



September 7-8, 2022 Laramie, Wyoming



Wyoming Hospital Association &
LeadingAge Wyoming

**Annual Meeting** 



## Tuesday, September 6 12:00 p.m. WHA

12:00 p.m. WHA Golf Tournament, Jacoby Golf Club, Laramie

3:00 p.m.-6:00 p.m. Early Registration (In the UW Gateway Center)

**Awards Banquet** 

## Wednesday September 7

## **UW Conference Center**

7:00 a.m 8:30 a.m.	CEO Networking Breakfast WHA Annual Membership Meeting	Salon FG
	Healthcare Financial Management Association/CFO Networking Breakfast	Salon A
	Leading Age Wyoming Breakfast	Salon B

Breakfast Buffet for Convention Attendees Salon C

### **Gateway Center**

8:30 a.m.	Welcome	Salon CDE
9:00 a.m.—10:00 a.m.	Keynote Presentation—Dr. Thom Mayer "Battling Burnout in Health Care"	Salon CDE
10:00 a.m.	Break	
10:15 a.m.—11:30 a.m.	Violence in Healthcare—Mike Dunning	Salon CDE
11:30 a.m1:30 p.m.	Vendor Networking Lunch	Concourse/Atrium
1:30 p.m 3:30pm.	Drama Free Teams in Healthcare—Dennis McIntee	Salon CDE
3:30 p.m.—4:30 p.m.	Wyoming Professional Assistance Program - Candice Cochran	Salon CDE
3:30 p.m4:30 p.m.	PASRR Review—LeadingAge Wyoming	Boyd Room
4:30 p.m 6:00 p.m.	Chair's Reception	Concourse/Atrium

## Thursday, September 8

6:00 p.m.

## **UW Conference Center**

Salon CDE

7:00 a.m 8:15 a.m.	LeadingAge Wyoming Networking Breakfast	Salon FG
	Breakfast Buffet for Convention Attendees	Salon ABC
8:30 a.m9:30 a.m.	Cyber Threat Landscape Impacting Health Care—John Riggi	Salons DE
9:30 a.m.	Break	
9:45 a.m10:30 a.m.	Physicians and the "Great Resignation" Recruiting and Retaining Doctors in the Era of COVID-19 Kurt Mosely	Salon D
9:45a.m10:30 a.m.	Wyoming Frontier Information and Wyoming Telehealth—LAW	Salon FG
9:30—Noon	HFMA—Noridian and Networking Session	Salon E
10:30—Noon	Department of Health Licensing/Survey – LeadingAge Wyoming	Salon FG
10:30—Noon	Get to Know WHA Resources and Partners - Josh Hannes	Salon D
Noon—1:30 p.m.	Lunch Buffet—Guest speaker Rulon Gardner	Salons ABC

