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# ONE Powerful Voice



KHA 91st Annual  
Convention

May 21-22, 2020







Northern Kentucky Convention Center  
Covington, Kentucky



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***-Tom Spooner  
Director of Telecommunications  
Norton Healthcare***



### Contact our trusted advisors:

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jmarshall@unified-team.com

Andrea Overton  
502-855-3623  
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# CONVENTION OVERVIEW

The **Kentucky Hospital Association 91st Annual Convention** brings together health care leaders from across Kentucky. The two-day conference is the Association's premiere event for Kentucky hospital leaders and features sessions designed for leadership, policy, legal and clinical positions. Plan to bring your leadership staff and trustees to hear from Alden Mills on how to create unstoppable teams and Lavon Gray on how to deal with the multiple personalities in the work place.

## Where is the Convention?

Northern Kentucky Convention Center  
One West RiverCenter Boulevard  
Covington, Kentucky 41011

## What are the accommodations?

Cincinnati Marriott at RiverCenter  
10 West RiverCenter Boulevard  
Covington, Kentucky 41011

Standard king room is \$159. Parking fee - \$10 per night

Rate expires - April 20, 2020

Room reservation:

<https://book.passkey.com/go/kyhospitalassoc2020>

## How much does it cost to attend?

One Day:..... \$200  
Full Conference Early Bird Rate (before April 5):.... \$235  
Full Conference Rate (on or after April 6): ..... \$285  
Student Rate: ..... \$75  
Quality award winners, who will attend KHA Awards Luncheon only:..... \$50  
ACHE Luncheon:..... \$50

## How do I register?

Register online at [www.khaconference.com](http://www.khaconference.com)

## Will you provide handouts?

In an effort to preserve the environment, KHA will post all received presentations to [www.khaconference.com](http://www.khaconference.com) prior to convention for your use. Some presentations may not be available until after the convention.

## Will you provide CEs?

**YES.** KHA has partnered with AXIS Medical to provide nursing and CPHQ continuing education credits. CLE education credits will also be offered.

## Who do I contact with questions?

**Contacts:** Sharon Perkins at [sperkins@kyha.com](mailto:sperkins@kyha.com)  
Ashley Peterson at [apeterson@kyha.com](mailto:apeterson@kyha.com)

