



KHA's Current Report
June 28, 2024

President's Perspective – How to Be a Good Health Care Career Advocate

Ensuring a quality workforce remains a top priority for all health care leaders. This issue is critically important within the walls of a hospital, but it is also important for the communities we serve. Kansas communities must rally to support local cultures where the next generation can explore their passions and pursue careers in health care. Additionally, we need to help communities promote opportunities in health care for those seeking that second career.

Every member of hospital teams can significantly impact the trajectory of health care careers within their institutions. We can take steps to become health care career advocates, spreading the message of abundant opportunities to those who may be interested in pursuing a health care career and sharing the news with those who are unaware of the wide variety of health care opportunities.

To be an effective health care career advocate, you should first understand key facts about the workforce, understand the realities of your local hospital and be informed of activities that both your hospital and the Kansas Hospital Association are doing to provide new opportunities for all who are considering a career in health care.

Understand the key facts. The annual KHA Health Care Workforce Report indicates statewide hospital vacancy and turnover rates remain higher than pre-pandemic levels. What does this mean for health care? Having 13 percent of all health care jobs across the state vacant means hospitals provide the same or more patient care with fewer resources. This may lead to some hospitals limiting services because of a lack of staff or even closing various services. The higher-than-normal statewide turnover rate of 19 percent means about one in five health care workers leave their jobs yearly. There are substantial financial costs in turnover and impacts on the morale and culture of hospitals. This is not just a workforce issue; it also financially impacts hospitals. Kansas also faces demographic challenges, with fewer students enrolling in post-secondary education, limiting our opportunity to solve the vacancy issues with new graduates.

Understand the realities of your hospital. While the statewide numbers provide a perspective of the macro level health care workforce, it is important for leaders to have a pulse on the micro level of their organization. Some hospitals will have much lower vacancy and turnover rates, which allows leaders to share that story with their communities to inspire the next generation of health care team members to enter their careers and potentially take their talents to your organization. For other organizations with higher vacancy or turnover rates than the statewide average, there are ample opportunities to utilize new strategies to promote staff retention and recruit new team members. It is important to understand the root causes of the challenges your hospital is facing and identify initiatives to address those challenges, including attracting new talent. This could be an ideal opportunity to collaborate with educational institutions, community organizations and local leaders to promote health careers and cultivate a pipeline of future health care professionals.

Share opportunities your hospital and KHA have to offer. Many traditional students and second-year careerists may have preconceived notions of health care that may or may not be true. Perhaps your hospital offers flexible staffing models or has certain departments with hours that accommodate schedules better than someone may assume. Or, your organization may offer employees rewarding opportunities for mentorship, career development, a positive culture, tuition reimbursement, etc. KHA has implemented tactics to increase career awareness and enhance the pipeline of new health care workforce team members. We developed career awareness tools promoted through the new HappyInHealthcare.org website. This tool is being promoted to schools, parents and the community. It is a one-stop shop for anyone to learn more about health careers, as well as Kansas schools that offer health care programs, scholarships and financial aid to help students get a health care credential with little to no out-of-pocket expenses. We also have enhanced preceptor training and developed a health care apprenticeship program, which should help retain employees.

Hospital leaders are pivotal in stimulating interest and awareness of health care careers in our communities. We can all take a minute to reflect on what we might share with someone who asks about pursuing a health care career. Let's sharpen our selling message just a little bit more, which may encourage more Kansans to pursue a rewarding, exciting and dynamic career in the health care community, leading to better patient care and a more robust health care system. Education and career paths are often significantly impacted by a student's interaction with a professional in a specific career field. We hope you can be that influencer for the health care workforce in Kansas!

--Chad Austin

Show off Your Wildcat Purple Pride and Support the KHA-PAC – July 25

The [Kansas Hospital Association Political Advocacy Committee invites YOU](#) to join us for a behind-the-scenes tour of the K-State University athletic facilities, including the football, volleyball and baseball areas. Afterward, join us for wine and food at Liquid Art Winery. The event will be from 1:00 - 7:00 p.m. on July 25 in Manhattan. You can purchase your tickets here: [\\$100 per person](#) and [\\$175 per pair](#). All proceeds go to the KHA-PAC. Thank you, Event Chair Nichole Chamley, Amberwell Hiawatha. For questions, contact [Tara Mays](#).

