

Beth Israel Deaconess
Medical Center



HARVARD MEDICAL SCHOOL
TEACHING HOSPITAL

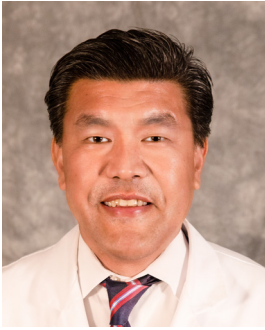
Hospital Medicine



Beth Israel Lahey Health 
Beth Israel Deaconess Medical Center

Welcome

Welcome, and thank you for taking the time to learn more about the incredible opportunities that BIDMC's Hospital Medicine program has to offer.



Joseph Li, MD

Section Chief
Hospital Medicine

JLi2@bidmc.harvard.edu

Our Hospital Medicine (HMED) group has one of the longest legacies of care of any program in the country. It was formed in 1998, the same year as the first meeting of the National Association of Inpatient Physicians (later renamed Society of Hospital Medicine). Even though there were only two of us at the beginning, we have always maintained the same values as we have grown, which include taking care of our patients as well as each other. We see BIDMC as not just a place to work, but a family of support, as we help people grow in their careers to reach their utmost potential.

In 2014, BIDMC Boston joined with three community hospitals: Beth Israel Deaconess at Milton, Needham, and Plymouth. This merger allowed us to provide the high-quality care people came to expect in Boston directly to our patients in the communities where they live. The network offers

an incredible diversity of cases and opportunities in practices of different sizes and locations where one can find their best fit. All hospitals utilize Epic as their EMR.

Hospital Medicine lies within the Division of General Medicine, which also includes Primary Care, Research, and Palliative Care. The Division offers fantastic opportunities for mentorship, career development advising, and engagement in clinician scholarship. The Division also provides annual reviews, has suites for meetings, working, and collaboration, and offers opportunities to work with generalists across different disciplines. Our members represent leadership of most of BIDMC's teaching programs in Internal Medicine.

We are fortunate to have over 200 physicians from all over the country and the world help us continue our mission, and we invite you to learn more about all the incredible opportunities available. We are always interested in engaging with physicians who are not only experts in clinical care but will become leaders in areas in which they are passionate. We will, as always, grow and work together so that our Hospitalist group continues to be one of the most successful in the country.

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Our Hospitals

Below is specific information and opportunities for doctors based at these institutions:



Caleb Hale, MD
Associate
Chief of Hospital
Medicine; Boston
Site Director

Boston

Beth Israel Deaconess Medical Center in Boston (BIDMC) has history that dates back over 125 years. It originated as two separate hospitals which specifically served marginalized communities and maintains this commitment today. We have over 900 beds and see some of the most complex patients in the region, performing tertiary and quaternary care. Approximately 18% of our patients do not speak English as their primary language; 60% are insured by Medicare, and 18% by Medicaid.

Most of our primary faculty have appointments at Harvard Medical School (HMS) and work with both HMS students and BIDMC Internal Medicine Residents. We participate in direct patient care, as well as work on the teaching service. In 2023, BIDMC announced plans to collaborate with Dana-Farber Cancer Institute to advance the future of cancer care and build the region's only free-standing hospital for adult cancer patients.

Our goal is to consistently grow to better serve the needs of both our patients and our colleagues. There is a wealth of opportunity at BIDMC. Alumnae of our Department have gone on to develop regional, national, and international reputations. We are all proud to help our colleagues grow in order to become the most personally and professionally fulfilled that they can be.



**Omar
Usmani, MD**
Site Director

Milton

You'll find that Milton offers the ideal environment where you can truly thrive alongside a supportive community of colleagues. We are a 100-bed hospital where everyone knows each other by name. We collaborate and uplift one another, making each day feel like spending time with friends. We come together to share stories, celebrate successes, tackle challenges, and offer mutual support. Here, you're never practicing alone.

Milton is a wonderful town uniquely situated between the culturally rich and vibrant towns of Quincy, Mattapan, and Dorchester. We serve a wide array of patients from diverse socioeconomic backgrounds and immigrant populations, enriching our experiences and perspectives.

The hospitalist program at Milton is not just a department; it's an integral part of our institution's success as we care for approximately 75% of the inpatient volume at any given time. You'll have the opportunity to serve on committees aligned with your interests, ensuring that your voice is heard and your contributions are recognized. You'll have the opportunity to make a meaningful impact on the lives of our patients while working in a synergistic and nurturing environment. With a diverse patient population and a tradition of excellence, Milton offers the perfect setting to grow both personally and professionally.



**Gurpreet
Singh, MD**
Associate
Site Director



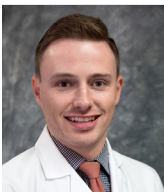
Ghania Y. El Akiki, MD
Site Director

Needham

Needham is a great place to work. It is a 75-bed community hospital with a closed ICU. It is one of the most resourced small hospitals in the area with two MRI machines, two CT scanners, and excellent sub-specialist support. People love working here because we support and take care of each other. Hospitalists are highly respected and provide the backbone of the institution.