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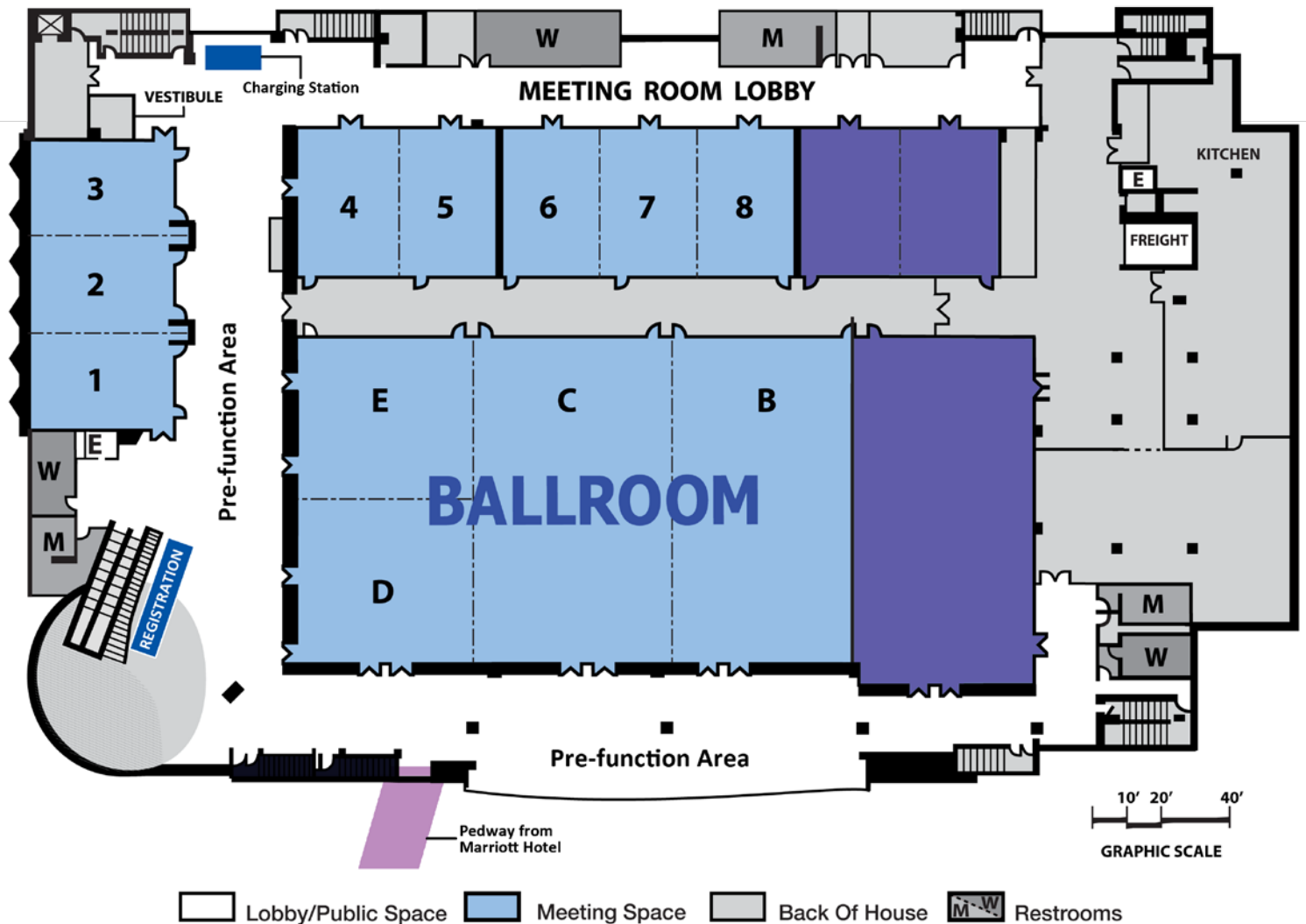
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# KHA 91ST ANNUAL CONVENTION

## NORTHERN KENTUCKY CONVENTION CENTER

### Second Floor

One West RiverCenter Boulevard  
Covington, Kentucky 41011



#### INFORMATION DESK HOURS

**Thursday:** 7:00 AM-4:00 PM  
**Friday:** 7:00 AM-2:00 PM

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##### RiverCenter Garage

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# FEATURED SPEAKERS



**ALDEN MILLS**

***Build Unstoppable Teams in the Health Care Environment***

**ALDEN MILLS** grew up on a small farm in a small town in central Massachusetts. As a young child, he was diagnosed with asthma and was told by doctors to lead a less active life. In fact, they suggested he learn to play chess. He took that advice to heart. Ten years later, he graduated from the United States Naval Academy. He attended Navy SEAL training, and he served with distinction as a Navy SEAL platoon commander.... three times. After leaving the SEALs, he graduated from Carnegie Mellon business school. Then, he became an entrepreneur, building businesses in fitness, pet food and security.

Today, he holds more than 40 patents, and he has sold more than 10 million units of his inventions. (Chances are if you exercise, you've used one of his products — the Perfect Pushup for example.)



**L. LAVON GRAY**

***Never Wrestle with Pigs: Dealing with Difficult Personalities***

**L. LAVON GRAY, PH.D.**, has spent over three decades investing in leaders across the U.S. and around the world. In addition to his extensive experience as a speaker and corporate culture expert, Gray holds certifications in conflict resolution and mediation from Cornell and Northwestern Universities, and has completed professional leadership development through Harvard University. To support his work with corporate and non-profit leaders, Gray developed the Organizational Conflict Index® to assist organizations in identifying their internal conflict levels and developing strategies to promote organization health.