## 2022 Norman S. Holt Award For Nursing Excellence



Nicole Rooney, RN Ivinson Memorial Hospital Laramie, Wyoming

### 2022 Nominees

Tamie Dowding, RN, Weston County Health Services

Morgan Holz, RN, Cheyenne Regional Medical Center

Patty O'Lexey, BSN, RN, Memorial Hospital of Sweetwater County

## Norman S. Holt Award for Nursing Excellence

Susan Wiley, R.N., Greybull	1983
Charlene J. Case, R.N., Greybull	1984
Vina Kinman, R.N., Laramie	1985
Rona Curphy, R.N., Rawlins	1986
Bernadette Eshelman, R.N., Cheyenne	1987
Alice Hannahs, R.N., Evanston	1988
Kathleen Richardson, R.N., Rawlins	1989
Marie Kreman, R.N., Cheyenne	1990
Julie Cann, R.N., C.C.R.N., Casper	1991
Julia Norlin, R.N., Gillette	1992
Vicki Poppinga, R.N., Evanston &	1993
Victoria Smith, R.N., Cheyenne	
Katheleen Jo Hanks, R.N., Evanston	1994
Florence Vance, R.N., B.S.N., M.S.N., Cheyenne	1995
Laura Bateman, R.N., Evanston	1996
Amy Jaraczeski, R.N., Cheyenne &	1997
Tricia Van Den Top, R.N., F.E. Warren AFB	
Mary Jo Daniels, R.N., Casper	1998
Michelle Patik, R.N., Newcastle	1999
Mariah Perkins, R.N.C., Powell	2000
Kathleen Green, R.N., B.S.N., Cheyenne	2001
Ruth Manley, R.N., Cody	2002
Harrolyn (Dee) Johnson, R.N., M.S., Cheyenne	2003
Velvet Hiser, B.S.N., R.N., C.C.R.N., Casper	2004
Celia Green, R.N., Evanston	2005
Wendy Thorvaldson, R.N., B.S.N., Rawlins	2006
Maurene Rash, R.N., Afton	2007
Faith Jones, M.S.N., R.N., Powell	2008
Jason Collins, R.N., Casper	2009
Michelle Oliver, RN, Afton	2010
Rozlyn Weiler, RN, Cheyenne	2011
Sherrill Sorensen, RN, Worland	2012
Lynn Kirman, RN, Jackson	2013
Jeanine Niemoller, RN, MSN, BC, Laramie	2014
Cristy Dicklich-Cobb, RN, MSN, CCRN, Douglas	2015
Tina Toner, RN, Lovell	2016
Keith Ungrund, RN, Cody	2017
Mandy Blajszczak, RN, BSN, WBI, Casper	2018
Ingrid Long, RN, Community Hospital, Torrington	2019
Natalie Tucker, MS, RN, Gillette	2021

## 2022 Daniel J. Lex Award Outstanding Service in Long Term Care



Diane DeYoung Rocky Mountain Care

### **Past Winners**

Jill Hult, Casper	2011
Sandy Ward, Buffalo	2012
Mary Reilly, LeadingAge	2013
Eric Boley, Kemmerer	2014
Brenda Gorm, Buffalo	2015
Laura Hudspeth, DOH	2016
JoAnn Farnsworth, Newcastle	2017
Dr. Emily Knobloch, Jackson	2018
St. John's Living Center	
Pat Fritz, Mountain Pacific Health	2019
Jonni Belden, Gillette	2020
Rick Schroeder, Lovell	2020
Pamela Sprecher, Afton	

## Outstanding Volunteer Program 2022



Banner Wyoming Medical Center Volunteer Program



## **Past Winners**

<b>Year</b>	Hospital Auxiliary
2021	Sheridan, Sheridan Memorial Hospital
2019	Wyoming Behavioral Institute
2018	Jackson, St. John's Medical Center
2017	Douglas, Memorial Hospital of Converse County
2016	Afton, Star Valley Medical Center
2015	Gillette, Campbell County Health
2014	Cheyenne, Cheyenne Regional Medical Center
2013	Riverton, Riverton Memorial Hospital
2012	Lander, Lander Regional Hospital
2011	Kemmerer, South Lincoln Medical Center
2010	Thermopolis, Hot Springs County Memorial
2009	Sheridan, Sheridan Memorial Hospital
2008	Worland, Washakie Medical Center
2007	Lander, Lander Regional Hospital
2006	Cheyenne, Cheyenne Regional Medical Center
2005	Evanston, Evanston Regional Hospital
2004	Afton, Star Valley Medical Center
2003	Powell, Powell Valley Healthcare
2002	Casper, Wyoming Medical Center
2001	Rawlins, Memorial Hospital of Carbon County
2000	Afton, Star Valley Medical Center
1999	Cheyenne, United Medical Center
1998	Rock Springs, Memorial Hospital Sweetwater County
1997	Rock Springs, Memorial Hospital Sweetwater County
1996	Cheyenne, United Medical Center
1995	Evanston, Evanston Regional Hospital

