



MKM
architecture + design

MKM
fellowship program
Spring 2021 – Summer 2022

MKM Fellowship

We believe that **well-being is essential for communities to thrive**. That's why our team works so hard to understand how design can positively impact the quality of life for people of all ages and abilities. For us, healthcare isn't just the provision of clinical services, it's a culture that works to improve the human condition.



FIRM HISTORY

For almost forty years, MKM architecture + design has worked with numerous organizations to develop innovative models of care that disrupt the status quo and effect sustainable change throughout the Midwest. Consistently named as one of the “Top Architecture Firms” in the country by *Modern Healthcare Magazine*, our award-winning practice is led by a team of nationally renowned thought leaders whose expertise spans across the full spectrum of care.

We understand that our job is to help clients design spaces that will house some of the most significant moments in people’s lives; it’s something we take very seriously. And why we are so adamant that each detail is thoughtfully considered and every solution is

purposefully designed. From senior living and behavioral health to urgent care and inpatient surgery, we listen to our clients’ needs, think about how each project can be most successfully approached, and create effective solutions focused on their expectations. Our design process is simple: listen, think, create... *repeat*. It’s an iterative methodology that is grounded in empathy, reliant on critical thinking, and fueled by curiosity.

We are not simply responsible for designing healthcare facilities. Our passion lies in considering spaces that promote the health and well-being of people of all ages and abilities. We are in the business of designing meaningful places for everyone.

THOUGHT LEADERSHIP

One of the most critical components to our firm’s culture is our dedication to evidenced-base design. Through numerous research and development (R&D) strategies, our team combines empirical research with realized projects to incubate new ideas and innovative solutions for our clients across the care continuum. Through writing, lecturing, designing and evaluating various concepts at varying levels throughout key projects, our team is constantly pursuing better ways to enhance community health and well-being. The MKM fellowship is an extension of that culture and an important piece to how our team prioritizes research and evaluates innovation.

Responsibility of design.

Design is a balance between independence and health, a relationship that will undoubtedly change throughout the course of our lives. Our journey relies on the built environment in order for us to live active and purposeful lives. **This is the responsibility of design.**



Where we live changes how we live. It always has. As communities continue to struggle with growing isolation and chronic disease, the design of the places we inhabit must be reconsidered.

MKM believes that individual well-being is essential for communities to thrive. That's why our team works so hard to understand how people of all ages and abilities can be engaged on their own terms. We are inspired by how architecture can affect people's dignity, comfort, security, and happiness.

For us, design is a balance between independence and health. As one changes, so does the other, defining four quadrants that represent the care continuum – (1) community health, (2) outpatient care, (3) acute care, and (4) long-term care. Each of these represents a specific moment in our life that defines our well-being and challenges our independence.

During our life we will likely find ourselves moving through each one of these quadrants, a journey that relies on the built environment in order for us to live active and purposeful lives. **This is the responsibility of design.**

Take for example the Oxo potato peeler. It was designed by Smart Design with the Oxo founder's aging, arthritic wife in mind. The design was meant to improve function and sustainability of the tool,

as well as respond to the consumer's needs. The result, of course, has been more than that; it's turned into one of the top selling items on wedding registries.

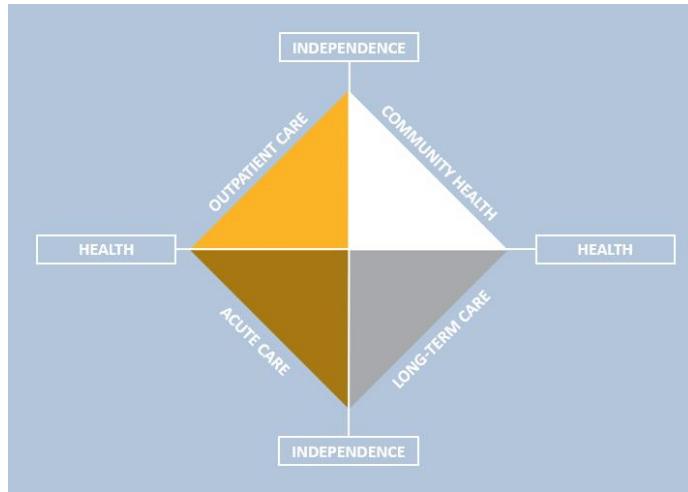
There is an inordinate amount of science in the design of this small product, all of which you likely don't notice. You simply pick up the peeler, use it and put it back into the drawer. It was inherently designed for the sensitivities of a fraailer, dependent population yet done in a way that appeals to a much broader demographic. This is the measure of effective design – *specialized sensibilities that appeal to inclusive audiences*.

