

Beth Israel Deaconess
Medical Center



HARVARD MEDICAL SCHOOL
TEACHING HOSPITAL

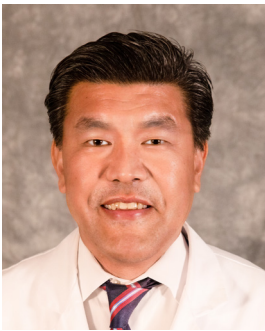
Hospital Medicine



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. In 2025, BIDMC entered into a new collaboration with Dana-Farber Cancer Institute (DFCI), with plans to build a free-standing 300-bed cancer hospital in the Longwood

Medical Area. We have broken ground on construction, with targeted opening by 2031. In 2026, we established BIDMC Boston at the New England Baptist Hospital, a campus one mile away where we will expand our services to treat general medicine patients during the DFCI transition. These mergers allow us to provide high-quality care to the patients in the communities where they live. The network offers an impressive diversity of cases and opportunities in practices of different sizes and locations where one can find their best fit.

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. Being a member of the Division also gives access to collaboration and research with faculty in General Medicine as well as subspecialties such as Cardiology, GI, and Oncology. 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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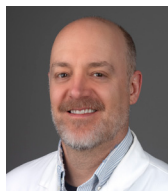
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[We encourage you to apply!](#)



Our Hospitals

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



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

Boston

Beth Israel Deaconess Medical Center in Boston (BIDMC) has history that dates back over 130 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. We have also continued our expansion to include New England Baptist Hospital (Boston @ Baptist) to provide exceptional patient care.

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



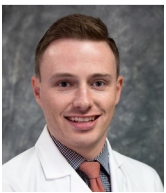
Ghania Y. El Akiki, MD
Site Director

Needham

Needham is a great place to work. We are 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 camaraderie and belonging. 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.

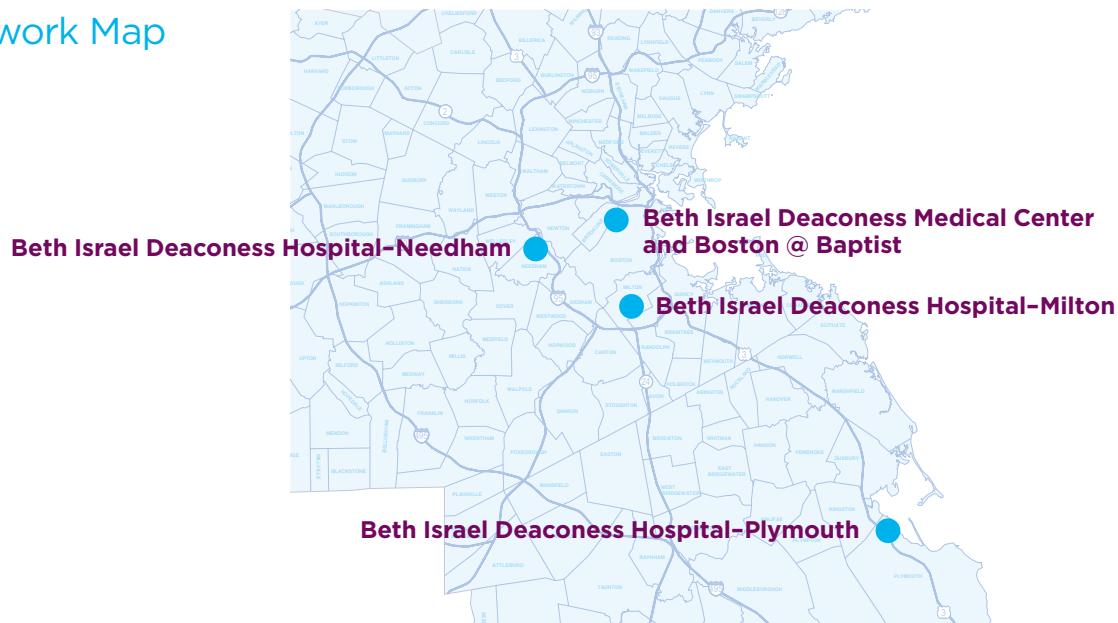


Our staff live in the community, care deeply about their work, and we focus on a strong multidisciplinary hospital care team. As the largest team in the hospital, we participate in all the hospital committees and we are a primary force in driving quality improvement and change. Plymouth hospitalists 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 — Boston