We have a diverse group of doctors with many initiatives to promote diversity and inclusion. We understand challenges of busy days and practice flexible staffing to meet our needs in a dynamic way. We work extremely well with other departments and have a great sense of mutual respect for each other. Needham hospitalists who choose to teach Boston University medical students are also eligible for a Boston University academic appointment.



Kevin Winters, MD
Site Director

Plymouth

Plymouth is a fantastic ocean-side, 170-bed community and a beautiful place to live and work. Our Hospital Medicine team practices quintessential inpatient medicine. Since we often make primary diagnoses for our patients, our practice fosters a constant sense of intellectual curiosity as we think about our patients' care. Our patients trust, respect, and appreciate their physicians.

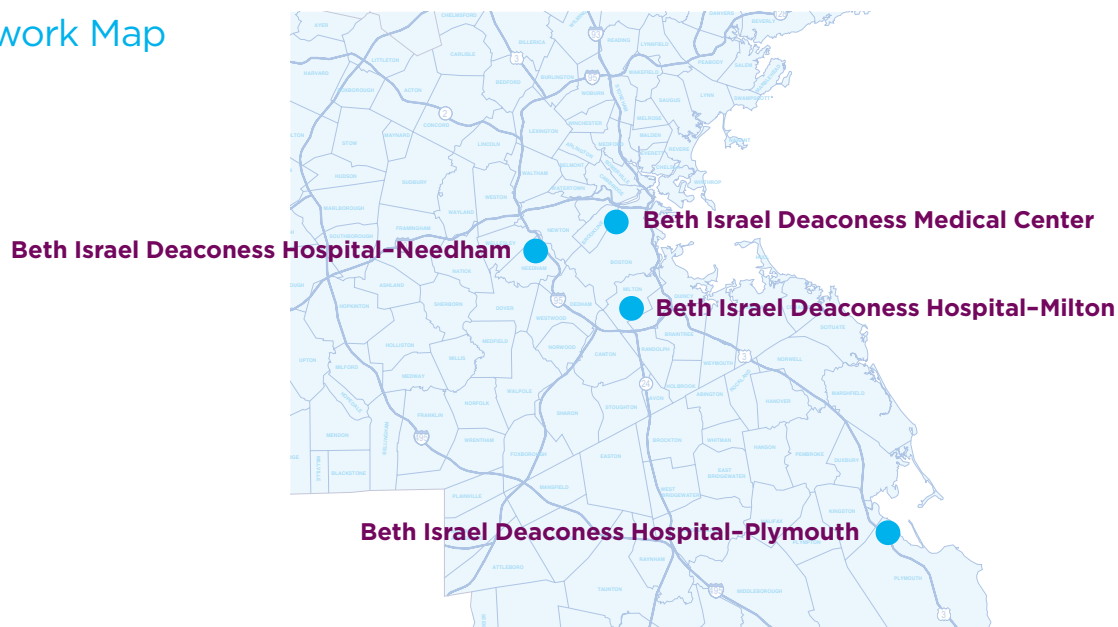


Our staff live in the community, care deeply about their work, and we focus on a strong multidisciplinary hospital care team. As the largest team in the hospital, we participate in all the hospital committees and we are a primary force in driving quality improvement and change. Plymouth hospitalists who choose to teach Boston University medical students are also eligible for a Boston University academic appointment.



Misha Fotoohi, MD
Associate Site Director

Network Map



Who We Are

BIDMC Hospital Medicine Leadership

The Hospital Medicine Leadership Team is a group of leaders within the Section of Hospital Medicine that is responsible for overseeing aspects of education, quality improvement, research, and operations. Members applied for positions, were selected, and most receive administrative funding for their continued support of various programs. Many members of the Leadership Team belong to the Executive Committee, which ensures the continued growth and success of the Hospitalist Program.

Eileen, Reynolds, MD

Chief, General Internal Medicine

Joseph Li, MD

Chief, Section of Hospital Medicine

Caleb Hale, MD

Associate Chief of Hospital Medicine; Boston Site Director

Neal Biddick, MD

Associate Program Director, BIDMC Medicine Residency;
Site Co-Director, Practice of Medicine Course, HMS

Joséphine Cool, MD

Director of Hospital Medicine Procedure Service

Kirsten Courtade, MD

Executive Committee Member at Large

Jonathan Crocker, MD

Director of the Global Health Program and Fellowship

Siddhant “Sid” Datta, MBBS

Assistant Chief of Operations;
Co-Director of Clinical Scheduling

Shoshana “Shani” Herzig, MD, MPH

Associate Chief of Hospital Medicine Academic Affairs

Matthew Hill, MD

Medical Director of Utilization Review and Denials
Management

Samir Jha, MD

Co-Director of Clinical Scheduling

Andrew Junkin, MD

Director of Hospital Medicine CME

Marisa Jupiter, MD

Medical Director for Complex Case Management
and Post-Acute Transition

Zahir Kanjee, MD, MPH

Robinson Firm Chief

Kelsey O’Leary, MD

Director of Quality Improvement

Rusty Phillips, MD

Director of Physician Recruitment and Retention

Dan Ricotta, MD

Senior Director, Shapiro Simulation and Skills Center;
Director, BIDMC Academy

Ria Roberts, MD

Director for Diversity Inclusion and Advocacy, GME;
Director for Diversity Recruitment and Retention,
Department of Medicine