--Tara Mays

Register Now for the De-escalation Techniques Educational Webinar – July 9

Join the Kansas Hospital Association for an educational webinar at noon on Tuesday, July 9, when Tanner Funk, DNP, RN, The University of Kansas Health System, will share his experience in addressing workplace violence. This webinar will focus on how staff can best implement de-escalation techniques, review core CPI principles and techniques and review patient care scenarios. Funk will review the fundamental components of assessing for signs of escalation, the critical importance of providing proactive interventions and how we can best utilize verbal de-escalation techniques.



--Hayley Finch-Genschorck

Doug Rich Advocates and Helps Build Community Services

The Kansas Hospital Association's [Heart of Health Care Worker Award](#) highlights hospital employees who have made a significant contribution to the betterment of their hospital. These individuals are nominated for this award because they routinely go above and beyond the call of duty.

Doug Rich is interwoven in everything that happens at the AdventHealth Ottawa campus. As the chief operating officer, Rich is a true leader in heart and spirit. He's never too busy to stop what he's doing to roll up his sleeves and help someone, whether carrying a heavy load or escorting a patient or visitor where they need to go.

During some setbacks impacting the hospital and Ottawa community, Rich seized the opportunity to significantly improve employee engagement. He had productive conversations with staff members who provided feedback on what was working and what needed to change. He then incorporated the feedback into plans for short- and long-term improvements.

Rich is an active member and advisor of both the Ransom Memorial Hospital and AdventHealth Ottawa Boards of Trustees and frequently represents the hospital in government relations, most recently advocating for Kansas rural health initiatives during Advocacy Day at the state capitol in Topeka. He has also hosted tours of the Ottawa hospital campus to members of Congress, sharing the importance of Medicare programs to the Ottawa community, such as the Low-Volume Adjustment program and telehealth.

Rich has helped increase services, including leading construction efforts around the new AdventHealth Ottawa Health Park, which brought additional outpatient services, including a new and expanded behavioral health service line, to the rural Franklin County population. In 2017, then named Ransom Memorial Hospital, Rich was the project lead on expanding the emergency department, opening doors to a modern facility for the community.

Rich and other Heart of Health Care Worker Award nominees will be recognized during the KHA Awards Luncheon at the [2024 KHA Annual Convention](#) on Sept. 5, 2024, at Sheraton Overland Park/Overland Park Convention Center, Overland Park.

--*Shelby Stacy*

KHC Announces 2024 Leadership in Quality Awards

The annual Summit on Quality is an educational event drawing health care leaders across Kansas. Hosted by the Kansas Healthcare Collaborative, founded by the Kansas Hospital Association and Kansas Medical Society, the summit is now in its 15th year. Programming is designed to engage and connect a wide range of health care professionals — including physicians, nurses, clinic managers, quality and risk management professionals, hospital leadership teams and other interested health care professionals — practicing in urban and rural settings throughout the state.

The 2024 KHC Summit on Quality will feature a virtual Storyboard Showcase. You are invited to submit your organization's successful quality improvement projects to be part of the showcase. Your storyboard should describe a quality improvement project started or completed in the past year. Attendees to the 2024 Summit on Quality will use a QR code to download and view storyboards that are part of the showcase in addition to viewing the storyboards during the showcase session at the Summit. [Download the KHC Leadership in Quality Storyboard Template](#). The deadline to [submit your storyboard](#) is 5:00 p.m. on Tuesday, July 18. Awards will be announced on Aug. 8 at the KHC Summit on Quality in Wichita. Winners will be notified in advance and asked to attend the summit to be recognized during the Leadership in Quality Awards Luncheon at the event. Award winners will receive a monetary award as recognition for their achievements.

Visit the [KHC website](#) for more information.

--*Karen Braman*

Holly Peters – A Valued Member of the Health Care Team

The Kansas Hospital Association's [Heart of Health Care Worker Award](#) highlights hospital employees who have made a significant contribution to the betterment of their hospital. These individuals are nominated for this award because they routinely go above and beyond the call of duty.

Holly Peters' patients consider her part of their personal health care team. As a laboratory assistant for Coffey Health System, Peters has forged tight connections with the community. Her commitment to patient care and diagnosis is remarkable. Patients frequently ask for Peters, specifically when having labs done, because of her demeanor and ability to draw blood painlessly. What's not obvious to patients is her commitment to monitoring all orders and researching additional tests if needed.

Peters has a unique ability to meet patients on an emotional level. If a patient is anxious, Peters offers comfort and calmly explains the test. She can make a distraught child laugh, a worried family member smile or a confused senior feel safe and heard. Every day, Peters turns what could be a negative patient experience into a tolerable one.

