



Fellowship Title: **Meritus Health Administrative Fellowship**

City: **Hagerstown**

State: **MD**

Region: **3**

Program Length: **12 months**

Deadline: **October 1, 2021**

Selection Date: **11/12/2021**

Approximate Start Date: **07/01/2022**

Salary: \$65,000

More information: www.meritushealth.com

About the Administrative Fellowship at Meritus Health

The Meritus Health Administrative Fellowship is a one-year, full-time, paid position under the direction of President and CEO Maulik Joshi, DrPH. The program provides significant engagement with the Meritus Health senior leadership team and is an immersive, hands-on fellowship with tremendous opportunity for learning and professional development in addition to leadership of and participation in systemwide initiatives and projects. This administrative fellowship is designed for proposed graduate students who desire an agile learning environment with a high degree of autonomy that is focused on continuous improvement and making a difference in Meritus Health's mission to improve the health status of the region.

Program Advantages: The fellow will be an active participant of the leadership team and gain broad exposure to leadership within and outside the organization, including, but not limited to, involvement in all senior leadership meetings, board of director meetings and relevant community events with local stakeholders. The fellowship includes opportunities to intimately observe and learn from all parts of the health systems through 1:1 meetings with diverse leaders and involvements in projects. Read more about the opportunities Meritus Health has to offer in the About Meritus Health Section.

During the year, the fellow will:

- Report directly to the President and Chief Executive Officer of Meritus Health
- Observe system-level executives at meetings and retreats throughout the fellowship
- Develop and enhance leadership skills in personnel and project management
- Gain insight on the decision-making process by working with executives
- Have opportunities to work on all levels of the healthcare organization
- Engage with multiple departments in meaningful ways
- Have opportunities to take initiative and ownership to create and/or improve processes or programs
- Engage, support and lead multiple health system initiatives such as, but not limited to, strategic planning, the annual operating plan development, quality improvement and community health initiatives

About Meritus Health

Meritus Health, Western Maryland's largest healthcare provider, is located at the crossroads of Western Maryland, Southern Pennsylvania and the Eastern panhandle of West Virginia. Meritus is an independent, integrated, not-for-profit, delivery system that has served Washington and surrounding counties for more than 100 years. Meritus Health's flagship facility, Meritus Medical Center, is a beautiful, state-of-the-art facility that opened less than a decade ago in Washington County, Maryland, to provide hospital and healthcare services. Meritus Medical Center was built as a direct link to Robinwood Professional Center creating a campus where healthcare providers, outpatients, visitors and families can move easily from one service area to another. With the addition of the hospital, the one-million-square-foot combined campus

represents the largest health services footprint in the state of Maryland. Twenty primary and specialty care practices that make up Meritus Medical Group provide nearly 250,000 outpatient care visits annually. Meritus Health has annual net patient revenues of approximately \$450M, 300 days of cash on hand and provides over \$60M annually in community benefit. As the largest employer in Washington County, Meritus Health plays a vital role in the economy.

Meritus Health holds a 25% ownership stake in Maryland Physicians Care (MPC) – a Medicaid managed care organization (MCO) that has 220,000+ members and has annual revenues of over \$1.2 billion.

In July 2019 Meritus launched the Meritus Family Medicine Residency Program. This ACGME accredited program is the newest, and only, rural family medicine program in the State of Maryland with six annual residents.

Meritus Medical Group, a multi-specialty team of providers, offers a full spectrum of patient and family-centered care for residents of the tri-state region with more than 100 providers.

Meritus Medical Center-employed nurses and healthcare staff completed a fifth year successfully providing direct healthcare to the 22,000 students of Washington County Public Schools. On average, 1,000 students a day visit the 46 Washington County Public School health rooms. School nurses provide direct healthcare to students, offer screening and referrals for health conditions, address potential health problems and educate students on healthy habits.

Meritus Health by the numbers:

- 300 bed medical center
- 14 operating rooms, including a da Vinci robot
- 7 Medical Group primary care practices and 12 Medical Group specialty care practices
- Nearly 3,000 team members, over 300 Volunteers and 605 physicians on medical staff
- 100 employed Medical Group providers
- 67,000 Emergency department visits, 14,000 Inpatient admissions, 2,000 newborn deliveries, 7,500 surgical procedures and 4,500 cardiac rehabilitation visits
- 221,000 Meritus Medical Group primary care and specialty care visits
- 18,000 Meritus Home Health visits

Meritus Health has earned numerous recognitions, including:

- Magnet® Designation by the American Nurses Credentialing Center, or ANCC, for excellence in nursing care. Meritus Medical Center has joined the top 8% of hospitals in the country as a Magnet® hospital
- The Silver Beacon of Excellence award for the critical care unit; recognition from the American Association of Critical-Care Nurses, or AACN, for exceptional care
- The emergency department's Level III trauma center designation by the Maryland Institute for Emergency Medical Services Systems, or MIEMSS
- The certified primary stroke center, a recipient of the American Heart Association/American Stroke Association's Get With the Guidelines® Stroke Gold Plus Performance Achievement Award, the only central or western Maryland hospital program earning this level of recognition

The image on the following page will provide an overview of the mission, vision, values, cultural attributes and Bold Goals for the Meritus Health 2030 Bold Goals strategic plan:

2030 Bold Goals

The Meritus Health strategic plan has Bold Goals to be achieved by 2030. Utilizing the quadruple aim framework, the 2030 Bold Goals were created to improve the health in our community, improve health care, having joy at work, and medical care that is affordable for our community.