Maria Rosasco, MD

Executive Committee Member at Large

Anjala Tess, MD

Vice Chair of Quality, Department of Medicine

Erin Truitt, MD

Assistant Chief of Operations

Julius Yang, MD, PhD

Vice Chair for Clinical Affairs, Department of Medicine;
Senior Medical Director for Health Care Quality and Analytics



Shoshana “Shani” Herzig, MD, MPH



**Rusty Phillips, MD, and
Mary Frattaroli, Division Manager**



**Eileen, Reynolds, MD, Chief of the
Division of General Medicine**

Get to Know BIDMC's Hospital Medicine Physicians

Anjala Tess, MD



After attending Washington University for medical school, I came to Boston thinking it would only be for residency. However, it ended up becoming a home for me and the right place to stay, and now I have been here for 25+ years. My husband is a PCP and we have 2 kids (both of whom were born at BIDMC). Even though life is busy, I am happy in my work.

I was initially attracted to BIDMC because of the opportunities for medical education; what keeps me here now are the people I work with and the quality of care we deliver as a team.

Within the Division, I have been encouraged by others and given a lot of room to decide how I wanted to develop my career, even when what I wanted to develop my career in an area that did not yet exist. Quality Improvement education was not really a discipline when I began my career, but I was asked to figure out what it could be at BIDMC, which turned out to be the right path for me. It led me to create and run a new **master's program at Harvard for Safety and Quality Improvement.**

The culture and the environment of BIDMC feel very open to me, and it's clear to me that there's a definite partnership between the physicians working here and the staff of the hospital. This allows for more interactions and exposure to different perspectives, which fuels the diversity that we celebrate here.

Adam Rodman, MD



HMED has allowed me to thrive in my career and push the boundaries of what it means to be a physician. With support from HMED, I've hosted the medical history podcast Bedside Rounds for almost a decade, and written a book entitled Short Cuts: Medicine, both of which explore what it means to be a doctor from an epistemological standpoint. I've started and am Co-Director of the iMED Initiative, which is dedicated to research, evaluation, and advocacy for digital education. With our hard work, we have turned BIDMC into a center of digital education scholarship, and we now have a track in the IM residency and a faculty development program. And given my interest in history, epistemology, and digital technologies, HMED has supported my work in transforming clinical reasoning with large language models (LLMs). I am now a PI with an ambitious research agenda, working with some of the biggest tech companies in the world, understanding how LLMs affect human reasoning, how machines can make us better, and developing clinical trials of AI technologies.

All of this is tangential thought to what makes me love my job here at HMED: my supportive and amazing colleagues. Where else could a new hospitalist with an esoteric podcast transform first into an education reformer, and then into an AI researcher? But at HMED, every day I come work is a day I spend with my friends, who intellectually and creatively challenge and support me to be both a better doctor and a better person. I'm proud that HMED is leading the way for the future of medicine.

“ Each day I come work is a day I spend with my friends, who intellectually and creatively challenge and support me to be both a better doctor and a better person. I cannot imagine a better place to be an academic hospitalist.”

—Adam Rodman, MD

Shreya Trivedi, MD, MHPE



When I came to BIDMC after General Medicine Fellowship, I was (and still am) very impressed with the caliber of excellent patient care delivered by the residents and my colleagues. Every time I go off-service, I know my patients are in the hands of people I would trust with my own family members. Time and time again, I have seen hospitalists step up to help each other out. I am also very appreciative of the leadership who really see everyone as individuals and genuinely care about our well-being.

Being a hospitalist at BI allows me to balance my other passions. I am also a champion for new avenues of self-directed learning and am the founder and Editor-in-Chief of Core IM, a national collaborative podcast that aims to inspire curiosity and critical thinking in Internal Medicine.

BI is a place of opportunities. My mission is to reimagine educational experiences with new mediums. I lead the Initiative in Media and Education Delivery (IMED) with my co-director, Adam Rodman, MD. We have the opportunity to coach residents, faculty as well as lead research in the field.

Sarah Ohnigian, MD



During residency, I felt an immense connection to BIDMC's mission "to provide extraordinary patient care, where the patient comes first, supported by world-class education." It was an easy decision to stay at BIDMC as faculty and I have been a member of the group since 2022.

HMED provides substantial support that allows you to pursue whatever it is that you are passionate about. Though early in my career path, I already feel like I'm carving out a niche and have developed a passion for interprofessional education and simulation-based education. I am honored to serve as Co-Director of the BIDMC Academy Interprofessional Education Innovation Group and the Associate Director of Simulation and Interprofessional Education for the BIDMC internal medicine residency program.

