

Administrative Fellowship Program at Palomar Health

A life-changing career





**Nationally
recognized**

Palomar Health is the largest public health district in California.

It is nationally recognized for clinical excellence in cardiac care, women's services, cancer, orthopedics, trauma, rehabilitation, and behavioral health services. Palomar Health was named by *Modern Healthcare* as one of the Top 100 places to work and has more than 4,000 employees and 800 physicians. Some of its national recognitions include: 2014 5th Most Technologically Advanced Hospital in the World by *Becker's Hospital Review*, 2013 National Recognition Award by the *American Council of Engineering Companies (ACEC)*, and was named in 2012 Top 15 Health Systems by *Thompson Reuters*.

Health care districts are public entities that provide community-based health care services to residents throughout the state of California. Each of California's Health Care Districts is governed by a locally elected Board of Trustees who are directly accountable to the communities they serve. Today, Palomar Health serves communities in an 850-square-mile area and a trauma center that covers more than 2,200 square miles of South Riverside and North San Diego Counties. In addition to three hospitals, Palomar Health offers home health care, surgery, skilled nursing, ambulatory care, behavioral health services, wound care, and community health education programs.

Fellowship Experience

The Administrative Fellowship Program at Palomar Health is a one-year program designed to provide an opportunity for new administrators to build valuable professional experience and relationships within Palomar Health and the larger community as a whole. The fellowship program is coordinated under the direction of President and CEO, Bob Hemker, and includes a high degree of preceptor involvement from all members of the Palomar Health Executive Management Team. There is an emphasis on active involvement and becoming an independent contributing member of the Palomar Health team. In addition, there is significant exposure to management decision-making through interaction and observation at Leadership, Medical Staff, Facility Rounding, and Community & Board of Directors meetings.

“The best part of the Administrative Fellowship is the fresh perspectives, energy, and inquisitiveness that a new fellow affords”

-Gerald Bracht, FACHE
Chief Administrative Officer
Palomar Medical Center

Project Work

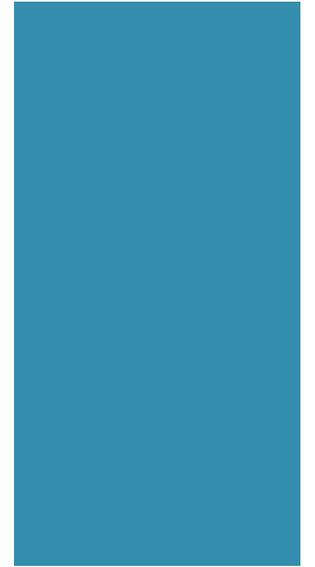
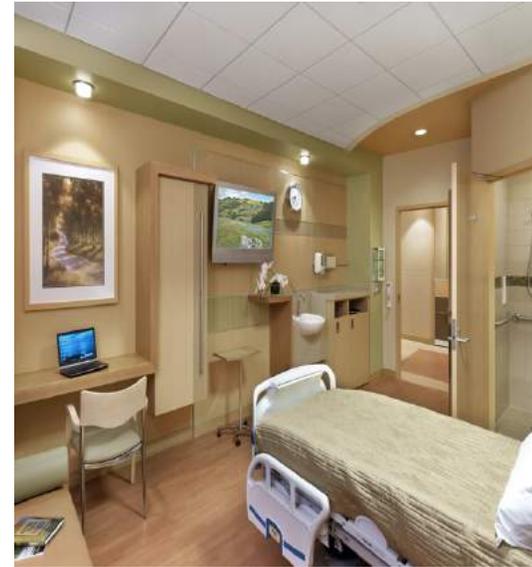
Taking part in active, hands-on, substantive projects form the basis of the Palomar Health Administrative Fellowship Program. Project work allows the fellow to develop effective administrative, analytical, and communicative skills while giving back to the organization.

Past projects have included: leading the acquisition of a 7-physician primary care group, developing a \$5.1M Corporate Administration department operating budget, executing the VGO Robot telecommunication pilot program at two facilities, and writing the organization's strategic plan on behalf of the CEO, which was approved by the Board of Directors.

“Arguably the greatest experience I had was taking a rising concept from a newspaper article to developing a business plan for a service that was eventually accepted by the Board of Directors for implementation! I can't imagine many other fellowship programs that will allow a Fellow to think so creatively, contribute so early on in your career, and provide you with the independence to have a new service accepted by the Board.

I would strongly recommend the Palomar Health Administrative Fellowship to any health care leader seeking to gain a foundation in healthcare leadership and work under the direction of a CEO. “

- **Stonish Pierce, MHA, FACHE**
2005-2006 Administrative Fellow



Eligibility Requirements

Applicants must be currently enrolled in or have obtained, by the start of the fellowship, a degree of MHA, MPH, or MBA with an emphasis in healthcare management, or degree equivalent to the aforementioned studies from a CAHME, AACSB, or CEPH accredited program. Candidates best suited for the Administrative Fellowship program will be highly motivated individuals who have a broad knowledge of current and historical perspective of the health care industry.

Compensation Benefits

Palomar Health provides a competitive salary and full benefits including: medical, dental, vision, life, and disability insurance. Reimbursements for ACHE membership and travel expenses to two regional and national conferences health conferences are also provided.

Application Process

Candidates should submit the following materials:

- Resume
- Application Form
- Statement of Intent
- Official graduate school transcript
- 2 signed and sealed letters of recommendation

For a detailed overview of the application process, expectations, the fellowship application form, and an overview of the fellowship program, please visit the program's website at:

www.palomarhealth.org/administrative-fellowship



Palomar Health

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