



LCMC Health

Minority Executive Fellowship Program



Program overview

LCMC Health is deeply committed to increasing the diversity of its healthcare and executive staff.

LCMC Health is launching a second cohort of this year-long fellowship program with priority selection given to internal LCMC Health candidates; however, external applicants are welcomed and encouraged to apply.

As part of the organization's commitment to diversity, equity, and inclusion, this fellowship is targeted and designed to create a pipeline program that offers recent graduates from historically marginalized backgrounds the opportunity to work within a healthcare setting, obtain onsite training in a variety of areas in healthcare administration and social sciences, and gain access to and experience in areas of healthcare that are virtually inaccessible without prior knowledge of the field.

As part of a multi-million dollar investment dispersed over several initiatives, this fellowship will further operationalize that commitment over the course of the next several years.

The 2024-2025 fellowship panel will select four fellows to be assigned to a leader based on interest area and hospital area of need.

Providing rich experiences at a senior management level, fellows will gain significant experience in hospital management, operations and strategic planning, and implementation.

During this year-long fellowship program, the candidate strives to develop a broad knowledge base of hospital management and operations by accepting responsibility for key strategic and operational projects and programs.

Fellows will complete a capstone project that will be presented to LCMC Health senior leaders, department leaders, and staff reflective of fellowship project/program achievements.





Selection process

Applicants to the LCMC Health Fellowship Program must have received their master's degree in one of the identified disciplines within the past two years, have achieved a cumulative grade point average of at least 3.0, be in good standing with their college or university, and have no previous fellowship program participation or completion.

Eligible degrees:

- Master of Healthcare Administration (MSHA or MHA)
- Master of Health Services Administration (MHSA)
- Master of Business Administration (MBA)
- Master of Public Health (MPH)
- Master of Healthcare Administration (MHCA)
- Master of Public Administration (MPA)
- Master of Social Work (MSW) or Sociology
- Master of Arts (Medical Anthropology) (M.Anth)
- Master of Psychology (M.Psy)
- Or related field

Application requirements:

- Online cover letter
- Online resume/CV
- Graduate school official transcript
- A 500-word essay: Highlight three health challenges in the Greater New Orleans area and what innovative strategies would you implement to address those issues?
- Two letters of recommendation

Application and interview process

- Applications accepted online through the following link:
[Click here to apply](#)
- Submitted applications are reviewed by Fellowship Administrators
- Candidates are phone screened by the fellowship manager
- Selected candidates will be invited to onsite interviews.
- Panel interviews with executives and operations leaders
- Tour of the LCMC Health headquarters
- Welcome reception with LCMC Health Senior Leaders

Area of focus

The 2024-2025 fellowship cohort will consist of four fellows. Through this opportunity, the fellows will become intensely involved in our complex organization which would include access to the following areas of focus:



Executive fellowship

Position summary and salary

The executive fellow actively integrates learning and applies such knowledge to healthcare administration, management, and social science principles and theories within a hospital system setting. During this fellowship, the candidate strives to develop a broad knowledge base of hospital management and operations by accepting responsibility for key strategic and operational projects and programs.

Reports relationships

Fellows will report to Fellowship Administrators and Fellowship Manager, as well as report to other members of senior leadership depending upon area of focus and project assignment.

Essential job duties

- 1 Integrates and applies healthcare administration and social science principles and theories in a fellowship program, acquires knowledge of hospital operations, regulations, policies, and procedures, and examines hospital organizational structure and behavior.
- 2 Assumes responsibility for specific and targeted projects, programs, or functions. Works collaboratively with the department leader on goals setting, measurement of attainment to goals, and evaluation of the program. Identifies economic, social, environmental, and political conditions affecting the healthcare industry and makes prudent recommendations to administration for improving healthcare services.
- 3 Provides suggestions for program development and offers evaluations of existing programs and projects to increase program performance and identify ways to improve the quality, efficiency, and effectiveness of healthcare service delivery.
- 4 When requested, will actively participate in all regulatory and accreditation surveys. To assist with the preparation of records and reports, process improvement, and compliance.
- 5 Attends senior management, medical staff, and administrative meetings as required and participates on committees as directed. Strives to improve the quality of meetings by taking an active role in meeting topics.
- 6 Observes and adheres to all departmental and hospital policies and procedures, and follows all safety, quality improvement, and infection control standards.

- 7 Develops positive relationships between the hospital, medical staff, and community agencies, special interest and civic groups, and professional affiliations by acting as a hospital representative. Works through civic groups and public education activities to improve community health and foster the hospital's image as a leader in the healthcare industry.
- 8 Performs other duties as assigned or requested.

Interpersonal skills

- Effective oral and written communication and computer skills
- Good interpersonal, listening, and human relations skills
- Ability to establish and maintain effective relationships within and outside the organization
- Ability to effectively communicate the mission, vision, and values of LCMC Health to those responsible for maintaining their integrity
- Good time management, budgetary planning, and administration skills
- Problem solving, prioritization, and critical thinking skills
- Effective public speaking skills, as well as ability to develop and conduct effective presentations (i.e., PowerPoint, Excel, etc.)



Fellowship year-at-a-glance





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LCMHealth.org