



ACHENV.ORG



# QUARTER 2 2024

## PRESIDENT'S MESSAGE



**Maia Carter, MD, MPH, FACHE**

**President, ACHE-Nevada Chapter**

ACHE-NV Chapter Members,

Welcome to Summer! We have learned to embrace the dry heat and enjoy summer activities such as swimming, vacations, kids enjoying time out of school, graduations and more! Take time to enjoy your family and explore new things. We have had a wonderful fulfilling second quarter.

We kicked off the second quarter with a dynamic **Courageous Conversation on reverse-agism**.

Our chapter partnered with Viticus Group, Cleveland Clinic, HFMA, Kidney specialists of Southern Nevada, Arcos Health, Encompass Health, and Silver State ACO leading the **6<sup>th</sup> annual Southern Nevada Leadership Women's Summit**, held at the phenomenal **Viticus Group** location. From this Leadership summit we raised \$5000 for **Project 150**, an organization that supports homeless youth. Special thanks to all the speakers, panelists and committee to make this all happen. A big shout out goes to our very own board member, Ms. Chelsea Montervino for chairing this marvelous event. Our **annual mentorship kickoff** showed a successful pairing up mentors and mentees for leadership development. We had several activities in the North including **food bank distribution**, happy hours, and **meet the chief** with Pinnacle Health and Providence Health. We held our annual South- Golf Event with proceeds supporting our nations Veterans. Our In-person education that focused on **Stand Alone Emergency Departments** was a true success. Partnering HIMSS allowed us to learn about **Virtual Nursing** in a joint educational virtual event. Thank you to all who attended our **all-member retreat** on June 10, 2024, were we were able to review the goals for this year and plans for the upcoming months.

Additional appreciation goes to those who completed the **membership satisfaction** survey. We are excited to get the results in August review our chapters strengths and learn how our chapter can improve. To encourage membership, we launched a membership **referral program**, where when a member refers another member and they join, the referring member gets a free educational event! We also continue to partner with Healthcare Administration Student Association (**HCASA**) and the **UNR Student Leaders Association** for continued student engagement on committees and meeting growth. We were excited to award Healthcare Administration Undergraduate and Graduate Students with ACHE and Nevada Healthcare Forum scholarships this year. Congratulations to all the recipients! For are looking forward to our **annual Aviators Baseball** event August 1<sup>st</sup>, in partnership with HIMSS for great networking, our annual **northern golf event** and more education. Join our next **courageous conversations** on Wednesday August 7<sup>th</sup>, for a rich discussion about **Intersectionality**. Join us in partnership with HIMSS, HFMA, and HLA for the 7<sup>th</sup> annual **Northern Women's Leadership Breakfast**, "Perfectly Imperfect: An Authentic Leader's Secret Weapon, on September 27<sup>th</sup>, 2024.

I am grateful for ACHE-NV chapter executive officers, board members, chapter leaders (formal and informal) and members who continue to make our chapter valuable.

With Warm Regards,  
Maia D. Carter MD, MPH, FACHE



Alexis Mussi, Brian Kleven, Sam Kaufman,  
Mark Calabrese, Dr. Alberto Hazan



**Khanh Andersen, FACHE**

**Regent, ACHE-Nevada Chapter**

I'm back, y'all! As honored as I was to be your ACHE-Nevada Chapter President in 2022 and 2023, I am now delighted to reintroduce myself as the new **ACHE Regent for Nevada**. My term as Regent officially began on Saturday, March 23rd during the ACHE Council of Regents Meeting. As your newly elected Regent, I look forward to helping connect you with all the resources available through the American College of Healthcare Executives nationally as well as locally within our own Nevada Chapter. Whether you are a new grad or early careerist looking for resources to further your career or a senior executive seeking new or innovative ways to approach healthcare leadership, ACHE is here to help you expand your skills and your network. I want to extend my sincerest gratitude to our **outgoing Regent for Nevada, Vick Gill, MD, FACHE**. His service and dedication to ACHE and ACHE-Nevada Chapter has created a strong foundation for us to build upon.

