

MIDWEST CLINICIANS' NETWORK

NETWORK NEWS



Spring 2024

2024 MWCN President: CHANGE

Dan Carey, MBA, MSW, LCSW, CPHQ
[Bowen Center](#), Warsaw, Indiana

Over the span of my 29-year career, I have seen many changes, some insignificant and some not, some required, some voluntary. Regardless of the significance and impetus of the change, I have approached almost every period of change with the idea that change is an opportunity. I have approached every change opportunity with the will to do what is needed but also to do what is best, keeping staff and patients in the forefront of my mind all the while.

In some cases, I have waited and hoped not to change. I have also made the attempt to fight change, only to be required to change in the end. In others, I have been a proponent of change. Sometimes, change is a voluntary and willful decision to proactively change based on what is expected to happen and, in that case, we have an opportunity to change in ways that are relevant and meaningful. I get excited about that kind of change because proactive change allows us to change, slowly, thoughtfully, and intentionally. Change is stressful and it often makes us uncomfortable, but change can often be change for the better. Change isn't only good at times, but sometimes it is needed and the best thing we can do for our organizations, our staff, and the people we serve.



I often tell my staff and other people in my organization that "Change is often an opportunity in disguise". What that means to me is this . . . We can either complain about change and the "change fatigue" that people say they experience, or we can face the change and use it as an opportunity to build better processes and to do things more effectively and efficiently. We can resist change, which often results in frustration, or we can embrace change and make it something worthwhile. I have been in my career long enough to smile when people talk about "change fatigue" because for me and others like me, change has been more of a "state of being".

In addition to how we view change, our ability to adapt to change is also important. Flexibility is a must. It's true that there are things that simply cannot be changed because they are part of our convictions and our belief or value systems, but those are things that make us who we are. The change I am talking about is the kind of change that impacts what we do. If we cannot adapt to the changing landscape of healthcare, then we put our organization's health and relevance at risk. Movements in payment models, philosophies of care, and technology, among other things, will always exist. If they always exist, then we can expect at some point, we will be asked to change. If we know that more change is inevitable, then:

- We must be aware of what is going on around us in terms of legislation, types of reimbursement, drug manufacturers policy changes, community needs, etc.

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Patient & Employee Surveys

Click this box to see patient & employee surveys available through MWCN. Customizable survey options for your employees, board members or stakeholders.



CONTACT US

Midwest Clinicians' Network
321 W. Lake Lansing Road
East Lansing, MI 48823
517.381.9441
info@midwestclinicians.org
www.midwestclinicians.org

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“The Midwest Clinicians’ Network, Inc.’s (MWCN) mission is to enhance professional and personal growth for clinicians to become effective leaders for their health centers and promoters of quality, community-based primary health care.”

Change

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- We must consider how a particular request to change might impact us for good or for bad. If bad, how do we mitigate the risks. If good, how do we maximize the benefits.
- Changes we determine to be detrimental can be fought but we must determine at what cost?
- We must put our energy into thoughtful and intentional strategies regarding change rather than wasting our energy complaining about it.

In the end, our positive attitudes about change when change is needed, and our ability to flexibly change, are two key components of successful change. If we try to view change as an opportunity in disguise, we might be surprised by the outcomes of the change processes. I think this is an important consideration because the other thing I say about change is that “the only thing that will never change is change itself”.

Dan

Sugar Sweetened Beverages: An Overview

By Alberto Alvarez, RDN, LCN from Chicago, IL

Most of you may already know that consumption of sugar sweetened beverages such as regular soda, sports drinks, energy drinks, and juice, among others, should be limited due to their potential negative impact on one’s health. But do we know how bad they can really be for us or how sugar in these beverages can sneak into our diets? A meta-analysis by the Harvard School of Public Health found that drinking 1 to 2 sugary beverages per day increased the risk of Type 2 Diabetes by 26% and the risk of metabolic syndrome by 20% compared to those who drank 1 per month. A different review found that increasing sugary beverage consumption by 1 serving per day increased the risk of Hypertension by 8% and the risk of heart disease by 17%. The American Heart Association recommends that women consume no more than 25 grams of added sugar per day and men no more than 36 grams per day. With sugary beverages such as regular soda which can contain about 40-52 grams of added sugar per 12oz serving, it is no surprise that the majority of our added sugar intake comes from sugary beverages (47% according to the AHA). By drinking just one 12 oz regular soda we can definitely exceed those recommendations.

