Administrative Fellowship

Climbing The Ladder to Success
Program Description

The Administrative Fellowship program reflects Premier Health commitment to executive education and development of talented individuals seeking leadership in health care. Hands on experience in operational and financial settings is a critical success factor in health care management and Premier hopes to facilitate that experience for its Fellows. The Administrative Fellowship program also reflects Premier Health’s dynamic, mission driven commitment to workplace diversity and inclusion by identifying and recruiting a diverse pool of high potential individuals. Retention of high performing Fellows for full time, post fellowship job opportunities enables Premier Health to devote its individual and collective resources and energy to achieve a shared purpose. Premier Health embraces each Fellow’s rich and varied perspectives, potential, new ideas and heightened sensitivity to the needs of the people we serve.

Health care is constantly facing changes and challenges. The growth of managed care, as well as constraints imposed by federal and state legislation, call for hospitals and other providers to rethink the way they deliver care. If there is any certainty about the future, it’s that the survival and success of health centers will demand exceptional leadership and management skills from their administrative team.

Through the Administrative Fellowship, Premier is preparing confident, flexible, dynamic leaders and critical thinkers who are not afraid to take chances and who can work collaboratively to solve problems during this complex time.

Mary Boosalis
Fellowship Years 1986-1988
Executive Vice President/Chief Operating Officer
Premier Health

“The Administrative Fellowship program provides a unique career opportunity of an organization’s inner workings at the highest level. It is rare to have this opportunity early in an administrative career. The learnings from this exposure are applied over and over in one’s individual career path.”
Who Is Premier Health?

Premier Health is the private, not-for-profit, parent organization of a comprehensive health care system comprised of primary care group practices, hospitals, long-term care facilities, outpatient facilities, home health services and medical research and education programs. The system represents a coordinated approach to the delivery of regional health care in the Ohio Valley by offering a full continuum of health care services, such as acute, ambulatory, tertiary, home and skilled nursing care. Through medical education and research activities, the system contributes to the provision of health care needs of the future and expands the wealth of medical knowledge. This coincides with Premier Health mission of creating healthier communities.

**Member Hospitals:**
- Miami Valley Hospital
- Good Samaritan Hospital
- Atrium Medical Center
- Upper Valley Medical Center

*(select a facility name to view website and PDF fact sheet)*

**Other Premier Health Affiliates:**
- Fidelity Health Care
- Good Samaritan North Health Center
- Koester Pavilion
- Miami Valley Hospital South
- Premier Community Health
- Premier HealthNet
- Premier Health Specialists
- SpringMeade
- Upper Valley Professional Corporation

*(select a facility name to view website)*

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**Premier Health: Mission, Vision, Values**

**Mission:**
We will build healthier communities with others who share our commitment to provide high quality, cost competitive health care services.

**Vision:**
Patients, physicians and employees will choose Premier Health over any health care provider in southwest Ohio. We will earn their choice, and grow our market leadership, by anticipating their needs and exceeding their expectations.
- Patients and their families will choose us for our superior quality outcomes and compassionate care at a competitive price.
- Physicians will choose us as collaborative partners for our easy, efficient practice environment and with a shared passion for high quality medical outcomes.
- Our employees will choose us as a great place to work, learn, and build a career.

**Values: We...**
- RESPECT each person’s dignity.
- Act with INTEGRITY to do the right thing in all aspects of our responsibilities.
- Serve with COMPASSION that embraces each individual’s concerns and hopes.
- Commit to EXCELLENCE as measured to the highest level of performance.

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**Equal Employment Opportunity (EEO) Policy**

Premier Health is committed to providing equal opportunity for employees and applicants and—in accordance with state and federal law—prohibits discrimination against a qualified individual on the basis of race, color, religion, sex, age, disability, national origin or ancestry, veteran status, pregnancy, marital status, genetic information or other protected characteristics. In addition, the hospital does not consider an individual’s sexual orientation in decisions involving employment opportunities.
Learning Through Executive Interaction

As a vital part of Premier Health administrative team, Administrative Fellows work side by side with respected Premier executives and directors as they develop their management and leadership skills. In return, Premier Health draws on the unique talents and creative ideas of participants to help develop innovative approaches for delivering clinical care and services to patients.

Because in-depth exposure to a broad range of management issues and interaction with senior-level executives are among the key purposes of the program, each fellow participates in some governance-related activities and regularly attends a variety of board meetings, senior management team meetings and conferences.

Step By Step

The Administrative Fellowship offers a high-quality experience to help each Fellow climb the health care ladder by:

- Gaining broad-based exposure to an integrated health care delivery system.
- Developing and utilizing leadership and management skills.
- Taking part in hands-on experience in hospital administration through active involvement in program development and day-to-day operating activities.
- Enabling participants to explore various professional and management opportunities within the health care industry as an aid in making career choices.
- Participating in individualized ongoing performance improvement and leadership development coaching.
- Collaborating with senior clinical and organizational leaders to explore new strategies, learn new skills, delve into best practices and share efforts and expertise.