The mentorship here makes this feel like a true professional home. During my time at BIDMC, I have met and connected with so many people of different disciplines. I am so grateful for their genuine and humble generosity. With their wisdom and guidance, I feel that I have truly have grown as a clinician, educator, leader, teammate, and person. Mostly, I love coming to work every day in a place where I get to care for patients, collaborate as part of a team, encounter new challenges together, and grow together as a result.

Monica Midha, MD, MBS



Working at both of the Boston campuses and at BID-Needham has given me the opportunity to network with a variety of colleagues and also to care for patients with a multitude of issues. My role here has allowed me to engage in teaching with residents and medical students from Harvard Medical School as well as medical students from the Boston University School of Medicine.

Aside from my clinical work, I am the founder and co-chair of the Diversity, Equity and Inclusion Committee at BID-Needham. I co-created and facilitated a course on microaggressions to bring awareness to this topic and have presented it widely including at grand rounds.

I am honored to have received the CARE award at BID-Needham, awarded for compassionate and respectful care, as well as being selected as one of the 20 "Most Influential Emerging Business Leaders of Color" in the Charles River MetroWest region. It feels especially rewarding to work at BIDMC and BID-Needham with the ability to balance clinical care and advancing DEI initiatives.

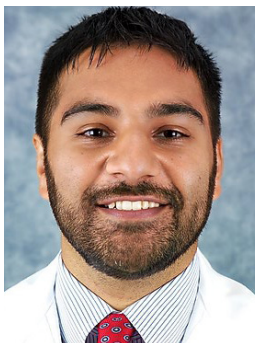
Ria Roberts, MD



As a first-generation medical student and first and only physician in my family, I have beaten the odds in becoming a Yale-trained internist and Harvard-trained geriatrician, recently named the 2024 Community Clinician of the Year of the Essex North District Medical Society of the Massachusetts Medical Society.

As Director for Diversity, Inclusion and Advocacy for Graduate Medical Education, and Director for Diversity, Recruitment & Retention within the Department of Medicine at BIDMC, the goal is to continue to strive for inclusive excellence and create sustainable change within graduate medical education, through efforts that supports the recruitment and retention of underrepresented in medicine trainees to better reflect the patient population served. This work has been successful, resulting in recognition by the American College of Physician with a Certificate of Merit and podium winner of the Early Career Physician National Abstract Competition. These endeavors, along with my clinical role as an academic hospitalist and part time clinical instructor in Medicine at Harvard Medical School, have allowed me to enjoy a rich career working with trainees on the medical wards, and collaborating with amazing colleagues off the wards.

Zahir Kanjee, MD, MPH



My academic interests are in physical diagnosis; global health in which I have done research, taught, and worked clinically in a number of resource-limited settings abroad; and evidence-based medicine where my experience includes editing a couple books on key studies to guide practice, serving as an Assistant Editor for an *Annals of Internal Medicine* series called “Beyond the Guidelines,” and editing the “Point-Counterpoint” series in the *Journal of Hospital Medicine*.

BIDMC has been an amazing place to develop my academic interests, particularly in medical education. For me, BIDMC is the premier medical education hospital in the country. I cannot think of anywhere else where the focus on medical education, both for trainees and medical educators, is more deliberate and obvious. I have had so many opportunities to develop as a medical educator here, whether it’s informally through peer observation and asking mentors for advice or through formal programs, such as the Academy of Medical Educators’ monthly workshops on medical education skills, the Core Faculty in Education program, the Rabkin Fellowship, or BIDMC’s Physiology on the Fly Course. The teaching opportunities here are endless, which has given me the time and place to further hone my approach and skillset while building connections at the hospital and medical school.



Diversity and Inclusion

Prioritizing Diversity and Inclusion in Hospital Medicine

In Hospital Medicine, we understand that diversity and inclusion are at the heart of what we do. An important component to our mission is the recruitment and mentorship of diverse physicians. These doctors will play a crucial role in caring for our diverse population of patients, training our residents and medical students, while staying true to our ideals of quality, service, and commitment to all. We are dedicated to your success and development as a physician.

BIDMC has a rich history of commitment to openness and non-discrimination. Service to community is at the core and an important part of our mission; we have a covenant to care for the underserved and to work to change disparities in access to care. Today, we are proud to continue this legacy with a number of programs and initiatives aimed at fostering inclusion and diversity among our faculty, staff, trainees, and patients.

As a medical center in an urban center that serves a number of community health centers, we are a diverse group of clinicians who serve a diverse group of patients. They speak a wide range of languages and represent various spiritual faiths. On any given day, HMED works together with Interpreter Services to communicate with patients in a variety of languages, including Spanish, Vietnamese, Haitian Creole, Mandarin, and Cape Verdean, Russian, American Sign Language, and Portuguese.

