



LOUISIANA

CHAPTER OF HEALTHCARE EXECUTIVES

FALL 2023 LCHE NEWSLETTER

President's Message



Dear Members,

It has been a quick nine months since becoming President of your chapter. I hope you have had an enjoyable summer! During the last three months, your chapter had two excellent educational programs and one social in August. All events were well attended by our members.

As we enter the fall, it is time to “call for nominations” to serve on the LCHE Board of Directors for 2024. This year the Board has done a fantastic job, and we hope to continue that momentum in to next year. Next week, we plan to email the positions that are up for election, along with the procedures involved to submit a nomination.

We also have an outstanding education program to be held in Kenner on Thursday, November 9. During lunch, we will give out Regent Awards to outstanding members. I hope you will plan to attend.

I look forward to seeing you this fall.

Tatsy Jeter
LCHE President

2023 Education and Social Events



Thursday, November 9: [Fall Conference and Regent Awards](#), Ochsner Medical Center - Kenner

- 10:00 a.m. to 2:00 p.m. (Lunch Provided)
- Register on [Eventbrite](#)
- 3.0 Face-to-Face Education Credits
- Topics: Making Sense of Performance Transformation Methodologies; Developing a Sustainable Integrated Delivery System

Tuesday, January 30, 2024: LCHE Chapter Event at the LHA Winter Symposium,
Renaissance Baton Rouge Hotel

- 10:00 a.m. to 11:30 a.m. with breakfast beginning at 9:30 a.m.
- 1.5 Face-to-Face Education Credits
- Topic: Technology Innovation Changing the Face of Healthcare Delivery

Recognition of New Fellows

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

Eboni Buchanan, MHSA, FACHE
Sally Coogan, FACHE
Anthony Gardner, FACHE

Michael G. Griffin, DSc, FACHE
Darren D. Travis, FACHE

Other News

Congratulations to Chad Cathey, FACHE, COO at Lakeview Hospital and Treasurer of the LCHE Chapter, who was recognized by [Becker's](#) as a rising star in healthcare, 40 years old or younger. Read more about Chad in our Member Spotlight below.

Senior Careerist Corner

Life Status and Retired Status: Current Fellows in good standing who are retired from healthcare management may transfer to Life Status or Retired Status. Learn more about the FACHE(R) and LFACHE designations [here](#). Life Status is for Fellows who have 25 years of combined membership at the Member, Fellow and/or Retired level *and* are fully retired or semi-retired. Retired Status is for any Fellow with less than 25 years membership tenure, who is fully retired, or semi-retired (working less than three days per week).

Five-Year Recertification Waiver: If you are over the age of 60 and will retire within the next five years you may be eligible for a one-time only five-year recertification waiver. For more information contact ACHE Customer Service at (312) 424-9400 or contact@ache.org.

Commentary on Diversity, Equity, and Inclusion



From John Rhodes, MHSA, PMP, LSSGB

John hails from Lexington, Kentucky where he was born and raised. He completed his undergraduate studies at the University of Louisville and graduated with a Bachelor of Public Health. He went on to the University of Michigan, where he attained a Master of Health Services Administration. Before attending the University of Michigan, John participated in the University of Michigan Summer Enrichment Program where he had the unique opportunity to conduct health equity research while interning at St. Joseph Mercy Ann Arbor Hospital. This experience ignited John's passion for health equity and organizational change and charted the path for John toward more opportunities in healthcare

administration.

While in graduate school, John served in many capacities including the Public Health Student Association president along with competing in many case competitions such as the UCLA and NAHSE case competitions. After completing his graduate education, John moved to New Orleans where he was responsible for managing the COVID-19 vaccine and testing clinics along with transport at the West Bank facility. During the second half of his fellowship, he had the opportunity to work closely with the value-based care team on a myriad of projects such as the five-year strategy planning process, 65+ clinic expansion, and the Ochsner Employee Health Plan Clinic.