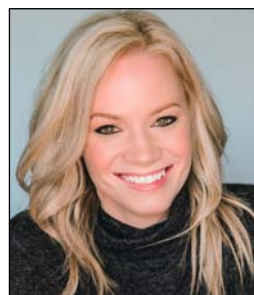


**TERRY FOSTER**

***How Can You Laugh at That? A Closer Look at the Use of Humor in Nursing***

**TERRY FOSTER, MSN, BSN**, received his RN diploma from The Christ Hospital School of Nursing, Cincinnati, and received his Master's Degree in Critical-Care and Trauma Nursing from the University of Cincinnati College of Nursing and Health. He has held positions of volunteer, ward clerk, staff nurse, charge nurse, critical-care instructor, clinical director and night supervisor, at both the Mercy Hospitals of Cincinnati, Ohio, and at St. Elizabeth Medical Center in northern Kentucky. Over the past ten years,

Foster has been featured in ten episodes of The Learning Channel's (TLC) national TV program "Untold Stories of the ER" and two episodes of "Sex Sent Me to the ER." He is the first RN to ever be featured on this physician-only based television show.



**ALYSON VAN HOOSER**

***Generations @ Work: Flipping the Leadership Script***

**ALYSON VAN HOOSER** is a keynote speaker and trainer with Van Hooser Associates – a leadership development firm helping companies build performance through their people. Leadership pressure and responsibility to drive results have never been higher. The complexity of the 21st century multi-generation workforce has left leaders scrambling to figure out how to profitably recruit, retain, communicate with and motivate employees. Is there a practical solution? Absolutely. The solution is in the stories, not the statistics.





## DAVID DIRR

### *Current Legal Challenges to the Kentucky CON Program*

**DAVID DIRR, JD**, is a partner in DBL Law's health care and civil litigation practice groups. He represents clients in a wide array of health care-related issues, including Medicare and Medicaid reimbursement, anti-kickback law, the Stark Law, Certificate of Need, licensure and HIPAA. Dirr represents clients in Ohio, Kentucky and Indiana, and has practiced in numerous state and federal courts, including the United States Sixth Circuit Court of Appeals. He has been recognized as a Kentucky Rising Star by Super Lawyers in the area of health care.

### *Building a Sustainable Compensation Strategy: Best Practices for Employed Provider Compensation*

## NEAL BARKER

**NEAL BARKER** joined HSG in 2001 and became a partner in 2015. He came to the firm with several years of managed care and physician practice experience. Barker served as a provider relations representative and physician credential coordinator for a 2,000-member Independent Practice Association and fulfilled various roles within primary care and dental practices. A member of the American College of Health Care Executives, Barker holds a Bachelor's Degree in Biology and a Master's Degree in Business Administration with a concentration in Healthcare Administration from the University of Louisville. He also serves as HSG's representative with the Indiana Hospital Association.

## TERRY MCWILLIAMS

**TERRY MCWILLIAMS, MD**, started his professional career in the Navy as the result of a medical school scholarship program. He intended to leave the Navy as soon as he was eligible, but ended up staying for more than 20 years due to the full scope of clinical practice experience. His naval career afforded the opportunity to practice in many environments, including remote locations, and experience progressive clinical administration responsibilities, including responsibility for leading multi-specialty clinical operations and physician-hospital alignment initiatives.

## ERIC ANDREOLI

**ERIC ANDREOLI** has professional experience that revolves around helping hospitals and health systems create and improve physician networks. With a technical background and deep health care analytics experience, Andreoli partners with clients to answer strategic questions using data-driven insights. His specific projects have enabled clients to successfully develop and execute strategies related to geographic growth, service line development, physician alignment and provider compensation.