Peters shows the utmost respect and understanding of various departments throughout CHS. She races to the ER because she knows how crucial an initial baseline result is. She volunteers to visit the clinic to see patients for whom coming to the lab poses difficulty. In obstetrics, she consoles and educates new moms regarding tests performed on their newborns. Peters has built a strong rapport with providers through this dedication to her patients.

For 14 years, Peters has spearheaded Coffey Health System's annual community blood tests throughout their service area. She works with all five clinics, EMS, dietary, marketing, materials and billing, to coordinate this successful program. Just this year, 317 community members and CHS staff received discounted comprehensive panels and prostate screens. This is not part of her job description, but Peters understands the importance of being in the community and making people comfortable with the hospital staff.

Peters and other Heart of Health Care Worker Award nominees will be recognized during the KHA Awards Luncheon at the [2024 KHA Annual Convention](#) on Sept. 5, 2024, at Sheraton Overland Park/Overland Park Convention Center, Overland Park.

--Shelby Stacy

Kansas Medicaid Program Expands Coverage to Include Doula Services

The Kansas Department of Health and Environment is pleased to [announce](#) that the state Medicaid program, KanCare, will now cover doula services. The coverage, effective July 1, 2024, will allow Medicaid beneficiaries in Kansas to have access to a range of doula services designed to provide crucial support during pregnancy, labor, delivery and the postpartum period, while enhancing the overall health care experience for expectant mothers.

Beginning in July, doulas will be recognized as non-physician providers under the KanCare program. This significant policy change aims to improve maternal health outcomes by offering continuous and personalized care to pregnant individuals through different types of doula services, including:

- Community-based doulas
- Prenatal doulas
- Labor and birth doulas
- Postpartum doulas

KDHE encourages all interested parties to take advantage of this new policy and the services it offers.

--*Shannan Flach*

KHA Responds to U.S. Senate Finance Committee's GME Proposal

This week, the Kansas Hospital Association submitted [comments](#) to the United States Senate Finance Committee regarding a bipartisan working group's Medicare Graduate Medical Education reforms proposal.

The working group solicited stakeholder feedback regarding the proposal outline designed to increase the number of physician residency slots throughout the country, particularly in rural and underserved communities, to address the physician shortage.

KHA supports Medicare GME reform and believes a significant increase in federal investments is necessary for states like Kansas to increase the number of residency programs and the slots in our existing residency programs to train more Kansas physicians, particularly for underserved areas.

Feedback from the association to the working group included suggestions to reform how Health Professional Shortage Areas are calculated, the need for increased reimbursement to enable more hospitals to consider partnering with residency programs or creating new residency programs, incentives necessary to overcome barriers to rural residency programs and the need for technical assistance to aid in the creation of new residency programs, among other items.

KHA's comments have also been shared with the Kansas Congressional Delegation. Please contact KHA if you have questions at (785) 233-7436.

--*Jaron Caffrey*

Research Study on ACOs in Rural Kansas – Your Participation Is Needed

Carlos Schwindt and Dr. Nicole Freund from the KU School of Medicine in Wichita are conducting a study about the perceptions of rural Kansas hospital leadership in accountable care organizations. They are reaching out to ask you to participate in this important research.

As stakeholders in the rural health care community, your insights are valuable in shaping the future of health care delivery in rural Kansas. To participate, complete a brief survey (about 5-10 minutes) designed to explore your perspectives on accountable care organizations. All responses will be aggregated to paint a complete picture of the group's perspectives. Participation in this study is entirely voluntary, and responses will be confidential. If you are willing to participate, [please complete the survey by July 12](#).

Thank you for your thoughtful consideration of this invitation. Your participation is crucial to advancing our understanding of accountable care organization participation and improving future health care outcomes in rural Kansas. Should you have any questions, please do not hesitate to contact [Dr. Nicole Freund](#) or [Carlos Schwindt](#).

--Karen Braman

Latest Podcast Discusses Budget and Pending Bills

Join Audrey Dunkel and Landon Fulmer as they discuss recent federal legislative activities in the [latest episode](#) of [Plains Spoken](#), the KHA podcast. As we near the August recess, all signals point to a delayed final budget, including decisions on sequestration, telehealth payment flexibility, low-volume and Medicare-dependent hospitals, and site-neutral payments. It's thought the broader budget discussion will not happen until after the election when political outcomes are determined. They also discuss where several bills stand, including Rural Emergency Hospital 2.0, 340B, prior authorization and advocacy efforts on the Visa approval process for foreign nurses wishing to work in the U.S.