In order to provide more effective spaces to your community, the "product" you provide will need to adopt a similar approach. By providing subtle experiences aimed at legitimizing the users of each building, a long history of sociological research can be applied to offer an approachable and welcoming environment specifically designed to encourage a sense of belonging and community.

These are the issues we explore on every project. From hospitals to libraries, each building presents an opportunity to design a potato peeler – to provide spaces that can objectively support its users while empowering them to access all life has to offer with a sense of meaning and independence. **This is where outputs become outcomes.**

Fellowship methodology.

MKM Fellows will diligently work to **analyze the connection between design and well-being**, with participants exploring key themes across the care continuum. With quarterly tracks, Fellows will gain applied knowledge on how the built environment influences health and well-being across the care continuum.



FELLOWSHIP STRUCTURE

The structure of the MKM fellowship is simple. While approximately half of fellow's time is dedicated to assisting on billable projects within the office, the remainder of their time is dedicated to researching a specific theme. Each fellow will participate in an integrated and iterative exploration of a predefined topic and evaluate how its application could shape design thinking across the care continuum.

At the commencement of the fellowship, participants will conduct an in-depth analysis of the current research available for the specific topic. Once complete, fellows will begin identifying how the topic can transform community well-being across four distinct tracks: (1) community health, (2) outpatient care, (3) acute care, and (4) long-term care.

Each quarter, fellows will participate in weekly meetings with key mentors to discuss relevant approaches to specific market segments and work closely to guide the fellow's research. In addition, fellows will work on related projects in each target market, receiving hands-on experience that can inform their research. At the completion of each track, the fellows will provide quarterly presentations to the firm outlining research findings and best practices.

MKM's dedication to developing meaningful solutions that positively impact the care continuum allows fellows a unique opportunity to explore a comprehensive understanding of how design will impact the health of future communities.

Fellows should be independently-driven and research focused. Guidance will be provided from the MKM leadership team, but Fellows are expected to be confident in completing independent research and literature review. Participants should also be competent writers, capable of presenting their findings in both written and visual presentation formats.

At the conclusion of the fellowship, participants will produce a comprehensive white paper outlining the research conducted across the four key tracks. Additionally, fellows will partner with a mentor to submit their research to a national conference for presentation. If accepted, fellows will be provided an opportunity to present key findings for publication alongside MKM leadership.

Research matters.

We spend a lot of our time thinking about the connection between people and places. Through MKM's research initiative, we have spoken nationally on how design can inform public spaces and encourage an inclusive, engaging experience. Here is a list of recent conferences where we shared those ideas.



Lutheran Hospital Hybrid Cath Lab
Fort Wayne, IN

LeadingAge Indiana and Indiana Assisted Living Association Virtual Conference, "Architecture & Design in the COVID-19 Environment," July 2020.
Indiana Rural Health Association, "The Good Place: A Design Approach to Improve Clinical Outcomes for an Older Adult Population," Webinar, June 2020.
Creative Mornings Fort Wayne, "Finding Purpose in Society," Fort Wayne, IN, May 2020.
Building Vibrant Communities Podcast, "6 Minutes from Toilet Paper – Why Where You Live Matters," Podcast, April 2020.
ARCH Lecture Series, "The Petula Clark Postulate: How Communities will Address an Epidemic of Loneliness," Fort Wayne, IN, January 2020.
Healthcare Facilities Symposium, "Swimming Upstream: Redefining Healthcare through Non-Traditional Facilities," Boston, MA, September 2019.
KEYNOTE ADDRESS: OCRA Great Lakes Main Street Conference, "The Power of Place: How Engagement, Happiness and Attachment Will Shape the Midwestern City," South Bend, IN, August 2019.
The Indiana League of Municipal Clerks and Treasurers, "Making History, Again. Understanding How Public-Private Partnerships Can Impact Community Development," Fort Wayne, IN, June 2019.
LeadingAge Indiana and Indiana Assisted Living Association Annual Conference, "No Excuses: Strategically Creating a Modern Independent Living Environment," Indianapolis, IN, May 2019.