## RHONDA S. FREY

### *The Evolution (and Possible Extinction) of Provider-based Reimbursement*

**RHONDA FREY, JD**, is a member of the Frost Brown Todd Law's corporate/business department and, for 12 years, served as Assistant Compliance Officer for TriHealth, Inc., a community partnership that includes six hospitals, 600+ employed physicians and various ancillary services. As Assistant Compliance Officer, Frey counseled hospitals and physicians with regard to Medicare and Medicaid compliance, including billing and coding issues, provider-based facilities, auditing and monitoring and anti-kickback and false claims violations. She now assists hospitals and physicians in designing and implementing compliance programs, investigating potential regulatory issues and offering guidance with regard to refunds and disclosures.



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# SPECIAL EVENTS

## Thursday, May 21

- 11:00 AM ..... Room 4  
**KHA Board Meeting**
- 12:15 PM ..... Ballroom B  
**ACHE Awards Luncheon**
- 5:00 PM ..... Ballroom CDE  
**Sponsor Reception**
- 6:00 PM ..... River Queen Riverboat  
**KHA Cocktail Reception**
- 6:30 PM ..... River Queen Riverboat  
**KHA Board and KHA Past Chair's Dinner**  
**Conference Attendees' Dinner**

## Friday, May 22

- 12:15 - 2:00 PM ..... Ballroom B  
**KHA Awards Luncheon**  
**Installation of the 2020-2021 Chair of the KHA Board of Trustees**



**2019-2020  
KHA Chair**  
Garren Colvin  
Chief Executive Officer  
St. Elizabeth Healthcare  
Edgewood, Kentucky



**2020-2021  
Chair-Elect**  
Kathy Stumbo  
Community CEO  
ARH Our Lady of the Way  
Martin, Kentucky

*Please take time to visit  
with KHA's sponsors during  
the convention.*

# — 2020 — DINNER CRUISE — HONORING — *KHA Past Board Chairs*



Tastefully decorated and impeccably preserved, the River Queen exudes romantic riverboat-era charm. Both climate-controlled decks include a spacious dining room and a full bar. Please plan to join us so you can enjoy the beautiful, scenic views the Ohio River has to offer on a warm spring night.

Plan to cruise the Ohio River from 6:30-7:30 for dinner and then dance until 9:00 with DJ Jeff on the top deck. Buffet Dinner and two drink tickets are included with your convention registration.

**6:00 PM**

**KHA Cocktail Reception**  
**River Queen Riverboat**  
*Boarding behind the Marriott Hotel*

**6:30 PM**

<b>KHA Board and KHA Past Chair's Dinner</b>	<b>Conference Attendees' Dinner</b>
Kenton Deck	Campbell Deck
(1st Floor)	(2nd Floor)
Buffet Dinner	Buffet Dinner

Casual Attire (no shorts)

Entertainment provided by:

DJ Sound Excellence  
Jeff Bowling  
Top Deck (Third Floor)

# KHA CONVENTION SCHEDULE

*All events are located on the second floor of the Northern Kentucky Convention Center*

## Thursday, May 21

7:00 AM ..... Second Floor Pre-function Area  
**Registration**

8:00-9:00 AM..... Ballroom CDE  
**Exhibits/Continental Breakfast**

9:00 AM-12:00 PM

CONCURRENT

**ACHE - 3 Hours Face-to-Face Credits** ..... Room 6-8  
**Leadership Essentials: Leverage the Leader Within**  
Jamie L. Haeuser  
Haeuser Health Strategies 

**Legal Track- see page 12**..... Room 5

9:30-10:00 AM..... Room 4  
**KHREF Board Meeting**

10:00-10:45 AM..... Room 4  
**KHA Finance and Budget Committee**

11:00 AM-1:00 PM ..... Room 4  
**KHA Board Meeting**

12:15-1:45 PM

CONCURRENT

**KHA Luncheon with Sponsors** ..... Ballroom CDE  
**ACHE Luncheon**  
(separate registration)..... Ballroom B

1:00-2:00 PM..... Room 4  
**KHA Solutions Group Board Meeting**

2:00-5:00 PM

CONCURRENT

**ACHE - 3 Hours Face-to-Face Credits** ..... Room 6-8  
**Leadership Essentials: Leverage the Leader Within**  
Jamie L. Haeuser  
Haeuser Health Strategies 

