



2026

THE ACADEMY AWS  
**TECHNOLOGY  
FELLOWS PROGRAM**

For Technology Leaders

— IN COLLABORATION WITH —





“There are many advantages to a customer-centric approach, but here’s the big one: Customers are **always beautifully, wonderfully dissatisfied**, even when they report being happy and business is great. Even when they don’t yet know it, customers want something better, and your desire to delight customers will drive you to invent on their behalf.”

— Jeff Bezos, Founder and Executive Chair, Amazon.com, Inc.  
— 2018 letter to shareholders

**The Academy AWS Technology Fellows Program not only empowers technology leaders but also cultivates a robust network poised to drive collective technological innovation and progress within the healthcare ecosystem**

# About the Program

The two-year Academy AWS Technology Fellows Program collaborates with Amazon Web Services (AWS) to empower senior technology leaders one-to-three steps away from the Leading Health System C-suite, positioning them to cultivate essential leadership skills, business acumen and healthcare expertise crucial for guiding their organizations towards future success.

The Academy AWS Technology Fellows Program fosters strategic peer learning within a nationwide network with direct mentorship from current and retired C-Suite technology executives. The program engages participants in a transformative journey that aligns with Leading Health System C-Suite strategies and highlights Amazon Web Services' Culture of Innovation and Leadership Principles.

With curricula delivered by seasoned industry executives, the program offers a deep dive into priorities for future LHS technology C-Suite leaders, equipping Fellows with actionable insights to tackle digital transformation, workforce sustainability, revenue/cost management, and organizational value enhancement.



*"With the rapidly changing landscape of technology, this new Fellowship has the opportunity for technology and informatics leaders to come together to find ways to transform healthcare. The bridging of the technology and clinical aspects, at a national level, will provide the skills for the next generation of healthcare leaders. Together this group will work to find creative avenues to enable healthcare in a more seamless manner for our patients and providers."*

**Joy Grosser, CIO**  
**SSM Health**  
*Advisory Committee Chair*





## Candidate Profile

- A current technology leader with health system responsibilities
- One to three steps away from corporate level C-suite and identified by the succession plan for one or more corporate executive positions in the technology suite
- Committed to leadership in technology with a successful track record
- Motivated for continued education and growth

Since the corporate pathway can vary among health systems, the above criteria should be considered guidelines.

## Admission Requirements

- Nomination by health system CXO with sponsored support by health system CEO
- Application completed by applicant and nominating executive
- CEO letter of recommendation
- Resume, and if applicable, CV

*A comprehensive list of Advisory Committee members made up of current and former health system executives can be found on [pages 14 & 15](#).*

## Tuition & Application

- The nomination process is guided by the candidate's Mentor, the System CXO. The Mentor organizes the application process, including the recommendation by the CEO.
- Call for nominations are open through Fall. Applicants will be notified by February of each year.
- There is a program cost of \$20,000 for each of the two years.

To receive application instructions, please email  
[LDPrograms@hmacademy.com](mailto:LDPrograms@hmacademy.com).

*"Being a member of the inaugural group of Technology Fellows has been immensely beneficial, enhancing my personal and professional life. This program enabled me to develop and learn from experienced leadership mentors. Additionally, it provided opportunities to engage and collaborate closely with my peers, forming a network of IT leaders to support my career growth. While participating in the Fellowship program, I advanced to a CIO role, demonstrating the effectiveness of the AWS Fellowship program. The expertise I have acquired and the relationships I've formed position me well for ongoing career success."*

**Jacqueline "Sissy" Shilling, VP and CIO  
Moffitt Cancer Center**



## Participant Benefits

- Build a nationwide network of peers
- Collaborate on strategic challenges and opportunities
- Enhance healthcare, leadership, technical, and business competencies
- Engage with a national group of current and former C-suite executives
- Receive meaningful professional development and mentoring

## Organizational Benefits

- Tangible commitment to high-potential leaders for retention strategy and succession planning
- Develop mentors and build leadership depth within the organization
- Equip future executives with the national perspective and knowledge to lead large, integrated health systems



Fellows participate in exclusive opportunities with nationally-recognized current and former health system executives as well as leadership and technology experts from AWS serving as faculty, receiving one-on-one mentorship and real-world learning opportunities, including:

## **Annual Event**

Each year, Fellows will attend a spring Annual Meeting in conjunction with THMA CIO, CMIO, and CNIO Forums. Fellows will be immersed in topics such as career planning, Leading Health System priorities, AI strategy, and workforce development. Graduation will be held during THMA's CIO, CMIO, and/or CNIO Forum events.

