



A Message from the President

"Maybe someone should have labeled the future: Some assembly required." -- Garibaldi

Dear Colleagues,

Autumn is certainly a season of change....the colors of the leaves, the changes in weather, and even changes within ourselves as we look to the winter ahead. Many of us chose to live in an area where we would experience the four seasons....others may be here for some other choice (job, marriage, etc) and grudgingly accept the seasonal changes. I like Shirley Maclaine's statement that "Someday changes will be accepted as life itself." It is very perceptive of you to recognize that I am going to address some changes within ACHE and EPAHEN!!!

ACHE presents changes in the credentialing process. Many of you are aware that ACHE has been exploring options to revise the credentialing process to make it more relevant to healthcare today. ACHE recently released their revised structure. **At our meeting on December 13th, Dennis Kain, Regent, welcomes current ACHE affiliates to stay following the meeting for a discussion of the new credentialing process.**

EPAHEN Board announces transition of officers. When EPAHEN became a fully chartered ACHE chapter, the bylaws were revised to build-in chapter continuity and leadership depth/breadth through a staggered transition of officers - approximately 50% transition each year. Having served in the previous EPAHEN Administration, Patrick Simonson, Treasurer, and I will "pass the torch" to new leadership. Our departure, coupled with that of our membership chair, Betsy Warner, will allow EPAHEN to move forward in accordance with the by-laws. With seven (7) members of the current Board, four (4) officers (Andrew Starr, Michael Bonner, Deborah [Cherney] Corcoran and Marie Clemens) will remain to provide stability and continuity for an effective transition. Andrew Starr will be the new EPAHEN President effective January 1, 2007.

Serving the membership of the Eastern PA Health Executive Network and being part of the team that transitioned the organization to a fully-chartered ACHE Chapter has been an exciting and

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2007 Membership Drive Underway

As you all know, EPAHEN became a fully chartered chapter of ACHE in February 2006. We are now 119 members strong! One of the many strengths of our chapter is that we are a very heterogeneous group of healthcare leaders, which allows us to support and learn from one another as we face the numerous challenges in our profession. Thanks to all of you who have contributed to this key benefit of our chapter in 2006!

You recently received information to renew your membership in EPAHEN for 2007. **For those EPAHEN members who are also ACHE affiliates, your dues are now only \$30.00; for those EPAHEN members who are not ACHE affiliates, dues remain at \$60.00.** As our initial dues rebate from ACHE reflects the number of members who have renewed or joined by Dec. 15, 2006, we would ask that you please renew your membership as soon as possible.

Benefits of EPAHEN membership include:

- Connecting and interacting with professionals from a variety of healthcare organizations
- Keeping up-to-date on changes occurring in our local, state-wide and national healthcare systems
- Helping to ensure a strong future for our chosen profession
- Gaining leads on career advancement opportunities
- Receiving reduced fees for educational programs and other events

For more information, contact Betsy Warner, Vice President, Membership, at 610-439-5000, or bwarnerc@cambridgesearch.net.

Calendar of Events

Eastern Pennsylvania Healthcare Executive Network (EPAHEN)

December 13, 2006 * 6:00pm

EPAHEN Membership Meeting

DeSales University, Center Valley, PA

Speaker: Dennis Kain, FACHE

Program: Dinner with the Regent and Hal Dolenga Emerging Leader Award Presentation

Healthcare Leadership Network of the Delaware Valley (HLNDV)

November 17, 2006

Airport Embassy Suites, Philadelphia, PA

Program: Ethics in Healthcare: Some Contemporary & Upcoming Issues

American College of Healthcare Executives (ACHE)

December 4-7, 2006

San Antonio, TX Cluster

January 22-25, 2007

Fort Lauderdale, FL Cluster

January 29-February 1, 2007

Lake Tahoe, CA Cluster

February 12-14, 2007

Las Vegas, NV Cluster

~ Mark Your Calendars ~

2007 ACHE Congress

March 19-22, 2007

New Orleans, LA

Information on these, and other upcoming local, regional and national events is also available at the EPAHEN web site:

<http://epahen.ache.org>

(note: no "www" !)

Gain the Edge You Want by Joining the American College of Healthcare Executives

The Eastern PA Healthcare Executives Network is an independent chapter of the American College of Healthcare Executives (ACHE). Membership in ACHE can provide you with the resources you need to excel.

