



BLUFORD HEALTHCARE
LEADERSHIP INSTITUTE

Future Leaders in Healthcare



The Bluford Healthcare Leadership Institute
2019 Annual Report



A Message from the President

The Bluford Healthcare Leadership Institute (BHLI) is pleased to have successfully completed its seventh year of orienting, mentoring, sponsoring, and coaching undergraduate Scholars to the many facets of healthcare administration. The BHLI experience in the words of our scholars is “life changing” in terms of leadership development, exposure to the C-Suite, plus the development of their executive presence and communication skills to successfully position them for life long careers in healthcare leadership.

In partnership with leading healthcare organizations around the country, internships have been coordinated and developed allowing scholars opportunities to learn about the executive management, leadership operations, and governance within premier healthcare environments.

The Institute is successfully completing its mission to develop culturally competent underrepresented scholars for future leadership roles who will serve to eliminate long standing disparities among vulnerable patient populations. To date, the Institute has nurtured 51 of its graduates into healthcare professions and/or graduate programs in the healthcare sector.

It gives me great pleasure to present the 2019 Cohort of the Bluford Healthcare Leadership Institute and to introduce the internship opportunities of the 2018 Cohort of Scholars.

John W. Bluford, III

Pictured on cover:

Bruce Siegel, MD, President and CEO, America's Essential Hospitals and Scholar Aaliyah Brown

2015 Scholar Nahshon Deering returned to the Institute to share his career journey at Atrium Health along with Atrium's President and CEO, Eugene Woods

Yolanda Robles, Founder and CEO, CulturaLink and Scholar Timothy Nguyen

Richard Pollack, President and CEO, American Hospital Association with Scholar Cole Riley

Executive Summary

The Bluford Healthcare Leadership Institute (BHLI) is an intense professional development program designed to expose undergraduate scholars with exceptional leadership potential to today's challenging healthcare landscape, cultivating them for future leadership roles in the field of healthcare. The Institute incorporates the dynamic business, cultural, and healthcare community of Kansas City, MO and leverages the national reputation of its president, John W. Bluford, III, to expose the participating scholars to mentors and experiences unique to this Institute. The BHLI enhances the scholars' knowledge, understanding, and practice of the key leadership traits increasingly required of leaders in the 21st century healthcare environment.

Phase I:

- Phase I of the 2019 Bluford Healthcare Leadership Institute was held in Kansas City, MO from Tuesday, May 28 through Wednesday, June 12.
- Students were recruited through a joint effort between BHLI staff and school officials from the leadership, scholarship, honors program, and career placement programs of the partnering universities. Interested students were required to possess a minimum GPA of 3.2, be a rising sophomore, and demonstrate proven leadership skills. In addition to the application, students were required to submit an official copy of their college transcript, two professional letters of recommendation, and an essay outlining their career goals and interest in the BHLI.
- Eighty students applied to the 2019 Institute. After a review of their applications, 36 of the students were selected to be interviewed by the Institute's Founder and President. The 14 most competitive interviewees were invited to join the 2019 Institute.

2019 Scholar Profile

Schools Represented:

Bethune-Cookman University
Emory University
Fisk University
Florida A&M University
Morehouse College
North Carolina A&T State University (4)
Rockhurst University
Spelman College (2)
University of Missouri – Kansas City
Washington University in St. Louis

Majors:

Architectural Engineering
Biochemistry
Biology
Business
Health Science
Human Health
Political Science

Minors:

Business
Chemistry
Computer Science
Environmental Studies
Healthcare Management

Collective Grade Point Average for 2019
Scholars: 3.8

Pictured: Avery Pardue, North Carolina Agricultural and Technical State University

Bluford Healthcare Leadership Institute (BHLI) Scholars

Participating Universities/Colleges

BETHUNE-COOKMAN UNIVERSITY – Daytona Beach, FL

Bethune–Cookman University, formerly Bethune–Cookman College, is a private, co-ed, historically black university. Its primary administration building, White Hall, and the Mary McLeod Bethune Home have been added to the National Register of Historic Places. The mission of Bethune-Cookman University is to develop global leaders committed to service, life-long learning and diversity by providing a faith-based environment of academic excellence and transformative experiences.



Lakean McGregor

Major: Biology

Expected Graduation Date: May 2021

Hometown: Fort Lauderdale, FL

Future Aspirations: Upon completion of his undergraduate degree, Lakean will pursue a Master's in Public Policy to learn how to impact health outcomes through public policy. Lakean plans to serve in his community to eliminate social determinants of health and to impact positively health outcomes for vulnerable populations.

EMORY UNIVERSITY – Atlanta, GA

Emory University is a top-ranked private research institution recognized internationally for its outstanding liberal arts colleges, graduate, and professional schools, as well as its leading healthcare system. It was founded as Emory College in 1836 in Oxford, Georgia, by the Methodist Episcopal Church and was named in honor of Bishop John Emory. In 1915, Emory College moved to its present location in the Druid Hills neighborhood of Atlanta and was rechartered as Emory University.



Jada Large

Major: Human Health

Expected Graduation Date: May 2021

Hometown: Kansas City, MO

Future Aspirations: After earning her undergraduate degree, Jada will earn a Master's of Public Health in Health Care Management. She aspires to become a chief executive in a healthcare system where she will work to eliminate social determinants of health. Jada will strive to ensure that hospitals serving indigent populations not only meet, but also exceed national quality standards. She wants to achieve health equity for all, regardless of socioeconomic status.

