



Fall 2008 Quarterly Newsletter

CHAMPS Honors Exceptional Region VIII Professionals

Each year CHAMPS recognizes outstanding contributions to the Community Health Center movement by individuals in Region VIII. Nominations were submitted by Region VIII Health Centers (CHCs) and Primary Care Associations (PCAs) during the summer of 2008. Awardees were chosen by the CHAMPS Executive Committee, and honored during the recent CHAMPS/NWRPCA Annual Primary Care Conference in Denver, Colorado. CHAMPS would like to congratulate the following winners of **2008 CHAMPS Awards**:

★ **Exceptional Administrative Leadership Award: Mitzi Moran**

President and Chief Executive Officer, Sunrise Community Health, Inc., CO
Mitzi demonstrates dedication to the health center mission through exceptional leadership and expertise. She has led the development of joint workforce strategies for Colorado CHCs, and is an energetic and creative participant in the Colorado PCA, Colorado Community Health Network (CCHN).

★ **Exceptional Clinical Leadership Award: Ed Farrell, MD**

Medical Director, Colorado Coalition for the Homeless, CO
Dr. Farrell exhibits innovation, clinical excellence, and a commitment to providing quality health care for all. He integrates a holistic approach of body, mind, and spirit into caring for special populations, leading to positive outcomes for chronic disease care and prevention with homeless populations.

★ **Outstanding Advocate of the Underserved Award: Jennifer Thomas**

Clinic Director, Community Health Centers, Inc., UT
Jennifer exemplifies the community health center ideal and provides leadership by example. She has spent over 20 years with Community Health Centers, Inc., demonstrating a consistent dedication to self development and a personal commitment to care for the underserved – providing quality service as good as, if not a better, than that which is provided to those in more traditional health care settings.



From top: CHAMPS President Kate McIvor with Mitzi Moran, Jennifer Thomas with CHAMPS Treasurer Gina Flanagan

Please visit www.CHAMPSonline.org/Events/Conference.asp for more details about the topics, speakers, and events of the 2008 conference, and for preliminary details about the **2009 Annual Primary Care Conference**.

Inside this Issue:

- **CHAMPS:** 2008-2010 CHAMPS Executive Committee; Region VIII HRSA Grant Awardees and 2008 NWCHLI Graduates; NACHC P&I
- **Workforce:** Region VIII Salary Survey Report Available; Online R&R Resources; Online Archived Webcasts
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- **Regional & National News:** CO Voter Registration; New WYPCA Staffer; Region VIII NACHC Awardees; WY Clinic Director Honored; National Homeless Person's Memorial Day; Funding Opportunities
- **Upcoming Events & Contact Us**

CHAMPS Board Elects New Executive Committee

The CHAMPS Board of Directors elected the **2008-2010 CHAMPS Executive Committee** during the annual board meeting in Denver, Colorado this past October. CHAMPS thanks the following health center leaders for their willingness to provide their time and expertise:

- ★ **President:** Kate McIvor, Cooperative Health Center, MT
- ★ **Vice-President:** John Mengenhause, Horizon Health Care, Inc., SD
- ★ **Immediate Past President:** Pam Locken, Prairie Community Health, SD
- ★ **Secretary:** Gina Flanagan, Wayne Community Health Center, UT
- ★ **Treasurer:** Stanley J. Brasher, Salud Family Health Centers, CO
- ★ **North Dakota Representative:** Aaron Garman, MD, Coal Country Community Health Center, ND
- ★ **Wyoming Representative:** Catherine Keene, Wind River Health Systems, WY
- ★ **Clinical Representative:** Jim Guyer, MD, RiverStone Health, MT

Visit www.CHAMPSonline.org/about/CHAMPS/exec_members.asp for contact information.

