YUMA REGIONAL MEDICAL CENTER

YOUR HEALTH | YOUR HOSPITAL

2020-2021

Administrative Fellowship

www.yumaregional.org

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Mission, Vision, and Values

What we stand for

OUR MISSION The mission of YRMC is to improve the health and well-being of individuals, families, and the communities we serve through excellence, innovation and prudent use of resources.

Where we are going

OUR VISION YRMC will be recognized as the model regional medical center. We will work collaboratively to evolve the best system of integrated healthcare in our service area.

Our values express our shared understanding of what we believe and how we aim to behave

OUR PRIMARY VALUE

PATIENTS COME FIRST

OUR CORE VALUES

Respect • Teamwork • Integrity • Innovation • Compassion • Wellness • Excellence

How we get there

OUR STRATEGIC GOALS

GOAL 1	GOAL 2	GOAL 3	GOAL 4	GOAL 5
Population Wellness	Work Place Excellence	Clinical & Operational Excellence	Community Healthcare	Financial Strength
Develop a core capability around promoting the health of a population, starting with our own employees and dependents.	To attract and retain the best employees, physicians and volunteers to promote the best-in-class workplace environment.	Achieve the best in class levels of care delivery, customer service, efficiency, safety, and overall quality.	Leverage the unique system capabilities (hospital and community providers) to increase value for external and internal customers and eliminate barriers to care.	Maintain our financial strength to support other strategic programs.

In 2016, YRMC embarked on a journey to implement the Balanced Scorecard (BSC), an organization wide system, to align everyday operations to the organization's strategy. As we have seen extremely positive outcomes organization-wide, we have place even greater focus on BSC utilization.

Objectives on each BSC are categorized into 4 lenses or perspectives:

- **Patients & Families**
- **Financial Health**
- **Processes**
- **& Readiness (People, Tools & Technology)**

As YRMC achieves its objectives in readiness, it is better able to accomplish its objectives in Processes, and so on up to YRMC's primary focus; the Patients & Families we serve.

Organizational Background

Highlights

- Yuma Regional Medical Center is **a sole-provider not-for-profit, full-service, 406-bed acute care hospital**. Approximately 2,100 employees and more than 450 physicians and allied health professionals create a health center unparalleled for a city the size of Yuma.
- Yuma Regional Medical Center is a **member of the Mayo Clinic Care Network.**
- We are accredited by DNV-GL. This accreditation is recognized by the federal government, state governments, and insurance companies.
- Yuma Regional Medical Center has been **an educational teaching facility** since 2013. It has a Family and Community Medicine Residency Program.
- Yuma Regional Medical Center has a **free-standing Cancer Center** which is accredited by the Commission on Cancer.
- Yuma Regional Medical Center recently earned four stars from CMS and an A from the Leapfrog Group

Background Summary:

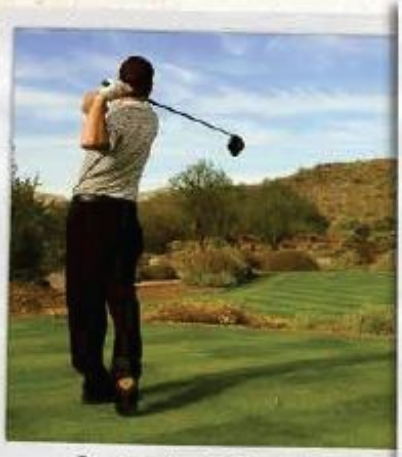
At Yuma Regional Medical Center **Patients Come First** is our Primary Value. Providing exceptional care is our priority. We are proud to meet the needs of the residents of Yuma and our surrounding areas. Our close-knit community provides the advantage of offering individualized care and delivering excellence to every patient, every time. YRMC is proud of the dynamic, driven and innovative individuals who collaborate to provide high-quality, patient-centered care., both in the inpatient and outpatient settings.

With the ever-expanding needs of our community, Yuma Regional Medical Center's growth strategy is focused on developing our Clinically Integrated Network (CIN) and expanding our ambulatory services.

YRMC is in the early stages of developing a dyad and triad leadership model throughout the organization with the partnership of physician, business, and nurse leadership. As a member of the Mayo Clinic Care Network, YRMC is leveraging Mayo's expertise in this leadership model. YRMC's movement in this direction affords talented individuals the opportunity to develop their skillset, advance their career, and contribute to the organization in meaningful ways.

