

ACHE SPRING NEWSLETTER

For ACHE members, March saw quite a flurry of activity, both on a local level and nationally. The Regent's Leadership Conference, the Council of Regents, the Sunday Advancement Convocation, district meetings and the Congress on Healthcare Management all took place over six days in March.

Over 4,300 ACHE members attended the annual Congress in Chicago. During the Regent's Leadership Conference, ACHE President Tom Dolan reported on performance objectives of the College. By any measure, it was a successful year.

ACHE achieved a 5.2% increase (27,781) in Members, Diplomates and Fellows. We also recognized a 19% increase in membership over three years. This is a remarkable growth for an individual professional society. ACHE also advanced 460 Diplomates for the 2005 Convocation and achieved a score of 7.66 on the 2004 Affiliates Needs Survey. (This was out of a possible score of 10 on the question, "Considering everything, how satisfied are you with ACHE?")

During the conference, Thom D. Freyer, CAE, ACHE vice president for regional services, presented an update of the new governance structure and chapter deployment status. The goal of the new structure is to increase value for ACHE affiliates and other health care executives by deploying and supporting an infrastructure of independent, non-profit organizations to deliver convenient, close-to-home education, networking and career development services. Over 80 chapters are currently chartered—21 fully chartered, 59 provisionally chartered.

Mississippi was one of the first original fully chartered chapters. Thirty-five percent of ACHE affiliates are chapter members and 65% of chapter members are ACHE affiliates. The goal is to align those two numbers over a period of years. I don't have exact numbers for Mississippi but roughly over 80% of Mississippi affiliates belong to chapters and approximately the same percentage of chapter members are affiliates.

The role of the ACHE Regent in local chapters and the role of the chapters in ACHE continue to evolve. Regents are the elected representatives of ACHE affiliates residing in a set geographic territory and are the primary liaison between ACHE and state and local health care associations in their jurisdiction. Regents are also the primary conduit for communications between ACHE student chapters and ACHE. (There are no student chapters in Mississippi.)

As the elected representatives of ACHE affiliates, Regents serve as advisors within the ACHE governance structure to the Board of Governors. Chapters are chartered by the ACHE Board of Governors to provide services to health care executives within an assigned geographic territory. The relationship between ACHE and local independent chapters is determined by a formal agreement that specifies the rights and obligations of each.

So what is the difference between the role of Regents and the role of chapters and how is that changing? Regents have, in the past, had both a governance role and a service delivery role within ACHE. As chapters develop and grow stronger, this role will change. Chapters will assume more of a service delivery role within their geographic territory. Regents will advocate for affiliates, advise chapter leaders, help with access to support services and be an agent of positive change within the state and chapter. Luckily for us, our Healthcare Executives Chapter of Mississippi has strong local leadership statewide and will serve our ACHE affiliates.

Note from the ACHE Mississippi Chapter President:

The 2005 Mississippi Chapter of ACHE held its first board meeting on March 31. The board reviewed the 2004-2006 Chapter strategic plan and identified areas which needed attention. Soon the Mississippi Chapter members will find an updated and enhanced chapter website and will begin receiving a chapter newsletter on a quarterly basis. In addition, all ACHE affiliates in Mississippi will receive a chapter membership form and all affiliates are encouraged to officially join the chapter.

Reports and updates were given from the South, Central and Northern district board members as well as a financial report from the chapter's Treasurer. The Mississippi Chapter Board of ACHE's next meeting will be held on June 29 in Point Clear, AL in conjunction with the annual MHA membership meeting and ACHE's Annual Business Meeting.

Mississippi Chapter, ACHE Board Members:

Trace Swartzfager, FACHE	President
Denise Auttonberry, Ph.D., FACHE	Past President
Mike Zeiman	President Elect
Bill Peaks, CHE	Southern Region Board Member
Emily Young, CHE	Central Region Board Member
Fred Hood, FACHE	Northern Region Board Member

Appointment of Regent's Advisory Council

It is customary for the Regent to appoint a new Regent's Advisory Council (RAC) by May 1 of each calendar year. Regents appoint members based on the diversity profile of affiliates in their area. The Regent's Advisory Council serves as a forum for feedback and input on ACHE policies, procedures, proposed bylaws changes and strategic plan updates. Below is the final report on the goals set by our Council. I deeply appreciate the work of the RAC for this past year.

Final Report on Regent's and RAC's 2004 Goals

- 1. Actively support Mississippi Chapter deployment with promotion of Category I ACHE educational program and networking opportunities.**
The RAC actively supported a Category II program presented in January. *Followership: A Practical Guide for Aligning Leaders and Followers* was facilitated by Thomas A. Atchison, Ed.D., President of the Atchison Consulting Group, LLC. Over 40 ACHE affiliates were in attendance at this outstanding workshop.
- 2. Achieve a 1% increase in the Regent's area census by January 1, 2005.**
Accomplished
- 3. Achieve the advancement of six new Diplomates and two new Fellows at the 2005 Convocation.**
Six advanced to Diplomate status and Davis Walton advanced to Fellowship during Convocation.
- 4. Select and present the Early Careerist and Senior Health Executive Awards.**
L. Ray Humphreys, FACHE, chief executive officer of Delta Regional Medical Center in Greenville, was recognized as the Senior Healthcare Executive of the Year and Michael Ziemann, CBHE, administrator of Memorial Behavioral Health in Gulfport, was presented a special recognition award for leadership.