CHAMPS Congratulates Region VIII Awardees and Leaders

Health Centers Awarded HRSA Grants

On September 5, 2008, the Health Resources and Services Administration (HRSA) announced more than \$39 million in grants. The majority of these awards will help existing health centers increase their current services. These grants include: Expanded Medical Capacity, Expanded Mental Health, Expanded Oral Health, and Comprehensive Pharmacy Services. Additional Health Center Planning Grants were awarded to organizations in communities without health centers to help them develop new health center sites. Eleven organizations within Region VIII received funding:

- | | |
|--|--|
| ★ Cascade City–County Health Department | ★ Metro Community Provider Network |
| ★ Carbon Medical Services Association, Inc. | ★ Mountainlands Community Health Center |
| ★ Colorado Coalition for the Homeless | ★ Salud Family Health Centers |
| ★ Colorado Community Health Network | ★ Valley-Wide Health Systems, Inc. |
| ★ Family HealthCare Center | ★ Yellowstone City County Health Department |
| ★ Glacier Community Health Center, Inc. | |

Northwest Community Health Leadership Institute (NWCHLI)

The University of Washington offers a CHAMPS/NWRPCA-affiliated professional certificate program in community health leadership to provide community and migrant health center directors in Regions VIII



From left: Jennifer Morse;
Ken Davis; Patrician Patron

and X the opportunity to collaborate with peers and develop their leadership skills. The six-month, 13 credit program combines classroom time with distance learning, and addresses managing health care organizations, organizational behavior, team leadership, and more. The inaugural class of 2008 included three students from Region VIII: Ken Davis from Mountain Family Health Center in Glenwood Springs, CO; Jennifer Morse from Salud Family Health Centers in Fort Lupton, CO; and Patricia Patron from Family HealthCare Center in Fargo, ND. **The application deadline for the 2009 class has been extended to December 15, 2008.** For more information about NWCHLI, please visit www.CHAMPSonline.org/Events/default.asp#nwchli.

Mark Your Calendar

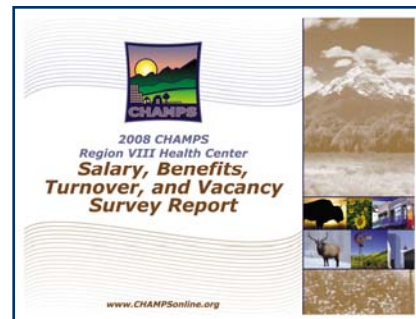
The National Association of Community Health Centers (NACHC) will hold the **2009 Policy and Issues Forum** March 24-29, 2009 at the Marriott Wardman Park Hotel in Washington, DC. Registration for this event is now open. Visit www.nachc.com/policy-and-issues-forum.cfm for more details and to link to online registration.

WORKFORCE DEVELOPMENT NEWS

Encouraging successful careers and strong, cutting-edge organizations by providing live and archived continuing education, recruitment and retention tools, and the latest information on current trends and statistics

Regional Salary Survey Report Now Available

The **2008 CHAMPS Region VIII Health Center Salary, Benefits, Turnover, and Vacancy Survey Report** has been published and distributed to CHAMPS Organizational Members as well as to non-member organizations that participated in the survey. This publication allows Region VIII health centers (CHCs) to assess the competitiveness of their compensation packages while illustrating regional workforce trends. Forty-six health centers, representing 84% of the CHCs in the region during the summer of 2008, submitted their data for analysis. The resulting report contains profiles of participating organizations, average salary and salary ranges by position title, average benefits information, breakdowns of salary and benefits information by annual budget range, comparisons of 2008 Region VIII data with Region VIII data from previous years and with other current state and national surveys, an analysis of vacancy rates, and summarized recruitment and retention information.



New features in the 2008 edition include detailed salary and benefits information breakdowns for Clinical Team employees (physicians, mid-level clinicians, dentists, etc.) in addition to the breakdowns previously available for Executive Team employees (Executive Director, Fiscal Director, etc.). Data for these employees is broken down by years of service, number of service sites, annual budget range, and location. Also new in the 2008 report is a detailed look at CHC turnover rates across the region.

The **2008 CHAMPS Region VIII Health Center Salary, Benefits, Turnover, and Vacancy Survey Report** is available in printable format on the Members Only section of www.CHAMPSonline.org.