--Shelby Stacy

CEO Staffing Changes

The Kansas Hospital Association would like to inform you of the latest member hospital administrator changes since our last hospital list printout in May:

- Jared Abel, chief executive officer, Amberwell Health Atchison and Amberwell Hiawatha
- Jeremy Ensey, BSN, MBA, interim chief executive officer, Caldwell Regional Medical Center, Caldwell
- Patrick Altenhofen, interim administrator, Anderson County Hospital, Garnett, and Allen County Regional Hospital, Iola
- Allen Van Driel, FACHE, interim chief executive officer, Hodgeman County Health Center, Jetmore
- Kirk L. McCarty, RN, MSN, chief executive officer, Menorah Medical Center, Overland Park
- Jeffrey B. Van Dyke, interim chief executive officer, Rooks County Health Center, Plainville
- Kara Fiske, chief executive officer, CKF Addiction Treatment, Salina

Our [Kansas Hospitals and Health-Related Facilities list](#) is available on the KHA website in PDF (Adobe Acrobat Reader format) at www.kha-net.org. A username and password are required. Click on Kansas Hospitals, CEO Directories, Kansas Hospital List and Kansas Hospitals and Health-Related Facilities List. Please contact [Cheryl Carson](#) at (785) 233-7436 if you have updates and provide the start date of the new administrator/chief executive officer, picture, birthday and press release/bio.

--Cheryl Carson

Health Observances and Recognition Days for July

Month-Long Observances

- Cleft and Craniofacial Awareness and Prevention Month (National)
- Cord Blood Awareness Month
- Group B Strep Awareness Month
- Healthy Vision Month
- Juvenile Arthritis Awareness Month
- Minority Mental Health Awareness (National)
- Park and Recreation Month (National)
- Sarcoma Awareness Month
- UV Safety Month

Week-Long Observances

- July 7-13 – Therapeutic Recreation Week (National)

Recognition Days | Events

- July 6 – Hop a Park Day
- July 21 – Zero HIV Stigma Day
- July 28 – World Hepatitis Day

The Kansas Hospital Association and Society for Healthcare Strategy and Market Development are pleased to bring you the [2024 Calendar of Health Observances & Recognition Days](#). Yet another example of our commitment to providing health care strategists with practical, timely resources. This calendar is designed to help you plan your 2024 community health events, internal and external communications, social media campaigns and more. The 2024 calendar is easy to navigate and interactive and features more than 230 health observances and recognition days. Don't miss out on the chance to receive calendar updates from SHSMD sponsor Baldwin Publishing. Not only do they provide you with a Health Observance Guide with ALL the content you need to post every day for the following month. They also give access to healthy recipes, cooking videos, branded cookbooks, recipe calendars, wellness content and solutions.

Download the 2024 Calendar

--Jan Fenwick

Position Available

[Chief Nursing Officer](#) (Full-time position)

[Morton County Health System](#)

445 Hilltop, P.O. Box 937

Elkhart, KS 67950-0937

Contact: [Sheena Ellis](#), Human Resource Director

Phone: (620) 697-2141, ext. 251

Fax: (620) 697-4766

Email: sellis@mchswecare.com

Website: www.mchswecare.com

Apply Online Today!
CLICK HERE

Morton County Health System is a 25-bed acute care hospital, emergency department and clinics in Elkhart and Rolla, serving the southwest corner of Kansas and the surrounding areas. MCHS is patient-focused and community-founded, with a mission to provide a high level of integrity and quality health care, easily accessible to meet the needs of the communities it serves.

Job Requirements:

- Current Registered Nurse licensure in the state of Kansas or a Compact State Registered Nurse licensure.
- A Bachelor of Science in nursing is required; a Master of Science in nursing is preferred.
- Current Basic Life Support certification is required or one must obtain BLS certification within 60 days of employment and maintain a valid CPR certification during employment.
- Current Advanced Cardiovascular Life Support certification is required or one must obtain ACLS certification within the first year of employment and maintain a valid ACLS certification during employment.
- Current Pediatric Advanced Life Support certification is required. Alternatively, one must obtain PALS certification within the first year of employment and maintain a valid PALS certification during that time.

If you have a management position available in your organization and would like it posted in *Current Report*, email the information to [Jan Fenwick](#). Also, don't forget to check out www.kshealthjobs.net for other health care openings in Kansas.

--Jan Fenwick

The Next Issue of Current Report Will Be Distributed on Wednesday, July 3

Because of the Fourth of July holiday, KHA's *Current Report* will be distributed on Wednesday, July 3, instead of Friday, July 5. KHA wishes everyone next week a safe holiday weekend.

