

General Grad Program Information



Dear Graduate Programs,

The National Center for Healthcare Leadership (NCHL) is delighted to release the 2025 - 2026 Graduate Program Benchmarking Survey for members of the National Council on Administrative Fellowships (NCAF) program.

Purpose: NCHL conducts four annual surveys to assess trends, impact and challenges which exist in the graduate healthcare administrative fellowship area. This is our Graduate Program survey and targeted to Health Management Program Directors at graduate institutions overseeing the Master of Health Administration, Master of Public Health, and related degree programs.

Completion Time: An accurate sample is important. To draw accurate analysis, we are looking to receive a high response rate. We have built this tool to be concise and meaningful and have estimated the response time to be only 10 (ten) minutes.

How will my data be used? NCHL will be reporting aggregated responses back to participants and to the broader graduate healthcare management community. We appreciate the valuable insight you provide as part of our benchmarking initiative. Your responses provide us with important knowledge on the current state of fellowships and help us navigate the future of administrative fellowships.

Administrative Fellowship Definition: Please note that the purposes of this survey, we are defining administrative fellowships as:

- Time-limited (typically 1-2 years) full-time roles in the health sector geared toward graduate students who have completed their formal (university-based) education.

- This experience includes an explicit focus on learning beyond what is typical for an otherwise similar full-time job.
- Participants apply from more than one specific university.

Please respond with this definition in mind.

Needed Preparation: Some questions will ask about the number of students, offers, and placements during this recruiting cycle. Questions will also focus on the fellowship site locations that hired your students as administrative fellows. You may want to have this information accessible for completing the survey.

Response Time-Frame: Please respond only for recruitment between June 2025 and January 2026, and not for prior or future recruiting cycles.

You may stop, save your entries and return to the survey at a later time. Please respond only for the 2025-2026 recruiting cycle, and not for prior or future recruiting cycles. You may stop, save your entries and return to the survey at a later time.

The deadline to submit your response is 11:59 pm CT on **Friday, June 5th, 2026.**

Please confirm the below:

First Name:	<input type="text" value="\${m://FirstName}"/>
Last Name:	<input type="text"/>
University:	<input type="text" value="\${m://ExternalDataReference}"/>
Title:	<input type="text"/>
Email:	<input type="text"/>

In what city is your graduate school located? (Main location)

In what state is your graduate school located? (Main location)

Are you an NCAF Graduate Program Member?

- Yes
- No
- Unsure

Is your program CAHME (Commission on Accreditation of Health Management Education) accredited?

- Yes
- No
- Unsure

Approximately how many students will graduate from your program in Spring 2026?

0 10 20 30 40 50 60 70 80

Number of Students

Approximately how many students will graduate from your program in Fall 2026?

0 10 20 30 40 50 60 70 80

Number of Students

How is course content delivered for your program?

- In-Person

- Online-Asynchronous
- Online-Synchronous
- Other

Programmatic

What course content areas does your graduate program cover? (select all that apply)

- AI
- Community Health Engagement
- Diversity, Equity, and Inclusion
- Emerging/Current Issues in Healthcare
- Environmental Sustainability
- Global Healthcare
- Healthcare Finance
- Healthcare Leadership
- Healthcare Marketplace Economics
- Healthcare Organization & Delivery
- Health Policy
- Healthcare Quality
- Workforce Development
- Other

Does your graduate program continue to include diversity, equity, and inclusion into coursework, workshops, and teaching of future healthcare administrators?

- Yes
- No

What course changes have been made to the structure of your program between June 2025 and January 2026? (Based on students' needs or current events in healthcare)

Does your graduate program use NCHL's Competency Model 3.0?

- Yes
- No

Which primary leadership competency framework does your organization use for leader selection and/or development? (Select one)

- Organization-developed model
- NCHL model
- External model (other than NCHL)
- Multiple models used
- No consistent competency framework
- Not sure

What Leadership Competencies from NCHL's Competency Model are being taught?