FISK UNIVERSITY – Nashville, TN

Fisk University is a private historically black university that was founded in 1866 and is the oldest institution of higher learning in Nashville with its 40-acre campus listed on the National Register of Historic Places. In 1930 Fisk became the first African-American institution to gain accreditation by the Southern Association of Colleges and Schools.



Reginald (RJ) Mhoon, Jr.

Major: Business **Minor:** Computer Science

Expected Graduation Date: May 2022

Hometown: Mobile, AL

Future Aspirations: RJ will earn a Master's in Business Administration after completing his undergraduate degree. He will then pursue a role as a software developer at a premier technology company. RJ is eager to learn about healthcare technology innovations so that he may be a part of the solution to create improved sustainable technology systems to improve health outcomes for all.

FLORIDA AGRICULTURAL AND MECHANICAL UNIVERSITY - Tallahassee, FL

Florida Agricultural and Mechanical University (FAMU) began in 1887 with fifteen students and two instructors. Today, FAMU offers 54 bachelor's degrees, 29 master's degrees, three professional degrees, and 12 doctoral programs in a wide range of academic areas. The University enrolls nearly 10,000 students hailing from across the United States



Aaliyah Brown

Major: Biology **Minor:** Environmental Studies

Expected Graduation Date: May 2021

Hometown: Brooklyn, NY

Future Aspirations: After the completion of her bachelor's degree, Aaliyah will enter a joint MD-MPH program in global environmental health. In an effort to bridge gaps in public awareness, she plans to educate minorities on the interactions between their physical environment and associated biological health risks. She hopes to work hand in hand with policymakers to deliver positive and sustainable solutions for underrepresented communities, disproportionately exposed to ecological hazards.

MOREHOUSE COLLEGE – Atlanta, GA

The mission of Morehouse College is to develop men with disciplined minds who will lead lives of leadership and service. A private historically black liberal arts college for men founded in 1867, Morehouse offers instructional programs in three divisions - business and economics, humanities and social sciences, and science and mathematics - as well as extracurricular activities.



Kameron Willis

Major: Biology

Expected Graduation Date: May 2021

Hometown: Cleveland, OH

Future Aspirations: Upon earning his undergraduate degree, Kameron plans to continue his studies to become an orthopedic surgeon. In addition to a career in orthopedic surgery, he plans to become an advocate for public health and to eliminate social determinants of health for underrepresented populations. He also would like to serve in a non-profit organization whose goal is to increase the number of African Americans across all healthcare professions.

NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE UNIVERSITY- Greensboro, NC

Founded in 1890, North Carolina Agricultural and Technical State University is a public, high research land-grant university committed to exemplary teaching and learning, scholarly and creative research, and effective engagement and public service. The University offers degrees at the baccalaureate, masters and doctoral levels and has a commitment to excellence in a comprehensive range of academic disciplines.



Tyler Baker

Major: Biology Minors: Chemistry and Spanish

Expected Graduation Date: May 2021

Hometown: Ann Harbor, MI

Future Aspirations: Upon completion of her undergraduate studies, Tyler will continue her academic studies to become a pediatric nurse practitioner. Eventually, Tyler would like to operate a private practice and serve at a community clinic.



Avery Pardue

Major: Biology Premed

Expected Graduation Date: May 2021

Hometown: Olathe, KS

Future Aspirations: After earning his bachelor's degree, Avery plans to pursue his medical degree with a specialty in emergency medicine. As a physician, he hopes to inspire those who come behind him and help those in his community. Ultimately, Avery would like to transition to a leadership role in hospital administration where he can develop policies that positively impact underserved and vulnerable populations.



Medinah Rashid

Major: Architectural Engineering

Expected Graduation Date: May 2022

Hometown: Atlanta, GA

Future Aspirations: Upon earning her undergraduate degree in Architectural Engineering, Medinah plans to pursue her masters in Architecture. She aspires to develop her own Sustainable Tiny House company that focuses on providing housing that helps both the environment and the residents of the community.



Cole Riley

Major: Political Science

Expected Graduation Date: May 2022

Hometown: Overland Park, KS

Future Aspirations: After earning his political science degree, Cole plans to attend Harvard School of Law with a goal to eventually serve in the field of public service. He would like to use his platform to reform the justice system by eliminating racial disparities in law enforcement, as well as health disparities.

ROCKHURST UNIVERSITY – Kansas City, MO

Rockhurst University is a private, nonprofit, coeducational Jesuit university founded in 1910 as Rockhurst College and is one of 28 member institutions of the Association of Jesuit Colleges and Universities. The university's curriculum is based on the seven liberal arts classical modes of inquiry: artistic, historical, literary, philosophical, theological, scientific relational and scientific causal.



Evalynn Lomax

Major: Biochemistry

Expected Graduation Date: May 2021

Hometown: Kansas City, MO

Future Aspirations: After earning her undergraduate degree, Evalynn plans to attend medical school, studying to become a surgeon. She wants to have a direct impact on eliminating disparities in healthcare by being on the frontlines to advocate for equitable patient care.

SPELMAN COLLEGE - Atlanta, GA

Spelman College is a four year liberal arts women's college founded in 1881 as the Atlanta Baptist Female Seminary. Spelman is a global leader in the education of women and is dedicated to academic excellence in the liberal arts and sciences and to the intellectual, creative, ethical and leadership development of its students.



