



LOUISIANA

CHAPTER OF HEALTHCARE EXECUTIVES

SUMMER 2023 LCHE NEWSLETTER

President's Message



Dear Members,

I am pleased to announce that we will be "Live" with our new chapter website on July 1st! By visiting our [website](#) you can learn about upcoming programs and events. We hope you enjoy the site, and we welcome any suggestions you may have.

The Cinco de Mayo event in Shreveport at Willis-Knighton Health System was a huge success! Thank you to all the individuals who helped make this educational event outstanding! As you see below, we have three events planned for us to gather this quarter. We are hosting two educational events, as well as the Summer Social Soiree, which will take place in Lafayette. At the Soiree, we will honor outstanding members with Regent Awards. Please remember to nominate your peers no later than July 14th. The nomination form can be found on the website.

I look forward to seeing you at one of our summer events!

Tatsy Jeter
LCHE President

2023 Education and Social Events

July 24: [LHA Summer Conference](#), Orange Beach, AL

- ACHE Choice Program – 3.0 Face-to-Face Education Credits
- Topic: Improve Clinician Retention and Patient Outcomes by Optimizing Professional Well-Being, Jennifer Bickel, MD

August 15: Summer Social Soiree, Ochsner Lafayette General Administrative Office, 920 W Pinhook Rd, Lafayette 70503

- 5:00 p.m. to 6:30 p.m. reception & Regent Awards
- Please RSVP via [Eventbrite](#)
- Invite a prospective member!

August 23: [Health Equity Symposium](#), LHA Conference Center – Baton Rouge

- 8:30 a.m. to 4:00 p.m.
- 1.5 Face-to-Face Education Credits; 4.5 Qualified Education Credits
- Faculty are Dianne Mouton-Allen, Faydra Nabers-Allen, Aleisha Johnson Cook, Peter Dancy, and Hollie French

November 9: Fall Conference, Ochsner Medical Center – Kenner

- 10:00 a.m. to 2:00 p.m. including lunch
- 3.0 Face-to-Face Education Credits
- Topics: Making Sense of Performance Transformation Methodologies; Developing Sustainable Integrated Delivery Systems

Recognition of New Fellows

Congratulations to the following individuals who have advanced to Fellow since March 2023.

Faydra N. Allen, FACHE

Tammy H. Belleau, MBA, FACHE

Dewitt Bateman, MD, MHA, FACHE

Michelle M. Williams, FACHE

Other News

Michael R. Sanders, FACHE, received the Pioneer Award from the Louisiana Society of Respiratory Care (LSRC). The award recognizes an individual in the field of Respiratory Care who has performed major contributions towards moving the Respiratory Care profession forward. It was noted that throughout his career, Michael has demonstrated considerable involvement, motivation and value to the profession and has exhibited qualities of professionalism, leadership, and care for humanity and upholds the goals of the LSRC.

LCHE wishes to recognize the loss of Fellow and long-time member, Cynthia “Cindy” Rogers Welker. Cindy’s career spanned 40 years in both clinical and leadership capacities. She held roles within the Franciscan Missionaries of Our Lady Health System, St. Francis Medical Center, St. Patrick’s Psychiatric Hospital, and related subsidiaries. The family requested that donations be made in Cindy’s honor to the St. Francis Medical Center Foundation (309 Jackson Street, Monroe, LA 71201).

The nomination form for 2023 Regent Awards was distributed via email to chapter members last week and is available for download from the website. There are seven awards given and a description for each is included in the ballot. Please return all nominations to Regent Ken Cochran, kennethcochran@opelousasgeneral.com. The deadline is **July 14**.

Commentary on Diversity, Equity, and Inclusion

“DEI Strategy: A Marathon Not a Sprint” By Peter Dancy, FACHE, Chair, DEI Committee, LACHE

I grew up a sports fan, both as a spectator and an average player. From football, to baseball, to basketball, to golf, and even tennis. Time and age have limited my sports activity to mostly one of a spectator, but the thrill and excitement of watching a great individual or team effort is one I still enjoy. I also grew up watching the Olympics. I fondly remember my brother, sisters, parents, and I gathered around the television as we welcomed the late Jim McKay, who may be best known for hosting ABC’s Wide World of Sports for over 2 decades, into our living room to masterfully cover the summer and winter Olympic Games.

