellows total



FOR MORE INFORMATION

<https://www.ihs.gov/navajo/healthcarefacilities/gallup/>



HEAL Initiative

Health, Equity, Action & Leadership

UCSF