--Jan Fenwick

Federal and National News

CDC Issues Health Advisory for Increased Risk of Dengue Virus Infections

The Centers for Disease Control and Prevention issued a [health advisory](#) to notify health care providers of an increased risk of dengue virus infections in the United States. Globally, dengue cases are on the rise. Puerto Rico has declared a public health emergency and a higher-than-expected number of dengue cases have been identified among U.S. travelers. This health advisory outlines steps clinicians should take for case confirmation and provides clinical care resources.

HRSA IEA Region 7 Hosts Complimentary Events in Northwest and West Central Missouri

The Health Resources and Services Administration Office of Intergovernmental and External Affairs Region 7 is hosting the following complimentary in-person events in St. Joseph and Warrensburg. Member hospitals interested in participating can learn more below and register at the respective links.

Grants 101 Workshop – Attendees will learn about the federal grant application process, where to find funding opportunities, strategies for putting together a successful application and resources to support grant writing efforts.

- [St. Joseph – 12:30 p.m. - 4:30 p.m., Wednesday, July 10](#)
- [Warrensburg – 12:30 p.m. - 4:30 p.m., Wednesday, July 31](#)

Maternal Health Partnership Meeting – Attendees will learn about HRSA maternal health programs and resources and discuss maternal health issues, including challenges in serving mothers and families, strategies and models to support maternal health, current technical assistance needs and opportunities for collaboration.

- [St. Joseph – 9:30 a.m. - 11:30 a.m., Thursday, July 11](#)
- [Warrensburg – 9:30 a.m. - 11:30 a.m., Thursday, Aug. 1](#)

Health Workforce Partnership Meeting – Attendees will learn about HRSA health workforce programs and resources and discuss health workforce issues, including challenges, strategies and models to support the health workforce, current technical assistance needs and opportunities for collaboration.

- [St. Joseph – 1:00 p.m. - 3:00 p.m., Thursday, July 11](#)
- [Warrensburg – 1:00 p.m. - 3:00 p.m., Thursday, Aug. 1](#)

CBO Publishes Projections Related to Health Insurance for 2024-2034

The Congressional Budget Office [released](#) updated projections of federal subsidies for health coverage for 2024 to 2034. Net federal subsidies in 2024 for insured people are projected to be \$2 trillion, and in 2034, subsidies are expected to reach \$3.5 trillion. Over the 2025-2034 period, subsidies are projected to total \$27.5 trillion. Of that total, Medicare would account for 46 percent; Medicaid and the Children's Health Insurance Program, 25 percent; employment-based coverage, 21 percent; and subsidies obtained through the marketplaces, 5 percent.

CMS Issues Nursing Facility Minimum Staffing Technical Corrections

The Centers for Medicare & Medicaid Services [issued](#) technical corrections to the recently finalized nursing facility minimum staffing rule.

CMS Releases IRF Patient Assessment Instrument Quarterly Q&A

The Inpatient Rehabilitation Facility Patient Assessment Instrument is used to [collect](#) patient assessment data for quality measure calculation and payment determinations under the IRF Quality Reporting Program. The Centers for Medicare & Medicaid Services [released](#) the IRF-PAI quarterly questions and answers to clarify existing guidance.

MLN Connects Provider eNews Available

The Centers for Medicare & Medicaid Services [issued](#) the following updates to *MLN Connects Provider eNews*:

- [Calendar Year 2025 Home Health Prospective Payment System Proposed Rule](#)
- [PrEP Using Antiretroviral Therapy to Prevent HIV Infection: Technical FAQs for Pharmacies](#)

Before You Go ...

- Three Rural Centers for Excellence on Substance Use Disorders collaborated to launch the [Rural SUD Info Center website](#). The website is a collection of best practices, tools and research for rural communities as they work to build and strengthen a comprehensive approach to SUD. The resources support rural providers, partners, recovery specialists and community members.
- Last week, the National Special Pathogen System launched a new brand identity and [website](#). The NSPS is designed to prepare the health care system, protect the health care workforce and respond to special pathogen events by coordinating special pathogen care across the U.S.
- At noon on Friday, June 28, the National Emerging Special Pathogens Training and Education Center will host a complimentary webinar on managing Mpox in frontline health care facilities. This presentation is tailored for frontline workers, laboratorians, physicians, nurses and infection preventionists, and will discuss the current landscape of Mpox, vaccine and treatment options, lab considerations and waste management. [Registration is required](#).