One Olympic event that I thought was so daunting and challenging was the marathon, a 26-mile 385 yard running race held during every summer games, and it typically was the final event of the games. I can only imagine the preparation that goes into preparing for a marathon. Some have stated that running a marathon is a test of human endurance. And I imagine that those that have succeeded in doing so feel a sense of accomplishment. But I suspect that some may also have a sense of what they may do differently the next time, be it train a little more, push a little harder, etc.

Sam Juraschka authored an article several years ago entitled “It’s a Marathon not a Sprint.” In it she shares her thoughts after running a marathon. One point that resonated with me was when she stated “I learned quickly that the actual race was only a small part of the entire process. It is really about the training you put in before, and the plan you follow.”

I would submit that the development of an organization's diversity, equity, and inclusion (DEI) strategy is a marathon not a sprint. Developing a DEI strategy that is comprehensive in any industry, to include healthcare, must be deliberate, carefully planned, and collaborative if its intent is to drive meaningful change. To get you started, below are just a few key components that a successful DEI Strategy should have:

- Leadership Commitment
- An assessment of the current state
- Establishment of a DEI task force
- Set clear goals and objectives
- Conduct stakeholder engagement
- Develop policies and procedures
- Educate and train your team
- Recruit and retain diverse talent
- Collect data and analyze
- Engage the community and develop partnerships
- Monitor and evaluate the effectiveness of the DEI strategy
- Ensure continuous improvement

Juraschka concluded the aforementioned article by stating "Committing to a goal is difficult, but seeing progress is something we can never regret." I am hopeful that as a community of health care leaders we will see meaningful change and progress. The collective commitment to foster an environment that embraces the DEI strategic marathon is a perfect starting point.

There is a wonderful opportunity in August for you to learn more about DEI through training offered by the Louisiana Hospital Association and the LACHE. I encourage you to lace up your running shoes and attend. Stay tuned for more information soon.

Member Spotlight- Chris Karam, FACHE

Christopher Karam (Chris) serves as Senior Vice President of Group Operations for CHRISTUS Health Louisiana and Southeast Texas. As Senior Vice President, Chris has oversight of all the systems' ministries in Louisiana and Southeast Texas, including CHRISTUS St. Frances Cabrini Health System, CHRISTUS Shreveport-Bossier Health System, CHRISTUS Ochsner Health Southwestern Louisiana, and CHRISTUS Southeast Texas Health System. In total, Chris has over 30 years of leadership in Catholic Healthcare Ministry, having held a variety of clinical, operational and management positions in acute and rehabilitation hospitals across the country.



What do you feel is the value of the FACHE designation?

In this day of how one differentiates themselves, being a Fellow is one activity that shows colleagues and key stakeholders how you are different. It demonstrates intentionality, discipline, and aspirations of being a true healthcare leader. It is also of great networking opportunity for now and future roles.

What is one thing that has or continues to surprise you in your career?

I really appreciate how I can be an agent of change. Whether it be a flu outbreak, SARS, the EBOLA scare, or disasters like hurricanes, tornados, flooding, being a healthcare leader puts you on the front line, so we really make a difference in lives of thousands and the communities we are honored to serve. That has been a pleasant surprise knowing I am making a difference so many times during my career.

What are your recommendations for early careerists?

First, get the job in an area you have some interest in. Within that role, work hard, be a high performer, and demonstrate command of the area where you work. Second, understand the importance of networking. Leaders will then start to recognize who you are, acknowledge all

your hard work, and maintain relationships with you. Finally, evaluate yourself as a young professional, a leader, and mostly importantly, a decent human being.

What do you enjoy doing outside of work?

I have now been working in healthcare for 40 years. It is a rewarding yet demanding job. I found out early in my work life that balance is needed to be my best. I really enjoy exercising. Mostly taking long walks and some weight/conditioning exercise classes at this stage in my life. My greatest joy is spending time with my family, visiting with them along with close friends, and traveling.

Chapter Website:

<https://louisiana.ache.org/>

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