In today's healthcare marketplace, marketability, relationships, knowledge, and leadership could make the difference between good managers and exemplary leaders.

- **Marketability.** Whether you are trying to expand your skills or looking for a new position, ACHE can help you ensure your employability, not just your employment. ACHE provides customized, comprehensive, and confidential services through the Healthcare Executive Career Resource Center. And its credentialing program demonstrates your professional commitment to your colleagues.
- **Relationships.** Meet healthcare executives involved in all aspects of the profession from the United States, Canada, and abroad from a diverse membership of 30,000 that boasts many of the best and brightest in the field. This is in addition to taking advantage of enhanced networking, education, and career development in your area by joining the Eastern PA Healthcare Executive Network, your local connection to ACHE.
- **Knowledge.** Ensure that your skills equip you to successfully navigate today's changes through our educational seminars, Congress on Healthcare Leadership and online offerings.
- **Leadership.** ACHE provides numerous opportunities for you to position yourself as a leader in healthcare management. Your membership alone signals your desire to improve the health status of society by advancing excellence in healthcare management.

For more information, or to join the American College of Healthcare Executives, visit the national ACHE web site at www.ache.org.

ACHE Proposes Changes to Affiliation With Independent Chapters

Over the course of the past few months, ACHE has explored options to strengthen and accelerate the affiliation that independent chapters have with their national organization. In September 2006, a conference call was held with chapter leaders to describe the options for chapter status that ACHE has proposed.

At the core of the proposal is the recognition that

- 1) chapters benefit from a heterogeneous group of members that are BOTH ACHE affiliates and non-affiliates, and
- 2) the need for a more seamless link between the benefits of ACHE affiliate status and chapter membership.

Many affiliates do not join their local chapters because they may not see the benefit of paying two sets of dues, or they don't understand the separate roles that local chapters and ACHE play in their professional development.

The **Chapter Choice Model**, proposed by ACHE, will allow chapters to define what is most important to the membership of their individual chapter in terms of the make-up of their membership, and then choose from the following options (note: ACHE affiliates would no longer pay local chapter dues under either option):

- **Reciprocal:** Retain local non-ACHE affiliated chapter members
- **Contingent:** Local chapter membership is contingent on ACHE affiliation

What do the proposed options mean to our chapter? Currently our membership is comprised of approximately 50% ACHE affiliates, and 50% non-affiliates. We value the heterogeneous nature of our chapter, yet we see the value of increasing the number of affiliates, diplomats and fellows. Fortunately, we do not need to make a decision in the short term, as discussions at the national level will continue for several months. We will continue to provide you with information coming from ACHE, and we welcome your questions/opinions regarding these proposals.

ACHE Modifies Credentialing System

On Nov. 6, 2006, the ACHE Board of Governors changed the credentialing system, approving the Credentialing Task Force recommendation to offer a single credential, the FACHE. This change is a reflection of ACHE's commitment to provide a relevant credentialing system that advances healthcare management excellence, and more details on these changes will appear in the Jan/Feb issue of Healthcare Executive.

The new credentialing system is designed to:

- Help ensure the quality and professionalism of the healthcare management field by increasing the number of healthcare executives who are board certified
- Create an approach to credentialing that is rigorous and inclusive-encouraging healthcare executives to demonstrate their competence, commitment to ethical decision making, and participation in ongoing professional development
- Be multi-faceted, based on a valid and reliable examination, plus academic, experiential, continuing education and professional/community involvement criteria

These changes to the credentialing system, effective January 1, 2007, have been put forth in an effort to expand the number of affiliates who become board certified in healthcare management. By increasing commitment to leadership and professional development represented by the FACHE credential, ACHE believes our field and the communities we serve will benefit significantly.

challenging opportunity for us. We pledge to continue to be an active part of the membership-just serving in new ways. By departing at this time, a rotational succession plan is in place thus solidifying the future of EPAHEN.

But that future is only more solid if others "step-up to the [leadership] plate!" Please contact me at (484) 821-0375, ext. 17 or dgeiger@thehc.org, no later than December 4th, if you are interested in serving on the EPAHEN Board of Directors; the available positions are **President-Elect, Treasurer and Membership Director**. A slate of officers is being prepared for membership approval at the December 13th meeting.

Sincere thanks and best wishes as we continue our journey together....Happy Thanksgiving!

