The holiday season is in full swing and we are already gearing up for another exciting year coming in 2016. A huge thank you to all for making this past year successful in the ever-changing world of healthcare. We have much to do in the new year and look forward to the exciting things to come.

There are several educational opportunities scheduled in 2016. We encourage you to take the time to continue to be involved and further pursue any chance to learn more about the latest and greatest in healthcare through these events as well as networking with our fellow colleagues.

The updated ACHE Education Calendar can be viewed online at ache.org/seminars.

We appreciate all who came out to celebrate at our holiday party held at House of Blues in New Orleans. We had a great time visiting and thank you for your participation.

The merging and unification of our two Louisiana chapters of ACHE is nearing completion with the combining of the Louisiana Healthcare Executive Group and the Southeast Louisiana Chapter of ACHE. These two Chapters now working together will create fresh, new ideas that we will be able to carry into future planning.

Through this past year, you have shown great commitment and dedication to healthcare and the patients and communities we serve. Thank you for all that you do each day. We look forward to a new start and new year.

Warm Regards,

Phyllis Peoples, Chapter President
Greetings!

Happy Holidays! This last quarter was a whirlwind of activity. I would like to thank the leadership of both chapters for a smooth consolidation as Louisiana will soon have one united Chapter, Louisiana Chapter of Healthcare Executives. We have successfully completed its first state election of officers.

Registration is now open for 2016 Congress. The courses once again look to be outstanding. The dates are March 14-17, 2016. Visit ache.org/Congress to register today. Also, don’t forget to apply for Fellow advancement by December 31, 2015 to attend and participate in the 2016 Convocation. Are you connected? Don’t forget to follow ACHE on social media.

Please join me in thanking Jyric E. Sims, FACHE for representing Louisiana ACHE at UNO by giving a presentation to the MHA students on the benefits of joining ACHE and committing to a lifelong learning experience.

Please join me in recognizing our following members who have advanced or recertified this last quarter.

September 2015

Todd Danos, FACHE (Admission to Fellow)
Shana Bounds, RN (Admission to Member)
Brandon Hillman, RN (Admission to Member)
Patti Ellish, FACHE (Admission to Recertified Fellow)
Bret Kolman, CPA, FACHE (Admission to Recertified Fellow)

Michele K. Sutton, FACHE

Regent for Louisiana
Executive Vice President/COO, North Oaks Health System, suttonm@northoaks.org

Thanks to our newsletter sponsor!
Apply Now for the Baldrige Executive Fellows Program

Applications are currently being accepted for the 2016–2017 Baldrige Executive Fellows Program. This one-year, nationally ranked leadership development program provides rising senior executives with a broader perspective on how to achieve performance excellence for their organizations, stimulate innovation and build the knowledge and capabilities necessary for organizational sustainability. Baldrige Fellows learn from each other and from winners of the Malcolm Baldrige National Quality Award through personal visits to these organizations and their senior executives.

For more information, or to apply, visit the National Institute of Standards and Technology (NIST) site, email dawn.bailey@nist.gov or call (301) 975-2361.

Apply for Fellow and Meet All Requirements by Dec. 31 to Attend 2016 Convocation

Take your career to the next level while showing your commitment to healthcare management excellence by becoming a Fellow of ACHE. Make it your goal to be recognized for your significant professional achievement at the 2016 Convocation Ceremony at the annual Congress on Healthcare Leadership. Receive an invitation by submitting your completed Fellow application along with payment and by meeting all of the requirements to advance—including passing the Board of Governors Examination in Healthcare Management—by Dec. 31, 2015. Please note: You can still participate in the Convocation ceremony even if you have not yet met the three-year ACHE tenure requirement if you will meet this requirement March 13, 2016, the date of the ceremony. Save the date and get started!

ACHE's 2016 Congress on Healthcare Leadership

Registration is open for ACHE's 2016 Congress on Healthcare Leadership, to be held March 14–17, 2016, at the Hyatt Regency Chicago. The annual Congress on Healthcare Leadership is your ticket to one of the largest gatherings of healthcare leaders in the world and an unrivaled opportunity to connect with colleagues and gain insights from the industry's top thought leaders. Best practices, cutting—edge education, career resources and powerful conversations and discoveries await you. Come to Congress and gain the tools, solutions and insight to lead well at each stage of your career—then leave informed, inspired and ready to serve the patients at the heart of our healthcare system. Visit ache.org/Congress and register now!
Access Complimentary Resources for the Board of Governors Exam

For Members starting on the journey to attain board certification and the FACHE® credential, ACHE offers complimentary resources to help them succeed so they can be formally recognized for their competency, professionalism, ethical decision making and commitment to lifelong learning. These resources, which include the Exam Online Community, the Board of Governors Examination in Healthcare Management Reference Manual and quarterly Advancement Information webinars, are designed to be supplements to other available Board of Governors Exam study resources, such as the Board of Governors Review Course and Online Tutorial.

• The Exam Online Community is an interactive platform to learn and glean study tips from other Members taking the Exam. Participants can discuss Exam topics with experts and have the option to participate in study groups. Interested Members may join the Exam Online Community at bogcommunity.ache.org.

• The Reference Manual, found at ache.org/FACHE, includes a practice 230-question exam and answer key, a list of recommended readings, test-taker comments and study tips.