Eloise Broner
Fellowship Years
1989-1991
President/CEO
Good Samaritan Hospital

“The Fellowship program expanded my knowledge of the health care system from clinical to administrative functions. The experience was worthwhile as I gained hands on exposure from administrative projects and the opportunity to manage a clinical area while in the Fellowship. I gained a wealth of experience from my Fellowship training that ultimately has aided me in my career.”
The Climbing Experience

The two-year fellowship program is flexible in allowing the development of individual interest. At the same time, the learning environment provides a directed framework that fosters insight into the management dynamics of a not-for-profit health care system. During the first year of the fellowship, the Fellow spends most of his or her time rotating through the major departments of Premier Health. This rotation provides the Fellow with the opportunity to become oriented to Premier Health and its related entities. The required rotation departments include:

- Finance and Accounting
- Human Resources
- Corporate Marketing and Communications
- Physician Practice Development
- Strategic Planning and Business Development
- Hospital Operations – Support Services
- Information Services

The rotations are developed and monitored by senior management preceptors and the responsibilities and assignments are primarily project-oriented.

During the second year of the fellowship, the technical, professional and personal skills of the Fellow are enhanced through participation in the decision-making processes of Premier Health. In concert with top level management, the Fellow participates in clinical, financial and personnel decisions. The Fellow is expected to provide Premier Health with increased administrative expertise and to contribute ideas that significantly enhance the system's ability to provide quality patient care. The second year is much more flexible by nature than the first year because it is tailored by the Fellow to enhance individual career goals and objectives.

— Mark S. Shaker  
Fellowship Years: 1985-1987  
Senior Vice President  
Service Integration  
Premier Health

“Premier Health fellowship program provided me the opportunity to jumpstart my career in the health care industry. The management experiences gained, contacts met, and mentoring provided by the leadership team have prepared me for a successful future in the complex and ever changing world of health care today.”

— Frank E. Sawyer  
Fellowship Years: 2006-2008  
Vice President  
Operations  
Good Samaritan Hospital

“The exposure I gained from the Administrative Fellowship was invaluable. I was afforded the opportunity to learn up close and first-hand the administrative side of health care. Learning from staff and executives in the field gives an early careerist special opportunities to gain leadership insight. I would highly recommend the program to anyone interested in learning from the best.”
Application

The fellowship is open to individuals who have a graduate degree in Health Care Management from a university whose program is accredited by the Association of University Programs in Health Administration (AUPHA), the Commission on Accreditation Healthcare Management Education (CAHME) or a graduate degree in Business Administration from a university with national accreditation; e.g., American Assembly of Collegiate Schools of Business (AACSB); or graduate degree in Nursing Administration from a university with national accreditation; e.g., National League of Nursing. All applicants must submit:

- A brief statement as to his or her interest in the Fellowship
- A curriculum vitae
- Transcripts of undergraduate and graduate academic records
- Three letters of reference

Application deadline: Recruitment begins in November and December of each year. Check the American College Healthcare Executives (ACHE) [http://www.ache.org/career.cfm] website for exact dates.

Selection

Selection Deadline:
First quarter each year

Start Date:
July 1 or August 1 each year (Applicant’s Choice)

A selection committee will consider each candidate’s application materials. A selected group of candidates will be invited to Dayton for a series of interviews with the members of System Leadership. The final selection will be made by the Chief Executive Officer of Premier Health without regard to race, creed, color, handicap, or national origin.

The selection committee takes the following criteria into consideration:

- Academic performance
- Demonstrated leadership in college and/or community settings
- Potential for leadership in the health care field
- Demonstrated commitment to hospital operations in an effort to build a healthier community
- Level of interest in multi-unit health care systems
- Written and verbal communication skills

Compensation & Benefits

The Fellow will be paid an annual stipend equivalent to that of similar markets. Premier Health will provide a competitive salary and comprehensive benefits with full medical, dental, life and disability insurance. In addition, the Fellow will be given the opportunity to attend one national health care conference and one regional conference per year.

Completion

Although one of the goals of the Fellowship is to attract talented managers to Premier Health, we make no commitment to provide employment upon completion of the Fellowship. The Fellowship is a two-year commitment with no obligation on the part of Premier nor the Fellow for employment hereafter.

Nick Lair
Fellowship Years
1996-1997
System Vice President
Premier Health

“The Premier Health fellowship gave me the opportunity to learn first hand how a successful organization functions within a competitive environment. The leadership within Premier understands the value of a fellowship which is important to a fellow when selecting a program. Leadership spends time mentoring a fellow throughout the two year program.”
Premier Health Key Facts (2012)

Licensed Beds 2,017
Physicians 2,333
Physician Specialties 70+
Employees 14,801
Volunteers 1,803
Inpatient Admissions 81,724
Outpatient Visits 895,030
ER Visits 288,437

Area Highlights

• Wright Patterson Air Force Base
• United States Air Force Museum
• Dayton Art Institute
• National Afro-American Museum
• Great Miami River Recreation Trail
• Seven state parks
• Oregon Historic District
• Riverscape
• Boonshoft Museum of Discovery
• Dayton Dragons Minor League Baseball
• Carillon Historical Park
• Multiple championship golf courses
• Several community YMCA facilities
• Kings Island

Visit www.daytoncvb.com for more information on attractions in the Greater Dayton Region.

More Information

For more information or questions regarding the Administrative Fellowship at Premier Health, contact the Administration Office at (937) 499-9551.

Yonathan Kebede  
Fellowship Years 2008-2009  
Director  
Service Integration  
Premier Health

“We were in graduate school in St. Louis, I knew I wanted to pursue a fellowship program that values its fellows as part of the executive team. The Fellowship gave me all the tools I needed to be a successful health care executive. The fact that there were eight fellows in the system in various leadership roles was a strong testimony to the program for me. Now, being three years out of the fellowship, the program has afforded me the skills I needed to operate both at a hospital level as well as in an integrated health care system. The support and mentorship I get from the senior executives has been incredible.”