

GREATER NEW YORK HOSPITAL ASSOCIATION

# SUMMER ENRICHMENT PROGRAM



Promoting Racial and Ethnic Diversity in Health Care Management



# SEP HISTORY

The Summer Enrichment Program (SEP) is part of Greater New York Hospital Association's (GNYHA) effort to promote racial and ethnic diversity in health care management. Through SEP, GNYHA helps members increase diversity in middle and executive management to reflect the diverse patient populations and communities they serve.

GNYHA launched its first SEP class in 1997. The program, which drew inspiration from initiatives like the American Hospital Association's Institute for Diversity and Health Equity, aims to develop a pipeline of talented ethnically and racially diverse young professionals. Undergraduate and graduate students interested in health care management spend a summer working alongside health care executives to experience first-hand how hospitals and health care systems are run.

# A UNIQUE OPPORTUNITY

SEP is unlike other internship programs. Students accepted into the program gain a unique insight into the inner workings of GNYHA member hospitals and health care systems from the perspective of senior leadership. Each student is assigned a hospital operations project that matches their interests. Other benefits include:

- An assigned mentor who works one-on-one throughout the program
- Networking opportunities with health care executives, elected officials, and public policy experts
- An educational series featuring hospital operations and other health care policy experts sharing valuable career advice
- Opportunities to attend diversity leadership and health policy meetings
- Public speaking and resumé writing training

More than 300 interns have participated in SEP since its inception. Many proud alumni hold management positions in New York hospitals and health care facilities across the country, a credit to the unique opportunities SEP offers. SEP promotes racial and ethnic diversity in health care management. Members of minority groups are encouraged to apply.

---

## SEP EXPERIENCE

**Selection Process:** Many students compete for limited SEP slots each year. Students must have a minimum 3.0 grade point average and demonstrate a commitment to community and a sincere interest in health care administration. After completing the interview process, accepted students are matched to a GNYHA member institution based on their skill set, area of interest, and the needs of the participating hospitals. GNYHA members

are located throughout New York State, northern New Jersey, Connecticut, and Rhode Island. While students can be placed at any of these locations, most students have historically been placed in the five boroughs of New York City, Long Island, and Westchester County.

**Project:** Interns spend the summer working closely with their preceptor and other senior leadership on a substantive hospital operations project. Projects students have worked on include quality improvement, patient experience, emergency management, and finance.

**Mentorship:** Interns are paired with volunteer mentors from health care partner organizations. This gives students the opportunity to communicate one-on-one with a health care professional who can offer guidance while providing valuable career advice and opportunities to network with industry professionals. Members of the New York Regional Chapter of the National Association of Health Services Executives, the Association of Hispanic Healthcare Executives, and the Healthcare Leaders of New York have served as mentors to SEP students.

*GNYHA is grateful to the many hospitals and health care systems that have participated in SEP. They support the diverse health care leaders of tomorrow by providing valuable educational opportunities today.*

*Founded in 1904, GNYHA is a trade association representing more than 160 member hospitals and health systems in New York, New Jersey, Connecticut, and Rhode Island. GNYHA is a dynamic, constantly evolving center for health care advocacy and expertise, but our core mission—helping hospitals deliver the finest patient care in the most cost-effective way—never changes. GNYHA's advocacy takes many forms, be it fighting for our members' interest in Washington and Albany or working alongside them to improve quality and patient safety. Each and every day, GNYHA works to ensure that our members have the tools to succeed.*





### **DIVERSITY LEADERSHIP & HEALTH POLICY CONFERENCE**

Students attend a diversity leadership conference where they hear from senior health care leaders and policy experts while learning about the importance of diversity in health care management. Past students have attended the Institute for Diversity in Health Management's National Leadership and Education Conference on Diversity, which offers the opportunity to network with health leaders from across the country. Other classes have spent two days in Washington, DC, learning about health care policy through meetings at the White House, with Congressional members and their staffs, Federal agency officials, and representatives of health care advocacy organizations.

### **GNYHA EDUCATIONAL SERIES**

GNYHA offers a two-day educational series featuring hospital operations and health care policy experts who offer personal insights on careers in health care. Speakers who hold a wide variety of positions in the health care industry share real-world tips on breaking into the industry and building a successful management career.

### **FINAL PRESENTATIONS & CULMINATING CEREMONY**

At the end of the program, students present their projects before an audience of their peers, preceptors, hospital leadership, and senior GNYHA staff. Students' accomplishments are celebrated at a culminating ceremony following the presentations.



555 West 57th Street, 15th Floor  
New York, NY 10019  
[www.gnyha.org](http://www.gnyha.org)