- Community Collaboration
- Organizational Awareness
- Relationship & Network Development
- Accountability
- Achievement Orientation
- Analytical Thinking
- Communication Skills-Writing

- Communication Skills- Speaking & Facilitating
- Performance Measurement
- Process & Quality Improvement
- Project Management
- Collaboration
- Impact & Influence
- Interpersonal Understanding
- Talent Development
- Team Leadership
- Change Leadership
- Information Seeking
- Innovative
- Strategic Orientation
- Professional & Social Responsibility
- Financial Skills
- Human Resource Management
- Information Technology Management
- Self-Awareness
- Self-Confidence
- Well-Being
- Initiative

Does your graduate program plan to use NCHL's Competency Model 4.0 for content support? (Pending Release in Fall 2026) ?

- Yes
- No
- Unsure

How many faculty members does your program currently have who are greater than 0.5 FTE?

How many faculty members do you have who are less than 0.5 FTE?

Recruitment

How many students ***applied*** for an administrative fellowship during the 2025 recruitment cycle (for positions starting in Summer 2026)?

0 10 20 30 40 50 60 70 80

Number of Students

How many students ***received*** at least one administrative fellowship offer?

0 10 20 30 40 50 60 70

Number of Students

Please identify the fellowship sites your students accepted fellowship offers from this year in the grid below. Provide the Organization/Company.

	Fellowship Placements Organization/Company
Student #1:	<input type="text"/>
Student #2:	<input type="text"/>
Student #3:	<input type="text"/>
Student #4:	<input type="text"/>
Student #5:	<input type="text"/>
Student #6:	<input type="text"/>

Fellowship Placements

Organization/Company

Student #7:

Student #8:

Student #9:

Student #10

Student #11

Student #12

Student #13

Student #14

Student #15

Student #16

Student #17

Student #18

Student #19

Student #20

Student #21

Student #22

Student #23

Student #24

Student #25

Student #26

Student #27

Student #28

Student #29

Student #30

Please indicate your current overall level of satisfaction with each of the following:

To view NCAF fellowship sites, please [click here](#).

	NCAF Fellowship Sites						Highly dissatisfied	Somewhat dissatisfied
	Highly dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Highly satisfied	N/A		
Quality of the administrative fellowships your students have taken	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Availability of suitable administrative fellowships for your students	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Application process timeline (application deadline, offer date, and offer window)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	



Feel free to add additional comments regarding the above:

Please indicate your current overall level of satisfaction with each of the following:

	Centralized Application Process (NAFCAS)						Highly dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Highly satisfied	N/A	Highly dissatisfied	Somewhat dissatisfied
	Highly dissatisfied	Somewhat dissatisfied	Neutral	Somewhat satisfied	Highly satisfied	N/A								
Application process for students (effectiveness, efficiency, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>							
Application process for faculty members (effectiveness, efficiency, etc.)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>							



Feel free to add additional comments regarding the above:

Please provide qualitative feedback you **received from faculty members** regarding submitting letters of recommendation via the centralized application service. (For example, time savings writing letters that are not specific to particular fellowship programs, use of portal, etc.)

What other resources (besides NAFCAS) do you refer your students to for assistance with

fellowship opportunities?

- ACHE Post-Graduate Fellowships Listing
- NAHSE Website (National Association of Health Services Executives) Website
- LinkedIn
- Indeed
- In-Person Recruitment Event
- Information Session
- Virtual Recruitment
- Listserv opportunities
- Hospital/Health System Career Pages
- Other

What are the top advantages that you share with students on applying to NCAF-member fellowship sites?

- Searchable Directory of Fellowships
- Ease of Application Process for Students
- Ease of Recommendation Letter Process
- Sites abide to the Code of Good Practice
- Other
- None/I do not discuss the advantages of applying to NCAF-member fellowship sites

Describe the additional advantages that you share with your students:

Describe your program's process for distributing application fee waivers to students.

Please indicate the median salary for students who accepted a fellowship position.

Do you have any additional comments you would like to share regarding recruitment between June 2025 and January 2026?