



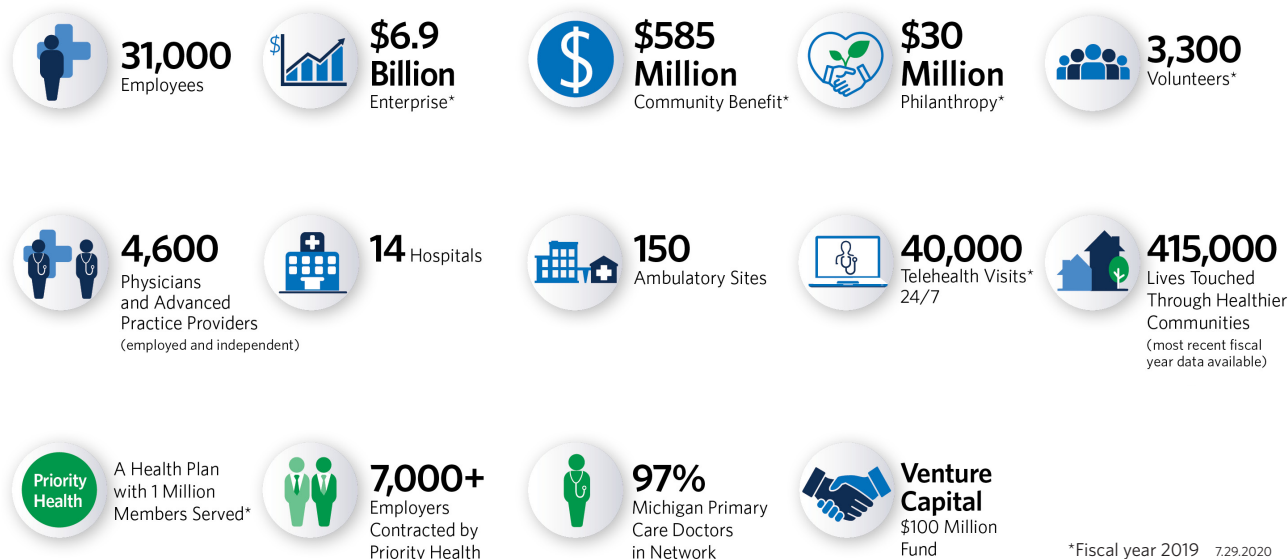
## Postgraduate Administrative Fellowship

Spectrum Health is a not-for-profit integrated health system dedicated to our mission to improve health, inspire hope and save lives in the communities we serve. With corporate offices located in Grand Rapids, Michigan, and a footprint that covers the entire state, Spectrum Health provides high-value health services to millions of individuals.

Nationally recognized for quality and clinical excellence, our array of services is unparalleled in the region—from innovative insurance plans to skilled physician specialists to state-of-the-art technology and leading-edge medical treatments. Together our hospitals and physicians groups, ventures and health plan provide

a full continuum of health services. The result is a better health care experience for our patients, families and members that supports our vision of personalized health made simple, affordable and exceptional.

Spectrum Health provides administrative fellows with a broad health care experience. As an integrated health system, the insurance and delivery of care entities collaborate to provide the best experience focused on health. Spectrum Health is West Michigan's largest employer with over 31,000 employees. The organization is focused on creating a culture rooted in the values of compassion, collaboration, curiosity and courage.



## Program Structure

The structure of the Spectrum Health fellowship allows individuals to study and work in every area of the health system while also participating in projects suited to their specific interests and career goals. At any one time, a fellow could be involved in projects in finance, information technology and strategic planning—all varying in size and scope. Under President & CEO Tina Freese Decker's supervision, fellows work with and participate as members of the senior leadership team, enabling them to gain experience through interaction with executive leadership. This is accomplished by attending board meetings, attending executive and medical staff meetings, and participating in projects focused on strategic planning.

*"The fellowship served as a unique opportunity to gain access to executive leadership, exposure to high-level strategic planning and the ability to perform strategic projects at a large integrated health system. These components were essential for my development of systems thinking and understanding of organizational dynamics. The fellowship experience provided an exceptional foundation for my career in health care administration."*

Kisha McPherson, MHSA  
Regional Physician Affiliate – Operations Specialist  
Spectrum Health Medical Group  
2015 Spectrum Health Administrative Fellow

## Fellowship Focus

This one-year fellowship gives postgraduate students a rich, professional learning and working experience in health care operations, strategy and systems-thinking. The goals of the program include:

- Develop the problem-solving and decision-making skill sets used in complex health care organizations.
- Lead or be involved in projects covering a wide range of health care areas, including finance, human resources, hospital operations, health plan operations, medical group operations, strategic planning, insurance, marketing, information technology, facilities, quality and medical affairs.
- Enhance leadership and critical-thinking skills by working one-on-one with senior executives.
- Participate in valuable networking experiences that promote future career opportunities.