**Legal Track- see page 12**..... Room 5

5:00-5:30 PM - **Sponsor Reception** ..... Room 4

6:00-6:30 PM

**KHA Cocktail Reception**  
**River Queen Riverboat**  
*Boarding behind Marriot Hotel*

6:30-8:00 PM - **Riverboat Cruise Dinner and DJ**  
*Boarding behind Marriot Hotel*

## Friday, May 22

7:00 AM ..... Second Floor Pre-function Area  
**Registration**

7:00-8:00 AM..... Ballroom CDE  
**Breakfast with Sponsors**

8:00-9:00 AM..... Room 1-3

**Build Unstoppable Teams in the Health Care Environment**

*Featured Speaker*

Alden Mills

In today's hard-charging world, your success is determined by your ability to lead others. Are you doing enough to engage your people and create an unstoppable team? Mills has distilled team building into a new framework – C.A.R.E. – which bridges the gap between the outcomes you need and the team to achieve them.

At the end of this session participants will Ascertain how to model Connect, Achieve, Respect and Empower (C.A.R.E.) to others, how to apply C.A.R.E. practices within your team and how to employ the under-recognized 10X advantage to bolster your team's performance. His approach is designed to help you put it to work immediately, so you will soon be better equipped to lead your people to their greatest levels of success.

9:00-9:30 AM..... Second Floor Pre-function Area  
**Alden Mills Book Signing**

**Break with Sponsors**..... Ballroom CDE

9:30-10:30 AM

CONCURRENT SESSIONS

**Never Wrestle with Pigs**..... Room 1-3  
L. Lavon Gray, PhD

Face it...dealing with people can be hard. "Never Wrestle with Pigs" walks through seven "pig" personalities that everyone deals with daily and offers practical steps to help you stay out of the pig pen!

At the end of this session, participants will:

- Identify seven workplace PIG personalities, including: Bully (The Wild Boar), Passive-Aggressive (The Wart-hog), Sow (The Whiner), Know-It-All (The Haughty Pig), People Pleaser (The Pot Belly Pig), Piglet (The Want-to-Be Expert), Wilbur the Pig (The Ideal Employee)
- Identify practical steps needed to successfully work with difficult workplace personalities; and,
- Discuss the importance of relationships in navigating conflict and promoting a healthy work-place culture.

**Generations @ Work: Flipping the Leadership Script** ..... Room 6-8  
Alyson Van Hooser

Leadership pressure and responsibility to drive results have never been higher. The complexity of the 21st century multi-generation workforce has left leaders scrambling to



figure out how to profitably recruit, retain, communicate with and motivate employees. Is there a practical solution? Absolutely. The solution is in the stories, not the statistics.

At the end of this session participants will:

- Identify the approach needed to successfully lead multiple generations and why we must “flip the script on leadership”.
- Characterize the mindsets motivating the 5 different generations in their workforce and understand tactical actions leaders can take to successfully interact with each.
- Determine the most valuable interaction leaders should have with each member of their multigenerational team in order to unlock answers they cannot find anywhere else.

**Building a Sustainable Compensation Strategy: Best Practices for Employed Provider**

**Compensation** ..... Room 5

Neal Barker

Terry McWilliams, MD

Eric Andreoli

The long-term success of any employed medical group is dependent on having productive, engaged and satisfied physicians and advanced practitioners. Although there are many issues that affect providers, few are more impactful than compensation. It is therefore critical for organizations to develop and execute a sustainable, and always compliant, compensation strategy.

At the end of this session participants will:

- Describe the importance of having a compensation strategy that evolves with and supports your organization's progress toward value and high-performance.
- Recognize the impact of provider compensation on recruitment, retention and alignment success.
- Identify and implement best practices for provider compensation strategy including balancing productivity and non-productivity based incentives, selecting appropriate rates and building structure to incentivize team-based care.