Emily Laurore

Major: Political Science

Expected Graduation Date: May 2020

Hometown: Scranton, PA

Future Aspirations: After earning her undergraduate degree, Emily plans to pursue both a Master's degree in Business Administration and a law degree. She hopes to initially become a criminal lawyer before focusing on developing public policy for underserved communities. She plans to have a positive impact on minority communities in the fields of both health and law.



Alexis Peterson

Major: Health Science

Expected Graduation Date: May 2020

Hometown: Saint Petersburg, FL

Future Aspirations: Upon completion of her undergraduate degree, Alexis will earn her Master's degree in Health Services Administration and pursue her goal of serving on the executive leadership team of a healthcare system. Her goal is to reshape the narrative associated with a lack of health literacy and the impact of social determinants of health among minority populations. Alexis will work to create policies that increase access to and the quality of healthcare among vulnerable populations.

*Christy Harris Lemak, PhD, FACHE, Professor and Chair,
Department of Health Services Administration, University of
Alabama at Birmingham, visits with BHLI Scholars*



UNIVERSITY OF MISSOURI AT KANSAS CITY – Kansas City, MO

Since the school's chartering in 1929, the University of Missouri-Kansas City (UMKC) has become one of the Midwest's leading urban research universities and is committed to research that changes the world from discoveries at the School of Biological Sciences to educational innovations developed at the Institute for Urban Education. In addition, UMKC operates a Hospital Hill Campus, where the Schools of Medicine, Pharmacy, Dentistry, and Nursing utilize close proximity to two major hospitals.



Timothy Nguyen

Majors: Biology (Pre-Dentistry) and Chemistry Minor: Business

Expected Graduation Date: May 2022

Hometown: Lee's Summit, MO

Future Aspirations: Tim intends to pursue dental school following completion of his undergraduate studies which will give him the opportunity to specialize in orthodontics to serve his local community. He aspires to open his own practice one day and to integrate the lessons learned from the BHLL. Tim desires to help provide braces to those in low-income areas, as he believes a smile represents the same welcoming gesture as a handshake, and an improved smile instills confidence.

WASHINGTON UNIVERSITY – Saint Louis, MO

Washington University is a private research university founded in 1853. The university has students and faculty from 50 U.S. states and more than 120 countries. As of 2017, 24 Nobel laureates in economics, physiology and medicine, chemistry, and physics had been affiliated with Washington University. The university's undergraduate program was ranked 19th by U.S. News & World Report in 2018 and 11th by The Wall Street Journal.



Antiana Richardson

Major: Biology **Minor:** Healthcare Management

Expected Graduation Date: May 2020

Hometown: Kansas City, MO

Future Aspirations: After earning her undergraduate degrees, Antiana will pursue a MD/PhD dual degree. As a healthcare provider, she desires her interest in genetics research to contribute to the growing field of personalized medicine. Antiana's goal is to innovate care methods for patients to ensure more effective and affordable treatments for everyone.

Typical Day at the Institute

The scholars were hosted at the following venues throughout the Institute where they learned leadership lessons from executive leaders in the field of healthcare, law, government, education, business, and banking and finance: Deloitte Consulting, Ewing Marion Kauffman Foundation Conference Center, Federal Reserve Bank of Kansas City, Henry W. Bloch School of Management at the University of Missouri-Kansas City, Polsinelli Law Firm, and Stowers Institute for Medical Research.

The scholars participated in educational site visits to the following Kansas City venues:

Cerner Innovation Campus
City of Kansas City, MO Health Department
Federal Reserve Bank of Kansas City
Operation Breakthrough
Swope Health
Truman Medical Centers (TMC)
Truman Medical Centers-Behavioral Health
Walgreens Pharmacy at TMC-Health Sciences District

In addition, the BHLLI scholars enjoyed themselves at the following outings:

Kansas City Symphony at the Kauffman Center for Performing Arts
Pinstripes
St. James United Methodist Church
Seasons 52 for Etiquette Dinner
Topgolf
The Negro Leagues Baseball Museum
The Nelson-Atkins Museum of Art
Union Station Kansas City

Sample Schedule

7:45 am	Depart for Stowers Institute	
8:45 – 9:15 am	Presentation Healthcare Leadership: Challenges and Rewards	Richard Pollack President and CEO American Hospital Association
9:15 – 9:40 am	Midmorning Break and Photo Session	
9:45 – 10:45 am	Presentation It's Both the Miracles and the Mistakes	Eugene Woods President and CEO Atrium Health
11:00 – 11:50 am	Presentation Success to Significance	Qiana Thomason Vice President, Community Health Blue Cross and Blue Shield of Kansas City
11:50 – 12:25 pm	Lunch	
12:30 – 1:15 pm	Presentation What do Leaders Do?	Bruce Siegel President and CEO America's Essential Hospitals
1:30 – 2:15 pm	Presentation Being the Tallest in the Room	Rodney Young President and CEO Delta Dental of Minnesota
2:30 – 3:15 pm	Presentation How to have Credibility in a Moment's Notice	Garrett Gardner Founder and President FULL VOICE
3:45 – 5:00 pm	Tour and Overview of City of Kansas City, MO Health Department	Rex Archer, MD Director of Health
5:30 pm	Etiquette Dinner Seasons 52 on the Plaza	Mary Jean Billingsley, M.Ed. Lasting Impressions, LLC
8:00 pm	Kansas City Symphony Helzberg Hall at Kauffman Performing Arts	

Kameron Willis, Morehouse College, completes his mock interview with Elmer Jackson, Retired Human Resources Executive at General Motors