To put things into perspective 40-52 grams of sugar is about 10-13 teaspoons and most people might be reluctant to eat 10-13 teaspoons of sugar in one sitting. We must also be cautious with other options such as iced teas, some of which come in large 22 oz cans which contain 62g of added sugar which is more or less double the daily limit recommended for adults. Kids and teens have a recommended daily limit of 25 g of added sugar and children should have no more than 8oz of sugary drinks per week according

Some of the most commonly consumed Frappuccino’s and blended coffee beverages can have upwards of 70-80 grams of added sugar! That’s about 3x the recommended daily added sugar limit for women.

to the AHA. When kids and teens consume this popular iced tea, they consume more than double their recommended daily limit of added sugar. Typical electrolyte containing sports drinks have about 34 g of added sugar in 20 oz bottles which also exceeds the recommended daily limit for children, teens and women. When consuming fruit juice there are some factors that should be considered. We want to aim for juices that say 100% fruit juice, avoiding added sugars, but we must also take into consideration the portions. One 8 oz cup of 100% fruit juice counts as 1 cup of fruit and it does contain naturally occurring sugar from fruits, however it is more concentrated in this sugar and does not have the fiber found in actual fruits. It is for these reasons that 100% fruit juice should also be limited. An area of increasing concern for me as a Dietitian however are Frappuccino’s and blended coffee beverages. Some of the most commonly consumed Frappuccino’s and blended coffee beverages can have upwards of 70-80 grams of added sugar! That’s about 3x the recommended daily added sugar limit for women.

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Now that we've discussed how sugary beverages can have a detrimental impact on our health it's also important to point out that it's not necessary to eliminate them forever. We can enjoy all foods and beverages in moderation. The AHA recommends that adults consume no more than 36 oz of sugary beverages per week and if an individual has goals for weight loss or blood sugar control, it may be recommended to have 2 or less per week. The good thing is that nowadays there is a larger variety of healthier alternatives than ever before. Instead of consuming frappe's highly concentrated in added sugars we can choose a skinny latte or creamy iced coffee. One can enjoy flavored sparkling waters such as Bubbly or La Croix that have 0 calories and added sugars with a fresh squeeze of natural orange or lemon juice. There are some sodas available such as Poppi or Olipop which contain 5 grams of added sugar or less. These are also sweetened with stevia which is generally recognized as safe by the FDA and can be beneficial in terms of weight loss goals and blood sugar control when consumed in place of traditional sodas. Overall, however when it comes to diet or light beverages sweetened with low calorie sweeteners such as aspartame, stevia, or sucralose it's important to approach these with caution as the effects from consuming these options over a prolonged period have been found inconclusive. Consumption of these options may be beneficial for weight loss and metabolic effects when done judiciously or in moderation according to the American Heart Association and American Diabetes Association. We just aren't entirely sure how they can affect us in high amounts over a prolonged period of time, so it's recommended to limit and consume in place of regular sugary beverages. Ultimately, the one sure beverage that's best for our health is water. There are things we can do to liven up or make water tastier such as adding our favorite fruits like berries, orange slices, and pineapple to a pitcher to enjoy fruit infused water. We can also add some teas such as Hibiscus tea to give water a refreshing flavor. Freshly squeezed orange or lemon juice gives a cool glass of water a tasty citrus flavor as well.

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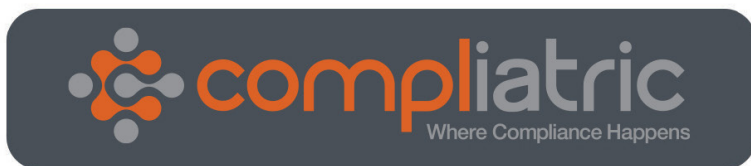
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Come learn why FQHCs across the country are making the switch from legacy general employee training systems to **Compliatric**, the **COMPLETE** training and compliance management system designed for FQHCs and HRSA covered entities.