**Fostering Innovation and Organizational Efficiency through Mobile Video Monitoring**

**Poster Presentation**..... Room 4

Jennifer Forman, DNP, MSN, BSN-PhD, BSN, ADN

Rebecca Dotson, DNP, RN-BC

Lisa Thornsberry, DNP, MSN, BSN

UK HealthCare

10:30-11:00 AM ..... Second Floor Pre-function Area

**L. Lavon Gray Book Signing**

**Break with Sponsors**..... Ballroom CDE

11:00 AM-12:00 PM

**How Can You Laugh at That? A Closer Look at the Use of Humor in Nursing**..... Room 1-3

Terry Foster, MSN, BSN

This fun and enlightening talk will focus on the very “different” sense of humor shared by all nurses. Often used as a coping mechanism, this speaker will explain the appropriate uses of this type of humor. It invokes a positive attitude and unites clinicians, no matter what your area or era, of nursing practice. Plan to be thoroughly entertained! (Note: Please empty your bladder fully prior to attending this session).

**Current Legal Challenges to the Kentucky CON Program**..... Room 6-8

David Dirr, JD

This presentation will explain the constitutional challenges to Kentucky's CON program that are being made in pending federal court actions. An update on the current status of the federal court litigation will be provided.

At the end of this session, participants will:

- Identify the constitutional challenges being brought against Kentucky's CON program in federal courts.
- Review the current status of these lawsuits and how this litigation is part of a broader effort to achieve de-regulation of certain industries through litigation.

**The Evolution (and Possible Extinction) of Provider-based Reimbursement**..... Room 5

Rhonda S. Frey, JD

This program is designed to educate hospitals on the origin and development of provider-based rules and recent changes that affect reimbursement.

At the end of this session, participants will:

- Explain the purpose of provider-based rules and how they apply.

**Pediatric Advance Practice Nursing Council Poster Presentation**..... Room 4

Emily M. McRae, DNP, APRN, CPNP-AC/PC

11:30 AM-12:15 PM ..... Room 4

**KONL Business Meeting**

12:00-12:15 PM ..... Ballroom CDE

**Break with Sponsors**

12:15-2:00 PM ..... Ballroom B

**KHA Awards Luncheon**

2:00-3:30 PM ..... Room 1-3

**ACHE Panel - 1.5 Hours Face-to-Face Credits**







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# **MANAGING DOAC-RELATED MAJOR BLEEDS? RAISE YOUR REVERSAL STANDARDS.**

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09/19

# ACHE SESSIONS

ACHE sessions to provide 7.5 Hours  
Face-to-Face Education Credit

**Thursday, May 21, 2020**

9:00 AM-12:00 PM and 2:00-5:00 PM..... Room 6-8

## Leadership Essentials: Leveraging the Leader Within

6.0 hours Face-to-Face ACHE Education Credit

### Jamie L. Haeuser

Jamie Haeuser is principal at Haeuser Health Strategies, LLC, and former master faculty at Ochsner Learning Institute of Ochsner Health System. She has over 30 years of experience in health care leadership, most recently as senior vice president, operations, Woman's Hospital in Baton Rouge, Louisiana. Haeuser's expertise includes operations, strategic planning and performance improvement. She also serves as adjunct faculty at the Tulane University School of Public Health and Tropical Medicine and as faculty for ACHE.



Leadership Essentials: Leveraging the Leader Within is a six-hour workshop designed to provide participants with a practical and applicable understanding of leadership styles, situations and factors. Behaviors that exemplify effective leaders across multiple dimensions will be explored, along with strategies for personal effectiveness and discipline. The program focuses on a "long view" of leadership; how participants can build a strong and sustainable approach that engages followers and creates stellar performance.

The program is highly interactive. Participants will work through cases and analysis with peers, producing immediately applicable learning.

