

Help Us Build an Inclusive Pipeline of Emerging Leaders

The Institute for Diversity and Health Equity's mission is to advance equity, diversity and inclusion in health care, which includes cultivating talent in the health care leadership pipeline and expanding opportunities for ethnically, culturally and racially diverse individuals in health management. The Institute's 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 1,300 students in internships. Many former SEP interns are now CEOs and executives at health care organizations across the country.

To advance our efforts, the Institute and the American College of Healthcare Executives have partnered to create more internship opportunities for 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. Your support today will help develop the next generation of health care leaders.



Institute for Diversity and Health Equity

An affiliate of the American Hospital Association



AmericanCollege of
HealthcareExecutives
for leaders who care®



Institute for Diversity and Health Equity

An affiliate of the American Hospital Association



AmericanCollege of
HealthcareExecutives
for leaders who care®



Institute for Diversity and Health Equity

An affiliate of the American Hospital Association



AmericanCollege of
HealthcareExecutives
for leaders who care®

To learn more about the Institute for Diversity and Health Equity and Membership, visit diversityconnection.org



Advance the Next Generation of Health Care Leaders

Host a Summer Enrichment Program Graduate Intern

Become a Summer Enrichment Program 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 an 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. Interns work 40 hours per week. For more information on becoming a host site, visit diversityconnection.org/SEP or contact 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 1,300 interns have participated in the SEP.

For more information on becoming a host site, visit diversityconnection.org/SEP



Host site leaders say...

"It's just a really refreshing opportunity for us as health care leaders to give back to the profession that's been so good to us and to bring in new, young and energetic talent into the organization."

—Andrew M. Hillig, FACHE, Vice President, Performance Excellence, Ascension Wisconsin, Glendale, Wis.

"The intern benefits from the program, but so does everyone that spends time with them. It makes everyone reflect on what their leadership style is and how we spend our time. Am I using my time wisely? Am I setting the right goals? Does my team know what the goals are? So it really made me look back at my own schedule and how I do business."

—David L. Schreiner, FACHE, President and CEO, Katherine Shaw Bethea Hospital, Dixon, Ill.

"We were able to work on an important research project with assistance from our SEP intern, and we did make an offer of full-time employment to our intern, so we benefitted from being introduced to a future employee."

—Debra Jerome, Chief Human Resources Officer, Witt/Kieffer, Oak Brook, Ill.

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...

"The SEP internship was truly a rewarding and eye-opening experience for me. Between my interactions with various leaders and project work, I have developed great mentors and enhanced my knowledge of what it takes to be a future leader in health care. This helped me solidify my career path in health care management and offered me a unique perspective into our current health care climate."

—Teena Saji, Main Line Health, Bryn Mawr, Pa., 2017 SEP Intern

"The Institute's SEP was a phenomenal opportunity to observe how senior leadership engages each other on hospital operations, maintaining a culture of inclusivity and diversity of ideas and perspectives, and just how committed they were to finding rising talent within the organization."

—Cachavious L. Watts, Robert Wood Johnson University Hospital, New Brunswick, N.J., 2016 SEP Intern

"My SEP experience was an invaluable one. Not only was I able to work alongside hospital leaders but I gained tangible skills that allowed me to develop professionally and even personally."

—Marcel S. Flores, NewYork-Presbyterian/Lawrence Hospital, Bronxville, N.Y., 2017 SEP Intern