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Administrative Fellowship Program



“The Administrative Fellowship program is an essential component of CHI Health leadership development at all levels of the organization. The value for the fellow comes from the opportunity to develop leadership abilities and organizational understanding through a combination of access and accountability. Through their support of the program, the Executive Leadership Team gains insight into the fellow’s development as he or she moves from functioning to flourishing within the organization. The organization benefits from the presence of bright, young leaders coming out of their graduate programs eager to lead and serve as change agents.”



Cliff Robertson, MD
CEO, CHI Health

Administrative Fellowship Program

CHI Health sponsors a 24-month Administrative Fellowship, fostering executive training in an integrated health system environment. The Fellowship is established to train and educate post-graduate students with a complete perspective of both an integrated healthcare system and the healthcare arena in which it operates. Throughout the 24-month Fellowship, the Fellow, the CEO, and the system Executive Leadership Team will work together to craft an experience that matches the Fellow's interests as well as the needs of the organization.

The fellow will spend the first part of his or her fellowship with system leadership attending executive leadership team meetings, board meetings, and engaging in and leading initiatives from the system level. During the remainder of his or her term, the fellow will spend time in the acute hospital setting, in the clinic setting, and in additional areas where the fellow has an interest. In each of these areas, the fellow will be immersed in day-to-day operations and have the opportunity to take ownership of projects and lead initiatives. The fellow will have access to the system leadership team members and meetings throughout the entire fellowship.

The CHI Health Administrative Fellowship proved to be an incredible learning experience for me as an early careerist. It was an invaluable bridge from the classroom to the workforce with a balance of opportunities to observe and lead. The mentorship received, lessons learned and relationships built continue to be beneficial in my current role. CHI Health progressively seeks to improve healthcare for the patients and communities we serve in the region, often leading to change and disruption which in turn creates unique and meaningful fellowship opportunities.

Kristen Blum, MHA

Administrative Fellowship: 2013-2014
First position: Planning & Innovation Strategist
Current position: Clinical Program Coordinator



The CHI Health Administrative Fellowship provided an outstanding opportunity to “look under the hood” of a complex integrated health system and gain an understanding of how it functions and adapts to the rapidly changing environment. The Fellow works closely with top executives and has the opportunity to develop relationships and work with leaders throughout the organization in a variety of capacities. CHI Health’s commitment to the fellowship and the flexible structure provide for an exceptional learning environment that can be tailored to the Fellow’s specific interests and career goals. The CHI Health Administrative Fellowship experience was, without a doubt, an extremely beneficial platform to launch my career with the organization.



Chris Evans, MHA, FACHE

Administrative Fellowship:
2008-2009

First position: Assistant
Administrator-Corporate
and Retail Clinics

Current position:
Division Director Emergency
Medicine, CHI Health

Benefit to Administrative Fellow:

- » Open access to CHI Health operations, strategy, and leaders, providing a wide array of observation opportunities and allowing the fellow meaningful experiences in several areas of the organization
- » Gain a first-hand understanding of the dynamics of a regional health system functioning within a national health system
- » Thorough organizational context that will benefit the fellow in future employment within CHI Health, Catholic Health Initiatives, or the healthcare management field
- » Formal process for leadership development and feedback, allowing the fellow to build on leadership skills throughout the fellowship
- » Ability to participate in and lead projects, contributing towards organizational initiatives while gaining experience that can be applied in future positions

Benefit to CHI Health:

- » Contributes to the fulfillment of the CHI Health mission through the support of education opportunities for students pursuing leadership roles in the healthcare field
- » Develops strong leaders for CHI Health, Catholic Health Initiatives, and the health care industry
- » Exposes individuals to the philosophy, mission and vision of the organization
- » Fellow provides meaningful contribution to the organization through project leadership/ participation, supporting organizational initiatives in often under-resourced areas

CHI Health Fellowship and Structure

The initial months of the fellowship are spent interacting with system leaders and attending system-level meetings. The Fellow is exposed to high-level decision-making processes and board of trustee activities which help to foster leadership and management abilities. Working with the CEO and Executive Leadership Team, the Fellow takes on leadership and non-leadership roles on substantive, system-level projects that persist throughout the entire Fellowship. The Fellow is exposed to the various entities which make up CHI Health and eventually moves into a rotational schedule that is tailored both to the Fellow's interests and the needs of the system.