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. The leadership titles we have included below are not exhaustive, as many of these individuals also hold leadership roles in medical education and our Internal Medicine Residency.

Eileen Reynolds, MD

Chief, General Internal Medicine

Joseph Li, MD

Chief, Section of Hospital Medicine

Caleb Hale, MD

Associate Chief of Hospital Medicine; Director of Quality Improvement, Department of Medicine

Neal Biddick, MD

Associate Program Director, BIDMC IM Residency

Lish Clark, MD, MBA

Executive Director, BILH Employer Solutions

Joséphine Cool, MD

Director of POCUS Education for HMED and IM Residency

Jonathan Crocker, MD

Director of the Global Health Program and Fellowship

Siddhant “Sid” Datta, MBBS

Assistant Chief of Operations, HMED

Dave Feinbloom, MD

Senior Medical Director, Patient Safety

Wilfredo Gonzalez, MD

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

Joby Jacob, MD, MPH

Executive Committee Member at Large

Marisa Jupiter, MD

Medical Director for Complex Case Management

Mahathi Komaragiri, MD

Executive Committee Member at Large

Noah Minor, MD

Assistant Chief of Operations, HMED

Sara Ohnigian, MD

Director of Research and Innovation, Simulation Center

Kelsey O’Leary, MD

Director of Quality Improvement

Daniele Olveczky, MD

Director, Office of Culture, Belonging and Engagement

Rusty Phillips, MD

Director of Physician Recruitment and Retention

Ria Roberts, MD

Director of Belonging and Engagement, GME

Anjala Tess, MD

Vice Chair of Quality, Department of Medicine

Erin Truitt, MD

Director of Inpatient Clinical Operations and Strategy

Anita Vanka, MD

Director, Internal Medicine Residency Program

Julius Yang, MD, PhD

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



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



Shoshana “Shani” Herzig, MD, MPH



Rusty Phillips, MD, and Mary Frattaroli, Division Manager

Who We Are — Milton, Needham, and Plymouth

Leadership and Professional Development

The Community Hospitals in Milton, Needham, and Plymouth offer physicians numerous opportunities for professional growth and leadership beyond bedside clinical care. Because the Hospital Medicine service cares for the large majority of the hospital's inpatient population at any given time, our physicians bring a uniquely broad perspective on hospital operations, patient care, and system improvement. This insight has long been recognized and highly valued by each hospital's executive leadership.

As a result, hospitalists have advanced into influential leadership positions across the organizations, including the C-suite level as Chief Medical Officer, a role currently held by a hospitalist. Members of the division have also served as President and Vice President of the Medical Staff, Chief of Staff, and many others contribute through multidisciplinary committees and institution-wide initiatives focused on quality, patient experience, and operational excellence.

Milton

Daniel Sao, MD
Chief Medical Officer

Omar Usmani, MD
Site Director, Hospital Medicine,
Vice President of Medical Staff

Gurpreet Singh, MD
Associate Site Director Hospital Medicine

Andy Chou, MD
Director of Physician Advisor Program

Needham

Ghania El Akiki, MD
President of Medical Staff
Site Director of Hospital Medicine

Ramya Radhakrishnan, MD
Chair of Pharmacy and Therapeutics

Raj Tanikella, MD
Clerkship Director for Boston University Medical Students

Allen Yang, MD
Chair of Utilization Review, Lead Physician Advisor

Plymouth

Kevin Winters, MD
Director of Hospital Medicine

Misha Fotoohi, MD
Associate Director of Hospital Medicine

Tareq Islam, MD
Director of Quality and Patient Safety for HMED,
Director of Medical Staff Quality Improvement