Printed copies of the report can be purchased (\$50.00 for members and \$100 for non-members). Visit www.CHAMPSonline.org/Tools/PubsElectronicMedia/Publications/ to download an order form.

Questions? Please contact andrea@CHAMPSonline.org.

Online Recruitment & Retention (R&R) Resources

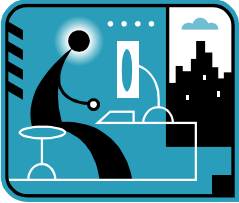
The Rural Information Center (RIC) of the United States Department of Agriculture (USDA) National Agricultural Library is the home of multiple community development resources on topics ranging from arts and humanities to transportation. The **Health Professional Recruitment and Retention** section of RIC provides information on health in rural communities, including best practices, planning tools, funding resources, and other assistance. To access these resources visit <http://ric.nal.usda.gov> and click on Community Development Resources (under Browse by Subject), then on Health, and finally on Health Professional Recruitment and Retention. Or, link directly to this information:

http://ric.nal.usda.gov/nal_display/index.php?info_center=5&tax_level=3&tax_subject=211&topic_id=1157&level3_id=5742&level4_id=0&level5_id=0&placement_default=0

Find more R&R resources in the National Health Service Corps's (NHSC's) **Help Wanted: NHSC Tips and Tools for Successful Clinician Recruitment**. This quick reference guide is a set of tools, tips, and strategies to help clinics recruit and retain quality health care professionals. The guide includes descriptions of NHSC programs (including the Scholarship and Loan Repayment programs) as well as recruitment tips including: Effective Matchmaking, Recruiting Begins at Home, Build a Powerful Team, the Search for Allies, and more. The link below also provides marketing and PR resources to help centers publicize and market sites and job vacancies.

http://nhsc.bhpr.hrsa.gov/site_toolkit/index.asp

Available Archived CHAMPS Webcasts



CHAMPS has a large selection of continuing education opportunities, including online archives of all past CHAMPS webcasts. Don't miss the chance to earn Continuing Medical Education (CME) credit before the end of the year while learning more about topics that will enhance your ability to provide high quality care to your service populations. Each online CHAMPS webcast is 1.5 hours long, and access is free for staff and board members of CHAMPS Organizational Members, including continuing education credit. Other participants will be charged \$75 per computer link and \$15 per person for credit unless otherwise indicated.

To view CHAMPS online archived webcasts, visit www.vcall.com/replay and enter the desired replay number.

Medications for Diabetes & Its Complications

- Online archive available through 12/08
- CME available through 12/08
- Continuing Pharmacy Education credit available through 01/16/09

Replay # 2146001066

Change for the Better Series

Session 1: Creating Positive Work Relationships

- Online archive extended through 12/08
- CME is no longer available

Replay # 2146000485

Session 2: Introduction to Ethical Influencing

- Online archive extended through 01/09
- CME is no longer available

Replay # 21460000866

Session 3: Confrontation without Conflict

- Online archive available through 01/09
- CME available through 01/09

Replay # 2146001198

Oral Health Basics for the Primary Care Provider

- Online archive available through 06/09
- CME available through 06/09

Replay # 2146001924

Introduction to SBIRT Series*

Session 1: How to Implement Screening, Brief Intervention, Referral to Treatment (SBIRT)

- Online archive available through 05/09
- CME available through 05/09

Replay # 2146001822

Session 2: Brief Intervention & Brief Therapy

- Online archive available through 07/09
- CME available through 07/09

Replay # 2146002082

Session 3: New Clinical Guidelines for Alcohol & Substance Use SBIRT

- Online archive available through 09/09
- CME approval is pending

Replay # 2146002289

Visit www.CHAMPSonline.org/Events/Distance_Learning.asp for more details about each archived webcast, including speakers, topics, and available follow-up materials.

Visit www.CHAMPSonline.org/About/CHAMPS/Org_Members.asp to determine if your organization is a current CHAMPS Organizational Member.

