

# The Kaiser Permanente Safety Net Fellowship at IHI

Developing Health Care Leaders Through an Intensive Year-Long Program Based at IHI's Cambridge, MA Office

## Overview

The Institute for Healthcare Improvement is proud to announce a new fellowship opportunity, sponsored by Kaiser Permanente, for an emerging leader from our nation's safety net. We believe that the safety net provider community plays an absolutely critical role in cultivating a just, equitable, and patient-centered health care system as we take on the challenges of health care reform.



With the onset of profound changes in health insurance coverage and financing, safety net organizations are facing uncharted waters. While mainstream institutions will

deal with capacity needs and new revenue models, safety net institutions will take on these issues with the added challenge of converting historically under-resourced settings into competitive organizations in a new health care marketplace, while maintaining their commitment to the underserved.

A new set of leaders is needed to take on this challenge. These individuals will need to hold fast to the unique role and accountabilities of safety net organizations while enlisting a skill set that harvests a cutting edge process of change, a culture of innovation, and a scientific application of system and performance improvement.

IHI has spearheaded revolutionary concepts in health care, helping the US and the world move from a

system that tolerates waste and indifference to one that is patient, family and community centered, and that values health and esteem for individuals both well and sick.

Kaiser Permanente has also, since its origins, challenged conventions about how health care should be delivered. Both IHI and Kaiser Permanente understand that changes that are important and sustainable can not be left to chance. The opportunity to accelerate the institutions that care for the underserved to the forefront of how our health care system defines itself — as an equitable one that provides medical- and patient-centered care — requires the collaboration of groups with shared values and investments in the leaders that embrace change. This fellowship represents that vision. **We invite you to join us.**

## Fellowship Details

Fellows will spend one year on site at IHI in Cambridge, Massachusetts.

Each fellow has a structured individualized learning and work plan and individually tailored projects under the direction of an IHI mentor.

Fellows will receive personalized guidance to help them re-engage and transform their own institutions after graduation.

Fellowships include travel and tuition, and support expenses associated with individual learning plans.

Please visit [www.IHI.org/Fellowships](http://www.IHI.org/Fellowships) for more information and to download an application.

Applications are due by October 15, 2012.

## Strong fellowship candidates...

- Have the full support of their home organization, including a commitment to leverage fellowship learning in a leadership role post-fellowship
- Demonstrate a strong commitment to providing leadership within the safety net
- Have experience leading a quality improvement initiative
- Are able to relocate to Cambridge, Massachusetts from July 1, 2013 through June 30, 2014

## Who is eligible for the fellowship?

Candidates must be from a safety net organization in the United States. Candidates from both health care delivery and advocacy organizations will be considered.

## Frequently Asked Questions

### **I am in training or just completed training. Am I eligible for the fellowship?**

The fellowship is designed for mid-career professionals who will return to senior leadership positions in their home organizations. We would, however, consider a very strong application from a more junior candidate. All successful candidates must have full-time employment with an organization who will sponsor them for the fellowship (salary and benefits for the year are paid by the home organization) and show commitment to leveraging learning appropriately post-fellowship.

### **I would like to come to IHI as a fellow for three months. Is this possible?**

Fellowships are one year in duration, July through June. We are not currently able to meet requests for shorter fellowships.

### **Can I work half-time for my home organization while completing the fellowship?**

To benefit fully from the intense learning experience that a fellowship offers, fellows should have no day-to-day responsibilities at their home organization during the fellowship year. Fellows may choose to work on a discrete improvement project back at their home organization during the year if it fits well with their learning objectives for the fellowship.

### **It seems that previous fellows are medical doctors. Is there an MD requirement?**

No. We encourage applications from nurse leaders, quality improvement professionals, and allied health professionals. We have had a dentist, a speech therapist, a pharmacist, a physical therapist and nurses, among others, accepted into the fellowship program.

### **What is included in the fellowship?**

The fellowship covers all fellowship training and associated travel. The fellow's home organization is responsible for the fellow's salary and benefits for the fellowship year. The fellow is responsible for all relocation and living expenses.

### **What is the timeline?**

Applications are **due by October 15, 2012**. The strongest candidates will be invited to interview in Orlando, Florida at the beginning of December. The fellowship program starts July 1, 2013, and ends June 30, 2014.

### **Other questions? Contact:**

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