Albana Mihali, MD
Clerkship Director for Boston University Medical Students

Committee Members and Physician Advisors

We have numerous committees at our community hospitals, providing opportunities to get involved and lend your voice to Hospital Medicine operations. These areas include ethics, pharmacy and therapeutics, stroke, heart failure, and more. Some of our active committee members and physician advisors include:

Charbel Abou-Rjeily, Lopa Acharya, Bulbul Cibeil, Anabela Da Costa, Ian Gallegos Dargon, Sayeedul Hasan, Roy Levit, Albana Mihali, Eric Min, Jazmin Munoz, Raj Tanikella, Michael Tenofsky, Kesha Sheth, Amitasha Sinha, Toyiba Syed, Nioke Wright, and Qian Zhao.



HMED is at the Front of the AI Revolution in Medicine

We are the only major academic Hospital Medicine division in the country where the AI agenda is being driven from inside hospital medicine itself. It is not handed down from a separate informatics institute, a radiology department, or a C-suite committee. The hospitalists doing the research are the same hospitalists rounding on the wards.

You'll practice with real AI tools from day one. Beth Israel Lahey Health rolled out Heidi ambient AI scribe to every physician across all 14 hospitals. Your notes will be drafted by AI before you finish the encounter so you can spend more time with patients. Epic also has tools such as AI-generated patient and hospital summaries, with additional capabilities for assistance in real-time clinical decision making.

What's next: Agentic AI for hospital care. Through a new ARPA-H award, our team is building the synthetic EHR benchmarks the field will use to evaluate the next generation of AI — agentic systems that can take actions, not just make suggestions. Hospitalists joining us now will help shape this work as it's being built.

Our hospital medicine-led AI program is funded by ARPA-H, the NIH, the Gordon and Betty Moore Foundation, the Macy Foundation, and Google Research — making us one of the most heavily funded clinical AI groups led by general internists anywhere in the country.

Our hospitalists have authored three of the most influential clinical AI papers starting in 2023. Papers in *NEJM*, *JAMA*, and *Nature* showed how AI could match or outperform clinicians with diagnosis, and the research was covered by *The New York Times*, NPR, and the international press.

BIDMC was the first clinical site in the world to deploy Google's conversational diagnostic AI in a real primary care setting. Hospitalists Adam Rodman and Jacob Koshy co-led the AMIE feasibility study with Google DeepMind, published in 2026. As Google DeepMind expands its "AI Co-Clinician" research program, BIDMC remains the partner site and BIDMC hospitalists are the clinical leads.

Our hospitalists lead the AI curriculum for Harvard Medical School and for 11 medical schools across the country through a Macy Foundation-funded modular course. If you join us, there are real opportunities to teach, build curriculum, and shape how the next generation of physicians will work alongside AI. Junior faculty in our group routinely co-author landmark papers, present at major national meetings, and become recognized voices in the field within their first few years.

The bottom line: If you want to be a clinician, educator, and researcher at the cutting edge of the future of medicine, all while being mentored by a group that is actively shaping that future, there is no better place in the country to be a hospitalist right now than BIDMC.



Adam Rodman, MD, Director of AI Programs at the Carl J. Shapiro Institute and Visiting Researcher at Google DeepMind, with physician mentees



Our BIDMC-led team presenting their ongoing research in collaboration with Google Health at Google's The Check Up event.

Get to Know Our Hospital Medicine Physicians

Anjala Tess, MD

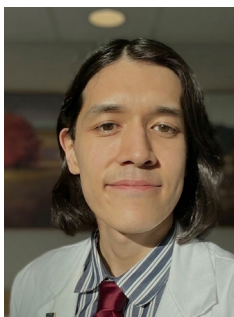


After attending Washington University for medical school, I came to Boston thinking it would only be for residency. However, it ended up becoming the right place to stay, and now I have been here for almost thirty years. My husband is a PCP and we have two kids (but we are newly empty nesters!).