The rotation schedule is based on a three-month, three-rotation model: one rotation in an acute hospital setting where the Fellow joins a hospital leadership team, one rotation in the ambulatory setting, taking on a clinic related project, and one rotation in a third setting that matches the Fellow's interest, such as a Service Line Team, a Critical Access Hospital, or another area of his or her choosing. Projects and rotations may vary in length in order to allow the Fellow enough opportunities to develop their own learning opportunities, applying healthcare management theory and interpersonal and analytical skills to each project and rotation in-turn. During each rotation, the Executive Leadership Team selects a preceptor to aid in the selection of relevant projects and to provide evaluation and feedback on performance-related goals and personal/professional growth. The Fellow is also given feedback and evaluation from the system CEO and Executive Leadership Team throughout the Fellowship and will be given the opportunity to evaluate their experiences and preceptors during each rotation.

During the latter portion of the 24-month period, the Fellow partners with his or her mentors and or preceptors as well as with the CEO to identify potential interim leadership opportunities and gain relevant, hands-on management experience. It is also at this time that the Fellow, supported by the Executive Leadership Team, begins to search for future roles within the organization.

Application Requirements

Interested applicants should submit the following information through the NAFCAS (National Administrative Fellowship Centralized Application Service) by **October 3, 2016**:

1. Cover Letter
2. Current Resume
3. Statement of interest in pursuing the Administrative Fellowship at CHI Health (one page maximum)
4. Official Graduate School Academic Records
5. Three (3) Letters of Recommendation

Candidates must exhibit a commitment to pursuing a career in healthcare with a strong interest in management opportunities within an integrated healthcare delivery system. Successful candidates will display the ability to engage and a passion for the mission of CHI Health.

Applicants will need to have, or will have completed a Master of Health Administration (MHA), Master of Business Administration (MBA), or equivalent degree from an accredited healthcare management program by June 2017. U.S. citizenship is required.

Materials will be considered immediately upon receipt of the application. Each application will be reviewed by the selection committee. After careful review of application materials or qualified applicants will be scheduled for phone and secondary video-conference interviews October 6-7. Candidates selected to move on from these interviews will be invited to Omaha for on-site interviews with CHI Health leadership and previous fellows. Upon decision of the selection committee, an initial offer of employment will be made on or after November 14, 2016.

CHI Health is a proud member of the National Council on Administrative Fellowships (NCAF) and has agreed to comply with the NCAF code of good practice. NCAF is an organization of fellowship programs and graduate programs in healthcare management who are working together to continuously improve early-career development opportunities for our next-generation healthcare leaders.

Any questions should be directed to:

Scott Cook, Administrative Fellow

Email: Scott.Cook@alegent.org

Phone: (402)-343-4597

About CHI Health

CHI Health is a regional health network with a unified mission: nurturing the healing ministry of the Church while creating healthier communities. Headquartered in Omaha, the combined organization consists of 15 hospitals, two stand-alone behavioral health facilities and more than 150 employed physician practice locations in Nebraska and southwestern Iowa. More than 12,000 employees comprise the workforce of this network that includes 2,597 licensed beds and serves as the primary teaching partner of Creighton University's health sciences schools. In fiscal year 2015, the organization provided a combined \$172.1 million in quantified community benefit including services for the poor, free clinics, education and research. Eight hospitals within the system are designated Magnet, Pathway to Excellence or NICHE. With locations stretching from North Platte, Nebraska, to Missouri Valley, Iowa, the health network is the largest in Nebraska and serves residents of Nebraska and southwest Iowa. For more information, visit online at CHIhealth.com.

About Catholic Health Initiatives

Catholic Health Initiatives, a nonprofit, faith-based health system formed in 1996 through the consolidation of four Catholic health systems, expresses its mission each day by creating and nurturing healthy communities in the hundreds of sites across the nation where it provides care. One of the nation's largest health systems, Englewood, Colo.-based CHI operates in 19 states and comprises 103 hospitals, including four academic health centers and major teaching hospitals and 30 critical-access facilities; community health-services organizations; accredited nursing colleges; home-health agencies; and other facilities that span the inpatient and outpatient continuum of care. In fiscal year 2015, CHI provided \$970 million in charity care and community benefit – an 8% increase over the previous year – for programs and services for the poor, free clinics, education and research.

Learn more at catholichealthinitiatives.org



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