## **Strategic Technology Action Projects**

During the two-year program, each Fellow works with their health system Mentor and CEO to identify and lead a system-level change management strategic technology action project. Projects will contribute to the health system's strategic aims and often serve as pilot programs before system-wide expansion.

## **Annual Summit**

Each year, Fellows will attend an Annual Summit co-hosted by THMA and AWS focused on AWS's Culture of Innovation, leadership principles, and cloud technology. Summits will take place at Amazon's headquarters, and Fellows will have the opportunity to receive individualized learning from AWS executives.

## **Academy CXO Forum Rotations**

Fellows will have the opportunity to participate in up to two THMA C-suite Forum events outside of the technology programs (CEO, CFO, CMO, COO, CNO, etc.).

# AWS Expertise

**Fellows will have access to AWS leadership principles and experts to enhance their core learnings. This enhanced curriculum will give Fellows the option to further develop technology insights critical to the future of healthcare technology.**



# The Amazon Leadership Principles

We use our Leadership Principles every day, whether we're discussing ideas for new projects or deciding on the best approach to solving a problem. It is just one of the things that makes Amazon peculiar and enables us to continuously innovate and improve.





## Curriculum & Faculty

The curriculum, developed in coordination with THMA membership, Executives-in-Residence and AWS content and leadership experts, provides interactive, multidisciplinary, and collaborative learning opportunities to Fellows across cohorts. Fellows work to apply their knowledge and understanding to current health system responsibilities as well as to future leadership roles.

THMA's Executives-in-Residence, recently retired health system executives spanning the C-suite, develop curriculum, facilitate in-person sessions and discussions, provide one-on-one executive coaching and mentorship and advise Fellows through Action Project execution.\*

*\*A comprehensive list of all Executives-in-Residence can be found on [pages 16–17](#)*

## Two Tracks for Technology Fellows

Rising CIOs, CTOs, and CDOs

Rising CMIOs, CNIOs, & other  
clinical technology executives

## THMA Foundational Curriculum

THMA Foundational Curriculum prepares technology leaders in the following roles to lead their organizations into the future with the know-how to drive innovation, speed operations, reduce costs, and improve patient outcomes.





# Frequently Asked Questions

## Who should attend this program?

Senior technology leaders positioned one to three steps away from the Leading Health System C-suite and identified by their succession plan for one or more corporate executive positions.

## What does the application process entail?

The application is a three-step process. Part 1 is completed by the Fellow Nominee and requires the applicant's information, statement of professional objectives, and attachments (resume, CV, and/or licenses). Part 2 is completed by the Nominating Executive and includes a statement of nomination. Part 3 is completed by the Health System CEO with a signed statement of support.

Applications are reviewed by THMA Fellows Advisory Committees, and all candidates will be notified by February via email of the committee's decision.

## What is the program's time commitment?

The two-year fellowship consists of the Annual Fellows Event in conjunction with the Academy CIO/CMIO/CNIO Forums, system-level change management strategic technology action project, Annual AWS Summit, and up to two Academy CXO Forum rotations outside of technology programs (e.g., CEO, CFO, CPE, COO, etc.). The action project serves as the major deliverable for the fellowship and contributes to the health system's strategic aims.

## What are the costs associated with the program?

The Fellowship has a program cost of \$20,000 for each of the two years.

Participants are financially responsible for any travel and hotel arrangements. For the duration of the event, food will be provided.

Please note that CMIO/CNIO participants are able to receive CME/CNE credits for program participation.