Environments for Aging National Conference, "The Role of the Commons: Understanding How Reciprocity Will Redefine Care Campuses," Salt Lake City, UT, April 2019.
Healthcare Facilities Symposium Annual Conference, "Practice Makes Perfect: Defining the Value of Simulation Centers," Austin, TX, October 2018.
Indiana Rural Health Association Annual Conference, "Swimming Upstream: Reexamining the Social Determinants of Health in Rural America," French Lick, IN, June 2018.
LeadingAge Indiana Spring Conference, "Sharing Common Ground: An Introduction to Pocket Neighborhoods," Indianapolis, IN, May 2018.
PLENARY ADDRESS: Navigator Executive Leadership Summit, "The Future of Senior Adult Living Spaces," Charleston, SC, May 2018.
Indiana Conference on Disability, "The Tragedy of the Commons: Maker Spaces and Space Making," Indianapolis, IN, December 2017.
American Institute of Architects - Ohio Valley Regional Convention, "Arguing for Aristotle: The Changing Landscape of Rural Health and Well-Being," Indianapolis, IN, September 2017.
LeadingAge Ohio Spring Conference, "Culture by Design," Columbus, OH, September 2017.
KEYNOTE ADDRESS: Building Great Communities & Strengthening Capacity Gathering Conference, "Age and Place: How Aging Will Impact Rural America," Stevens Point, WI, May 2017.

This year's topic.

MKM Fellows will be deeply involved in the firm's research initiative by analyzing the leading challenges facing healthcare design across the care continuum. The following topic will act as a guide for Fellows during the 2021-2022 MKM Fellowship.



Lutheran Hospital Hybrid Cath Lab
Fort Wayne, IN

Planning for a Pandemic: Designing a Process-Neutral Approach to Operational Resiliency.

As one of the top architecture firms in healthcare design, we take our research seriously. Our 2021-2022 Fellow will assist the firm in researching planning for a pandemic.

In the past, healthcare systems have planned for catastrophic events by focusing on short-term solutions that can respond to emergencies within the community they serve. However, our evolving understanding of the current pandemic provides an opportunity to reevaluate the way in which healthcare facilities are planned, designed, constructed, and operated. As rural health providers look to the future, they will be forced to focus on creating a system that not only provides care effectively, but quickly nimbly react to the rapid occurrence of a global emergency. This presentation discusses how rural care facilities can be designed to optimize performance in both circumstances by relying on a series of comprehensive planning principles focused on a process-neutral approach to operational resiliency.

We understand that Fellowship candidates may have a varying approach to this topic based on their area of study.

This research will result in an MKM white paper. Once complete, MKM will actively pursue conference presentations based on this research. If selected for a national conference, Fellows will be invited to share the stage at a to highlight their research. If the presentation is selected for a conference following the completion of the Fellowship, MKM will invite the Fellow to return to participate in the presentation.

Team of experts.

Our leadership team is a **collection of collaborative thought leaders** dedicated to enhancing health and well-being. While each Principal has unique interests and expertise, they are all leading the charge to bring innovative ideas and advanced delivery systems to the healthcare market in their own way.

Fellows will work closely with MKM's Principals throughout the course of their Fellowship. Their combined experience will provide Fellows with an incredible mentorship opportunity to work directly with decorated leaders in the healthcare design industry as they develop their research. Learn more about our leadership team at www.MKMdesign.com/leadership.



Zachary Benedict, AIA
Principal

As a principal at the firm, Zach Benedict manages numerous projects ranging from critical access hospitals to public libraries. Zach oversees MKM's community health work. With an extensive background in urban sociology, he is considered one of the leading voices in the "Lifetime Community" movement, focusing on the socio-economic benefits of age-friendly neighborhoods. Through these efforts, he has lectured internationally on numerous topics, discussions that focus on encouraging communities to reevaluate the importance of inclusive civic space.



Jerry Nix, AIA
Principal

For over 25 years, Jerry Nix has intensely focused on healthcare facility design and planning, leading the firm's design team on many of our most recognizable projects. Through efficient communication and comprehensive design, these multi-phased projects have dramatically changed the way our clients deliver service to the community. In overseeing the firm's acute care work, he dedicates time to researching topics that help organizations draw the important distinction between "outputs" and "outcomes," paying specific attention to how design decisions can positively impact clinical results.



Matthew Sparling, AIA
Principal

As a Principal, Matt Sparling provides valuable leadership within the firm's healthcare studio. With over fifteen years managing complex healthcare projects for large institutional clients, he has a reputation for successfully planning, designing, and executing right-sized solutions that benefit our client's goals. His ability to skillfully facilitate interdisciplinary design teams and engage diverse user groups has provided invaluable service to our clients. His obsession with work efficiency and value-added activities have substantially contributed to the firm's continued growth.