OUR CORE MODULES:

- OSV Program Management
- Policy & Forms Library
- Employee Training LMS
- Incident Management
- Agreement Management
- Auditing & Monitoring
- Grant Management
- Exclusion Monitoring
- Credentialing & Privileging
- CHC Board Management

Key Tips for Managing Provider Documentation to Enhance Quality Care

By Michelle Layton on behalf of [Compliatric](#)

Managing provider documentation is crucial for enhancing quality care in community health centers. In the ever-changing health care space, quality care is not only dependent on the proficiency and competence of health center providers and clinical support staff, but also on the accuracy and thoroughness of documentation. Quality documentation ensures effective communication of patient information, the development of well-informed treatment plans, continuity of care and both accurate and timely reimbursement.

Managing provider documentation can be a complex task for health centers that is prone to errors and oversights that can impact patient care, as well as outcomes. Below are some tips to assist health centers enhance the quality of provider documentation:

- 1. Standardize Documentation Protocols** - Develop standardized templates and guidelines for documenting patient encounters, ensuring consistent documentation practices for all healthcare providers and clinical support staff. This will minimize discrepancies, streamline workflows, and facilitate the sharing of information, with the ultimate goal of enhancing the quality and efficiency of care. Train staff by developing and implementing documentation policies and procedures.
- 2. Maximize Electronic Health Record (EHR) System Functionality** - Leverage the functionality of EHR platforms to streamline the documentation process and improve the accessibility of patient information. Ensure providers and clinical support staff are trained in utilizing the organization's EHR by incorporating training in the orientation process and providing updates when system or process changes are made.
- 3. Encourage Point-of-Care Documentation** - Documentation of patient encounters in real-time or shortly thereafter promotes accuracy, completeness, and timely billing for services. Encourage point-of-care documentation to minimize the risk of errors and omissions, facilitate timely communication between care team members and support continuity of care.

- 4. Monitor Quality Assurance Measures** - Establish quality assurance/improvement processes to review and audit provider documentation on at least a quarterly basis. Audits should address accuracy, completeness, adherence to industry standard clinical guidelines and compliance with state and federal regulatory requirements. Utilize the results of medical record and peer review to develop training sessions and provide feedback to providers and clinical support staff. Develop corrective plans of action to address documentation deficiencies and promote continuous quality improvement efforts.
- 5. Stay Updated on Documentation Guidelines** - Ensure staff stay informed about changes in documentation guidelines, regulatory requirements, and best practices to maintain compliance and optimize documentation standards.

It is important for health centers to remember there are significant downfalls to inadequate provider documentation that are multifaceted, including compromised patient care, communication breakdowns, legal risks and financial implications. Health centers must recognize the importance of accurate and timely documentation and invest in systems, processes and training to safeguard patient safety, enhance collaboration, mitigate possible risks and uphold the highest standards of quality care.

Below are some resources that can assist with the implementation of best practices for managing provider documentation:

- Agency for Healthcare Research and Quality (AHRQ): www.ahrq.gov
- Centers for Medicare and Medicaid Services (CMS): www.cms.gov
- The Joint Commission: www.jointcommission.org
- Health Information and Management System Society: www.himss.org
- American Health Information Management Association (AHIMA): www.ahima.org

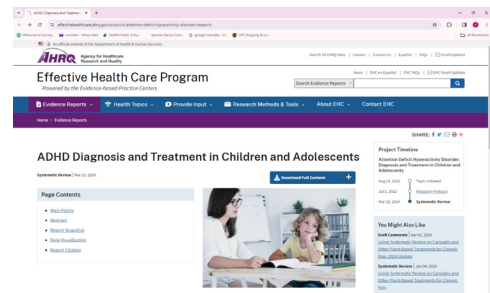
NEW ADHD EVIDENCE BASED RESOURCE



Agency for Healthcare Research and Quality

Agency for Healthcare Research and Quality just released a new Evidence Based Resource on Effective ADHD Diagnosis and Treatment in Children and Adolescents.

[Click here for resources!](#)



ILLINOIS

Various Positions

[Community Health & Emergency Services, Inc. \(CHESI\)](#) a FQHC, has multiple openings to serve patients in our system of health care centers in Southern Illinois. Physician, General Dentist, Podiatry and Registered Dental Hygienist. Our providers participate in a well-established primary care delivery system, insured by the Federal Tort Claims Act (FTCA). Practice management, support staff, equipment and supplies provided. Our competitive compensation includes liberal benefits & generous support for continuing education. We will consider part-time participation. Open to J1 or H1B eligible candidates. CHESI is cap-exempt. Contact Suzie Turner HR, by email sturner@chesi.org, or mail 1250 Cedar Court, PO Box 3008, Carbondale, IL 62901 for more information.

