

SPOKANE TEACHING HEALTH CENTER



Executive Director

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The Organization

The Spokane Teaching Health Center (STHC) is an innovative, nonprofit collaboration between Empire Health Foundation, Providence Health Care, and Washington State University that was established to help fill the unmet need for physicians in Washington state, particularly in rural and underserved areas. Research conducted by the Association of American Medical Colleges found that 68% of doctors who complete both their undergraduate and graduate studies in one state stay and practice medicine there. The STHC is creating a strong pipeline of doctors with a bold goal of increasing the number of health professional residency positions in Eastern Washington by 60%, thereby increasing the number of medical professionals who stay in Washington to practice medicine. As a community-based health provider, the STHC is able to receive and leverage funds from the federal Health Resources and Services Administration (HRSA) through a grant created by the Affordable Care Act. HRSA grants are designed to fund medical residencies that ultimately provide services to largely underserved and marginalized communities.

The STHC is led by a Board of Directors appointed by the widely respected consortium partners who represent a nonprofit hospital, a university with a new medical school, and a hospital conversion foundation, each of whom is committed to improving healthcare equity in the region. The STHC provides academic, community-based, multi-disciplinary clinical education to health care professionals and patient care in Spokane, Pullman, and Colville, Washington. The Rural Training Track is a vital program with an incredible track record of placing graduating physicians in underserved rural areas. To date, the HRSA grant has allowed for expansion of both Family Medicine and Internal Medicine Residency programs, and the STHC has already increased the number of residents trained by 20%.

The STHC is the fully accredited institutional sponsor of the following programs:

- Family Medicine Residency
- Family Medicine Rural Training Track Residency
- Internal Medicine Residency
- Transitional Year Residency
- Sports Medicine Fellowship

The Northside Family Medicine Residency program is also under development, which will be sponsored by STHC. Locally, there are also residency programs in Psychiatry and Diagnostic Radiology and an Obstetrical Fellowship which may eventually fall under the STHC institutional sponsorship. STHC is working on adding a pediatric residency program and will continue to develop community partnerships that maximize graduate medical education quality and outcomes in the region.



The Opportunity

Teaching Health Centers have emerged since 2013 to address the shortage in primary care physicians entering the workforce across the country, focusing on resident training in community-based settings, and aiming to provide quality healthcare access to people who are geographically isolated or economically vulnerable. The Executive Director (ED) of the STHC will join one of the few Teaching Health Centers in the country that make up a national movement of organizations dedicated to increasing opportunities for Graduate Medical Education (GME) through community-based, collaborative, patient-centered care.

The ED will partner with the Board, the Designated Institutional Official, the Director of Medical Education, and the STHC staff to ensure programmatic success, maintain accreditation, meet legal and policy compliance requirements, and review and act upon directives of complex funding sources. Together, the team will work towards STHC's mission to make health care accessible, affordable, and available to all.





Key Priorities

Executive Leadership & Strategy

- Effectively manage a diverse, dynamic group of consortium partners and Board members to ensure alignment and move the work of the STHC forward.
- Collaborate with the Board of Directors to design a long-term strategic plan that builds upon the current priorities and goals of the STHC.
- Identify and cultivate new institutional partnerships for the consortium with other healthcare providers and graduate medical education programs who are also serving the region.

External Engagement & Fund Development

- Serve as chief spokesperson and advocate for the STHC with local, state and national policy makers, the GME community, and local partners.
- Participate in community, state, and national associations and professional activities related to health care services and administration in order to maintain professional credibility and elevate STHC's profile and brand.
- Identify and secure diverse private and public revenue streams to support the STHC, its residents, and its programs.

Organizational Leadership

- Expand STHC's interdisciplinary training capabilities by increasing the types of professional training programs offered to include nursing, pharmacy, and other therapies, ensuring that the next generation of healthcare professionals will be taught according to the national best practice of treating the whole patient.
- Provide sound fiscal judgement and oversight and empower the Designated Institutional Officer and Director of Medical Education to effectively oversee staff and programs.
- Lead efforts to recruit and retain new residents to the STHC.





Ideal Candidate

The ideal candidate will bring strong executive leadership skills necessary for managing a complex, high-powered, and dynamic consortium. A talented and diplomatic connector and collaborator, she or he will be at ease interacting with multiple stakeholders and influential partners in a variety of settings and will be a good steward of those relationships. Candidates must be comfortable leading through ambiguity; and the successful candidate will possess a high degree of confidence and interpersonal sophistication in order to support a nonprofit board of directors, work with state and federal policy makers, generate and secure new resources, and build collaborative, strategic partnerships.

The ED of the STHC will be a capable and inspirational servant leader, passionate about contributing to an emerging model for graduate medical education and integrated healthcare. She or he must be confident in her or his ability to navigate to the end goal of the STHC, while also possessing the tenacity to change course, and bring others along, when necessary. The ideal candidate will also share STHC's perspective of promoting diversity in the medical field and providing medical services to the underserved.

Exceptional business acumen and project management are essential in order to contribute to and execute strategy and interpret financial information at the highest level. Funding for GME is complex, and the ED must bring a high-degree of comfort working with state and federal resources and managing braided funding streams in order to broker gaps in program financing.





Qualifications

Candidates should have a minimum of seven years' leadership experience. A bachelors' degree is required, and an advanced degree in a Health Care profession e.g., Nursing, Medicine, Public Health, or Health Care Administration is preferred. Experience and understanding around the complexities of Graduate Medical Education and clinical environments is also preferred.

Spokane

On Washington's eastern, sunnier, drier side, Spokane lies 18 miles west of the Idaho border and 100 miles south of the United States-Canada border. The Spokane region serves as a hub for most of the business, medical, transportation, industrial, and cultural needs of the Inland Empire.

Spokane combines myriad varieties of year-round outdoor recreation, fine arts, award-winning education, inexpensive economies, and a family-friendly environment. Nearby universities, such as Washington State University, Eastern Washington University, Gonzaga, and Whitworth, contribute to the intellectual vibrancy of a growing city. The community takes advantage of close access to the Cascade and Rocky Mountains—unparalleled meccas for skiing, biking, and hiking. Plus, 76 nearby lakes and rivers make swimming, fishing, and boating a cinch. The region also boasts many challenging yet beautifully designed golf courses. World-class museums, Broadway performances, art galleries, events, and organizations celebrate diverse cultures and traditions that continue to enrich area culture.



To Be Considered

As the hiring body, Empire Health Foundation (EHF) is an equal opportunity employer and committed to a diverse, multicultural work environment. EHF does not discriminate in employment on the basis of age, race, creed, gender identity, religion, marital status, veteran's status, national origin, disability, or sexual orientation.

Cover letters and resumes should be addressed to Mikkell Roeland and thoughtfully crafted to articulate your interest in the position and fit for the role.

*The search for the Executive Director of the Spokane Teaching Health Center
is being assisted by a team from Waldron:*

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Waldron is honored to work with the Spokane Teaching Health Center in the search for a Executive Director. The Spokane Teaching Health Center does amazing work, and we are doing our best to recruit a talented team member who will accelerate this mission. As the consulting partner strategic leaders choose to help attract, engage, and inspire effective leaders, Waldron provides a unique combination of executive search, leadership development, and career transition services across sectors and industries. Our passion is helping people and organizations realize their full potential and increase their impact.