Other Resources

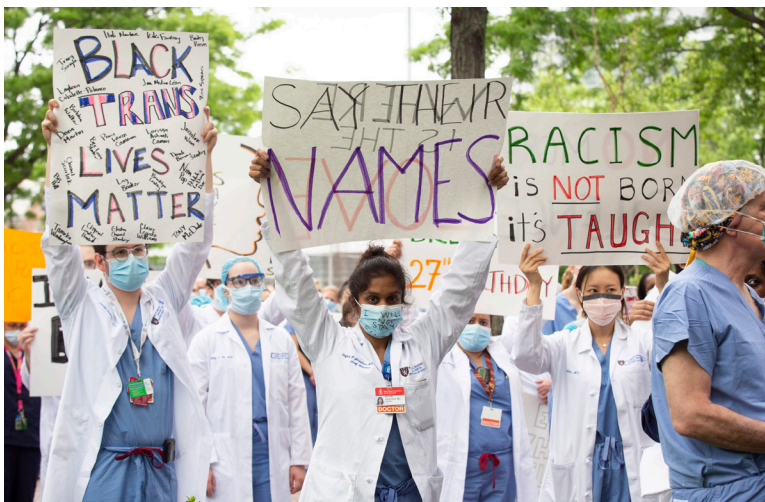
- [BIDMC Medical Education: Center for Diversity, Equity, and Inclusion](#)
- [Harvard Medical School's Office for Diversity, Inclusion & Community Partnership \(DICP\)](#)
- [Harvard Medical Faculty Physicians Diversity Statement](#)



BIDMC in the Boston Pride Parade



Celebration of Lunar New Year



Demonstration of White Coats for Black Lives

Opportunities for Professional Development

Professional development is deeply important to us in Hospital Medicine and begins during one's first year.

A unique feature of our program is not only the breadth of programs in which doctors can participate but that many of these opportunities also come with funding. Whether helping someone navigate an established career trajectory or helping them invent something completely new, we want to support each person as they discover what it means to them to have a fulfilling career. The majority of the teaching, fellowship, grant, and other leadership opportunities shown are available for faculty in Boston with a teaching appointment at Harvard Medical School (HMS).



Anita Vanka, MD, Director, Practice of Medicine Course (HMS),
Associate Director and Advisor, Hinton Society (HMS) and
Grace Huang, MD, Dean of Faculty Affairs, HMS

Educational Opportunities

Medical Grand Rounds

The Departments of Medicine at **Boston**, Milton, Needham, and Plymouth all host Grand Rounds lectures cover a broad range of timely and clinically important topics. Speakers are drawn from local, regional, and national institutions.

Shapiro Institute Medical Education Scholarship Program

Through lectures, discussions, practices, and projects, this two-year course provides participants with foundational knowledge and skills for applying social science research methods to educational issues in medicine and health care.

Foundations in Clinical Trials Course

This research development course is designed to provide participants with the core knowledge and strategies to initiate a career as an investigator in clinical research with a specific focus on clinical trials.

Medical Education Grand Rounds

Harvard Medical School hosts sessions highlighting topics in medical education to allow faculty to become better educators.

BIDMC Academy

Designed to enhance and foster the educational development of physicians and other health care providers, they create a series of lectures and events that promote innovative approaches and skills to allow participants to become better educators.

Simulation Center

The Carl J. Shapiro Simulation and Skills Center is committed to the development of state-of-the-art educational tools for the training of medical students and house staff. The scope and scale of the Center make it one of the most comprehensive simulation training centers in the country.

Point-of-Care Ultrasound Training

HMED offers a yearly introductory course in POCUS each year as well as ongoing training seminars with cases throughout the year.

Shapiro Institute Medical Education Week

A week-long series of events devoted to improving medical education that has included keynote speakers, research poster sessions, roundtable discussions, seminars, and workshops.

Hospital Medicine CME Thursdays

On many weeks, we host our own series of lectures and seminars that have included clinical updates, developments in education, journal club, and much more.

Morbidity and Mortality Conference

A weekly conference where one of the residents presents a case that highlights different aspects of a clinical case that offers an opportunity for us to expand our knowledge. This conference is well attended by faculty and residents, with great representation by Hospital Medicine.

Ethics Conference

The Ethics Committee uses recent clinical cases that posed an ethical question to prompt group discussion. The information and helps illuminate the challenges while supporting the team members involved.

Firm Teaching Conference

Residents present a recent clinical case and faculty advisors work with clinical experts to lead an interactive, in-depth discussion on the diagnosis and management with emphasis on the latest research and best practices.

Clinicopathologic Conference

Residents present evolving data from a clinical case to discuss differential diagnoses. BIDMC was the first venue in the country to pilot "AI" as a case discussant for one of the sessions.

Professional Development

Funded Teaching Opportunities at HMS/BIDMC

Practice of Medicine

The Practice of Medicine (POM) course is the foundational clinical skills course for first-year medical and dental students. Through various integrated components, this course focuses on the fundamentals of patient-doctor communication, physical exam and clinical reasoning skills, oral and written presentation skills, and personal and professional reflection (each detailed below). Faculty participate as longitudinal preceptors in the various POM components and/or as core teaching faculty for sessions located at BIDMC and HMS.

Core Faculty, Clinical Skills Assessment

Faculty work with students during all 4 years at HMS during Objective Structured Clinical Exams (OSCEs). These sessions build foundational skills and evaluate performance at different levels in the state-of-the-art clinical arena at HMS.