## Hospital Volunteers of the Year 2022

Dave and Lee Ann Thompson Memorial Hospital of Converse County Douglas



## **Past Winners**

<u>Year</u>	Past Winner
2018	Robin Bailey, Campbell County Health, Gillette
2019	Patricia Plummer, Cody Regional Health
2021	Frank Wiederrecht, Memorial Hospital of Converse County, Douglas

## WHA Past Chair

Miss B.A. Malakowsky, Sheridan	1945-1946
Ralph Steen, Casper	1946-1947
Earl S. Ireland, Sheridan	1947-1948
	1040 1040
Z.E. Sevison, Cheyenne	1948-1949
Fred Schultheis, Douglas	1949-1950
Leo W. Reifel, Laramie	1950-1951
William B. Haselmire, Casper	1951-1952
Rex Magee, Rock Springs	1952-1953
Harry Malm, Torrington	1953-1954
William C. Nichols, Cheyenne	1954-1955
Earl S. Ireland, Sheridan	1955-1956
James G. Carr, Jr., Casper	1956-1957
Sister Alice Marie, Cheyenne	1957-1958
	1958-1959
Harry Dunham, Rawlins	
Robert Manville, Casper	1959-1960
Donald E. Smith, Cody	1960-1961
Roger VanderBoom, Newcastle	1961-1962
Sister Kathleen, Cheyenne	1962-1963
John Owen Yale, Sheridan	1963-1964
Donnell Anderson, Thermopolis	1964-1965
	1965-1966
M.J. Foerster, Laramie Robert Groff, Powell	
Robert Groff, Powell	1966-1967
Edwin C. Mehle, Rock Springs	1967-1968
Milton Bedsaul, Lander	1968-1969
Stanley E. Fosnes, Newcastle	1969-1970
Donnell Anderson, Thermopolis	1970-1971
Sheldon K. Truax, Laramie	1971-1973
John Owen Yale, Sheridan	1973-1975
Keith Mesmer, Torrington	1975-1977
Howard G. Megorden, Powell	1977-1978
Donald R. Carlson, Buffalo	1978-1979
Lewis W. Spencer, Casper	1979-1980
Lewis W. Spencer, Casper	
William C. Nichols, Cheyenne	1980-1981
M.L. Keim, Casper	1981-1982
Bernard Olson, Torrington	1982-1983
Larmy Luca Craybull	1002 1004
Larry Luce, Greybull	1983-1984
Richard H. Mills, Rawlins	1984-1985
Sister Mary Clarice, Cheyenne	1985-1986
Thomas A Nord Laramie	1986_1987
Thomas A. Nord, Laramie	1986-1987
	1987-1988
John Ferry, Rock Springs J. Douglas Bird, Casper	1987-1988 1988-1989
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J. Steve Perry, Afton	2008-2009
Thomas Nordwick, Douglas	2009-2010
Eric Boley, Kemmerer	2010-2011
Vickie Diamond, Casper	2011-2012
Eric Boley, Kemmerer	2012-2013
Rick Schroeder, Lovell	2013-2014
Rick Schroeder, Lovell	2014-2015
Ryan Smith, Douglas	2015-2010
Ryan Smith, Douglas	2016-2017
Doug Faus, Laramie	2017-2018
Mike McCafferty, Sheridan	2018-2019
Maureen Cadwell, Newcastle	2019-2021
Margie Molitor, Thermopolis	2021-2022
Tim Thornell, Chevenne	2022

## Membership Listing

HOSPITAL CEO

Star Valley Health, Afton Three Rivers Health, Basin

Johnson County Healthcare Center, Buffalo Elkhorn Valley Rehabilitation Hospital, Casper

Banner Wyoming Medical Center, Casper Wyoming Behavioral Institute, Casper

Summit Medical Center, Casper

Cheyenne Regional Medical Center, Cheyenne Veterans Affairs Medical Center, Cheyenne

Cody Regional Health, Cody

Memorial Hospital of Converse County, Douglas

Evanston Regional Hospital, Evanston Wyoming State Hospital, Evanston Campbell County Health, Gillette