• Fellow Advancement Information webinars provide a general overview of the Fellow advancement process, including information about the Board of Governors Exam, and allow participants to ask questions about the advancement process. An upcoming session is scheduled for Dec. 10. Register online at ache.org/FACHE.

Call for Innovations

ACHE would like to invite authors to submit abstracts of their posters for consideration for the 32nd Annual Management Innovations Poster Session to be held at ACHE’s Annual Congress on Healthcare Leadership. We are interested in innovations around challenges your organization has faced, such as in the areas of improving quality or efficiency, improving patient or physician satisfaction, implementation of electronic medical records and optimizing the use of new technology. All accepted applicants will be expected to be available to discuss their posters on March 14 between 7 a.m. and 8 a.m.; posters will remain on display from March 14–16, 2016, at Congress.

Please go to ache.org/CongressPosterSession for the full selection criteria. Abstracts should be submitted as an email attachment to PosterSessions@ache.org by Jan. 19, 2016.

Encourage Your Members to Apply for Fellow Status

The importance of earning the distinction of board certification as a Fellow of the American College of Healthcare Executives cannot be overstated. Encouraging your chapter members to take the next step in advancing their career by achieving Fellow status benefits their professional goals and the healthcare management profession as it demonstrates a healthcare leader’s competence, leadership skills and commitment to excellence in the field. The minimum requirements to submit a Fellow application include: ACHE membership; a master’s or other advanced degree; a healthcare management position with a minimum of two years healthcare management experience; three references from current Fellows; and a copy of the Member’s current job description, organizational chart and resume. Upon submitting the application, applicants have three years to complete the remaining requirements for advancement to Fellow.

Fellow applicants who successfully meet all requirements by Dec. 31, 2015, including passing the Board of Governors Examination, will be eligible to participate in the 2016 Convocation Ceremony at the 2016 Congress on Healthcare Leadership.
Engaging Early Careerists

Chapters have a number of resources to support early careerist development.

ACHE chapters can seek out creative ways to help early careerists become involved with their chapter. They can provide career services, such as mentoring and resume review, and they may appoint an early careerist on the chapter board to provide a fresh perspective. One chapter—Healthcare Executive Forum, Inc., which covers a large geographic area in western New York—developed programs to engage and foster connections with early careerists.

ACHE has 140 members, but before 2013 the chapter did not have many programs that targeted early careerists. They also lacked funds to implement its ideas for recruiting up-and-coming leaders, so in 2013 it applied for and received the 2013 Grant for Chapter Innovation for its Early Careerist Development Initiative.

HEF President Vi-Anne Antrum, RN, FACHE, lead CNO, for Kaleida Health, Buffalo (N.Y.) General Medical Center, who was the chapter’s program committee chair at the time, led the initiative’s implementation. The objectives were to offer more ACHE Qualified Education credit programs that would attract a diverse group of executives to serve as presenters; provide a Board of Governors Exam study group to encourage advancement; lead an effort to appoint early careerists to the chapter board; and increase the number of programs offered in less populated areas of the chapter’s region.

“This was a good way to get senior executives engaged, and early careerists were eager to have a dialogue with them,” Antrum says. “Plus, having a diverse board would help with career progression.”

Building upon 2013’s efforts, HEF established three sustainable career assistance services for early and mid-careerists. The first was the “Conversations with an Executive” series, which featured local senior executives who shared their professional journeys and offered career advice. Next was the resume review workshop, where local healthcare executives and healthcare system recruiters offered guidance to early careerists through a panel discussion on resumes and met with them one-on-one to review and critique. The third was a speed networking event that included three 20-minute sessions of roundtable discussions, which allowed early careerists to network and receive advice.

“Chapters can help early careerists develop in their career,” Antrum says. “It is invigorating to have that high level of excitement and energy.”

HEF has reaped enormous benefits from these initiatives. In 2014, the chapter received the Board of Governors Award for exceeding all four goals outlined in the Chapter Management and Awards Program, including an increase in member satisfaction. In 2012, there were no early careerists on the chapter board; by 2013, two early careerist members were represented on the board; and in 2014, four early careerists were appointed. Overall attendance at chapter programs has grown from an average of 20 attendees to 40. The number of Fellows in the chapter increased, and many of the senior-level executives who led early careerist programs offered to be mentors to these young healthcare professionals.

“Early careerists bring enthusiasm and time to dedicate to chapter activities,” Antrum says. “They have the opportunity to develop different skill sets, bring fresh ideas and offer new ways of doing things.”

ACHE’s Early Careerist Network
If you are a member of ACHE and are under the age of 40, you automatically belong to the Early Careerist Network. The ECN’s resources, many of which are available online, are designed to help you navigate the increasingly complex professional challenges facing early careerists in healthcare. Benefits include the Early Careerist Newsletter, ACHE discounts, educational programs, and networking and mentoring opportunities. For more information, go to ache.org/ECN.

To find your ACHE chapter, search the online Chapter Directory at ache.org by entering your ZIP code on the left side of the page. Then contact the chapter officials listed for information on how you can get involved. To discuss your ideas for chapters, contact the Chapters Committee’s ACHE staff liaison, Desmond J. Ryan, FACHE, CAE, associate director in the Division of Regional Services, at (312) 424-9325 or dryan@ache.org.