For those who are new to ACHE or are unfamiliar with the ACHE governance structure, the Council of Regents is made up of leaders elected to represent their members and influence the greater good of the organization. With an understanding of ACHE's policies, programs, services, and the needs of its members, the Council harnesses its collective skill to advance ACHE's vision, mission, and values. In addition to providing advice and counsel to the Board of Governors, the Council also has the important responsibility of electing the Board of Governors and its Chair.

As regent, it was my absolute pleasure to attend the ACHE Congress on Healthcare Leadership this year to represent Nevada and connect with ACHE-Nevada members, past and present. The opening session's keynote speaker **Daniel Pink** spoke about **regret – an emotion that is so often misunderstood – and the power of regret**. Regret is what makes us human and is the most common negative feeling that is shared by everyone. How often have we looked back on our lives and wished we had done something different? Many of you know that I tragically and unexpectedly lost an incredibly dear friend in late 2022 and in the aftermath, I found myself with not only a lot of grief but also a whole lot of regret. Regret that made me consciously start considering and reconsidering what mattered in my life and in my work. As healthcare leaders, we often bring our work home with us, whether we mean to or not. Our work becomes our life. We go about our days with our hospitals, clinics, staff, patients at the top of our minds. We eat, sleep, and drink our fields. We go on vacation (or, sometimes, we *don't* go on vacation) and we think about our work. We think about our doctors, nurses, techs, and aids. We hope. We worry. And sometimes something happens that changes our world view and then... we regret.

We believe that pang of regret indicates that something is wrong: that we said the wrong thing, did the wrong thing, made the wrong choice. Daniel Pink taught us that is not true. Regret, when we treat it right, can be useful. Regret clarifies what we value and can make us better. Looking at our lives and our careers through the photographic negative of regret can help us negotiate more effectively, solve problems faster and better, avoid cognitive biases, become better strategists, and deepen our sense of meaning.

I encourage you to reconsider your regrets: your foundational regrets, your boldness regrets, the moral ones, and the regrets about missed connections, and use them for good. Do the work. Reach out. Make the connection. Be bold. Take the risk. Make no small plans. And we here at ACHE will be here to help you.

## WELCOME NEW BOARD DIRECTOR, SAM WELLER



**Sam Weller** is Chief Executive Officer at Renown South Meadows Medical Center and Renown Rehabilitation Hospital

Renown Health is the region's largest, locally governed, not-for-profit integrated healthcare network serving Nevada, Lake Tahoe and northeast California. With a diverse workforce of more than 7,000 associates, Renown has fostered a longstanding culture of excellence, determination, and innovation. The organization comprises a trauma center, two acute care hospitals, a children's hospital, a rehabilitation hospital, a medical group and urgent care network, and the region's largest, locally owned not-for-profit insurance company, Hometown Health.



## Courageous Conversations

Uvette Francis, DEI Co-Chair

Our committee, together with each and every one of you, has achieved significant membership growth since the beginning of the year—a collective testament to our chapter’s expanding capacity to support members with their diversity, equity, and inclusion (DE&I) initiatives. This development is pivotal as it allows us to extend our assistance across a broader spectrum of organizational needs. As highlighted in **“Building a United Workplace”** (2024), the correlation between DE&I and employee engagement is unmistakable. Leaders who grasp this connection foster higher engagement levels and enhanced team performance.

Our committee empowers every chapter member by promoting a deeper understanding of DE&I through tailored strategies and implements that resonate with each organization.

One of our flagship initiatives, Courageous Conversations (CC), is a virtual platform occurring bi-monthly at 6:00 p.m. PST. This forum fosters open dialogue and expands knowledge on DE&I topics, ensuring a space free from judgment where members and non-members can engage respectfully. We value your perspectives and experiences and believe your participation will enrich our discussions. Our recent June session explored workplace identity and issues pertinent to the LGBTQ+ community. Central themes included the creation of safe spaces, respect for individual autonomy, and the recognition and mitigation of microaggressions. Emphasizing the importance of bias training emerged as a key recommendation to safeguard the identities and privacy of our staff members.