Various Positions

[Eagle View Community Health System \(EVCHS\)](#) is seeking a full-time Psychiatric Mental Health Nurse Practitioner and a full-time Behavioral Health Specialist (LCSW, LCPC, or MSW). EVCHS offers a competitive salary and benefits package. No weekends or late nights. Contact Colby Springer, HR Manager, by email cspringer@eagleviewhealth.org for more information.

Various Positions

Illinois Primary Health Care Association helps Physicians, Medical Directors, Nurse Practitioners, Physician Assistants, Certified Nurse Midwives, Dentists, Dental Hygienists, LCSWs, LCPCs and Clinical Psychologists find rewarding careers at community health centers throughout Illinois. To take advantage of IPHCA's complimentary recruitment assistance service please contact Jean Garner, jgarner@iphca.org, or visit www.iphca.org.

Executive Assistant

[Illinois Primary Health Care Association](#) is seeking an Executive Assistant to work in the Springfield, IL office. The Executive Assistant is an administrative support position and is responsible for performing various secretarial and support services.

If you are interested in applying for this position please send your resume to Katie Doolin, kdoolin@iphca.org.

INDIANA

Various Positions

Change Lives - Achieve Balance - Receive Support. Every day at [Jane Pauley Community Health Center](#) you'll make a difference by bringing integrated health care to our local communities. With 10 FQHC locations across central Indiana, we have current openings for Site Medical Director - MD/DO as well as RN and Medical Assistant roles. JPCHC provides you with work/life balance while practicing in a collaborative team-based environment. Visit www.JanePauleyCHC.org/Careers to learn more.

KANSAS

Mental Health Clinicians

[Atchison Community Health Clinic \(ACHC\)](#) is seeking to hire a Mental Health Clinician who is passionate about delivering services within our clinic or the school-based setting. Clinical licensure, or the ability to become clinically licensed is a must. ACHC offers competitive salary and benefit package as well as flexibility in work schedule. Located in a small, rural community setting with larger cities easily accessible. Contact Cindy Myers by e-mail at cmyers@achc-ks.org or at 913-367-4879 for more information.

MICHIGAN

Various Positions

MyCare Health Center is seeking to hire the following positions in Macomb County: Clinical Therapist, General Dentist, Staff Physician, Medical Assistant, and Community Health Worker. We offer competitive wages, a generous PTO and benefits package. Please send resumes to hr@mycarehealthcenter.org to apply or go to "Careers" on our website at www.mycarehealthcenter.org

Various Positions

Western Wayne Family Health Centers (WWFHC) is seeking vibrant OB-GYN Physicians, Nurse Practitioners,

Pharmacist, Pharmacy Techs, Behavior Health Therapist, Medical Assistants, Dentist, Dental Hygienist, Dental Assistants and Customer Service Representatives. Forward your CV/resume to humanresources@wwfhc.org. Please see our "jobs" on our website at www.wwfhc.org.

MINNESOTA

Various Positions

[People's Center Clinics & Services \(PCCS\)](#) is seeking to hire Medical Providers, Dental Providers, Dental Hygienists, and Dental Assistants. To apply, please go to our careers page following this link: <https://www.peoples-center.org/careers>. Contact Pazio Vang, HR Generalist, by email vangp@peoples-center.org for more information.

MISSOURI

Dental Director

[Missouri Ozarks Community Health](#) has an exciting opportunity for a Dental Director to join our growing, upbeat, positive team with focus on providing high quality care. Competitive and attractive salary/benefit package. Being nestled in the heart of the Ozarks, we enjoy the small town, slower pace lifestyle and outdoor activities while still near larger communities within a short drive. Join our team by emailing your resume to jowens@mo-ozarks.org or apply via <https://mo-ozarks.org/apply>. Join our team by emailing your resume to jowens@mo-ozarks.org or apply via <https://mo-ozarks.org/apply>.