These webcasts are also available on CD-ROM, and can be purchased or borrowed through the CHAMPS Lending Library. Learn more:

www.CHAMPSonline.org/Tools/PubsElectronicMedia/LendingLibrary/
www.CHAMPSonline.org/Tools/PubsElectronicMedia/VideosCDROMsDVDs/



*Due to generous funding through Colorado Clinical Guidelines Collaborative, access to the three-part Introduction to SBIRT Series is also free to all participants from Colorado (including credit).

MOUNTAIN/PLAINS CLINICAL NETWORK (MPCN) NEWS

Providing professional, administrative, and educational support to all clinicians that practice in Community, Migrant, and Homeless Health Centers in Region VIII to ensure the delivery of the highest possible quality of care to poor and underserved populations

What is the Mountain/Plains Clinical Network (MPCN)?

In 1990, a group of Region VIII clinicians facilitated the establishment of the Mountain/Plains Clinical Network (MPCN) as a program of CHAMPS. **MPCN encompasses all clinicians (physicians, physician assistants, nurse practitioners, and dentists) working at Region VIII health centers (CHCs)**, with the mission to provide professional, administrative, and educational support to all clinicians that practice in Region VIII CHCs. The MPCN Steering Committee represents MPCN and helps guide CHAMPS' clinical programs to ensure that these programs and other clinical services meet the needs and challenges of MPCN. This committee is comprised of two clinician representatives from each state in Region VIII, one dentist from each state with a dental program, and a health promotion/disease prevention specialist. The MPCN Steering Committee holds conference calls every other month and meets face-to-face annually.

Many thanks to the MPCN Steering Committee members for providing suggestions and guidance that facilitated the development of these **2008 achievements**:

- ★ **Medications for Diabetes and Its Complications webcast** presented in January
- ★ **Overweight and Obesity Treatment and Prevention Resources webpage** added to the CHAMPS website in January
- ★ **Webpage with resources for Migrant and Seasonal Farmworkers (MSFW)** added to the CHAMPS website in February
- ★ **Oral Health Basics for the Primary Care Provider webcast** presented by MPCN Steering Committee member Dr. Michael Crutcher in June
- ★ **2008 Immunization Update Teleconference** held in July
- ★ **A three-part webcast series about SBIRT** broadcast in July through October
- ★ **A Substance Use Resources webpage** posted on the CHAMPS website in September
- ★ **A beginning Spanish language conversation group teleconference** held in May
- ★ **Spanish language pocket cards** made available for order through CHAMPS in July
- ★ **The three-day Spanish Language for Health Professionals training** held in September
- ★ **A clinical track offered at the CHAMPS/NWRPCA Annual Primary Care Conference** with seven clinical sessions offering CME in October

Visit www.CHAMPSonline.org/About/MPCN to learn more about MPCN, and please contact shannon@CHAMPSonline.org if you are interested in participating on the MPCN Steering Committee.

Visit www.CHAMPSonline.org/Tools/ClinicalResources/ for details about CHAMPS' clinical programs.

ZERO TO THREE Patient Education Resources Available at No Cost

ZERO TO THREE, a national non-profit organization committed to supporting the health and development of infants and toddlers, has produced a set of nine age-based parenting handouts in English and Spanish for each stage of a child's life through age three. Each includes:

- A chart that helps parents and caregivers know what to expect developmentally
- Frequently asked questions and answers
- A spotlight section about common issues or challenges for each age
- A summary of research finding relevant to each specific stage of development and what it means for parents and caregivers.



CHAMPS has received free sets of these handouts for distribution to Region VIII CHCs, to serve as a high quality, low cost option for CHCs to educate parents of infants and toddlers. Region VIII CHCs may request a supply of these handouts by contacting shannon@CHAMPSonline.org.