I was initially attracted to BIDMC in 1997 because of the opportunities for medical education; what keeps me here now are the people I work with and the culture of the place. The culture and the environment of BIDMC feel very open to me, and it's clear 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. It truly has become my home.

Within the Division, I was encouraged by others and given a lot of room to decide how I wanted to develop my career in medical education. I have held different roles in the department, but quality improvement education has been my real love. I started with training residents and that ultimately led me to create and run a new master's program at Harvard in **Healthcare Quality and Safety (MHQS)**. I also run a fellowship track in QI for Medicine. Finally, I serve as Associate Chief for Faculty Affairs for the Division and help guide our faculty through the promotions process.

Sourik Beltrán, MD



BIDMC is unique in that the dominant culture here, especially in Hospital Medicine, is a shared commitment to practicing great medicine and taking good care of our patients. I can always ask for help and, whenever I do, there's a consistent level of support — someone is always willing to lend a hand or share advice. Knowing I'm surrounded by people who genuinely care makes coming into work both inspiring and fun. My colleagues are the ones who truly make this Division what it is. We have a wonderful, collaborative, and friendly culture that I frankly haven't seen in many other places.

I love teaching as much as I love learning. Members in our Division have the exciting opportunity to train BIDMC's internal medicine residents and Harvard Medical School students. Teaching and mentoring makes me a better doctor since it enables me to review things I've begun to forget and introduces me to new ways of thinking that can make a difference for my patients. I have learned

so much already from the residents and medical students I've worked with.

The leadership in Hospital Medicine is fantastic. Everyone is genuinely committed to lifting up those around them, especially younger doctors passionate about education and improving hospital medicine practices. Our leadership team is filled with those who are not only great people, but also excellent physicians whom you can always reach to get advice on a tough situation. I'm so grateful for our leadership!

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), where my co-leader and I have the opportunity to coach residents as well as lead research in the field.

Kiera Cunningham, MD



I am a hospitalist at Beth Israel Deaconess (BID) Plymouth and a proud mom of two boys. After completing residency at Tufts Medical Center in Boston, I wanted to work at a hospital where I felt challenged and supported as a new attending, and I felt BID Plymouth provided that balance. BID Plymouth is unique among the community sites because it offers the broadest range of subspecialty services. As a result, our team cares for medically complex patients, which has been invaluable in helping me continue to develop my clinical knowledge and skills.

What I value most about BID Plymouth is the people and the highly collaborative culture. There is a strong sense of camaraderie within our hospitalist group, and our workroom is a supportive space where we discuss challenging cases, share photos of our children, pets, and travel adventures. We stay connected beyond our clinical responsibilities. We also work closely with an

experienced team of nurses, pharmacists, case managers, specialists, and ancillary staff. These partnerships allow us to provide thoughtful, coordinated, and comprehensive care for our patients. For a large community hospital, BID Plymouth has an exceptionally strong sense of community.

Outside of clinical medicine, I am interested in mentorship and medical education. I joined the Northeastern University's Clinical Mentorship Program as a mentor for pre-medical students. I am also becoming more involved with the teaching service at BID Plymouth, contributing to the education of Boston University medical students rotating through our program.

Raj Tanikella, MD, BS



Across my time in our hospital medicine group, I have seen significant advancements in my knowledge, clinical practice skills, and career in hospital medicine. I predominantly work at BID Needham, where we have a collegial and inspiring team of hospitalists from diverse backgrounds and experiences led by our site director Dr. Ghania El Akiki who is profoundly invested in the division. Needham is uniquely positioned as a community hospital where most of our specialists serve as academic faculty at BIDMC. I believe that Needham is one of the most efficient and well-resourced community hospitals within the network with supportive administration. It is a joy to be involved with our leadership team, and I serve as the site clerkship director for rotating Boston University third-year medical students. I also serve as one of the physician advisors for our documentation and utilization programs.

