



**NEXGEN:
TENNESSEE HOSPITAL
EXECUTIVE INTERNSHIP**

INFORMATION FOR HOSPITALS



WHAT IS THE NEXGEN: TENNESSEE HOSPITAL EXECUTIVE INTERNSHIP?

NexGen: Tennessee Hospital Executive Internship is the next chapter in THA's longstanding commitment to healthcare leadership development. This internship connects graduate students in healthcare administration with hospital executives for summer internships across the state, providing valuable professional experience in healthcare leadership.

The internship program offers a structured learning environment in which interns collaborate closely with hospital administrators and staff. Through hands-on involvement, participants gain practical insight into hospital management while enhancing their skills and knowledge. This exposure is designed to prepare them for future leadership roles within the healthcare sector.

During the internship, students undertake a major project that directly benefits the host organization. They also engage in shadowing, conduct staff interviews, and participate in various organizational activities. These experiences help interns develop essential communication and leadership skills, bridging the gap between academic theories and real-world application.

THE NEXGEN: TENNESSEE HOSPITAL EXECUTIVE INTERNSHIP CONSISTS OF THREE MAIN COMPONENTS:

Administrator Shadowing

Attend meetings, discuss decision-making processes, and gain exposure to the day-to-day life of an administrator.

Senior Staff Interviews

Meet with executives and leaders to learn about the various roles in healthcare, training and skills necessary for these roles, and how they all work together within the organization.

Student Projects

Complete short- and long-term projects and work that bring value to the organization, as well as the student. This allows interns to deliver productive work to their hospitals and gain real-world experience, which directly relates to their career development.



WHY SHOULD HOSPITALS BE PART OF NEXGEN: TENNESSEE HOSPITAL EXECUTIVE INTERNSHIP?

The opportunity to shape the future of healthcare by training the next generation of leaders is at the core of the NexGen: Tennessee Hospital Executive Internship. Interns consistently provide value to their hospitals. Students are advised to begin the internship with an open mind and to demonstrate initiative and interest in areas that staff may not have the time or manpower to complete.



WHAT DOES THE HOSPITAL COMMITMENT INVOLVE?

A HOSPITAL'S AGREEMENT TO HOST AN INTERN CARRIES A FEW COMMITMENTS:

Financial

The cost for hosting an intern is \$13,500. This includes student pay for the full internship and operating costs for the program.

Staff

Each intern is assigned to a preceptor who is a member of the organization's senior management team. Preceptors are vital to the internship's success. Preceptors are expected to:

- Introduce interns to key hospital staff.
- Provide access to different management styles within the organization.
- Provide opportunities to attend management meetings at all levels.
- Enable interaction with a variety of managers within the organization.
- Help interns meet with external parties and stakeholders when possible.
- Assign and supervise the intern's summer project(s).

Education

Welcoming an intern to the hospital's management team means the preceptor and other staff will work to make the internship program a valuable learning experience for the student.



HOW ARE INTERNS SELECTED?

THA staff perform an initial review of student applications based on academic excellence, a written statement regarding their interest and commitment to a career in healthcare administration, and academic and professional references. The goal is to identify a pool of qualified, ambitious students with a high potential for success. Qualified candidates are then interviewed by THA staff.

Candidates who successfully advance beyond the THA interview phase then complete a criminal background check. Satisfactory results from this check enable the candidates to be recommended to a hospital for placement. Candidates are referred based on qualifications and preferences of the hospital.

One or more students are referred to the hospital for interviewing and selection. THA will make every effort to provide quality candidates who match the needs of each participating organization. When necessary, geographic location and a candidate's ability to relocate and travel will factor in these recommendations.

FOR MORE INFORMATION

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COMMITMENT DEADLINE

December 12, 2026

INTERNSHIP DATES

May 17, 2027, through July 30, 2027