West Michigan is one of the best places to live and work. Check out some 2019 rankings:

For the third consecutive time, Spectrum Health Grand Rapids earned the prestigious Magnet designation.

Spectrum Health has been recognized as one of the nation's 15 Top Health Systems.

Truven Analytics®, part of IBM Watson Health™

Spectrum Health was among 66 hospitals and health systems recognized for innovation in health care.

Becker's Hospital Review





## Grand Rapids, Michigan

Grand Rapids is located in the heart of West Michigan, on the banks of the Grand River and less than one hour away from spectacular Lake Michigan. It is the second-largest city in Michigan, with a metropolitan population of more than 1 million.

The city is a great place for entertainment and recreation. It is home to major museums, cultural attractions, fine restaurants, and sports and entertainment venues. Grand Rapids also boasts abundant golf courses, parks, trails, inland lakes, and ski areas—all within a short drive.

### Past Fellow Projects

- Aided in the expansion of the department of Behavioral Science and Lifestyle Management by garnering interest and gaining leadership and provider buy-in for culinary medicine programming at Spectrum Health.
- Led the systemwide telehealth strategy and development of a resource center for implementation.
- Developed preliminary plan for eight-room, \$10 million ambulatory surgical center.
- Prepared for The Joint Commission and the Magnet Recognition site visit surveys in management, leadership and governance.
- Worked with leadership to develop a primary care five-year strategic plan.
- Led due diligence process exploring the acquisition of the 3-hospital health system.
- Assisted in the robotic surgery enterprise expansion plan and acquisition of five da Vinci robots.
- Developed recommendations for new Medicare Advantage supplemental benefit design.
- Trained 12 physicians and APPs on the Chronic Care Video Visits platform and implemented it into seven primary care clinics.
- Led development of a system LGBTQIA+ health strategy.

*“The fellowship provided me with opportunities to gain a practical understanding of every element of an integrated health system, lead a systemwide initiative, and interact with and learn from top executives. I couldn’t imagine a better foundational experience upon which to build my career in health care administration.”*

Rashelle Ludolph, MHA, MBA  
Director of Operations, Department of Acute Care Medicine  
Spectrum Health Medical Group  
2012 Spectrum Health Administrative Fellow



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Top Up and Coming  
Cities in the U.S. in 2019

Thrillist

#45 - 2019 Top 100  
Best Places to Live

Livability

#13 - 25 Best  
Places to Live in the  
U.S. in 2019

U.S. News & World Report

#2 - The Top Five  
Most Popular  
Destinations for  
Millennials

National Association of Realtors

## Preceptor

Tina Freese Decker, MHA, MSIE, FACHE, is President & CEO of Spectrum Health and serves as preceptor of the fellowship. Tina began as Spectrum Health's first Fellow in 2002 and has held executive leadership positions throughout her 17 years serving the organization. Her unique breadth and depth of experience includes leadership roles in strategy and operations across the system, including her prior role as Executive Vice President and Chief Operating Officer. Tina is the proud recipient of Modern Healthcare's 2019 Top 25 Women Leaders. She was also recognized by the American College of Healthcare Executives (ACHE) in 2013 when she received the Robert S. Hudgens Memorial Award for Young Healthcare Executive of the Year. Tina earned her bachelor's degree from Iowa State University and two master's degrees from the University of Iowa – one in health administration and one in industrial engineering.

## Eligibility

The fellowship is open to recent graduates from accredited programs in health care administration.

## Compensation

Fellows are paid an annual stipend at market rate. In addition, fellows receive the same benefits available to full-time employees, including health benefits and paid time off.

## Application Process

Spectrum Health must receive all applications by Friday, September 18, 2020. Candidates selected will interview in October. The typical start date is between May and July.

To begin the application process, candidates must provide the following:

- Cover letter and resume
- Personal statement explaining reason of seeking the Spectrum Health fellowship
- Official transcript
- Three letters of recommendation

Address documents to Tina Freese Decker and send via mail or email to:

Lynn Patterson, Executive Assistant  
Spectrum Health  
221 Michigan Street NE, Suite 501  
Grand Rapids, MI 49503  
616.391.1607  
lynn.patterson@spectrumhealth.org

## More Information

If you wish to speak with a current fellow, please contact Stephanie Hughes at [stephanie.hughes@spectrumhealth.org](mailto:stephanie.hughes@spectrumhealth.org).

For additional Spectrum Health details, visit [spectrumhealth.org](http://spectrumhealth.org). From informational to motivational, inspiring personal health stories can be found at [spectrumhealthbeat.org](http://spectrumhealthbeat.org).

To learn more about West Michigan, visit [experiencegr.com](http://experiencegr.com) and [rightplace.org](http://rightplace.org).