Various Positions

[Katy Trail Community Health](#) operates 6 clinics, in addition to school based services and mobile units, in Central MO. We offer family medicine, pediatrics, dental, behavioral health, optometry, radiology, and pharmacy to our patients. We currently have openings for Medical Assistants, Dental Assistants EF II, Dentists, Family Medicine Physician and LMSW/LCSW. If interested in joining our team, apply online at <https://katytrailcommunityhealth.isolvedhire.com/jobs/>.

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General Dentist

[ACCESS Family Care](#) is seeking to hire a compassionate full-time GENERAL DENTIST. We have provider opportunities in our Carthage, MO and Lamar, MO clinics. ACCESS Family Care offers a competitive salary and an extensive benefit package. Please contact Nathanael Barnard, Professional Recruiter, by email: nabarnard@accessfamilycare.org or by phone: 417 – 451 – 9450 ext. 3210.

Various Positions

[Missouri's Community Health Centers](#) welcomes you! Experience what it's like to work with a team of talented and passionate health professionals and have a Career That Counts! Primary Care Medical, Dental, and Behavioral Health Professional opportunities available throughout our great state. Browse our jobs at mhpps.org or contact jadamson@mo-pca.org to learn more.

OHIO**Chief Medical Officer**

Lower Lights Christian Health Center, Columbus, OH is seeking an experienced Chief Medical Officer to join its executive team! Please visit the following link for more information and to apply: www.llchc.org.

Various Positions

Fairfield Community Health Center (FCHC) in Lancaster, OH is seeking to hire full-time healthcare professionals. We have a brand-new clinic that opened in July 2023, with room for expanded services to better serve our patients and community. FCHC offers a competitive salary and benefit package, including generous paid time off, retirement plan, health insurance day one and continuing education allowance. Contact Aimee, Director of HR, by e-mail acase@fairfieldchc.org or visit fchc.org/careers for more information.

Dentist

Grow your career with [Centerpoint Health!](#) We have two fantastic DENTIST opportunities, one in our Franklin OH clinic and one in our Norwood OH school-based health center. Please check out the careers page of our website for more details about the position and to apply today! <https://www.centerpointhealth.org/about-us/career-opportunities/>

WISCONSIN**Sr Director of Nursing**

[Sixteenth Street Community Health Centers](#) is seeking a Senior Director of Nursing in Milwaukee, WI. Competitive salary and benefits. For more information, please contact Karyn Dowling, Talent Acquisition Specialist at Karyn.dowling@sschc.org or apply on our website: [Careers - Sixteenth Street \(sschc.org\)](http://Careers-SixteenthStreet(sschc.org))

Submit your postings for our next newsletter to Renee Ricks at rricks@midwestclinicians.org

Fresh Recipe: Strawberry Crunch Salad with Champagne Vinaigrette

This strawberry salad is the best spring and summer meal! Super crunchy and textured with avocado and goat cheese. Absolutely delicious!



Resource:
<https://www.howsweeteats.com/2021/05/strawberry-salad/>

SALAD:

- 2/3 cup sliced or slivered almonds
- 3 tbsp sugar
- 10 oz arugula greens
- 8 oz strawberries, hulled and quartered or chopped
- 1 avocado, chopped
- 2 oz crumbled goat cheese
- 1/3 cup roasted salted pistachios, chopped

CHAMPAGNE VINAIGRETTE

- 3 tbsp champagne vinegar
- 1/2 lemon, juiced
- 2 tbsp honey
- 1 tsp dijon mustard
- 1 garlic clove, freshly grated
- pinch kosher salt and pepper
- 1/2 cup olive oil

DIRECTIONS:

1. Place the almonds in a nonstick skillet over medium heat. Stir in the sugar and cook, stirring often, until the sugar melts and is caramely, coating all of the almonds- about 6 to 8 minutes. Don't take your eyes off of this as they can burn quickly! Transfer the almonds to a piece of parchment paper to let them cool. Break them into pieces if they are clumped.
2. Toss the arugula with a pinch of salt and pepper in a large bowl. Add in the strawberries, avocado, goat cheese, pistachios and sugared almonds. Drizzle on the dressing and toss well. Serve immediately!
3. Champagne vinaigrette- Combine vinegar, honey, lemon juice, dijon, garlic, salt and pepper in a large bowl and whisk together. Stream in the olive oil while constantly whisking until the dressing comes together. Store in fridge for up to one week.