Clinical Learning Coaching Faculty

Faculty provide learning support for HMS students in their clinical skills, learning, and development across the curriculum. They attend professional development sessions and offer 1:1 non-evaluative student education sessions with hospitalized patients.

Core Simulation Education Faculty

Faculty with the Shapiro Simulation and Skills Center educate residents utilizing state-of-the-art, high fidelity mannequins to provide training in high-stakes clinical scenarios and procedures.



Interviewing Skills and Communication (ISC) Preceptor

Faculty work with the same pair of students to teach and develop their interviewing and communication skills in small groups and with hospitalized patients. Faculty also review student write-ups regularly.

Crimson Care Collaborative

The Crimson Care Collaborative is an excellent opportunity for hospitalists looking to spend more time teaching medical students and keep up their outpatient skill set. The clinic provides free care to members of the community. The visits include urgent care visits and longitudinal encounters for chronic issues. Each preceptor typically does 1-2 sessions per month. This program can either be funded or volunteer.

Physical Diagnosis and Reasoning (PDR) Preceptor

Faculty work with the same pair of students to teach and practice physical exam, clinical reasoning, and oral presentation skills with hospitalized patients. Faculty also review student write-ups regularly.

The Developing Physician I (TDP1) Preceptor

Two faculty members serve as preceptors for a small group of students, meeting monthly to discuss the professional and personal issues that may come up as students learn the art of medicine and what it means to be a healthcare provider. This occurs prior to their principal clinical year.

The Developing Physician II (TDP2) Preceptor

In this role, faculty serve as non-clinical skills preceptors for a small group of students during their principal clinical year, meeting regularly to discuss professional and personal topics as it relates to the students' development. These sessions provide a venue for wellness and resilience building of our students.

Student Teaching Attending

During the Core I Medicine Clerkship of the core clinical year (also known as the Principal Clinical Experience), medical students work in small groups with a dedicated teaching attending for one month, focusing on further development of medical knowledge and clinical skills. These one-hour sessions, precepted 4 days a week include learning via didactics, case presentations, and bedside exams.

Leadership Opportunities

Physician Leadership Program

The Physician Leadership Program is for early to mid-career physicians who are in a leadership role at BIDMC, BID-Milton, BID-Needham, or BID-Plymouth. They participate in a 12-month leadership development program designed to help physician leaders focus on strengthening leadership competencies.

Associate Program Directors for Residency

A number of our Hospitalists serve as Associate Program Directors in the BIDMC Internal Medicine Residency Program. It is one of the top programs in the country and attracts thousands of applicants for 64 internship spots each year.

Course Leader/Director

Members of the Section of Hospital Medicine have served as teachers in other classes at Harvard Medical School as well as in leadership roles in educational courses during clinical rotations.

Firm Chiefs

The Internal Medicine Residency program is organized into “firms” that organize teaching, social events, and provide mentorship and feedback. Some of our hospitalists serve as Firm Chiefs to work with the house staff and help organize Firm Conference, an in-depth teaching case that occurs each week.

Quality Improvement and Patient Safety (QIPS) Core Faculty

Junior and senior residents rotate on the Stoneman patient safety and quality improvement clerkship. As a core faculty, you teach and mentor residents in a quality improvement project and root cause analysis of a patient safety case. Additionally, you are a resource for QI teaching in the department and participate in QIPS faculty meetings.

Inpatient Unit Medical Director

Some physicians in Hospital Medicine serve as the Medical Director for a particular unit or floor. In this role, they work closely with nursing leadership and other staff to optimize operations, solve problems, and improve the experience for the patients, doctors, nurses, and other health care workers.

Student Advisor, Principal Clinical Experience

During the core clinical year, also known as the Principal Clinical Experience (PCE), students are assigned an onsite faculty advisor, who serves as a coach and mentor, providing longitudinal feedback supporting the student’s growth and development. Advisors are part of the Core PCE faculty at BIDMC and participate in regular meetings with PCE Leadership.

HMS Society Advisor

The HMS student body is organized into ‘societies’ during their tenure at HMS. Each society is led by an Advisory Dean and two Advisors. Members of the Division and Section of Hospital Medicine serve in this advising and mentoring role, which involves close partnership with HMS Leadership and students.



Fellowships and Grants in Education and Innovation

HMS Academy Fellowship in Medical Education and Scholarship

This two-year program provides comprehensive training to prepare fellows for an academic career as leaders, innovators, and scholars in academic medicine. Fellows have exposure to teaching in different arenas, develop curriculum, and complete a scholarly project that supports the HMS mission.

Harvard Catalyst Program for Diversity Inclusion Faculty Fellowship

This two-year, program for Harvard junior faculty is designed to address faculty need for additional support to conduct clinical and/or translational research and to free junior faculty from clinical and teaching demands at a key point in their career development.

HMS/BIDMC Rabkin Fellowship in Medical Education

This one-year educational fellowship provides individuals with an opportunity to develop the expertise and skills needed to launch or advance academic careers in medical education and educational leadership. It encompasses the breadth of medical education, from fundamental theory to practical application to skills critical to career advancement.

