

SEP



GREATER NEW YORK HOSPITAL ASSOCIATION
SUMMER ENRICHMENT PROGRAM

SEP History

The Summer Enrichment Program (SEP) is part of the Greater New York Hospital Association's (GNYHA) effort to increase diversity and inclusion in health care management. Through SEP, GNYHA supports member efforts to increase the racial and ethnic diversity in middle and executive management to reflect the diverse patient populations and communities our members 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 of Health Management, 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 firsthand how hospitals and health care systems are run.





A Unique Opportunity

SEP is unlike other internship programs. Students accepted into the program are offered 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 dispensing valuable career advice
- Opportunities to attend diversity leadership and health policy meetings
- Public speaking and resume 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 Experience

Selection Process: Each year many students compete for limited SEP slots. Students must have a minimum 3.0 grade point average while demonstrating a commitment to community and a sincere interest in health care administration. After completing the interview process, accepted students are matched to a 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. Students can be placed at any of these locations. Historically, most students have 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 work on have included 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 insiders. Members of the New York Regional Chapter of the National Association of Healthcare Services Executive, the Association of Hispanic Healthcare Executives, and the Healthcare Leaders of New York have served as mentors to SEP students.

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 insight 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.



GNYHA is grateful to the 160 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, Greater New York Hospital Association (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.