Screening and Brief Intervention Initiative

In response to evidence showing that many more Americans than previously thought have potentially addictive alcohol and drug use habits, a nationwide campaign to encourage universal substance abuse screening is set to be launched. The White House Office of National Drug Control Policy (ONDCP) is heading up the **“Screening and Brief Intervention” (SBI) initiative**, and the Health Resources and Services Administration (HRSA) is expected to play a vital role in this effort by encouraging all HRSA grantees to take part in the initiative. Brief interventions are relatively inexpensive and have been shown to convince up to one third of heavy drinkers to change their habits before becoming alcoholics. Many private insurance carriers reimburse physicians for administering the questionnaire to their patients, and in January Medicare and Medicaid agreed to do the same. For more information, please visit <http://newsroom.hrsa.gov/insidehrsa/oct2008/screen.htm>

Region VIII health centers have seen this initiative in action through the recent CHAMPS Screening, Brief Intervention, and Referral to Treatment (SBIRT) webcast series.

Archives of these webcasts are available online; see page 4 or visit www.CHAMPSonline.org/Events/Distance_Learning.asp#archived for more information.

REGIONAL AND NATIONAL NEWS

To submit an article about state, regional, or national news, please contact andrea@CHAMPSonline.org.

More than 1,000 Voters Registered at CHCs across Colorado

This year the National Association of Community Health Centers (NACHC) launched a national Community Health Center Voter Registration and Civic Engagement campaign, called Community Health Vote. **Community Health Vote** encourages non-partisan voter registration, voter education, and Get-Out-the-Vote activities at Community Health Centers (CHCs) across the country. NACHC’s goal was to register 30,000 voters prior to the November election. Six of Colorado’s CHCs participated in Community Health Vote, and successfully registered 1,086 voters. Kudos go to the tremendous Community Health Vote efforts of the Colorado Coalition for the Homeless (CCH), Metro Community Provider Network, Peak Vista Community Health Centers, Salud Family Health Centers, Sunrise Community Health, Inc., and Valley-Wide Health Systems, Inc.



CCH's mostly volunteer Get-Out-the-Vote crew, counterclockwise from left bottom row: Maritza Chairez, Brett Gulick, Jon Mueller, Marlene Gumbiner, Meg Costello (staff), Mark Gumbiner, Eric Patterson

Welcome New WYPCA Staffer

Please join the Wyoming PCA (WYPCA) in welcoming **Laci Garst** as the newest addition to the WYPCA, joining in October 2008. She will be responsible for Health Center Outreach and Training, Community Development activities, and assisting in building long-term sustainable funding sources for the PCA and CHCs in Wyoming. Laci has eleven years of experience working and educating others within the field of women’s health. In the past she has provided research and community development for the Ohio Department of Health, served as a birth control educator and options counselor for women’s health clinics in Wyoming and Iowa, and has taught several women’s health courses and workshops. Laci earned her MA in Women’s Studies, with a concentration in women’s health, from the Ohio State University. She resides in Cheyenne with her fiancé Zack and, in her spare time, enjoys live music, playing pool, and cooking. Laci can be reached at laci@wypca.org. **Welcome, Laci!**

NACHC Community Health Care Awards of Excellence

During their 39th Annual Convention and Community Health Institute (CHI) in New Orleans, Louisiana this past September, the National Association of Community Health Centers (NACHC) honored health center representatives from across the country for their outstanding contributions. CHAMPS congratulates the two Region VIII recipients of **Community Health Care Awards of Excellence**:

- ★ Ed Hendrikson, Director of Environmental Health at Salud Family Health Centers in Fort Lupton, Colorado, received the **2008 Samuel U. Rodgers Achievement Award** for his work as a primary care provider who exemplifies excellence in clinician leadership.
- ★ Scot Graff, Chief Executive Officer of Community HealthCare Association of the Dakotas (CHAD) in Sioux Falls, South Dakota, was selected for the **2008 Norton Wilson State/Regional Leadership Award** for his work exemplifying leadership excellence in the health care association arena.