About the Community

Yuma, Arizona has it all...sunny weather, friendly people and a great quality of life. Yuma is a community of many dimensions and we're confident you'll find what you are looking for here! With near perfect weather nine months of the year, you'll see why it is called the sunniest place on Earth. While Yuma offers a small town environment, it also offers many opportunities. Abundant outdoor adventures, beautiful golf courses, water sports on the Colorado River, many popular festivals and unique cultural events are all waiting for you in Yuma.



First rate golf courses for the avid golfer

The desert offers amazing sunsets

Outdoor recreation abounds for the adventurer

Location: Yuma is located on the banks of the Colorado River in the Southwest corner of Arizona. It borders California and is near the border of Mexico. Yuma is centered between San Diego (180mi) and Phoenix (178mi), making it easy to get away for the weekend! Las Vegas, Tucson, Palm Springs and Los Angeles are all within a 300 mile radius. Mexico's beautiful Sea of Cortez begins just 60 miles south of Yuma.

Climate: If you love sunshine, Yuma is the place for you! The beautiful weather makes it the perfect location for outdoor activities, events, festivals and recreational fun. Yuma boasts an average of 350 days of sunshine each year. Imagine average lows during the winter months of only 47 degrees.

Population: Yuma County has nearly 200,000 year-round residents. The population increases by 100,000 during the winter months when winter visitors migrate down to enjoy the warm weather. Yuma is proud to be the home of the busiest air station in the U.S. Marine Corp and also the U.S. Army Proving Ground.

Recreation: Whether your favorite activity involves boating, hiking, camping, hunting, fishing, off-road motorsports or golf – you'll find plenty of opportunity to enjoy them here. Yuma is also home to three National Wildlife Refuges, making it the natural choice for nature lovers. Explore historic downtown Yuma or shop across the border in Mexico.

WHO SAYS YOU CAN'T
HAVE IT ALL?

Position Summary

YRMC is excited to accept applications for the 2020-2021 Administrative Fellowship. YRMC, a 406 bed not-for-profit medical center, is a sole provider hospital in Yuma, Arizona. Yuma borders Mexico and California and serves a unique and diverse population. The 12 month Administrative Fellowship is rotationally based, and project driven. The Administrative Fellow is considered part of the leadership team and as such attending key meetings, board meetings, and leadership retreats. YRMC understands that Administrative Fellows are not all seeking the same experience. Therefore the exact Administrative Fellowship experience at YRMC will largely be determined by the selected candidate and preceptor. Career building opportunities that next year's fellow will be able to participate in/lead include, but are not limited to: transition of service lines to value based medicine, formation of concierge medicine, establishing the medical center's regional presence, adoption of a dyad leadership model, continued implementation of an organization wide LEAN transformation, and development, design, and redesign of key operational areas. The position will be supervised by the Vice President of Operations with direct reporting relationship to other Vice Presidents.

"YRMC has demonstrated a genuine focus on building my skillset and abilities. This is evident in the high quality of projects I've been assigned and the mentor relationships that I have built throughout the organization. I am thoroughly impressed with my experience at YRMC and confident that the next Administrative Fellow will have a phenomenal experience"

Brett Bingham
2015-2016
Administrative Fellow

Eligibility Requirements

Qualified candidates will possess the following

Education:

Required: Masters degree in Business, Healthcare Administration, or healthcare related field of study from a CAHME accredited program.

Preferred: Masters degree with 1+ years healthcare related professional experience.

Experience:

Required:

- Familiarity with healthcare delivery concepts including clinic/hospital operations, clinical quality, patient experience enhancements, reimbursement, healthcare technology and infrastructure
- Strong communication skills and the ability to collaborate with people at all levels including hospital leadership, physicians and community partners
- Proficient in Microsoft Office products (Word, Excel, PowerPoint)

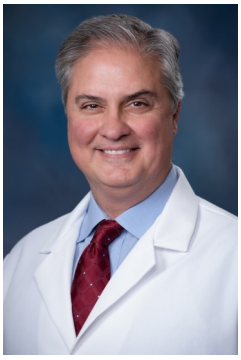
Preferred:

- Internship experience within a healthcare setting (ex. Ambulatory care, acute care, skilled nursing, skilled rehabilitation, etc.
- 1+ years of progressive business/healthcare management experience
- Formal process improvement training (Lean, Six-Sigma, TQL, etc.)
- Proficient in Microsoft Project and Visio

YRMC provides a standard competitive compensation package to administrative fellows. This includes **full benefits** as a YRMC employee, **$55,000 yearly compensation**, and **housing for the duration of the fellowship** (2 bedroom furnished apartment in the hospital owned Sonora Sunset Complex).