**Friday, May 22, 2020**

2:00-3:30 PM..... Room 1-3

## Implementing Strategic Plans for Successful Operations

Panel Discussion

1.5 hours Face-to-Face ACHE Education Credit

Once the strategic plan is developed, the work is only half done. Without effective implementation, a strategic plan may be no more than a fancy binder on a shelf. Leaders face many challenges in getting organization-wide buy-in of the goals plan and in setting up a system of accountability to ensure that the strategic plan is followed. This program will review common situations and concerns addressed by the panelists when implementing their strategic plans. The program will conclude with a question-and-answer period.

At the end of this session, participants will understand how to:

- Identify and involve stakeholders in the planning and implementation of strategic plans
- Gain the buy-in of key stakeholders in the implementation process
- Set up a framework of accountability to ensure that members of the organization uphold the plan
- Monitor progress and measure the success of the strategic plan

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## KENTUCKY ORGANIZATION OF NURSE LEADERS (KONL)

**Friday, May 22, 2020**

- 7:00 AM..... Pre-function Area  
**Registration**
- 7:00 AM.....Ballroom CDE  
**Breakfast/Sponsors**
- 8:00 AM..... Room 1-3  
**Keynote: Alden Mills**
- 9:00 AM.....Ballroom CDE  
**Break/Sponsors**
- 9:30 AM..... Room 4  
**Poster Presentations**
- Jennifer Forman, DNP, MSN, BSN-PhD, BSN, ADN  
Rebecca Dotson, DNP, RN-BC  
Lisa Thornsberry, DNP, MSN, BSN  
UK HealthCare
- Poster Title: Fostering Organizational Efficiency  
and Innovation through Mobile Video Monitoring
- This session is designed to discuss an innovative solu-  
tion to decrease patient harm, reduce in-person sitter  
usage and improve staff efficiency through the use of  
mobile video monitoring.
- At the end of this session participants will:
- Identify the importance of utilizing technology to  
keep patients safe and optimize staffing.
- 10:30 AM.....Ballroom CDE  
**Break/Sponsors**

- 11:00 AM..... Room 4  
Emily M. McRae, DNP, APRN, CPNP-AC/PC  
University of Louisville School of Nursing  
Poster Title: Pediatric Advance Practice Nursing  
Council

Advance Practice Registered Nurses (APRNs) continue  
to grow in numbers in the inpatient hospital setting,  
as well as within children's hospitals and subspecialty  
groups. As the number of APRNs continues to increase,  
thoughtful consideration within organizations is needed  
to address leadership specific to this population of  
healthcare professionals. The goal of this quality  
improvement initiative was to generate quantitative  
data to determine if the formation of a Pediatric  
Advance Practice Nursing Council in a children's hospital  
was successful in improving APRN communication,  
collegiality, and networking. However, the formation  
of our APRN council was significantly impacted by a  
multitude of barriers. While the quantitative data were  
less available than desired the qualitative data and the  
process of creating formal leadership for APRNs is highly  
valuable providing guidance to avoid potential barriers.

At the end of this session, participants will:

- Discuss literature supporting the need for APP  
leadership
- Describe the FADE Model
- Outline the development of an APP council
- Discuss potential barriers / lessons learned

- 11:30 AM..... Room 4  
**KONL Business Meeting**
- 12:30 PM ..... Ballroom B  
**Awards Luncheon**

## KENTUCKY ACADEMY OF HOSPITAL ATTORNEYS

**Thursday, May 22, 2020**

- 7:30 AM-2:00 PM .....Room 5  
**Registration**
- 9:30-10:30 AM.....Room 5  
**Case Law Update**  
Kristen H. Fowler, JD  
Napier Gault Schubach & Stevens
- 10:30-10:45 AM..... Ballroom CDE  
**Break**
- 10:45-11:15 AM.....Room 5  
**Legislative Update**  
Jim Musser, JD  
Kentucky Hospital Association
- 11:15-11:30 AM.....Room 5  
**KAHA Annual Business Meeting**