During our yearly Mentorship kick-off, our chairperson demonstrated the insidious nature of implicit bias through a training session with the mentorship committee. Many participants were surprised to realize how subtle biases—such as those triggered by a person’s name or accent—can influence judgments and attitudes.

We invite you to join us for our upcoming Courageous Conversation sessions to contribute your insights, share experiences, and explore strategies on the following topics:

Please join us for our next Courageous Conversation to share your insight, experiences, and strategies on the following topics:

- Intersectionality**
- Diversability**
- Mental Health**

- August 7, 2024**
- October 2, 2024**
- December 4, 2024**

*Reference: “Building a United Workplace: 7 Activities to Promote Diversity, Inclusion, Equity, and Belonging.” Workleap, 7 Mar. 2024, workleap.com/blog/diversity-and-inclusion-activities/. Garrett, D.L. (2024, February 8). DEI quote [Photograph]. https://metroca.net/news-ideas/blog/diversity-equity-and-inclusion-in-the-aec-industry/*

“  
For DEI practices to be supported, we have to talk about them, and they have to be a part of what we do. It can’t just be a special human resources directive. It has to be organic and authentic.  
”

Damon L. Garrett, PE



### MENTORSHIP

The 2024 Mentorship Program is in full swing and has matched **14 pairs** of executive mentors with students/early careerists. A virtual Speed-Networking event is scheduled for July 23<sup>rd</sup> at 5:30pm. This will also include a roundtable discussion on tips for leaders in their first year in the role.

### MEMBERSHIP



- Abhinav Ohri, MD
- Benjamin T. Pence, DO
- Carl J. Elliott
- Josh Patterson
- Joy Chesnut, MD
- Katie Kucera
- Kristin Steffen-Zonsius

- Lorraine Pimentel, RN, MSN, CPHQ
- Luis Medina-Garcia, MD
- Paige McCall, MHA
- Ryan D. Patton, MBA
- Tad (Tadesse) Kebede, BSN
- Yesica Iribe
- Zakiya Guiakaboh

## EDUCATION AND NETWORKING

The Education and Networking committee of the ACHE NV chapter has made a remarkable start to 2024!

Closing out the quarter, we hosted the **Northern Nevada ACHE-101** event at the **University of Nevada-Reno**. Led by UNR Faculty representatives **Sandra DeLeon, President-Elect Mitchell Fong, and Board member David Schweer**, this event catered to students and prospective members from diverse healthcare programs at UNR. The session offered guidance on becoming a student member and highlighted the benefits associated with ACHE-NV student membership.

These events highlight our commitment to providing comprehensive educational opportunities and fostering meaningful networking experiences for our members. We look forward to building on this momentum throughout the rest of the year.

ACHE-NV teamed up with UNR Health Administration for a volunteer event at the Northern Nevada Food Bank!



Healthy Food.  
Every Person.  
Every day.



## Nation of Patriots-Southern Nevada

## Charity Golf Even

May 7<sup>th</sup>, 2024

**The Nation of Patriots**, a nationally registered 501 C 3 organization was founded to help veterans wounded in service to our country. Each summer, the Nation of Patriots conducts "**The Patriot Tour**". A large American flag is escorted around the country by volunteers, making stops throughout the continental United States. In addition, and in conjunction with the Patriot Tour, volunteers conduct independent events to raise funds, specifically to help deserving veterans in their local communities. Absolutely one hundred percent of the money raised by the Nation of Patriots, as well as local chapters goes towards helping our veterans.

The criteria for veterans to be considered for financial assistance are two-fold. First, the veteran, injured in service to our country, second, the veteran must demonstrate financial need as determined by the Regional Commander.

Supporting these events over the years are the Metropolitan Police Department, the Las Vegas Mayor, the Las Vegas City Council, the Las Vegas Fire and Rescue, and the Nevada Healthcare Forum, whose four founding chapters are HFMA, ACHE, HLA NV, and HIMSS.

This year we had **92 golfers and 16 volunteers** who had an amazing day of golf, great weather, and incredible fellowship within our medical community.

Special thanks to our title Sponsor, **University Medical Center (Mason VanHouweling and Tony Marinello)** as well as our other sponsors who for years have made this an incredible event in support of our local veterans.