5. Produce quarterly newsletter on time, with input from RAC.

Accomplished

6. Conduct Local Needs Survey of Mississippi affiliates.

Not accomplished this year.

Networking opportunities for the next few months:

Central Region:

May 12 Customer Satisfaction Program

Southern Region:

*March 16 Reception/Recruitment Program
Great Southern Club*

I appreciate the invitation by Mike Zieman to attend their reception. It was a pleasure to interact with affiliates of ACHE in the Southern Region. I particularly enjoyed visiting with the ACHE members who are based at Keesler Air Force Base.

*May 18 National Disaster Preparedness Program (AMR/Keesler)
Hurricane/Life Saver Exercise (TBD)*

Samuel L. Odle, FACHE, Chairman for ACHE, will speak on Friday, July 1, at the ACHE Breakfast to be held in conjunction with the Mississippi Hospital Association's annual Leadership Conference at the Grand Marriott in Point Clear, Alabama. At this time, the new RAC is scheduled to meet at 10:30 a.m. on Wednesday, June 30.

Importance of Mentorship

There has been a lot of discussion within ACHE recently about the importance of mentorships. Each of us has had strong mentors in our professional career. Below are some thoughts from RAC members on the importance of mentors in their careers.

Eddie Foster, CHE

The main professional mentor in my early career was Dan Wilford. Dan was president/chief executive officer of North Mississippi Medical Center in Tupelo from 1974 to 1984. Dan ultimately went on to be president/CEO of Memorial Herman Healthcare System and the gold medal award winner for ACHE. Dan's unwavering commitment to excellence, impeccable integrity and high moral standards and recognized work ethic were definite examples to those who had the privilege of working with him. Benjamin Franklin once said "a good example is the best sermon", and Dan was always a good example. He had a way of making all of us who came into contact with him feel better about ourselves after the interaction.

Jason Alexander

Lowell Hamilton and Larry Throneberry were my mentors during my Administrative Residency at Baptist Health System in Birmingham, Alabama. Among the many life lessons that they passed along, Lowell and Larry always stressed the importance of honesty and promptness in addressing and resolving issues. I have found these attributes to be particularly important when communicating with medical staff members. Physicians may not always like what you tell them, but they will always appreciate and respect you for being upfront with them.

Joan Exline, Ph.D., FACHE

I have been fortunate to have several mentors that influenced my career performance and decisions along the way. They were helpful in alerting me to the little (but important) things that you don't learn in school about corporate politics, working with all types of people, business etiquette, etc. One person even helped me make the difficult leap from "doing" hospital administration to "studying, researching and teaching it". I've had exceptional mentors that could step back and consider questions objectively. In other words, they had the vision to see the variables that may not have affected them in their career decisions. My career path would not have been the same without them!

Michael Zieman

In my early career as a new administrator, I had an outstanding mentor who taught me to think through the problem at hand, noting what might be expected as a ripple effect and then acting on an appropriate course of action. Some might say that there was a little procrastination in this model, but it worked well for me over the years to gain input from as many sources before pulling the trigger too quickly just because I could do it. Another bit of wisdom he shared was to respect others' opinions but to act on what I knew to be right even if it was not popular at the time. These practices have provided me with many "character building opportunities" over the years that have helped me weather the storm.

A FEW THINGS I LEARNED ABOUT MISSISSIPPI:

- Armadillos sleep in the middle of the road with their feet in the air.
- There are 10,000 types of spiders—and all 10,000 live in MISSISSIPPI, plus a couple no one's seen before.
- Raccoons will test your crop of melons and let you know when they are ripe.
- *Onced* and *twiced* are words.
- It is not a shopping cart, it is a *buggy*.
- People actually grow and eat okra.
- *Fixinto* is one word. (*I'm fixinto go to the grocery store*)
- There ain't no such thing as "lunch". There's only dinner and then there's supper.
- Backwards and forwards means I know everything about you.
- 'Jeet?' is actually a phrase meaning "Did you eat?"

YOU KNOW YOU ARE IN MISSISSIPPI IF...

- You've ever had to switch from "heat" to "A/C" in the same day.
- Stores don't have bags, they have sacks.

- You carry jumper cables in your car...for your OWN car.
- You think that the first day of deer season is a national holiday.
- You know all four seasons: almost summer, summer, still summer, and Christmas.
- You describe the first cool snap (below 70 degrees) as good chili weather.
- A carbonated soft drink isn't a soda, cola, or pop...it's a Coke, regardless of brand or flavor. Example: "What kinda coke do you want?"