Warm Regards,

Debra Geiger
President, EPAHEN

"It is in the nature of man as he grows older... to protest against change, particularly change for the better." -- John Steinbeck

Notes From ACHE

Two-Fifths of US Adults Report Experiencing Unsafe, Wasteful or Poorly Coordinated Healthcare. Patients who experience the healthcare system on a firsthand basis find much that could be improved. According to a survey from The Commonwealth Fund Commission on a High Performance Health System, 42 percent of Americans reported experiencing poorly coordinated, inefficient or unsafe care at some time during the past two years, including unnecessary care or treatment recommended by a doctor, failure to provide important information or test results to other doctors or nurses, medical errors or duplicate tests. The survey found that three-quarters of adults advocate fundamental changes in the healthcare system and they feel that federal action is needed to control costs and expand insurance. Also, affordability is seen as a problem even at higher income levels, with nearly half of middle-income families reporting serious problems paying for healthcare. The full report is available at www.cmwf.org/usr_doc/Schoen_publicviewsfuturehltsystem_948.pdf.

Study Finds Employees Struggling to Effectively Manage Their Healthcare. A recent survey released by Hewitt Associates reveals that, despite concerns over rising healthcare costs and the increasing complexity of health plans, most employees are not effectively managing their healthcare and are looking to employers to provide resources that can help them make better and more informed decisions throughout the year. The study was based on more than 18,000 employee responses to questions relating to key issues in healthcare, including healthcare costs, decision-making tools, healthy behaviors, high deductible health plans (HDHP) with health savings accounts (HSA) and health risk questionnaires. Some key findings of the survey:

- Almost 80 percent of respondents worry healthcare coverage will ultimately become unaffordable, and more than half believe that choosing and using the healthcare plan that best meets their needs gets more complex every year.
- While the majority of employees believe their companies provide sufficient tools and information to choose and use their plans, only half say they used those tools.
- Only 30 percent of employees using HDHPs with HSAs said they understood and were satisfied with their selection, and more than half said they would not re-enroll next year.

For more information on this study, visit the Hewitt Web site at www.hewitt.com.

Teaching Opportunities at DeSales University

The DeSales University (Center Valley, PA) Masters in Business Administration (MBA) program is looking for candidates to participate as adjunct faculty. Qualified candidates will have a minimum of a Masters Degree in Business Administration or Health Administration. Each candidate must have at least five years of management-based experience. Teaching experience is preferred, but not required. In addition, potential candidates must be willing to participate (in some capacity) with the DeSales University online programs.

For more information, email Dr. Mohamed Latib, Vice President for Program and Strategic Development, at mlatib@desales.edu.



A GOOD TIME WAS HAD BY ALL AT THE AUGUST 24 SUMMER SOCIAL, HELD AT BLUE MOUNTAIN VINEYARDS. IN PHOTO ABOVE, EPAHEN PRESIDENT DEBRA GEIGER ADDRESSES ATTENDANTS AT THIS YEAR'S EVENT. AS PART OF THE EVENING'S EVENTS, SPECIAL RECOGNITION WAS GIVEN TO ALL INSTRUCTORS OF THIS YEAR'S CHE "BOOTCAMP," AND ALL INSTRUCTORS WERE PRESENTED WITH A GIFT FROM THE VINEYARD.

Welcome New Members!

William Ahlfeld
Physician Assistant
St. Luke's Hospital & Health Network

Kate Haney
Temple Health System

Jean Keeler
Sr Vice President & General Counsel
Grand View Hospital

Anita Kingsbauer
Vice President
St. Luke's Hospital & Health Network

Joseph Mikitka
Vice President, Human Resources
Sacred Heart Healthcare System

Cheryl Milson
Vice President, Business Development
5 Degrees North

Keith Weinhold
Vice President, Cancer Services
Lehigh Valley Hospital & Health Network

The full EPAHEN membership directory can be found on our web site (epahen.ache.org).

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Debra Geiger, CHE, President
Center for Humanistic Change

Andrew Starr, CHE, President-Elect
St. Luke's Hospital & Health Network

Patrick Simonson, CHE, Treasurer
Mednum, Inc.

Marie Clemens, Secretary
Hospital Central Services, Inc & Affiliates

Betsy Warner, CPC, Vice President, Membership
Cambridge Search LLC

Michael Bonner, Vice President, Programs
Good Shepherd Rehabilitation Hospital

Deborah Cherney, CHE, Vice President, Affiliated Groups
Lehigh Valley Hospital and Health Network