Over the last 9 years, Las Vegas has raised a substantial amount of funds to benefit our veterans receiving care at the Michael O'Callaghan Federal Hospital at Nellis AFB and the local VA. We have raised over \$362,000 in the last 9 years for our local service personnel. This year, we are proud to announce that we raised over \$51,000 for our local veterans, making the total over the last 10 years over \$413,000.



The Southern Nevada medical community really steps up each year to support our veterans and the community. You should all be proud of the work you do to serve our patients and charities like the Nation of Patriots could not continue their great work without your support.

We look forward to next May to have even a bigger and better golf outing.





**UPCOMING**  
**EVENTS**



DATE	DETAILS
8/1	SOUTH: Aviator's Baseball Game
8/7	QE: Courageous Conversations - Intersectionality
8/24	NORTH: Annual Golf Outing – Red Hawk Golf
9/27	NORTH: Women's Leadership Breakfast
10/2	QE: Courageous Conversations – Diversability (Navigating disability and chronic disease)
10/17	SOUTH: Nevada Healthcare Forum
12/4	QE: Courageous Conversations - Mental Health
TBD	NORTH: Holiday Party & Toy Drive
TBD	SOUTH: Holiday Party & Toy Drive

Check your email & calendar invites for Save the Dates & registration links!

ACHE NV



HIMSS NV

PRESENTS

Reserve your spot:



AVIATORS

Free Food

• *Baseball Night* • And Drinks

ISOTOPES

August 1st

Las Vegas Baseball Park

VIP Private Suite | 6-10pm

SAVE THE DATE

# 7TH ANNUAL NORTHERN NEVADA WOMEN'S LEADERSHIP BREAKFAST

*Perfectly Imperfect:*  
AN AUTHENTIC LEADER'S SECRET WEAPON



FRIDAY, SEPTEMBER 27TH

7:00AM-10:00AM



THE ATLANTIS CASINO RESORT

3800 S VIRGINIA ST, RENO, NV

EARLY BIRD PRICING ENDS JULY 1ST!

MEMBERS & STUDENTS: \$45 \$35

NON-MEMBERS: \$50 \$40

TABLE OF 8 ATTENDEES: ~~\$360~~ \$280

# 7TH ANNUAL RENO / SPARKS

CHARITY GOLF TOURNAMENT



SATURDAY  
**AUGUST 24**  
2024

RED HAWK GOLF AND RESORT  
REGISTRATION: 7:30 AM  
SHOTGUN: 8:30 AM

**Register Now**



[www.nvhcf.com/events](http://www.nvhcf.com/events)



**2024 Charity Golf Tournament**  
**Benefiting Nation of Patriots**  
**Nevada Healthcare Forum**





# Nevada Health Careforum

Issues Impacting Nevadans




## TOPICS TO DISCUSS:

- National impact of healthcare reform
- Quality and innovation in healthcare

 **OCTOBER 17, 2024**  **7.00 AM**

**REGISTER NOW**

 <https://www.nevadahealthcareforum.com/>

 **Westgate Las Vegas Resort & Casino**



Scan to Register Today!



## ACHE NEWS

ACHE-news is delivered to all members biweekly and features the latest ACHE news and resources, as well as an aggregate of current articles from leading publications. <http://www.ache.org/newclub/newsltr/ENEWS/ENEWS.cfm>

The one-stop source **exclusively** for ACHE members

The Professional Development Digest is

delivered to all members biweekly and each issue features in-depth information about an upcoming ACHE program or event, a Career Corner that offers tips and resources and a calendar of upcoming face-to-face and online programs. See link below.

<http://www.ache.org/newclub/newsltr/pdd/pdd.cfm>

**ACHE**  
**Professional Development Digest**  
*Turning Learning into Results*

Elevating Leadership is a digital publication that provides high-level perspectives on the top challenges facing healthcare leaders like you. See link below.

[http://www.ache.org/newclub/newsltr/Elevating\\_Leadership/index.cfm](http://www.ache.org/newclub/newsltr/Elevating_Leadership/index.cfm)

elevating leadership

*Insights and Strategies for Healthcare Leaders*