About Community Regional

**Community Regional Medical Center** (CRMC) is the flagship hospital of Community Medical Centers (CMC) – a private, not-for-profit healthcare system based in Fresno, California. CMC is the largest provider of healthcare services and the largest private employer in central California, with more than 8,500 employees. CMC also operates three other acute-care hospitals – Clovis Community Medical Center, Fresno Heart & Surgical Hospital, and Community Behavioral Health Center.

CRMC is located on a 58-acre campus in downtown Fresno. Our academic-affiliated medical center has over 4,900 employees and 909 licensed beds, making it one of the largest acute care hospitals in the western United States. In addition to the 685 licensed beds that are on CRMC’s main campus, our other affiliated campuses include the 57-bed Fresno Heart & Surgical Hospital, the 106-bed Community Subacute and Transitional Care Center, the 61-bed Community Behavioral Health Center, the California Cancer Center, and the Deran Koligian Ambulatory Care Center. CRMC’s service area is over 15,000-square-miles and our hospital is home to the only comprehensive burn and Level 1* trauma center between Los Angeles and Sacramento. Our 56,000 square-foot emergency department is one of the busiest in the western United States and our 84-bed Level 3* NICU supports our community as CRMC is the regional high-risk pregnancy and birthing center, ranking either one or two in California for the past decade in delivering the most babies under 3 lbs. 8 oz. For our high-acuity and specialty services – including cardiovascular, neuroscience, trauma, burn, oncology, and women’s and children’s services – CRMC serves nine counties throughout California, covering a geographical area the size of Rhode Island, New Jersey and Connecticut put together.

In addition to offering the highest level of care for millions of residents throughout central California, we’re also proud of the fact that as the region’s safety-net provider, we offer those critical healthcare services to all – regardless of their circumstances. Since 2005, Community Medical Centers has provided over $1.4 Billion in community benefit, including uncompensated care, medical education and other vital community services. One example of this commitment is Terry’s House, a 17,000-square-foot, two-story home located on the campus of CRMC that provides a supportive residence for families while their loved ones receive critical care in the hospital.

This is all in line with our organization’s mission – to improve the health status of our community, and to promote medical education. In order to meet the second part of our mission, we have a 40-year affiliation and partnership with the University of California, San Francisco School of Medicine – one of the nation’s leading medical schools. More than 300 physicians receive specialized training each year at C through the UCSF Fresno Medical Education Program. Residency and fellowship training programs include specialties ranging from internal medicine, emergency medicine and critical care surgery to obstetrics/gynecology, pediatrics and interventional cardiology.

* Indicates highest level designation
Program Overview

For our organization to be successful, we need strong and talented leadership at every level. Our administrative fellowship program attracts the best and brightest from healthcare leadership programs around the country, helps them develop and prepares them for leadership opportunities.

The administrative fellow at CRMC is required to be an active member of the facility’s leadership team and participate in a variety of operational, strategic, financial, and business planning activities. This fellowship provides exposure to a variety of facility, corporate, and medical staff meetings and is both rotational and project-based. The fellow will gain an understanding of hospital operations by rotating through different operational areas of the organization and proactively working to help improve the operations and patient care offered in those areas.

The fellow will have the opportunity to become fully immersed in two self-directed projects during the course of the year. They will also work on hospital-wide initiatives through the hospital’s key service lines, as well as smaller projects at the unit/departmental level through various functional areas of the hospital. Proactively identifying and engaging in project opportunities are important skills that contribute to leadership development. This fellowship structure will provide a challenging and unique balance between major service line projects, individual projects and other ongoing activities – ensuring fellows become knowledgeable and strong leaders.