Mission

Meritus Health exists **to improve the health status of our region.**

Vision

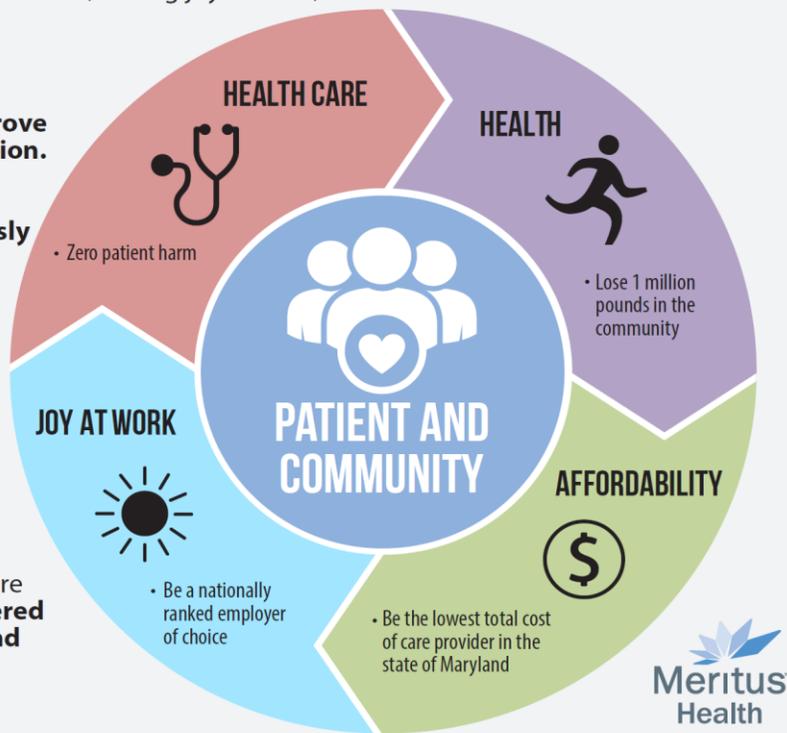
Meritus Health will **relentlessly pursue excellence.**

Values

Our culture is driven by a set of values that focus on the **patient and family first:** respect, integrity, service, excellence and teamwork.

Cultural Attributes

Meritus Health fosters a **compassionate** healing environment through a culture of **team trust, patient-centered care, focusing on quality and safety, while promoting joy at work.**



Fellowship Structure

- Meetings:
 - Informational 1:1 interviews with Meritus Health's leadership team (throughout first 2 months)
 - Weekly 1:1 meeting with preceptor Maulik Joshi, president and CEO
 - Active participation in leadership meetings
 - Observation of board of director meetings
- Projects:
 - Active working member of senior leadership team; provide direct support to systemwide goals and initiatives
 - Opportunities to support multiple areas of the organization, including: operations, communications, strategy, quality and safety, finance, nursing, information technology, medical staff, human resources and philanthropy.
 - Project based fellowship involving organizational initiatives and the interests of both the fellow and system that advance strategic goals.
- Rotations:
 - Committee Meeting Rotations as appropriate
 - Director on call – as requested
 - Clinical Rotations – as requested
- Evaluations:
 - Formal evaluation will be given in January & June
 - Informal evaluations will be ongoing during biweekly 1:1 meeting with preceptor
- Other:
 - Additional professional development opportunities available and determined by your preceptor (conferences, discussions, memberships, etc.)

Application Information

Eligibility: Applicants should have a Master's Degree in Business Administration, Healthcare Administration, Public Health, Nursing Administration, or an equivalent degree program. Applicants must have earned their degree prior to the start of the program, with the exception of the programs that require a residency or fellowship. Prior work experience in healthcare, including internships, and demonstrations of leadership through community involvement or professional associations is preferred.

Applying: Please apply via the NAFCAS portal at www.nafcas.liasoncas.org with the following materials:

1. Resume
2. Personal Statement (not exceeding 750 words) containing a brief explanation of how your interest in healthcare management developed, what your career objectives are and how the fellowship will help you achieve them, and why, specifically, you are pursuing a fellowship at Meritus Health
3. Official Graduate School Transcript (Visit the "Academic History" quadrant to submit colleges attended and to download the Transcript Request Form for your registrar's office. Transcripts should be sent directly from your registrar's office to NAFCAS)
4. Unofficial Undergraduate Transcript in PDF format e-mailed to admin.fellowship@meritushealth.com
5. Three (3) Letters of Recommendation: (1) ACADEMIC, (1) PROFESSIONAL, and (1) OTHER (academic, professional, or letter from your program director)

Important Dates:

- Administrative Fellowship Webinar - September 14, 2021 5:00 pm EST
- Application Deadline - October 1, 2021 (11:59 pm EST)
- Phone Interviews with applicants (Round 1) - Week of October 11, 2021
- Onsite/Phone Interviews with applicants (Round 2) - October 18, 2021
- Offers extended - November 12, 2021
- Program Start Date - July 1, 2022

Want to Learn More?

Additional information can be found at www.meritushealth.com. Some areas that you may find interesting are below:

- About Us:
 - Leadership
 - Healthy Washington County
 - Diversity and Health Equity
 - Meritus in the News
- Our Services
- Careers

A 30-minute webinar will also be available for interested applicants on September 14, 2021 at 5pm eastern

Please email admin.fellowship@meritushealth.com if you would like to register for the webinar. The webinar will provide more information about the culture of Meritus Health and the type of fellow that will thrive in our organization.

Please also e-mail any additional questions to admin.fellowship@meritushealth.com or call (301) 790-8491 to speak to our current Administrative Fellow.

Thank you for your consideration! We look forward to hearing from you!