## Are there other similar THMA programs I should be considering for the individual I am looking to nominate?

THMA offers Physician Leadership Programs for high-potential physician leaders and Nursing Manager Labs for high-potential frontline nurse managers who are not yet one to three steps away from the Leading Health System C-suite. Please note that in the future, these leaders may be nominated as Fellows. Email [LDPprograms@hmacademy.com](mailto:LDPprograms@hmacademy.com) to receive information regarding THMA's Physician Leadership Programs and [NursingCatalyst@hmacademy.com](mailto:NursingCatalyst@hmacademy.com) to receive information regarding THMA's nurse manager labs.





# CIO & CTO Advisory Committee



**Joy Grosser**  
Former CIO  
SSM Health  
*Advisory Committee Chair*



**Patrick McGill, M.D.**  
EVP and CTO  
Community Health Network



**Michael Ash, M.D.**  
President & COO  
Nebraska Medicine



**Ellen Pollack, R.N.**  
CIO  
UCLA Health



**Don Courville**  
VP, CTO  
Sharp Healthcare



**Janice Nevin, M.D.**  
President & CEO  
Christiana Care



**Randy Gaboriault**  
SVP, CDIO  
Christiana Care



**Jennifer Stemmler**  
SVP & CDIO  
Adventist Health



**Cheryl Hertel, R.N.**  
VP, CIO  
CoxHealth



**Edmondo Robinson, M.D.**  
Former SVP, CDO  
Moffitt Cancer Center



**Tarun Kapoor, M.D.**  
SVP, Chief Digital  
Transformation Officer  
Virtua Health

# CMIO & CNIO Advisory Committee



**Annabaker Garber, R.N.,  
Ph.D.**  
Former CNIO  
HCA Healthcare  
*Advisory Committee Chair*



**Ann Lockhart, R.N.**  
VP, Clinical Informatics &  
Transformation  
Ochsner Health System



**Rob Bart, M.D.**  
CMIO, Health Services  
Division  
UPMC



**Jake O'Shea, M.D.**  
VP & CHIO  
HCA Healthcare



**Will Holland, M.D.**  
SVP, Care Management &  
CMIO  
Banner Health



**Alex Petron, D.O.**  
VP, CMIO  
WellSpan Health



**Rick LeMoine, M.D.**  
CMIO  
Sharp Healthcare



**Rosemary Ventura, D.N.P.,  
R.N.**  
CNIO  
University of Rochester  
Medical Center



**Valerie Leschber, M.D.**  
SVP & CMO  
Cone Health

# Executives-in-Residence



**Rob Bart, M.D.**  
CMIO, Health Services  
Division  
UPMC



**Joy Grosser**  
Former CIO  
SSM Health



**Don Courville**  
VP, CTO  
Sharp Healthcare



**Tarun Kapoor, M.D.**  
SVP, Chief Digital  
Transformation Officer  
Virtua Health



**Randy Gaboriault**  
SVP, Chief Digital &  
Information Officer  
Christiana Care



**Annabaker Garber, R.N.,  
Ph.D.**  
Former CNIO  
HCA Healthcare



**Rick LeMoine, M.D.**  
CMIO  
Sharp Healthcare



**Teri Young, R.N.**  
Former CNIO  
University of Maryland  
Medical System



**Edmondo Robinson, M.D.**  
Former SVP, CDO  
Moffitt Cancer Center



**Deanna Wise**  
Former CIO  
Banner Health



**Divya Shroff M.D.**  
Former CMO  
TriStar Centennial  
Medical Center  
HCA





A man with a mustache, wearing a grey suit jacket over a light blue checkered shirt, is smiling and looking towards the left. He is wearing a black lanyard with 'The Academy' printed on it. The background is a blurred crowd of people at what appears to be a conference or event. The entire image has a blue tint.

**We are happy to answer  
any questions about  
the application process**

**Feel free to send us an email at  
[LDPrograms@hmacademy.com](mailto:LDPrograms@hmacademy.com)  
with questions or to schedule a call.**

*The Health Management Academy powers our community to drive health forward. We serve our members through peer learning, leadership development, alliances, and data and insights.*



1100 Wilson Blvd.  
Suite 1200  
Arlington, VA 22209

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