After completing his fellowship, John took an opportunity at a health tech startup, Vera Whole Health, now called apree health, where he is responsible for coordinating clinical operations and business operations. In the future, John hopes to learn as much as possible about how he can improve processes and programs in healthcare delivery systems by utilizing his knowledge in operations, project management, and strategy. If you would like to connect with John, feel free to reach out through email at rhodesjo@umich.edu or through LinkedIn. Enjoy his reflection below on the following article.

[“Does DEI Need a B? Why Belonging Is Becoming More Essential to Today’s Equity Initiatives”](#)
by Lindsey Galloway

As I was reading through this article, this quote by the Harvard Business Review stood out to me: “High belonging was linked to a 56% increase in job performance, a 50% drop in turnover risk, and a 75% reduction in sick days.” I believe that now more than ever people desire to feel seen within and outside of the workplace. While there have been many efforts to make people feel more included, that doesn’t always guarantee they will have a sense of belonging. Belonging is developed after employees can develop a sense of trust and see others who look like them living authentically. But to get to that level, there must first be commitments made at the executive level to sponsor these efforts otherwise they will fall flat. But before the efforts are even sponsored, it’s important to understand the “why”. Does your organization want to retain employees who have been with the organization more than five years, or does there need to be a larger focus on the new employees who are just starting?

DEI was created because of the systematic barriers that prevented minorities from accessing the necessary resources and information to voice their opinions for more fair opportunities in the workplace. There is also a certain level of education that needs to be had when it comes to understanding why DEI is even a concept. Mainly due to the lack of consciousness around the racism and exclusionary policies that people of color faced, these programs were implemented to empower and uplift the voices of those who were often overlooked. As we all play our part to continue creating a more equitable world, we must understand that before employees can feel seen, they must feel safe, and before they feel safe, they must have allies who they can confide in. Thus, as we go into the end of Q3, I encourage you to take a class on unconscious bias to help you realize some of the assumptions we may have about groups of people. There is no shame in having unconscious bias because all of us have it no matter where we come from. But the important part is correcting those assumptions so that when we interact with groups of people, we are less familiar with we can listen with empathy and understand how we can help one another work toward a common goal.

Member Spotlight-Chad Cathey, FACHE

Interview conducted by Dawn Miller, FACHE and team member at Lakeview Hospital

Chad is the Chief Operating Officer for LCMC Health’s Lakeview Hospital located in Covington, LA. As the COO at Lakeview, Chad is responsible for partnering and supporting services across clinical and non-clinical aspects of the organization. Chad is creating positive patient experiences, enhancing quality, improving through-put, growing services, and being a positive impact to the team and clinicians at Lakeview Hospital. Chad has been at Lakeview for approximately a year, most recently coming from Our Lady of the Lake, where he was a Senior Director for the Children’s Hospital.



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

Chad believes that if someone is interested in being a leader in healthcare, they should pursue their FACHE. This credential holds us to a higher level of expectations through education, experience, and networking with other executives.

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

The people aspect, it is ever changing. Chad takes to heart something that one of his mentors Coletta Barrett states, “Blessed are the flexible”. When walking into work we typically have an idea of what the top five things are that need to be tackled that day. But inevitably something comes up that puts those five things on the back burner. Whether that something is related to a provider, a patient, or a team member, someone needed something and that is what is important at that time. Chad also finds helping grow other professionals as one of the greatest

rewards. We spend more time with our work family than we do our own, so it is important to invest in your team and help them develop not just professionally but personally.

What are your recommendations for early careerists?

Get as much exposure to as many things as you can from the beginning. What is taught in the books or in class are steppingstone of really getting to understand healthcare. From the very beginning it is important to meet other people and learning as much as possible. Each and every experience in our career leads us to where we will be. Learn something from every leader, whether good, bad, or indifferent, every leader has something you can learn from.

Tell us a fun fact about yourself.

Chad is married to a wonderful wife and mother to their four precious sons. Chad enjoys being an Uber driver in the evenings and weekends, taking the boys to their various sporting events. Chad also has the cutest little Cavapoo (Cavalier/Poodle).

Chapter Website:

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

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