2019 BHLI Faculty/Presenters/Facilitators

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- Rex D. Archer, MD, MPH: Director of Health, City of Kansas City, MO Health Department
 - Andrew Azan: Vice President, Aon Risk Solutions
 - Deanna Banks: Principal, Furst Group
 - Dave Barber: President and CEO, Swope Health
 - Mary Jean Billingsley, M.Ed.: Lasting Impressions, LLC
 - Lenny Cacchio: Retired Vice President, Regional Wealth Planner, The Private Client Reserve of US Bank
 - Ann Cary, PhD, MPH, RN, FNAP: Dean, University of Missouri-Kansas City, School of Nursing and Health Studies
 - Nahshon Deering: Atrium Health and 2015 BHLI Cohort Member
 - Mary Esselman, Ed.D.: Executive Director and CEO, Operation Breakthrough
 - Joan Evans: Chief of Staff to Office of President, Cone Health
 - Dick Flanagan: Senior Vice President, Cerner Corporation
 - Debra Furr-Holden, PhD: Director, Division of Public Health and Associate Dean for Public Health Integration, Michigan State University, College of Human Medicine
 - Garrett Gardner: Founder and President, FULL VOICE
 - Esther L. George: President and CEO, Federal Reserve Bank of Kansas City
 - Daniel Gillen, NP: Medical Informatics Director, Swope Health
 - Anthony Gilyard: Delivery Consultant, Cerner and 2017 BHLI Cohort Member
 - Mercedes Givens, AWMA: Banking Industry
 - Allyson G. Hall, PhD, MHS, MBA, Professor and Director, Graduate Programs in Healthcare Quality and Safety, University of Alabama at Birmingham
 - Christy Harris Lemak, PhD, FACHE: Professor and Chair, Department of Health Services Administration, University of Alabama at Birmingham
 - Julius W. Hobson, Jr.: Senior Policy Advisor, Polsinelli, PC
 - Nancy Huckaba: Vice President Practice Leader, CBIZ Talent Compensation Solutions, EFL Associates
 - Julie Hull: Vice President Operations KC one Health Innovation Alliance, Cerner Corporation
 - Elmer Jackson: Retired General Motors Human Resources Executive
 - Larry Jacob: Vice President Public Affairs and Communication, Ewing Marion Kauffman Foundation
 - Roy Jensen, MD: Director, The University of Kansas Cancer Center
 - Jon Joffe: System Vice President Human Resources, University of Kansas Health System
 - Otis Latimer, MD: Adult Health, Swope Health
 - Fawn Lopez: Vice President and Publisher, Modern Healthcare
 - Sarah Martin, PhD: Director of Public Health, mySidewalk
 - Mark Miller: Vice President of Behavioral Health, Swope Health
 - Wes Owen: Information Technology Director, Swope Health
 - Naimish Patel: Chief Financial Officer, Swope Health
 - Richard Pollack: President and CEO, American Hospital Association
 - Walter Porter: Principal, Deloitte Consulting, LLP
 - Yolanda Robles: Founder and CEO, CulturaLink
 - Bruce Siegel, MD, MPH: President and CEO, America's Essential Hospitals
 - Phil Spencer: President and CEO, Northland Communications
 - Nicholas Tejada: Market Chief Executive Officer, The Hospitals of Providence
 - Kenneth Thomas: MD, Chief Medical Officer, Swope Health
 - Qiana Thomason: Vice President, Community Health, Blue Cross Blue Shield of Kansas City
 - Roger C. Williams, Jr., EdD: Educator and Community Leader
 - Jackson Winsett: Assistant Vice President and Community Affairs Officer, Federal Reserve Bank of Kansas City
 - Eugene Woods: President and CEO, Atrium Health
 - Rodney Young: President and CEO, Delta Dental of Minnesota

Rodney Young, President and CEO, Delta Dental of Minnesota, visits with scholars following his presentation at the Kauffman Conference Center.

Phase I Program Conclusion

During the Bluford Healthcare Leadership Institute (BHLI), the scholars researched the healthcare challenges posed in the questions below and collaborated with their team members to develop multi-media presentations that presented solutions to the challenges.

At the closing ceremony of the 2019 Institute, the scholars delivered their presentations to the BHLI president, board members, and invited community leaders.

The members of each group and their corresponding question are listed below.

Medicare Wage Index

Group I: What is the Medicare Wage Index? Why is it important and to whom? What difference does it make?

- Emily Laurore : Spelman College
- Avery Pardue: North Carolina Agricultural and Technical State University
- Antiana Richardson: Washington University

Expansion of Medicaid

Group II: Describe the differences in health status between the population of those states who have expanded Medicaid and those who have declined. (Patient Protection and Affordable Care Act)

- Aaliyah Brown: Florida Agricultural and Mechanical University
- Lakean McGregor: Bethune-Cookman University
- Medinah Rashid: North Carolina Agricultural and Technical State University
- Kameron Willis: Morehouse College

Medicare for All

Group III: Medicare for All: Is it Viable?

- Evalynn Lomax: Rockhurst University
- Reginald (RJ) Mhoon: Fisk University
- Alexis Peterson: Spelman College
- Cole Riley: North Carolina Agricultural and Technical State University

Blockchain Technology

Group IV: What is Blockchain technology? What applications might it have in healthcare?