Castle Rock Hospital District, Green River

St. John's Health, Jackson

South Lincoln Medical Center, Kemmerer SageWest Health Care, Lander/Riverton Ivinson Memorial Hospital, Laramie North Big Horn Hospital, Lovell Niobrara Community Hospital, Lusk

Weston County Health Services, Newcastle

Sublette County Rural Hospital District, Pinedale

Powell Valley Healthcare, Powell

Memorial Hospital of Carbon County, Rawlins Memorial Hospital Sweetwater, Rock Springs North Platte Valley Medical Center, Saratoga

Sheridan Memorial Hospital, Sheridan Veterans Affairs Medical Center, Sheridan Crook County Medical Services, Sundance

Hot Springs Health, Thermopolis

Banner Community Hospital, Torrington Banner Platte County Hospital, Wheatland Banner Washakie Medical Center, Worland Daniel Ordyna
Rick Schroeder
Luke Senden
Connie Longwell
Lancer Porter
Mike Phillips
Raymond Vucetic
Tim Thornell

Paul Roberts
Douglas McMillan
Matt Dammeyer
Cheri Willard
Paul Mullenax
Matt Shahan
Bailie Dockter
Dave Robertson
Dave Ryerse
John Whiteside
Doug Faus
Eric Connell

Maureen Cadwell
Dave Doorn
Terry Odom
Ken Harman
Irene Richardson

Dana Gilleland

Jeff Mincy

Mike McCafferty Pamela Crowell Micki Lyons Scott Alwin Zach Miller

Merry-Ann Keane

Jay Stallings



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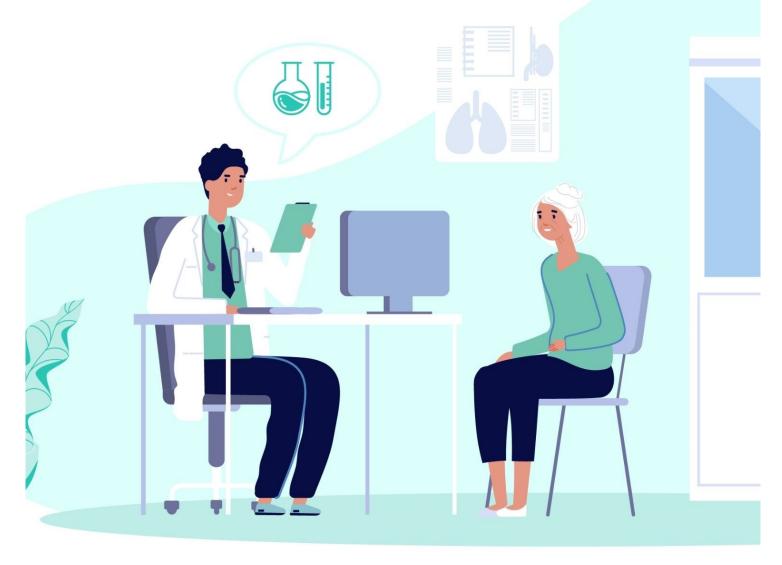
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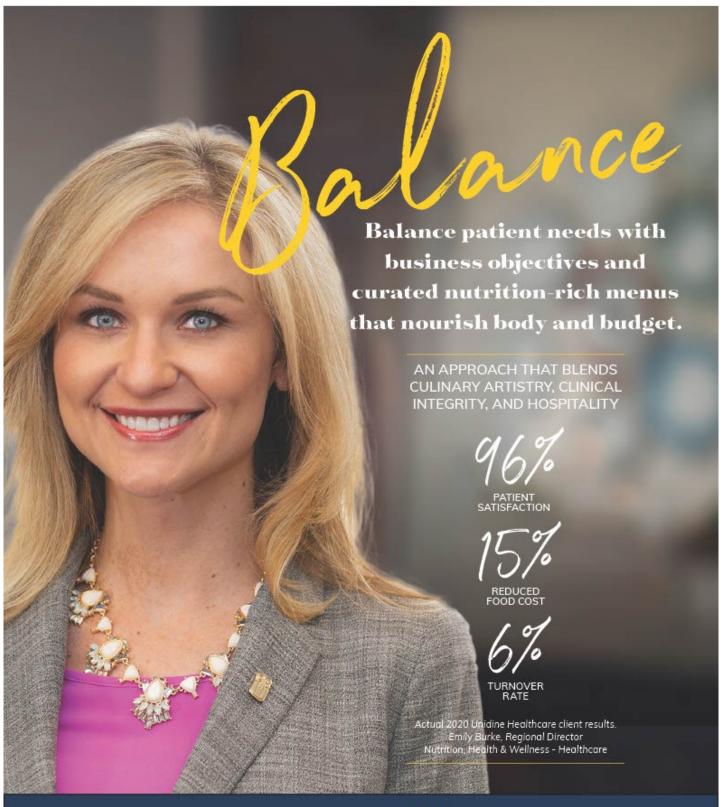
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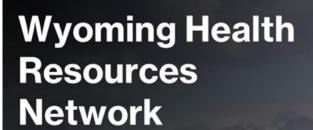
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Dr. Mayer is Founder of BestPractices, Inc., the Medical Director for the NFL Players Association, a Medical Director for Studer Group, and Clinical Professor of Emergency Medicine at George Washington University and Senior Lecturing Fellow at Duke University. He was named the 2018 winner of the James D. Mills Outstanding Contribution to Emergency Medicine Award, which is the highest honor of the American College of Emergency Physicians. He was recently nominated to the Pro Football Hall of Fame in Canton, Ohio. USA Today named him one of the "100 Most Important People in the NFL." Tom Peters, the internationally acclaimed leadership guru, referred to his work as "gaspworthy."