- 11:30 AM-12:30 PM ..... Ballroom CDE  
**Lunch with Sponsors**
- 12:45-1:45 PM.....Room 5  
**The Stark Law: Analysis of Recent Developments**  
Daniel C. Soldato, JD  
Lindsay K. Scott, JD  
Wyatt Tarrant & Combs
- 1:45-2:00 PM..... Ballroom CDE  
**Break**
- 2:00-3:00 PM .....Room 5  
**Healthcare Lawyer Professional Responsibility  
Update**  
Speaker to be announced





## CONTINUING EDUCATION - Accreditation Statement

In support of improving patient care, this activity has been planned and implemented by **AXIS Medical Education** and the **Kentucky Hospital Association**. AXIS Medical Education is jointly accredited by the Accreditation Council for Continuing Medical Education (ACCME), the Accreditation Council for Pharmacy Education (ACPE), and the American Nurses Credentialing Center (ANCC), to provide continuing education for the healthcare team.

### Credit Designation for Nursing

AXIS Medical Education designates this continuing nursing education activity for 3.0 contact hours.

Learners are advised that accredited status does not imply endorsement by the provider or ANCC of any commercial products displayed in conjunction with an activity.

### Quality Professionals

This program is pending approval by the National Association for Healthcare Quality (NAHQ) to provide CPHQ CE credit.

### AXIS Contact Information

For information about the accreditation of this program please contact AXIS at [info@axismeded.org](mailto:info@axismeded.org).

### Disclosure of Conflicts of Interest

AXIS Medical Education requires instructors, planners, managers and other individuals and their spouse/life partner who are in a position to control the content of this activity to disclose any real or apparent conflict of interest they may have as related to the content of this activity. All identified conflicts of interest are thoroughly vetted by AXIS for fair balance, scientific objectivity of studies mentioned in the materials or used as the basis for content, and appropriateness of patient care recommendations.

The faculty reported the following financial relationships or relationships they or their spouse/life partner have with commercial interests related to the content of this continuing education activity:

Name of Faculty	Reported Financial Relationship
Alden Mills	Nothing to disclose
L. Lavon Gray, PhD	Nothing to disclose
Alyson Van Hooser	Nothing to disclose
Neal Barker	<b>Pending</b>
Terry McWilliams, MD	<b>Pending</b>
Eric Andreoli	<b>Pending</b>
Jennifer Forman, DNP, MSN, BSN-PhD, BSN, ADN	Nothing to disclose
Rebecca Dotson, DNP, RN-BC	Nothing to disclose
Lisa Thornsberry, DNP, MSN, BSN	Nothing to disclose
Terry Foster, MSN, BSN	Nothing to disclose
David Dirr, JD	Nothing to disclose
Rhonda S. Frey, JD	Nothing to disclose

The planners and managers reported the following financial relationships or relationships they or their spouse/life partner have with commercial interests related to the content of this continuing education activity:

Name of Planner/Manager	Reported Financial Relationship
Sharon Perkins, MSW	Nothing to disclose
Bud Warman	Nothing to disclose
Ashley Peterson	Nothing to disclose
Holly M. Hampe, D.Sc., RN, MHA, MRM	Nothing to disclose
Dee Morgillo, MEd., MT (ASCP), CHCP	Nothing to disclose

### Disclaimer

Participants have an implied responsibility to use the newly acquired information to enhance patient outcomes and their own professional development. The information presented in this activity is not meant to serve as a guideline for patient management. Any procedures, medications, or other courses of diagnosis or treatment discussed in this activity should not be used by clinicians without evaluation of patient conditions and possible contraindications on dangers in use, review of any applicable manufacturer's product information, and comparison with recommendations of other authorities.

### Requirements for credit:

- Attend/participate in the educational activity and review all course materials.
- Complete the CE Attestation form online by 11:59 pm ET June 22, 2020. Instructions will be provided. If you do not enter the online portal by the above date, you will not be able to retrieve your statement of participation.
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