- Tyler Baker: North Carolina Agricultural and Technical State University
- Jada Large: Emory University
- Timothy Nguyen: University of Missouri-Kansas City

The BHLI experience taught me so much. I do not even feel as if I am the same person who came to the Institute on opening day. Everyone my fellow cohort members and I met played a role in developing us to make impactful decisions, to be innovative, and to work to eliminate healthcare disparities among vulnerable populations. The BHLI instilled in us the knowledge and skills to be successful. I am proud to be a BHLI scholar and thankful for everyone who invested in my colleagues and me.

*Lakean McGregor
2019 BHLI Scholar*

The Bluford Healthcare Leadership Institute - Internships

Phase II:

Based upon their successful completion of Phase I of the BHLLI, former scholars were placed in paid, full-time internships in Summer 2019 in the following notable organizations:

- *Atlantic Health System: Morristown, NJ*
- *BJC HealthCare: St. Louis, MO*
- *CulturaLink: Norcross, GA*
- *Duke University Hospital: Durham, NC*
- *Hennepin Healthcare: Minneapolis, MN*
- *Novant Health System: Charlotte, NC*
- *Polsinelli, PC: Washington, D.C.*
- *Saint Luke's Hospital of Kansas City: Kansas City, MO*
- *The Hospitals of Providence: El Paso, TX*
- *University of Kansas Cancer Center: Kansas City, KS*



Camila Aponte and Nicholas Tejada, Market CEO for The Hospitals of Providence



Dale Lewis, PharmD, Pharmacy Manager at St. Louis Children's Hospital of BJC HealthCare and Madison Blagrove



Joy Milner and Yolanda Robles, Founder and CEO, CulturaLink



Chayse Bryant with Randi Raynor, PharmD, Pharmacy Operations Manager at Novant Health Presbyterian Medical Center



Dominique Paje with Alan Wheat, Chair of Public Policy at Polsinelli in Washington D.C.

Summer 2019 Internship Placements *continued...*



Jeff Little, PharmD, Director of Pharmacy at Saint Luke's Hospital of Kansas City and Jasmine Thomas



Teeghan Wiggins and Lisa M. Harlan-Williams, Ph.D., Assistant Director for Administration at The University of Kansas Cancer Center



Elijah Evans with Katina Williams, Assistant VP for Finance and CFO of Ambulatory Services and Joe Kowalski, Financial Manager at Duke University Health System



Juan Clark and Stephanie Schwartz, President, Chilton Medical Center at Atlantic Health System



Walt Chesley, Chief Human Resources Officer, Hennepin Healthcare and Antonio Zamudio-Moore



Kyle Liggins with Dr. Lisa Pickett, CMO and Frank DeMarco, Associate CNO Emergency Services, Patient Flow and Radiology Services at Duke University Hospital

Summer 2019 Internship Placement and Project Description for BHLI Scholars



Juan Clark

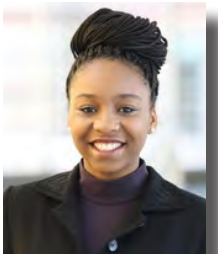
University: Morehouse College

Internship Organization: Atlantic Health System – Morristown, New Jersey

Projects/Experiences: Juan was privileged to be mentored by the President of Atlantic Health System's Chilton Medical Center during his internship with additional shadowing opportunities throughout the health system's leadership team. His internship project included establishing a "Peer Mentor Program" in the psychiatric unit of the system's Overlook Medical Center. The goal of the mentoring program is to pair experienced patients with newer, less experienced patients with the purpose of enhancing the new patient experience and aiding in a smooth transitional period. Juan's additional project included monitoring and identifying discrepancies within the Emergency Department throughput time to the inpatient units and offering solutions to improve the patient experience.



Atlantic
Health System



Madison Blagrove

University: Florida Agricultural and Mechanical University

Internship Organization: BJC HealthCare – St. Louis, MO

Projects/Experiences: Madison worked with both the inpatient and clinical pharmacy departments of St. Louis Children's Hospital to learn how pharmaceutical operations are conducted in a large specialty hospital. She assisted in managing the day to day operations of the inpatient pharmacy which included preparing prescriptions and orders, compounding drugs in bulk, ensuring doses were distributed effectively and efficiently, and managing inventory. On the clinical side, Madison rounded with the healthcare team and completed administrative projects. Throughout her internship, she worked closely with the Pharmacy and Therapeutics committee to compile and present a drug monograph used in the consideration of a drug to be added to the hospital's formulary.

BJC HealthCare

"I had the opportunity to be an administrative intern at Chilton Medical Center under the leadership of President Stephanie Schwartz where I gained invaluable exposure to hospital operations including business strategies, financial planning, and quality metrics. I gained an understanding of the interconnectivity between both the clinical and administrative aspects of a hospital. I also had the opportunity to work on numerous projects including an inpatient psychiatric program, suicide prevention, and diversity and inclusion. Based upon my internship performance, I was awarded the opportunity to continue my experience at Atlantic Health System as an Administrative Resident in Integrated Care with a focus in Behavioral Health. I look forward to continued learning in this role."

Juan Clark
B.S. Biology
Morehouse College, 2019



Joy Milner

University: Spelman College

Internship Organization: CulturalLink – Norcross, GA

Projects/Experiences: During her internship, Joy gained knowledge of the language services industry in healthcare, especially as it relates to Section 1557, the “Nondiscrimination” section, of the Affordable Care Act. Joy was provided the opportunity to understand CulturalLink’s client onboarding from start to finish by assisting multiple departments within the company from project management to coordinate services, project implementation to train clients and deploy services, language services to analyze language usage, and customer service to provide ongoing usage support. She also worked directly with CulturalLink’s CEO to develop the business plan for a new program to assist limited English proficient patients in gaining access to culturally and linguistically competent care within the health system. The program is expected to decrease health disparities with better delivery of healthcare.