The fellow will report to a member of the facility executive team who will meet regularly with them to discuss the fellow’s progress, career goals and other opportunities for engagement.
Fellow Testimonials

Robert Wright

*Current Administrative Fellow, 2019 - 2020*

Robert Wright is from Salt Lake City, Utah and received his Bachelor of Science in Health Administration and a minor in Spanish from Brigham Young University – Idaho. Robert also completed his Master of Health Administration (MHA) at the University of Utah while being heavily involved with the local chapters of ACHE, MGMA, and HIMSS. Prior to starting his fellowship at CRMC, Robert worked in a variety of healthcare settings such as an Assisted Living, Critical Access Hospital, and Quality Improvement Organization to better understand the full spectrum of care. In his free time, he enjoys golfing, hiking, traveling, and eating all types of Mexican food available here in Fresno. Robert recently started the administrative fellowship program.

“The patients we serve and employees here at CRMC are the reasons why I chose to do a fellowship at CRMC. There is a unique population in the San Joaquin Valley that truly need our services which allows me to feel like I am making a difference. As the current administrative fellow, I’ve been integrated into and mentored personally by members of the leadership team. My rotations, hands-on projects, and access to the leadership team have served as a strong foundation for this fellowship. CRMC has an exceptional work culture that encourages opportunities for growth and additionally, with our UCSF partnership, everyone is willing to teach and learn. There is truly something special about CRMC and I love being part of the Community Medical Centers family.”

Jennifer Nguyen

*Planning and Analysis Consultant, CRMC*

*(Administrative Fellow 2017 – 2018)*

Jennifer currently serves as a Planning and Analysis Consultant and reports to CRMC’s COO. In this role, she provides project management support and analysis on multiple physician and vendor affiliation contracts, as well as providing general financial and operational analysis.

Jennifer joined CRMC in 2017 as the Administrative Fellow. Born and raised in the Bay Area, Jennifer received her Bachelor’s Degree in Molecular, Cellular and Development Biology from University of California, Santa Cruz. Shortly after getting work experience in an outpatient healthcare facility, Jennifer received her Master’s in Healthcare Administration from Saint Louis University. During her graduate studies, Jennifer worked in business integration and strategy at SSM Health.
Calvin Choi is from Manila, Philippines and received his Bachelor of Arts in Philosophy and Political Science with a concentration in Law & Society and a Minor in Business Management from Clark University in Worcester, MA. Calvin also completed his Master of Arts in Organizational Psychology at Columbia, and his Master of Health Administration (MHA) at Penn State. Prior to starting his fellowship at CRMC, Calvin served as a Process Improvement Graduate Assistant at Penn State Outreach and also completed his MHA Residency at the University of Pittsburgh Medical Center’s Office of Advanced Practice Providers.

Khrystsina Willis received her Bachelor’s Degree in Dental Hygiene from Farmingdale SUNY and practiced as a clinician in New York providing dental care and education in private practice and the local community. She graduated with a Master of Health Administration (MHA) from Hofstra University. While in graduate school, Khrystsina worked in managed care for a dental insurance administrator. She supervised a team of site visit representatives who ensured that dental offices complied with state and federal laws, in addition to completing audits.
Application Requirements and Timeline

Interested candidates are encouraged to apply by emailing the following information in a single file .pdf format to CRMCAdministrativeFellowship@communitymedical.org with the applicant’s full name in the subject of the email.

To be considered for the fellowship program the following application materials must be completed and submitted:

- Cover Letter (addressed to Matt Joslin)
- Resume
- Essay: 1 page, single spaced, addressing the topic: “Describe the future of healthcare, where Community Regional Medical Center fits within the future healthcare landscape and what role you would play in helping CRMC be successful within that environment.”
- Three letters of recommendation (2 professional, 1 academic)
- Copy of graduate school transcript (official transcript required if offer is extended)

All application materials must be complete. Incomplete applications will not be considered.

Candidates must either finish their Master’s Degree prior to the start of the fellowship or be entering a required third year fellowship necessary to complete a Master’s Degree. In either case, applicants must be from a healthcare management program, business administration program or related fields of study.