Global Health Fellowship

The Global Health Fellowship enables clinicians to become leaders in addressing global health disparities by developing and strengthening skills as effective practitioners and innovators in resource-challenged settings. The fellowship centers on core responsibilities in clinical stewardship, medical education and QI provided in our long-term partnership with Scottish Livingstone Hospital in Botswana.



“The HMS/BIDM Rabkin Fellowship was a gift. The curriculum, friendships, and mentorship supported, inspired, and transformed me from clinical teacher to educator and scholar.”

—Dan Ricotta, MD

Linde Fellowship

This one-year educational fellowship is designed to create a reliable pipeline of physicians with the skills needed to become influential leaders in primary care practices in the future. Even though the majority of these are given to outpatient physicians, hospitalists are eligible and have received the grant to help transform an area of practice.

Shore Fellowship

The Shore Fellowship strives to support the Faculty of Medicine by administering a range of award opportunities to support academic activities. They may be used for protected time from clinical, teaching, or other responsibilities to pursue academic work, including research, or developing a new clinical or teaching program.

Center for Healthcare Delivery Science Innovation Grants

This Program allows investigators to design, implement, and evaluate innovative projects that advance BIDMC’s goals of providing better quality, more equitable, high-value care to all patients.

CRICO Risk Management Grant

CRICO, a recognized leader in evidence-based risk management, created this grant to help with identification, evaluation, and implementation of patient safety solutions aligned with identified areas of malpractice risk.

Additional Opportunities

Public Policy and Advocacy

There are opportunities for physicians to advocate for and influence policy at a local, state, and national level. Members of our group have spoken with representatives at the Massachusetts State House as well to members of the legislature at Congressional Hearings to advocate for patient rights and access to care.

Utilization Review/Physician Advisors

BIDMC funds physician advisors who assist Case Management and the hospital to comply with regulations, determine inpatient vs. observation status, and defend cases in peer-to-peer review.

Intern Applicant Interviewer

The leadership of the residency program invite faculty to help in the interview process for new interns. Physicians in this role are familiar with the residency curriculum, review applications, interview individual applicants, and provide feedback to the program.

Clinical Research Moonlighting

The Clinical Research Center runs various trials for participants who often spend the night. Hospitalists have worked as moonlighters to ensure the participants' initial and continued eligibility based on the study protocols.



Training to Teachers (T2T)

The HMS Training to Teachers (T2T) program is targeted to an audience of physician educators who live and practice medicine who are seeking to develop skills in medical education. Hospitalists can help lead small group sessions and advise on medical education projects in this incredible international teaching opportunity that spans six continents.

Faculty Scholars Program

The Faculty Scholars Program (FSP) provides support to clinical faculty interested in developing, implementing, and publishing clinical innovation, quality improvement, and educational research projects. The FSP offers seminars, interactive and practical sessions on common scholarship challenges and mentorship. Scholars have access to a data analyst and statistician, as well as writing accountability groups.

Mentorship Program

The Division of General Medicine Faculty Mentorship Program pairs early career faculty mentees with more senior faculty mentors to support professional development and to foster connectivity. Specifically, the program provides early career faculty with mentorship opportunities to enrich to their academic advancement and while supporting more senior faculty in their important roles as mentors.

“We work hard to accommodate, nurture and develop both the clinical and academic professional interests of each member of our team. Our goal is to foster an environment where our physicians thrive not only through the care they provide – but also as leaders in medical education, healthcare quality, research, and administration.”

—Caleb Hale, MD

Pursuing a Research Career in HMED

About Us



Shoshana Herzig, MD, MPH

Associate Chief of Hospital Medicine
Academic Affairs

I went into medicine with the intent of becoming a hospitalist. The decision was clear for me early on; the hospital environment invigorates me. Teaching

was the thing that brought me the greatest satisfaction during residency, so I had anticipated becoming a medical educator, but along the way, I realized that I also liked trying to find answers to previously unanswered clinical questions, and that in order to do so, I would need to acquire new skills.

I pursued a General Medicine Research fellowship through Harvard Medical School, through which I obtained a master's degree in Public Health. Most of my work lies in pharmacoepidemiology, but I also find great enjoyment in working with colleagues and mentees answering any question designed to improve the care of hospitalized patients. I have worked with other HMED faculty on projects ranging from predicting long-stay hospitalizations, to perceptions of VIP care, to whether one should modify chronic medications during an inpatient stay.

I find research to be a nice complement to clinical care. Research provides a less direct, but broader impact, on

countless patients I will never even meet. Clinical care offers a narrower, but more palpable, impact on the patient sitting in front of me. My dream of becoming a medical educator was put on hold while establishing my research career, but I was recently able to come full circle and take on a Firm Chief role within BIDMC's Internal Medicine Residency. I now have my dream job of a roughly equal split between clinical care, research, and teaching.

Apply to Join Our Research Team

We currently have a research faculty position available in HMED. Qualified applicants will generally have completed advanced training in research methodology (e.g., General Medicine Fellowship or equivalent, with associated MPH/MSc degree), and be interested in a career as a clinician investigator. If you are interested in pursuing a career as a clinician investigator, but have not yet obtained research training, we can help you identify next steps.