Elijah Evans

University: North Carolina Agricultural and Technical State University

Internship Organization: Duke University Hospital – Durham, NC

Projects/Experiences: Elijah interned in the Corporate Finance Department of Duke University Hospital, reporting directly to the Assistant VP for Finance and CFO of Ambulatory Services, as well as the Financial Manager. His primary role as an intern was to obtain exposure within the healthcare finance field by assisting financial analysts with daily tasks or projects. Elijah compiled a report allowing analysts to obtain specific financial data using a variety of filters including, but not limited to clinical unit, fiscal month, and patient type. While working on the projects, he gained proficiency in data manipulation tools useful in the finance field.



Kyle Liggins

University: University of Missouri – Kansas City

Internship Organization: Duke University Hospital – Durham, NC

Projects/Experiences: During his internship, Kyle worked directly under the supervision of Duke University Hospital’s Chief Medical Officer and its Associate Chief Nursing Officer of Emergency Services, Patient Flow and Radiology Services. Kyle was assigned to analyze data regarding “Rapid Response Teams” and to propose a model that improves patient flow while also focusing on care for critically ill patients. He was granted varied shadowing opportunities to help him better understand the complexities of hospital data and processes.





Antonio Zamudio-Moore

University: Rockhurst University

Internship Organization: Hennepin Healthcare – Minneapolis, MN

Projects/Experiences: Antonio's internship at Hennepin Healthcare provided him opportunities to work under both the finance and human resource departments. He completed a project designing and reviewing a physician quality scorecard that would allow physicians quicker access to their performance measures in comparison to their peers. He also assisted in a capital budgeting project designed to determine which capital assets would need to be replaced or utilized differently in the organization. Antonio helped determine the lifecycle of equipment as well as age and depreciation which was used in the project. He attended meetings with key leadership staff and delivered a presentation on Hennepin Healthcare's collaborative care program's impact on patient satisfaction.



Chayse Bryant

University: Florida Agricultural and Mechanical University

Internship Organization: Novant Health – Charlotte, NC

Projects/Experiences: Chayse worked under the Pharmacy Operations Manager and Interim Pharmacy Director of Novant Health's Health Presbyterian Medical Center. He shadowed and gained experience in multiple disciplines of pharmacy including Administration, Ambulatory Care, Emergency Medicine, and Specialty Pharmacy. Additionally, Chayse learned leadership principles as he attended clinical and operational meetings with pharmacy leaders from other facilities within Novant's system. Chayse was assigned to develop a business plan on the benefits of Medication Listing Assistants (MLAs) in pre-operative clinics where he used his shadowing experience with MLAs to deduce why their contributions are valuable in an outpatient setting.



Dominique Paje

University: University of Missouri-Kansas City

Internship Organization: Polsinelli, PC – Washington, D.C.

Projects/Experiences: Dominique interned within the Public Policy Group at Polsinelli where she assisted policy advisors and legislative directors with advocating the Federal Government on behalf of over 20 organizations and associations, primarily focused on healthcare. She attended and reported on hearings and briefings on universal healthcare, violence prevention in communities, workplace violence prevention for healthcare and social workers, and artificial intelligence in healthcare. In addition, she also interacted with multiple clients on weekly status calls and with Congressional members and staff during Capitol Hill meetings and conferences. Dominique completed extensive research on policy recommendations for the Older Americans Reauthorization Act, regulatory guidelines for over the counter hearing aids, and surprise medical billing.





Jasmine Thomas

University: Florida Agricultural and Mechanical University

Internship Organization: Saint Luke's Hospital of Kansas City – Kansas City, MO

Projects/Experiences: During her internship Jasmine was afforded unique opportunities to shadow Emergency Department pharmacists and the quality and regulatory compliance team, as well as nursing leadership in labor and delivery, cardiac intensive care, and the operating room. She assisted in revising and updating the hospital's policy on compounding sterile products in bulk amounts in the pharmacy. Jasmine also developed pivot tables where she extrapolated data on particular medication use across all Saint Luke's Hospital systems and shared her findings with other disciplines in the hospital. She attended biweekly meetings with the hospital's pharmacy managers providing her exposure to the hiring process, budget, projects, and The Joint Commission. She gained an understanding of The Joint Commission and the Centers for Medicare and Medicaid Services in accreditation and reimbursements for patients.



Camila Aponte

University: University of Missouri- Kansas City

Internship Organization: The Hospitals of Providence – El Paso, TX

Projects/Experiences: Camila's internship under the direct mentorship of the Market CEO of The Hospitals of Providence and other administrative leaders taught her much regarding leadership principles and the importance of effective communication. During her time shadowing various physicians and nurses within the operating rooms of the network's four main campuses, Camila was exposed to the intricacy of operations, medical staff interactions, and decision making. She prepared a brief report on post-operational rounding with patients. During Camila's final project presentation to the network CEOs, she presented her observations regarding operating room culture and addressed her perception of staff collaboration and the dynamic of the surgical setting.