When asked about these awards, Dr. Mayer simply says, "I have only one talent. I know how to hire people who are not only better than me, but much better than me. They won the awards, not me."

He is one of the most widely-sought speakers on healthcare patient experience, leadership and management, hard-wiring flow, trauma and emergency care, pediatric emergency care, EMS/disaster medicine, and sports medicine. His work in each of these areas has resulted in changing the very fabric of patient care.

On September 11, 2001 Dr. Mayer served as the Command Physicians at the Pentagon Rescue Operation and has served on 3 Defense Science Board Task Forces, advising the Secretary of Defense. He has published over 100 peer-reviewed articles, over 100 book chapters, and has edited or written 20 textbooks, including:

- Leadership for Great Customer Service: Satisfied Employees, Satisfied Patients: 2nd Edition
- Leadership for Smooth Patient Flow
- Hardwiring Flow
- The Patient Flow Advantage
- Strauss and Mayer's Emergency Department Management.
- Battling Healthcare Burnout

Dr. Mayer was named the ACEP Outstanding Speaker of the Year and has been named ACEP's "Over-the-Top" award winner 3 times. Leadership for Smooth Patient Flow won the ACHE's James Hamilton Award for the best healthcare leadership book in 2008. In sports medicine, his work at the forefront of changing concussion diagnosis and management in the NFL has changed the way in which these athletes are diagnosed and treated.

Dr. Mayer was the originator of the entire NFL Concussion Guidelines program, and thus has changed the nature of the game. He gives many examples of his NFL experiences in his talks.



### Mike Dunning Violence in Healthcare

While workplace violence specific to health care settings is not a newly occurring phenomenon, incidents have, unfortunately, become more commonplace in recent years. With health care in the never-fading spotlight throughout the COVID pandemic, workplace violence has also been given public attention as national and statewide leaders seek to create solutions in providing a safe environment for health care workers.

CMS, along with accrediting organizations have issued new requirements that went into effect Jan. 1, 2022, to provide the framework to help prevent violence in hospitals.

This presentation will offer insight into the new standards and will provide an overview of best practices that have resulted in significant reductions in workplace violence. These insights and best practices are applicable to real-life scenarios and will help health care facilities develop programs to increase patient and staff satisfaction, reduce overall violence and subsequent injuries, and create a better patient care environment.

