

## Help Us Develop Future Health Care Leaders

The Institute for Diversity in Health Management's mission is to expand health care leadership opportunities for ethnically, culturally and racially diverse individuals, and increase the number of these individuals entering and advancing in the field. The Summer Enrichment Program (SEP) gets right to the heart of that mission.

The SEP places diverse students pursuing advanced degrees in internships at hospitals and health care organizations throughout the nation. Experienced health care leaders mentor interns, and host sites gain access to up-and-coming, diverse talent.

Since the program's inception, the Institute has placed more than 1,200 students in internships. Many former SEP interns are now CEOs and executives at health care organizations across the country.

But we must do more. For 2017, the Institute and one of its founding members—the American College of Healthcare Executives—are teaming up to co-promote the SEP to expand more internship opportunities to diverse individuals.

As a health care field, we must accelerate our efforts to diversify our workforce, leadership teams and governing boards. Research has shown that diverse groups and inclusive work environments lead to better patient care, help solve difficult problems, innovate new strategies and improve employee engagement.

Please consider hosting an SEP intern in 2017. Your support today will help develop the next generation of health care leaders.

Sincerely,



*Tomás*

M. Tomás León  
President and CEO  
Institute for Diversity in Health Management



*Deborah J. Bowen*

Deborah J. Bowen, FACHE, CAE  
President and CEO  
American College of Healthcare Executives

To learn more about the Institute for Diversity  
in Health Management and Membership click  
the Membership tab at  
[diversityconnection.org](http://diversityconnection.org)



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# Advance the Next Generation of Health Care Leaders

## Host a Summer Enrichment Program Intern

## Become an SEP Host Site

### Hospitals, health systems and other health care organizations serve as host sites for SEP interns.

Each host site identifies a senior leader who serves as a mentor for the intern. The Institute partners with each host site during the intern screening and matching process to identify candidates that fit the organization's needs.

Host sites pay a \$1,200 administrative fee per intern, which covers all costs and materials related to intern screening and matching, SEP orientation and other educational resources. Host sites also pay the intern a stipend at a recommended rate of \$600 per week. Students work 40 hours per week. For more information on becoming a host site, visit [diversityconnection.org/SEP](http://diversityconnection.org/SEP) or contact Jasmin Clark, Institute membership and educational specialist, at [ifd-sep@aha.org](mailto:ifd-sep@aha.org) or (312) 422-2658.

### Fast Facts

- SEP internships last for 10 weeks, typically from June through August.
- SEP interns are diverse graduate students pursuing advanced degrees in health care administration or a related field.
- SEP interns complete an independently designed special project intended to benefit the hospital after the internship concludes.
- Since 1994, more than 1,200 interns have participated in the SEP.

For more information on becoming a host site, visit [diversityconnection.org/SEP](http://diversityconnection.org/SEP)



## Host site leaders say...

*"I've watched so many SEP students excel in their internships, move on to exciting employment opportunities and begin distinguishing themselves in impressive careers in health care. It started with the opportunity to distinguish themselves and to make connections with established professionals in their field."*

—Jack J. Lynch III, President and CEO, Main Line Health, Bryn Mawr, Pa.

*"Health care executives should take advantage of programs like the SEP, which is an excellent pipeline for developing diverse talent. The interns are highly qualified future health care leaders who bring their skills, knowledge and enthusiasm to their host sites and can tackle meaningful work during their stay."*

—Todd Hallmark, FACHE, CEO/Executive Director of Operations, Choctaw National Health Services Authority, Tahleah, Okla.

*"As a health care field, it is imperative that we prepare the next generation of leaders to ensure that equitable care is provided to all patients and communities."*

—Roy L. Hawkins Jr., FACHE, COO, Johnston-Willis Hospital, Richmond, Va.

## SEP Host Sites (Sample of past host sites)

Advocate Trinity Hospital, Chicago  
Gillette Children's Specialty Healthcare, St. Paul, Minn.  
Lakeland Regional Medical Center, Lakeland, Fla.  
Main Line Health, Bryn Mawr, Pa.  
Medical University of South Carolina Health, Charleston, S.C.  
Meridian Health, Neptune, N.J.  
Navicent Health, Macon, Ga.  
Robert Wood Johnson University Hospital, New Brunswick, N.J.  
St. Louis Children's Hospital, St. Louis  
Thomas Jefferson University Hospitals, Philadelphia  
UK Healthcare, Lexington, Ky.  
University Hospitals, Cleveland  
Yale New Haven Health System, New Haven, Conn.

## Former SEP interns say...

*"I can confidently say that the Institute's SEP is valuable. I would not be where I am today if I didn't have the guidance, coaching and support of many mentors throughout my career—all the way back to when I was an SEP student."*

—Suzanne B. Jackson, FACHE, CEO, John Randolph Medical Center, HCA, Hopewell, Va., 1996 SEP Intern

*"I had a wonderful experience of getting thoroughly exposed to hospital administration through the SEP. You get hands-on access to the decision makers and the planning process, as well as the steps and coordination it takes to run a hospital or health care system."*

—John E. Green Jr., President, Aegis Group Search Consultants LLC, Detroit, 1994 SEP Intern

*"On my first day, within the first hour, I was sitting in on a meeting between my preceptor, who was the vice president of operations, and the president of the hospital—it was awesome! I knew then that the internship would be very worthwhile and great learning experience."*

—Andrea Bibbs, St. Louis Children's Hospital, St. Louis, 2016 SEP Intern