Teeghan Wiggins

University: North Carolina Agricultural and Technical State University

Internship Organization: University of Kansas Cancer Center – Kansas City, KS

Projects/Experiences: While interning under the direct supervision of the Assistant Director of Administration at the University of Kansas Cancer Center, a National Cancer Institute designated cancer center, Teeghan assisted in the research lab of the Director and was exposed to research aimed to identify a small molecule activator of the BRCA1 gene. She was provided with valuable learning opportunities while practicing transfection, trypsinization, and other processes. Outside of the lab, Teeghan learned a host of valuable leadership principles as she experienced her mentor's administrative role at the Cancer Center. Teeghan worked with the Accelerated Cancer Education Research Program and gained exposure to areas of healthcare that she had never explored, ultimately aiding her journey to leadership in the field.



Impacting Results

SCHOLAR	COHORT	GRADUATE SCHOOL /EMPLOYMENT 2019
Hawks, Alexis, MPH	2013	University of Kansas Medical Center; Kansas City, KS
Higueros, Rebeca	2013	Physicians Assistant Studies Prerequisites; Kansas City, MO
Jones, Candace	2013	State of Tennessee Division of TennCare; Nashville, TN
Jones, Miriah	2013	Houston Methodist Hospital; Houston, TX
Quinn, Gabrielle	2013	Washington University; St. Louis, MO
Redmond, Cameron	2103	University of Kansas Cancer Center; Kansas City, MO
Richardson, Jazmin	2013	Emory University Hospital; Atlanta, GA
Ross, Taylor	2013	Methodist University Masters in Physicians Assistant Studies; Fayetteville, NC
Anyaeche, Vivian	2014	University of Pittsburg School of Medicine; Pittsburg, PA
Bailey, Evan, MBA	2014	Henry Ford Health System; Detroit, MI
Butler, Diamond	2014	Augusta University Health; Augusta, GA
Everhart, LaShaundra	2014	Centers for Disease Control and Prevention; Atlanta, GA
Granger-Koonce, Paulnisha	2014	North Carolina Agricultural and Technical State University; Greensboro, NC
Guzman, Jasmin	2014	Children's Mercy Hospital; Kansas City, MO
Jones, Gregory	2014	Huntsville Health; Huntsville, AL
Okoro, Sandra	2014	Medical College of Wisconsin; Milwaukee, WI
Ware, Raynard	2014	Medical Center of Trinity; Tampa, FL
Carrillo, Brenda	2015	Truman Medical Centers; Kansas City, MO
Deering, Nahshon	2015	Atrium HealthCare; Charlotte, NC
Gambari, Aishat	2015	Boston Medical Center's Health Equity Education and Research; Boston, MA
Hindsman, Matias	2015	University of Kansas Masters of Health Services Administration; Kansas City, KS
Hutchings, Wendell, PharmD	2015	Coliseum Medical Center; Macon, GA
Jones, Carla	2015	University of Michigan School of Dentistry; Ann Arbor, MI
Lovince, Judith, PharmD	2015	University of North Carolina Pharmacy Administration Residency; Chapel Hill, NC
Mayes, Kayla	2015	East Carolina University Brody School of Medicine; Greenville, NC
Salters, Imanni	2015	Pfizer Inc. and Masters in Healthcare Administration Capella University; Rocky Mount, NC
Showers, Briana	2015	Cross Country Trav Corps Cardiac Nurse; Heath, TX
Taylor, Imani	2015	John Hopkins All Children's Hospital; St. Petersburg, FL
Allen, Harvey	2016	Oglethorpe University; Atlanta, GA
Christian, Alauna	2016	Kansas City VA Medical Center; Kansas City, MO

Impacting Results

SCHOLAR	COHORT	GRADUATE SCHOOL /EMPLOYMENT 2019
Clark, Juan	2016	Atlantic Health System; Morristown, New Jersey
DeLeon, Maximilien	2016	Rice University PhD in Bioengineering; Houston, TX
Fisher, Kameron	2016	Mercy Hospital; Oklahoma City, OK
Franklin, Mariah	2016	University of North Carolina School of Pharmacy; Chapel Hill, NC
Manson, Kimberly	2016	Mercy Hospital; St. Louis, MO
Hairston, Tori	2016	Family First Autism and Child Development; Kansas City, MO
Thomas, Cierra	2016	Masters in Mental Health Counseling
Dixon, Jordan	2017	Barry University Masters of Science; Miami Shores, FL
Gilyard, Anthony	2017	Cerner Corporation; Kansas City, MO
Jones, Jemiah	2017	Howard University College of Dentistry; Washington, DC
Long, Marque	2017	University of Maryland Masters in Public Health; College Park, MD
Lyons, Faith	2017	Triage Consulting Group; Atlanta, GA
Mendoza, Vanessa	2017	Mathematica Health Policy; Chicago, IL
Mhooon, Emani	2017	Federal Reserve Bank of Kansas City; Kansas City, MO
Milton, Gabrielle	2017	Tufts University School of Dental Medicine; Boston, MA
Washburn, James	2017	Western Governors University MBA with Healthcare Concentration

*Anthony Gilyard,
Cerner Corporation*



Emani Mhooon, Federal Reserve Bank of Kansas City

Impacting Results



Alexis Hawks serves at University of Kansas Medical Center while Matias Hindsman is earning his Masters in Health Services Administration



Kayla Mayes, East Carolina University Brody School of Medicine



Raynard Ware, Associate Administrator at Medical Center of Trinity in North Tampa, FL during a trip to Hospital Corporation of America United Kingdom



Judith Lovince, PharmD, at University of North Carolina Hospitals Pharmacy Administration Residency



Wright Lassiter, President and CEO of Henry Ford Health System, pictured with Evan Bailey, Group Practice Operations Director General, Henry Ford Medical Group



Scholars tour Operation Breakthrough prior to The City You Never See Bus Tour.