### Objectives:

- Attendees will be able to recognize underlying causes of escalating violence and unsafe environments.
- Attendees will take away implementable strategies and approaches to reduce violence, increase patient and staff satisfaction, and increase safety.



## Dennis McIntee Drama Free Teams in Healthcare

Leading a high-trust, high-performance team that gets results is possible. It's also possible to do it without putting in more hours and working harder. Creating an ownership culture free of drama, victim mentalities, and blame assigning helps leaders leverage their most valuable asset—their team members. This interactive workshop will give you the practical skills you need to eliminate all the excuses not only from your team, but every relationship today.

We teach what we know, but we produce who you are so the best way to coach the drama out of your team is to become a dream coach. Great coaches and leaders are not born; they are developed. That's

good news. It means we can learn the tools we can use to draw out the best in our people. You can learn these secrets too, and it's not as hard as you think.

### Learning Objectives

- Discover the two trust-building skills necessary to create buy-in with your team
- Understand how to remove emotion from situations to facilitate change
- Master the art of coaching through the GPS MethodologyTM
- Develop the two skills for giving effective feedback that won't leave your employees feeling defensive
- Learn the coaching questions that are guaranteed to create ownership within your team and the one question to never ask
- Increase your ability to discern motives so you can skip the drama and get to the heart of issues faster
- Develop two core competencies guaranteed to help you build trust with anyone



# RULON GARDNER

Rulon Gardner hooks his entire audience from the moment he starts speaking. Highly likable and down-to-earth, he shares fascinating stories about his childhood as an underdog; the extreme training sessions he underwent throughout his wrestling career; his historic Olympic match against Aleksander Karelin; and his incredible survival of two near-death experiences.

Rulon Gardner speaks on turning negative moments into character-building experiences. As a child, he did not have the easiest life. The family barn burnt down leaving him to milk the cows in below-freezing weather; he was often made fun of at school for his learning disability, and his teachers dissuaded him from going to college because they were sure he would fail.

Rulon breaks down the values that have kept him going through the best of times and the worst of times – basic principles that anyone can apply to their lives. Throughout his life, he had a caring family that instilled him with a high work ethic and impressive resilience. "I have a very strong core, a strong subconscious," he explains. This enabled him "to focus and continue to push every day, not just in wrestling, but in life."



## Jan Ervin Provider Outreach & Education Representative Noridian

Jan is a Provider Outreach and Education Representative at Noridian Healthcare Solutions LLC. Jan provides outreach and education to all Noridian States concentrating her attention on Part A. Primary responsibilities include offering educational instructions and direction to the Medicare community. Prior to joining Noridian, Jan worked at another Medicare Administrative Contractor, Wisconsin Physician Service, and brings over 13 years of Medicare understanding with her, all but one year was devoted to outreach and education. Jan serves on several CMS committees and advisory groups.



## PASRR—LeadingAge Wyoming Amy Guimond

Amy Guimond, Benefits Quality Control Manager will be attending to answer questions regarding PASRR—Pre Admission Screening and Resident Review.

Preadmission Screening and Resident Review (PASRR) is a federal requirement to help ensure that individuals are not inappropriately placed in nursing homes for long term care.

## John Riggi AHA's Senior Adviser for Cybersecurity and Risk

Hackers are after hospitals' and health systems' information security systems and data like never before. And John Riggi, AHA's senior adviser for cybersecurity and risk, is here to help protect them. Riggi joined the American Hospital Association after a stint as a cybersecurity consultant and nearly three decades at the FBI. He's conducted educational seminars, traveled to various hospitals and health systems to help health care leaders safeguard their protocols, and testified on Capitol Hill to remind Congress about how dedicated the field is to maintaining the latest security protocols.