For those not interested in pursuing a career as a clinician investigator, but who nonetheless would like to conduct research projects periodically, we have HMED resources to help you along the way, in the form of dedicated mentorship and biostatistical support. Our goal is to promote the academic advancement of all BIDMC hospital medicine faculty.

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Our Hospital Medicine Research Team

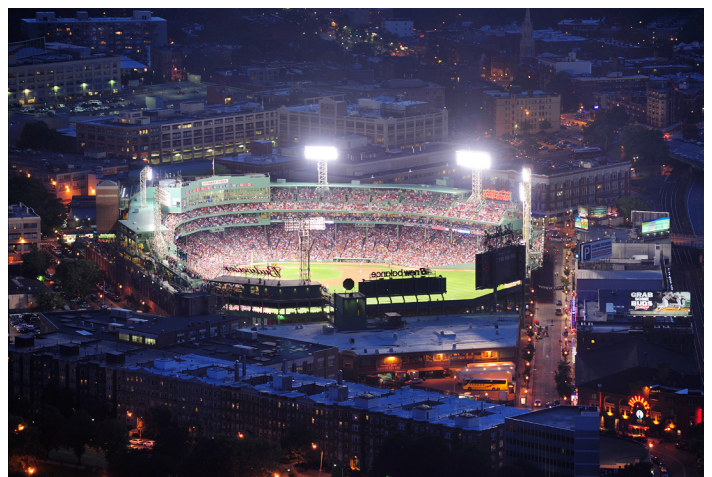
Living and Working in Boston

We are lucky at Beth Israel Deaconess to call the Greater Boston area home and benefit from all that comes with living here. A historic and cultural city, Boston is home to some of the finest museums, restaurants, outdoor recreation, live sports, and events in the country.

Boston is a highly walkable city, leading the nation in the percentage of citizens who walk to work. Our subway system, the T, will take you across the city and beyond while our commuter rail system facilitates journeys in and out of Boston with ease. In the heart of New England, Massachusetts is a gateway to beautiful places to explore and vacation with Cape Cod and the Islands, Rhode Island, New Hampshire, Vermont, and Maine all within a few hours.

If you asked several of our team members the best thing about living and working in and around Boston, they would have a spectrum of answers, because we have a wealth of things to choose from! Some of our favorite places:

- **Museums:** the Museum of Fine Arts, Isabella Stuart Gardner, Institute of Contemporary Arts, Harvard Art Museums, Children's Museum, Museum of Science, Peabody Essex
- **Outdoor Recreation:** Charles River Esplanade, Walden Pond, World's End Reserve, Beaches on the North and South Shores
- **Time Out Market:** 24 restaurants featuring the city's top chefs, eight bars, a dozen shops, and music venue, blocks from the BIDMC campus
- **The Sports Teams:** Red Sox, Patriots, Bruins, Revolution, and Celtics
- **Breweries:** Nightshift, Trillium, Harpoon, Aeronaut, Lord Hobo, Downeast Cidery, and so many more
- **Restaurants:** From the North End with over 80 Italian restaurants to a vibrant Chinatown, Boston is the home of world-class, multi-cultural eateries
- **History:** The Freedom Trail, Old North Church, the USS Constitution, the Boston Tea Party, Bunker Hill
- **Our Parks:** Boston Common, Public Garden, The Esplanade, Rose Kennedy Greenway, the Arnold Arboretum, and so many more
- **Our Plymouth campus** is less than 10 minutes from the beach, hiking, and biking trails
- **Live Entertainment:** Theater, concerts, ballet, the Boston Symphony Orchestra, Boston Calling Music Festival, and so many more



Join the HMed Team at BIDMC

We are currently hiring and open to applications. Whether you are looking for a career in hospital medicine or a short term position before embarking on another endeavor, we encourage you to apply!

- We offer generous automatically vested retirement savings plan without need for employee contributions to match.
- We offer competitive medical and dental plans as well as short-term disability and other insurance. A summary of the benefits can be found [here](#).
- We offer continuing medical education funds for conferences and professional fees as well as work-related materials such as stethoscopes, computers, and tablets.
- Those with a Harvard ID can gain free admission to various museums in the city including the Museum of Fine Arts and the Institute for Contemporary Art.
- Doctors have access \$5 tickets to Red Sox home games for themselves and a guest. Sales for remaining unsold seats open 30 minutes after the first pitch.
- HMFP offers access to health and wellness resources as well as discounts on travel, hotels, theme parks, movies, entertainment, and more.
- We are happy to provide advice and assistance on finding housing in the Greater Boston area.
- We are an equal opportunity employer.
- Family-friendly workplace with parental leave benefits, paid urgent child care, and lower direct-care patient census for breast-feeding parents.

“The constant stream of wisdom from a deep roster of fellow Boston area hospitalist parents alone is worth its weight in gold, but the most meaningful part of becoming a parent in our group has been the degree of genuine care and generosity, from joy and excitement about our family to support through tough times, not to mention hand-me-downs and play dates!” — Adam Strauss, MD



If you have any questions or would like to know more,
please contact us!

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