From top: Ed Hendrikson, Scot Graff

Region VIII Clinic Director Receives Special Recognition

Vanderbilt University School of Nursing (VUSN) announced its "Top 100 Leaders" in honor of the school's 100-year anniversary on October 23, 2008. **One hundred individuals were honored for making a significant impact in the world of health care and nursing, including Connie Chenosky-Miller** who was recognized for her efforts in fighting diabetes among people of color and poverty in New Mexico, especially with Navajo, Pueblo, and Hispanic Americans. Connie currently works as the Clinic Director for Crossroads Clinic in Wyoming, a federally-funded healthcare for the homeless program. Connie has had numerous achievements throughout her career, including receiving the National Healthcare for the Homeless Clinician's Network Local Hero Award in 2005. She is a certified diabetes educator, and was recently named to the Speaker's Bureau of the American Diabetes Association. She serves on the Wyoming State Diabetes Advisory Council and is co-chair of the Wyoming Advocacy Council. She is president-elect of Wyoming Diabetes Educators and is also the vice-chair of the Mountain/Plains Clinical Network (MPCN) Steering Committee.

Congratulations and thanks to Connie for her dedicated service!

National Homeless Persons' Memorial Day

On December 21, 2008, the National Coalition for the Homeless and the National Health Care for the Homeless Council (NHCHC) are sponsoring the **18th Annual National Homeless Persons' Memorial Day**. Communities all over the nation are encouraged to recognize those who have died homeless on or near the first day of winter and the longest night of the year. This event brings attention to the tragedy of homelessness and encourages recommitment to ending homelessness. If your community is interested in planning a special event or if you would like more information, please visit: www.nationalhomeless.org/getinvolved/projects/memorial/index.html

Funding Opportunities

The Department of Health and Human Services (HHS) Regional Offices on Women's Health (OWH) have recently announced **Requests for Applications (RFAs)** for the 2009 National Women and Girls HIV/AIDS Awareness Day (up to \$2,500) and *The Heart Truth* Campaign Projects (up to \$5,000). Applications are due 12/15/08. To download applications with descriptions and instructions, visit:

www.CHAMPSonline.org/Events/docs/OWH-App-HIV-AIDSAwarenessDay.doc
www.CHAMPSonline.org/Events/docs/OWH-App-TheHeartTruth.doc

UPCOMING EVENTS – MARK YOUR CALENDARS

Visit the interactive online CHAMPS calendar - www.CHAMPSonline.org/Events/Calendar.asp

DECEMBER

Thursday, December 11th – Friday, December 12th

Minority and Multicultural Health Conference

Hilton Albuquerque, Albuquerque, NM

www.ruralhealthweb.org/go/events/minority-and-multicultural-health-conference

Thursday, November 27th
Thanksgiving Day

JANUARY

Friday, January 23rd – Sunday, January 25th

18th Annual Western Migrant Stream Forum

Hilton Del Mar, San Diego, CA

www.nwrpca.org



Monday, January 26th – Wednesday, January 28th

Rural Health Policy Institute

Capital Hilton, Washington DC

www.ruralhealthweb.org/go/events/rural-health-policy-institute

Tuesday, December 9th
Eid ul Adha (Feast of Sacrifice)

Sunday, December 21st
Winter Solstice
National Homeless Persons'
Memorial Day

Monday, December 22nd
Hanukkah Begins at Sundown

Thursday, December 25th
Christmas

Friday, December 26th
Kwanzaa

Wednesday, December 31st
New Year's Eve

2008/2009 UDS TRAININGS IN REGION VIII

November 21

Lakewood, CO

www.cchn.org

December 1-2

Casper, WY

kristy@wypca.org

December 15-16

Sioux Falls, SD

www.communityhealthcare.net

January 6-7

Billings, MT

smorse@mtpca.org

January 8-9

Salt Lake City, UT

workforce@auch.org

Thursday, January 1st
New Year's Day

Thursday, January 15th
Humanitarian Day

Monday, January 19th
Martin Luther King Jr. Day

Tuesday, January 20th
Inauguration Day

Monday, January 26th
Chinese New Year



Looking Forward

2008 NACHC Policy & Issues Forum

March 24-29, 2009

www.nachc.com

2009 Dakota Conference on Rural & Public Health

April 1-3, 2009

<http://ruralhealth.und.edu/dakotaconference/>

Please let us know if your email address has changed.

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Please contact Andrea Martin with any questions or comments about this newsletter.