Dodd Kattman, AIA
Principal

A founding principal of MKM, Dodd Kattman has helped lead the firm's evolution into a nationally respected design firm. Overseeing MKM's long-term care work, Dodd offers more than 30 years of senior living experience, dedicating his time to design, research, and publish topics that elevate the expectations of supportive environments for older adults. Dodd has given numerous conference presentations on long-term care and advocates for elderly populations, encouraging care providers and government agencies to adopt strategies that encourage seniors to live in connected, intergenerational communities.

How to apply.

Our team is looking for emerging professionals that exhibit a passion for healthcare design and are seeking an opportunity to examine the growing connection between design and well-being. For consideration for a fellowship, applicants need to display a clear sense of curiosity and critical design thinking.



APPLICANTS

The ideal Fellowship candidate is an aspiring architect or interior designer in the area of healthcare design. Applicants range from recent graduates to career change candidates who demonstrate devotion and potential to advance the field of healthcare design.

QUALIFICATIONS

At the commencement of the Fellowship, the applicant must hold at a minimum, a bachelors degree in Architecture, Interior Design, Landscape Architecture, Urban Design, Urban Planning or a related field. Exhibit ability to complete independent research, literature review, good writer. Complete project work.

APPLICATIONS

Applications should include the following under 10MB. Applications should be emailed to humanresources@MKMdesign.com by the application deadline to be considered for the Fellowship.

- **Resume**
- **Statement:** In one page or less, tells us about your interest in healthcare design. Tell us about your specific areas of interest and why you would be a good fit for the MKM Fellowship.
- **Portfolio of Work**
- **Writing Sample** (Preferred)
- **Reference Letter** with reference contact information

TIMELINE

- **Application Open for 2022-2023 Fellowship:** December 1, 2021
- **Deadline for Fellowship Applications:** January 1, 2022
- **Fellowship Interviews:** January 2022
- **Applicants Notified:** February 1 , 2022
- **Fellowship Duration:** Spring 2022 – Summer 2023**

**Applications submitted after the deadline will not be considered.*

***Exact start and end dates to be determined in coordination with selected fellow.*

Frequent questions.

The Fellowship program at MKM provides a unique opportunity to applicants to gain experience understanding the future of healthcare design. Each year is different, and, to an extent, each topic as customized around the specific interests of the applicants. However, some things remain the same...



MKM architecture + design offices
Downtown Fort Wayne, IN

How many Fellows are selected each year?

MKM will host one Fellow each year.

What is the MKM Fellowship Duration?

The Fellowship is 12 consecutive months from Spring 2021 through Summer 2022. Specific dates will be negotiated with selected Fellows.

Is this Fellowship considered full-time employment?

Yes, the Fellowship provides individuals with temporary (one-year) full-time employment benefits, including salaried compensation, medical insurance, paid time off (PTO), special time off (STO), paid holidays, retirement benefits, paid parking, attendance to one national healthcare conference, and assistance with NCARB's Architectural Experience Program (AXP).

Is this a remote Fellowship opportunity?

We expect all Fellows and MKM team members to work in our office in downtown Fort Wayne, Indiana. Our team is most effective when we work in the office together – sharing, learning, and collaborating as a team. We have made adjustments to protect our staff throughout the COVID-19 pandemic and will continue to respond as needed to create the safest environment for our team.

Is housing provided with this Fellowship opportunity?

Housing is not provided, but our team is happy to provide a shortlist of nearby housing options in the downtown Fort Wayne area, if requested.

Is this Fellowship open to current students?

No. MKM is looking for individuals that are recent graduates or mid-career professionals changing career paths. You may apply while enrolled in school, as long as you will no longer be in school during the Fellowship period and meet the requirements for application. This is the perfect opportunity for students taking a gap-year before attending graduate school.

After my Fellowship, can I be considered for full-time employment at MKM?

Fellows will not be guaranteed employment immediately following their Fellowship. However, we will consider former Fellows for future employment based on performance and availability.

Will International applicants be considered for this Fellowship?

At this time, we are only able to accept Fellows from the United States.

Can I visit MKM to learn more about the Fellowship?

If you are interested in visiting the MKM office to learn more about the MKM Fellowship, please contact humanresources@mkmdesign.com to set up a tour. If you are not located in the Midwest area, we are happy to setup a video call to share more information on the Fellowship opportunity and answer any additional questions you may have.