John Riggi, having spent nearly 30 years as a highly decorated veteran of the FBI, serves as the first senior advisor for cybersecurity and risk for the American Hospital Association and their 5000+ member hospitals. John leverages his distinctive experience at the FBI and CIA in the investigation and disruption of cyber threats, international organized crime and terrorist organizations to assist on policy and advocacy issues and provide trusted advisory services for the nations' hospitals and health systems. His trusted access to hospital leadership and government agencies enhances John's national perspective and ability to provide uniquely informed risk advisory services. John's unique national perspective is further informed by his direct role in assisting ransomware victim hospitals and health systems during and post attack.

He also served on the NY FBI SWAT Team for eight years. John is the recipient of the FBI Director's Award for Special Achievement in Counterterrorism and the CIA's George H.W. Bush Award for Excellence in Counterterrorism, the CIAs highest award in this category. John presents extensively on cybersecurity and risk topics and is frequently interviewed by the media.



## Laura Hudspeth /Pat Davis /Julia Van Dyke –LAW Wyoming Department of Health





Healthcare Licensing and Surveys will discuss survey trends, Informal Dispute Resolution data, current CMS and CDC COVID-19 guidelines, and design/construction related guidance.

# Physicians and the "Great Resignation" Recruiting and Retaining Doctors in the Era of COVID-19 Kurt Mosely

The COVID-19 pandemic has profoundly altered the way many Americans view their jobs and their futures. Millions of Americans have chosen to leave their current employers in the pursuit of different paths – a trend known as the "Great Resignation."

Physicians are no exception. Even prior to the pandemic, many physicians were experiencing burnout and reassessing their careers. The pandemic has only added accelerant to this trend. In a recent survey conducted by Merritt Hawkins on behalf of The Physicians Foundation, 39% of physician said they would like to retire as a result of COVID-19. How should hospitals, medical groups and other healthcare organizations respond to the current malaise affecting many of their key care providers? What can they do to ensure the effective recruitment and retention of physicians in today's uniquely challenging market?

These questions are addressed in Physicians and the "Great Resignation," a presentation of the nation's leading physician search and consulting firm.

This timely and thought-provoking program traces the causes and consequences of physician dissatisfaction and examines how COVID-19 is contributing to the longstanding problems of low physician morale and high physician turnover. It places this trend in the context of a growing physician shortage that is compromising access to care in many parts of the nation.

It then focuses on best practices for recruiting and retaining physicians, using real world examples and data regarding the latest physician salary, signing bonus and other incentives health facilities are using to attract physicians. It also illustrates how the healthcare facilities can structure practice opportunities to both recruit and retain today's physicians.

An engaging and instructive look at physician recruiting and retention during a unique time, Physicians and the Great Resignation is a presentation likely to interest hospital CEOs, CFOs, medical directors, urgent care administrators, physicians, recruiters, medical liaison officers, trustees, and anyone else who follows today's evolving healthcare trends.

Physicians and the "Great Resignation" is presented by Kurt Mosley, Vice President of Strategic Alliances for Merritt Hawkins and its parent company, AMN Healthcare. Mr. Mosley has over 30 years of healthcare staffing and consulting experience and addresses dozens of healthcare professional organizations each year. Cited by U.S. News & World Report, USA Today, Modern Healthcare and many other publications, Mr. Mosley is nationally recognized for his healthcare staffing expertise and is a member of the globally recognized Executive Speakers Bureau.





Candice Cochran, MSPR has served as the Executive Director of the Wyoming Professional Assistance Program (WPAP) since 2013.

Her presentation will give an overview of WPAP services and introduce a soon to be launched interactive screening program (ISP) for healthcare professionals. Whatever your employees are struggling with – family pressures, work, relationship issues, grief, stress or financial concerns – it is easy to get overwhelmed without an idea of where to turn for support. ISP is a safe and secure online tool that will be made available to Wyoming healthcare professionals through a partnership between WPAP and the American Society for Suicide Prevention.

Candice earned a master's degree in public relations and a bachelor's degree in organizational communication from Montana State University-Billings. Prior to joining WPAP, she worked extensively in the nonprofit industry and owned a consulting firm offering administrative, fund development, marketing and event planning services to nonprofits across the region. She serves on the board of directors of Food for Thought and the East Casper Volleyball Club.