Nahshon Deering, Atrium Health and 2015 BHLI Cohort, pictured with John Bluford before addressing his 2019 colleagues



Dick Flanigan, Senior Vice President of Cerner, with scholars during their tour of Cerner's Innovation Campus



Scholars at the Kauffman Center for Performing Arts for an evening with the symphony



Scholars are pictured following their luncheon and remarks with Esther George, President and Chief Executive of the Federal Reserve Bank of Kansas City.



Spelman and Morehouse scholars showing their school support



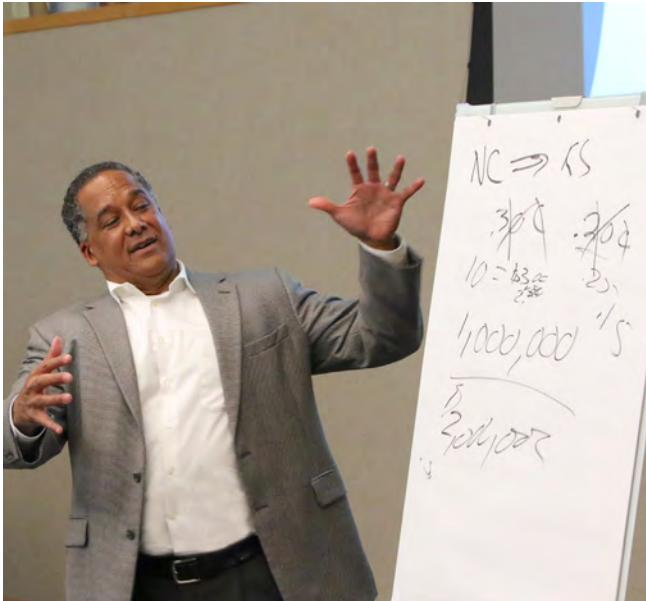
Valerie Chow, MD, Truman Medical Center Lakewood with Scholar Alexis Peterson



William Colby, JD, General Counsel, Truman Medical Centers and Yolanda Robles, Founder, CulturaLink with scholars



Mitzi Cardenas, Chief Executive Administrative Officer, Truman Medical Centers, discusses impact of healthcare information technology.



Phil Spencer, President and CEO, Northland Communications, shares his entrepreneurial story.



Bruce Sigel, MD, President and CEO of America's Essential Hospitals with the scholars at Polsinelli



Medinah Rashid, North Carolina Agricultural and Technical State University with Walter Porter, Principal, Deloitte Consulting



Florida Agricultural and Mechanical University Student Aaliyah Brown with Roy Jensen, MD, Director of University of Kansas Cancer Center



Ruth Ramsey, Publisher of Our Health Matters, pictured with Kansas Citian and Emory University Scholar Jada Large



Deanna Banks; Principal, Furst Group



Scholars at the Negro Leagues Baseball Museum



Joan Evans; Chief of Staff to Office of President, Cone Health



Mary Jean Billingsley, M.Ed., from Lasting Impressions pictured with scholars prior to their etiquette dinner.



Scholars during tour of Swope Health pictured with left to right: Mark Miller, VP of Behavioral Health; Dave Barber, President and CEO, and Naimish Patel, CFO



Bluford pictured with the scholars from North Carolina Agricultural and Technical State University

Rodney Young, President and CEO of Delta Dental of Minnesota, with the 2019 Cohort



Richard Pollack, President and CEO of the American Hospital Association, addresses the scholars.



Rex Archer, MD, Director of Health, pictured with scholars during their tour and overview of the Kansas City, MO Health Department



Julius W. Hobson, Jr., Senior Policy Advisor at Polsinelli's Washington D.C. office shares the capital's healthcare landscape.



Tyler Baker, North Carolina Agricultural and Technical State University



Eugene Woods, President and CEO of Atrium Health, visits with Kansas Citian and Emory University Scholar Jada Large.



Debra Furr-Holden, Ph.D., Director, Division of Public Health & Associate Dean for Public Health Integration Michigan State University, College of Human Medicine



William Colby, JD, General Counsel at Truman Medical Centers addresses the scholars.



Scholars enjoying their time at the Kauffman Foundation Conference Center



Qiana Thomason, Vice President, Community Health at Blue Cross Blue Shield of Kansas City during her Success to Significance remarks.

2019 BHLI Cohort



The 2019 Cohort of BHLI Scholars at the Kauffman Center for Performing Arts for an evening with the Kansas City Symphony

BHLI would like to thank the following for their contributions to the 2019 Institute:

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University Health Physicians
The University of Kansas Cancer Center
The University of Kansas Health System
University Health Physicians
University of Missouri-Kansas City
Wegmiller, Don; Chairman Scottsdale Institute
Western Governors University

Presenters from Truman Medical Centers

Dianne Asher, LCSW, LCAC, LSCSW – Director, Behavioral Health Workforce Development
Candice Brooks, MHA – Corporate Guest Services Director
Mitzi Cardenas, MS – Chief Executive Administrative Officer
Valerie E. Chow, MD – Chair of Anesthesiology, Lakewood
William H. Colby, JD – General Counsel
Niki Lee Donawa – Chief Community Relations Officer
Gerard Grimaldi – Chief Health Policy and Government Relations Officer
Nancy Lewis – Chief Marketing Officer
Ruth Pullins – Chief Human Resources Officer
Janet Rhone – Manager, Healthy Harvest Mobile Market
Mark Steele, MD – Executive Chief Clinical Officer

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