Application Timeline

- Application due: October 2, 2019
- Phone Interviews: Early October
- On-site Interviews: Mid October
- Decision: Early November
- Start Date: June 2020

Contact Info

If you have questions about our application process or would like to speak to our current or past Administrative Fellow, please contact:

**Current Administrative Fellow**
Robert Wright
rwright@communitymedical.org
(559) 579-8204

**Past Administrative Fellow**
Jennifer Nguyen
JNguyen8@communitymedical.org
(559) 519-2281

**Recruiter**
Brittany Aaronian
CRMCAdministrativeFellowship@communitymedical.org
(559) 459-6736
Compensation and Benefits

We value our fellows’ contributions and provide a comprehensive and competitive benefits package.

- Annual base salary of $60,000, paid bi-weekly
- Medical, Dental and Vision insurance effective immediately upon hire
- Paid Time Off (PTO) that accrues at a rate of .0846 hours per hour for an annual equivalent of 176 hours*. Once earned, PTO can be granted with prior approval. **Based on 2,080 work hours in a year.
- Employees will receive a 3-day equivalent lump sum of time into their Sick Bank after a 90-day waiting period from the date of hire.
- Extended Sick Time that accrues at a rate of .023080 hours per hour, which is equivalent to 48 hours* per year. **Based on 2,080 work hours in a year.
- Long Term Disability Coverage equal to 50% of your salary with option for higher coverage
- Basic Life Insurance
- Free access to our employee assistance program, Insight
- Free access to Errand Solutions, an onsite concierge service
- Free access to our new employee Fitness Center
- Free covered parking
- Relocation assistance may be provided

* Please note: benefit offerings are subject to change during the fellowship year; our benefits run on a calendar year basis.

Informational Webinars

We will be holding 2 informational webinars with a member of our leadership team and the current and previous fellow. We will provide an overview of the organization, the administrative fellowship program, and answer any of your questions.

*To receive dates and a link to the webinar, please email
CRMCAAdministrativeFellowship@communitymedical.org
About Fresno, California

Central California is an exciting and vibrant place to live, work and play. We are perfectly situated in the heart of California and poised to take in all that it has to offer. Living in, or around, the cities of Fresno and Clovis allows residents to bask in over 300 sunny days per year and enjoy a mild climate. In central California we enjoy the benefits of a rich agricultural history and our status as the number one agricultural producer in the nation. Our valley produces a wide variety of food sources (more than 350) that feed the world; some of our largest exports are milk, grapes, raisins, almonds, and tomatoes. We enjoy locally run farmer’s markets year round where we can pick the freshest food possible for our families and enjoy an unmatched taste of quality produce.

Fresno is the fifth largest city in California with over a half million residents and a wonderfully vibrant and diverse culture. The city of Clovis blends beautifully with Fresno. Its population sits just under 100,000 and has award winning schools, close-knit neighborhoods and a wonderful community of locally run businesses that provide all of the services and shopping you could ask for. Fresno and Clovis boast some of the best and most affordable housing markets in California. Whether you prefer an urban loft in our downtown area, a sprawling house in the country, or an excellent suburb community – we have just what you’re looking for.

Outside of work, be prepared for an amazing adventure in our community and throughout California. Fresno and Clovis claim the distinct pleasure of being perfectly situated at the base of three of our country’s most beautiful national parks: Yosemite, Sequoia, and Kings Canyon. Our natural landscape includes lush countryside, mountains, foothills, several lakes, and more rivers than any other county in California. The opportunities for outdoor sports and recreation are endless and perfectly supported by our geography. The cities of Fresno and Clovis are home to numerous wineries, entertainment, sports and art venues and countless culturally diverse restaurants.

Exploring all that Fresno, Clovis and the surrounding cities can offer will take some time. However, you can’t ignore the wonderful playground that is also just outside our own backyard. Los Angeles, San Francisco, Monterey, Pismo Beach, and Sacramento (to name a few) are just a short car ride away. Weekend trips are something that almost all residents of Fresno and Clovis are familiar with and enjoy for a quick, convenient and fun getaway.

We love calling Fresno and Clovis home. Our community is diverse, active and unique, and most importantly – it is home to the employees of Community Medical Centers.