Leadership, Preceptor, & Previous Administrative Fellow

The YRMC Administrative Fellowship is focused on helping future healthcare leaders learn, grow, and develop. We believe a key component to growth is individualized mentorship. Throughout the Administrative Fellowship, the preceptor and fellow will discuss what skills the fellow is seeking to build and how the organization can best assist in the development of those skills. The Administrative Fellow will have many opportunities to build mentor relationships with leaders throughout the organization as he/she rotates through different areas and works on a variety of projects.



Robert Trenschel, DO
President & CEO

Dr. Robert "Bob" Trenschel brings nearly 20 years of healthcare and medical management experience to Yuma Regional Medical Center as the Chief Executive Officer. His strong focus on population health emphasizes the hospital's responsibility to utilize its resources in a way that benefits the overall health and well-being of the community and region. The vision of Yuma Regional Medical Center is to become the model regional medical center. Building on the foundation of legacy and innovation will help YRMC evolve into a future as the best system of integrated healthcare in the area. Creating a system that promotes the practice of caregiving with ease, supports and rewards staff and ultimately provides the best patient experience is a triad of success that Dr. Trenschel believes will help YRMC live out its mission and vision. Dr. Trenschel served as a physician in a private practice from 1990-1993. He graduated medical school from Nova Southeastern University in Fort Lauderdale, FL, and holds a Masters of Public Health from Florida International University.

Trudie F. Milner, PhD
VP of Operations

Trudie F. Milner, PhD is the Vice President of Operations. She brings 25 years of healthcare leadership experience to her role which includes developing a non-medical in home care company, working on the corporate side of health care for a national clinical respiratory and durable medical equipment company before joining Atlantic Health, a large integrated multi-hospital system located 45 miles west of Manhattan. In 2010 she was recruited to the Medical University of South Carolina in Charleston to become the Vice Chair of Finance and Administration in the Department of Orthopaedic Surgery in the College of Medicine. She was granted and retains a faculty appointment in the College of Health Professions also at the Medical University. Dr. Milner is an active researcher. Current interests include policy and change, innovation in health care delivery models, educating primary care physicians to understand and use genetics to identify family not just individuals at high risk for cancer and health care issues in the border region and the role of the environment on healthcare outcomes. She has published in academic journals and textbooks and presented her work at professional meetings.

Brett Bingham, MHA
2015-2016
Administrative Fellow

Brett is currently the Director of Operations for the Clinically Integrated Network (CIN). Since his fellowship at YRMC Brett has developed our CIN from the ground up. He completed his Masters in Healthcare Administration from the University of North Carolina at Chapel Hill. Brett's career focuses have been in data analytics, population health, strategy, provider networks, and alternative payment models. His undergraduate degree is in Economics from Brigham Young University. Projects Brett worked on while a fellow include: multiple executive briefs, initial filing of a Medicare Advantage plan, regional market assessment and competitor evaluation, ED process improvement projects, clinical integration planning, physician recruitment, multiple financial evaluations, LOS reduction in the observation unit, a wayfinding RFP and vendor selection, evaluation of translation services, board presentations, project management of physician transitions, and the implementation of an organization wide strategy system (balanced scorecard). Preceding Brett's current position, he was retained by YRMC as the Senior Analyst in Business Development.

Application Requirements & Timeline

Interested candidates are encouraged to apply by emailing the following information in a **single file .pdf format** to AdministrativeFellow@yumaregional.org with the applicant's full name in the subject of the email. Candidates are encouraged to send materials attached in a pdf format.

Application Materials include:

- Cover letter
- Resume
- Personal Statement describing your interest in an Administrative Fellowship at YRMC (not to exceed one page)
- 3 letters of recommendation (1 academic, 1 professional, and 1 of applicant's choice)
- Copy of graduate school transcript (official transcript required if offer is extended)

Application Timeline

- Application deadline: Received by October 2, 2019
- Phone/Skype Interviews: Early-Mid October
- On-site Interviews: Late October–Early November
- Start date: June/July 2020

Informational Webinars

We will be holding 2 informational webinars with the preceptor, previous fellow, and the fellowship selection committee. We will provide an overview of the organization, the fellowship program, and answer any of your questions.

To receive dates and a link by email to the webinar, please email AdministrativeFellow@yumaregional.org

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