As I established my employment here, I worked with our BID immigration attorneys, who were provided at no cost, who are very prompt, responsive, and helpful. I was on a H1B visa when I applied for the position at Needham. The immigration attorneys filed for a new H1B visa, and swiftly also filed for PERM (permanent labor certification).

Our leadership at HMED has been consistently encouraging of our faculty's career prospects and there is great support within the network. Our leadership supported my FACP candidacy, facilitates faculty networking for exploration of research opportunities, and promotes teaching and faculty development.

Outside of work, I enjoy spending time with friends, exploring Watertown and East Boston. One of the major benefits of living and working in Boston is the proximity we have to other parts of New England, and I love exploring new places beyond the city, especially during the fall and winter seasons. I continue to cherish the culture of excellent patient care with a strong focus on quality of care furthered by all of my HMED colleagues and our leadership.

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, Internal Medicine Residency Program and
Grace Huang, MD, Dean of Faculty Affairs, HMS

Educational Opportunities

Point-of-Care Ultrasound (POCUS) Training

HMED offers a free week-long introductory POCUS course for internal certification once or twice a year as well as free classes for certification for those with an HMS appointment. Multiple ultrasound probes are available in Boston for patient care and can also be purchased for individual use with CME funds.

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.

Shapiro Institute Foundations Courses

The Foundations course series provides physicians, trainees, and educators with practical skills to excel in key areas of academic medicine including:

- **Foundations in Medical Education**
- **Foundations in Performance Mindset in Medicine**
- **Foundations in Educational Innovation**
- **Foundations in 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.

Harvard University Free Courses

The Division of Professional and Lifelong Learning offers free multi-week courses over a wide range of topics from humanities, science, business, and leadership.

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.

Grant Writing and Strategy

Harvard Catalyst offers specialized courses covering NIH and non-NIH funding, grant submission processes, and a First Grant Bootcamp for early-stage investigators.

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. 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 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.

Physical Diagnosis and Reasoning 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.

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.

BRIDGES Course Leadership

Leaders guide different aspects of this course which focuses on a graduated approach to advanced clinical skills for HMS students as they enter their core clerkship year.

Core Faculty for Medicine Clerkship

Faculty provide direct observation, personalized teaching, and feedback to medical students. They also facilitate regular sessions focused on the advancement of communication skills, physical examination techniques, and clinical reasoning abilities throughout the year.

The Developing Physician I and II Preceptor

Faculty preceptors meet regularly with small groups of students to discuss the professional and personal challenges of becoming a physician. These sessions, held before and during the principal clinical experience (PCE) year, support students' professional growth, wellness, and resilience.

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 Director for IM Residency

A hospitalist currently serves as the program director of the Internal Medicine Residency and others on our faculty serve as associate program directors. BIDMC's Internal Medicine Residency is one of the top programs in the country, attracting 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 rotation. As a core faculty, they teach and mentor residents in a quality improvement project and root cause analysis of a patient safety case. Additionally, they 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.

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 other 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.

Additional Opportunities

Hospitalists have assumed leadership roles in other domains as the medical center expands its mission and footprint in the region. These have included working on a systemic level at BILH as well as in operations with the expansion of the Dana-Farber Cancer Institute.



Fellowships and Grants in Education and Innovation

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.

HMS Faculty Fellowship

The fellowship is designed to address faculty needs for additional support to conduct a mentored research project, including clinical and/or translational research, and to provide junior faculty release time from clinical and other responsibilities at a key point in their career development.

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.

Linde Family Institute for Primary Care

This institute has many programs focused on generalists across the BILH network. Hospitalists participate in the transformational innovations grants program and, occasionally, as leadership fellows.



“HMED provides substantial support that allows you to pursue whatever it is that you are passionate about. The mentorship here makes this feel like a true professional home.”

—Sarah Ohnigian, MD

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 solutions to challenges in patient care, management, or operations. This grant opportunity prioritizes projects that feature the design and evaluation of innovative solutions for ensuring high-quality care and improving value in healthcare delivery 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.

BIDMC Age-Friendly Award Grant

This grant provides one-year funding for an innovation that helps ensure older adults receive evidence-based elements of high-quality care with regards to the “4Ms” (what matters, medications, mentation, and mobility).

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.

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.

Comparative Physiology Course

Hospital Medicine faculty have the opportunity to participate in training at Mount Desert Island Biologic Laboratories in our Comparative Physiology Course. Each year, a group of our trainees and faculty travel to the beautiful Maine coastline for a one-week basic science immersion experience in comparative physiology.

Training to Teach (T2T)

This program targets working physicians and other healthcare providers who are seeking to develop skills in medical education. Hospitalists can help provide instruction for this 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.

Community Building Committee

The HMed Community Building Committee (CBC) is a group of hospitalists who are dedicated to prioritizing and celebrating wellness within our section of Hospital Medicine and combatting burnout amongst our colleagues. They coordinate a yearly survey that serves as a monitor for burnout and needs assessment for the group; they also provide opportunities for the group to build a sense of community through monthly social events, holiday volunteer efforts, matching jackets, a regular newsletter, and more.

CCA Hospital-to-Home

The Commonwealth Care Alliance (CCA) Hospital-to-Home program is a partnership between a private insurer and a small group of BIDMC Hospital Medicine physicians. The program aims to reduce ED visits and hospitalizations and coordinate care throughout the BILH network.



“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

Culture, Belonging, and Engagement

Celebrating Unique Voices and Global Perspectives

In Hospital Medicine, we understand that inclusion of a range of voices strengthens what we do. An important component to our mission is the recruitment and mentorship of physicians from different backgrounds. These doctors will play a crucial role in caring for our patients, training our residents and medical students, while staying true to our ideals of quality, service, and commitment to all. We are dedicated to the personal success and development of every one of our physicians.

BIDMC has a rich history of commitment to openness and non-discrimination. Since its founding in the in 1896, the Deaconess Hospital was committed to providing care to people of all religions, nationalities, races, and backgrounds. In the early 1900s, Beth Israel Hospital delivered care to all minority groups, especially a growing refugee population of mostly Jewish patients and employed Jewish doctors and nurses, all of whom faced discrimination at other hospitals. Now spanning three centuries, service to all members of our community to decrease disparities remains the core of our mission. We are proud to continue this legacy with programs aimed at fostering the inclusion of all backgrounds and perspectives 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 represent different nationalities and we often use Interpreter Services to communicate in a variety of languages, including Spanish, Vietnamese, Haitian Creole, Mandarin, Cape Verdean, Russian, American Sign Language, and Portuguese.



BIDMC in the Boston Pride Parade



Celebration of Lunar New Year



Anjala Tess, MD, recognized by the Boston Red Sox as a Medical All-Star

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 Stewart 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, Celtics, and Fleet
- **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 a generous, automatically vested retirement savings plan (403b) without need for employee contributions to match. Employees can contribute to 401K and 527 plans in addition.
- Family-friendly workplace with parental leave benefits, paid urgent child care, and lower direct-care patient census for breast-feeding parents.
- 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 yearly continuing medical education funds for conferences and professional fees as well as work-related materials such as stethoscopes, computers, tablets, and POCUS equipment.
- We partner with [Tuition.io](#) to help you navigate your current or future student loan debt, including public loan forgiveness tools with 1:1 counseling. This service can also help you with preparing to pay for your child's education.
- 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.
- Meet 1:1 with a Fidelity Certified Financial Planner, receive a personalized financial snapshot to better understand your situation, and schedule 1:1 meetings with a financial coach.
- Get personal support from a professional counselor through the college planning and admission process and discounts for ACT and SAT prep courses.
- 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.

“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](#)



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

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