



Brian Rowan
Congratulating Luanne
Kramer for Past
President with a plaque
from KHEA.



Message from the President

Hello from the wetlands!

As many of us are impacted by the floods I want to say we are in same boat with many of the hospitals in the state being impacted either directly or indirectly. It's a safe thing to say the droughts of the past few years have certainly ended. I personally thought my rain gauge was broken when I looked and didn't see the orange float showing the level of water by the garden. Having put on my boots and walking down to go check the rain gauge I realized it had overflowed. The orange disc was in the standing water I used to call my front yard a few feet away. When I mentioned it to my wife she said I don't need a new gauge, it just needs to stop raining before it overflows the 6 inch gauge

we have. The main thing is we are all safe and as I write this we have been put under a tornado warning. I'm sure when it's August and 105 degrees the rain will be long forgotten. I never realized that driving to work would become a persistence based activity affected by nature.

Kansas has all 4 seasons in one week if not a single day. That keeps us on our toes with emergency preparedness and our utility plans as well as life safety. At the hospital we are working on our risk assessments and mitigation. For this I recommend keeping them as short as possible. Establish a simple 4 or 5 question risk form to determine initial risks in an area that enables all departments to start using

the process. After you have found the top 2 or 3 items to concentrate on as the areas highest risk, then customize risk assessments for that item until it is complete. Try not to back yourself in a corner while giving good direction. If multiple departments have the same objective maybe you can see if it fits as a hospital wide process so there is more involvement in addressing the issues. The more ownership people have in the process the better your hospital will be in resolving the problem and maintaining it. Risk assessments are opportunities to manage outcomes and should be used for making things better for our patients. Best of luck and keep your feet dry,

Brian Rowan



Scholarship Recipient By Tyler Quigley

In my youth, social media was a concept that was barely beginning to gain traction with websites such as MySpace and the recently created Facebook being the only major contenders in the picture. Nowadays however, social media has become ingrained into daily life, with individuals and corporations taking to the internet in droves to share their thoughts and sell products respectively. Many individuals are criticizing the use of social media in traditionally work oriented spaces, saying that it is nothing more than a distraction that prevents productivity. Upon closer observation, one can clearly see that any potential harms to productivity that social media may cause is greatly overcompensated by the amount of potential good it can do for companies and their employees. Social media has opened a new pathway for companies to create tailored advertisements based on your internet history, making them in turn much more successful. Employers are also able to scout employees more efficiently through business networking sites such as LinkedIn, letting them actively seek candidates who meet their internal requirements. Potential employees can also effectively utilize social media to showcase their individual talents through online portfolios of their work and providing

information regarding their training and qualifications. It goes without saying that employees should not be allowed to post whatever they want on their social media and think that it is acceptable; firing employees for improper etiquette online is not unreasonable as it reflects poorly on the reputation of the company. So while

there will inevitably be issues going forward with further implementation of social media in the workplace, I think it is completely fair to say that the benefits they provide to employers and employees alike are worth it.

Tyler Quigley is the grandson of Luanne Kramer



Scholarship Opportunity for Spring 2020!!
When should a Business do a project to make a profit VS doing a project that has benefits to a charity, community etc?



Scholarship Recipient
By Cameron Williams

Unless you're a philosopher, or particularly inclined to think very deeply, you might regard workplace ethics as an issue fairly standardized in contemporary days. Strive for professionalism. Behave like a responsible adult. For successful employees, these tenets are the foundation of how to act in the workplace. I might add, at face value, these ideas seem obvious and of common sense. Introduce social media, a phenomenon that started about 15 years ago, and now a whole new code of workplace ethics needs well thought out. The issue at hand is very nuanced, an answer of strictly yes or no, simply won't do.

In general, trusting employees to behave appropriately goes along with professionalism and being a responsible adult. Trust breeds trust. Robert Staubach once quoted, "If you don't have trust inside your company, then you can't transfer it to your customers". The issue at hand however is not how an employee is expected to act while employed, but rather, how prior posts might affect his or her eligibility. The answer might be made clearer by looking at legal considerations. In the United State of America, we passed a law under the civil rights act of 1964 that ensures equal employment opportunity. In short, a person may not be discriminated against based on race, gender, religion, and nationality. If these factors aren't influencing the decision in the hiring process, social media is public domain. It is public domain to everyone-including the hiring manager at the company you've just submitted your resume to.

If not race, gender, religion, or nationality being examined then, what is that hiring manager judging when looking at an applicant's social media? Anyone could guess. You might say an over-arching "profile" of a person is being built in the mind of the hiring manager. Spotting the trends and themes that are common in an applicant's online actions. This is akin to something like psychoanalyzing. In truth, all people are always psychoanalyzing each other. This is a mechanism built into the social centers of our biology. Being a good judge of character is a thing; a common accolade given to those who surround themselves with wholesome peers. But let's be honest, are all hiring managers good judges of character? They could be, but the most likely answer is no.

Now that we are to the bottom of the issue at hand, we can see how much of a grey area surrounds us. If there is no way to standardize "good character judgment" in all hiring managers, we are but one degree from discrimination. The equal employment opportunity commission under the civil rights act of 1964 prevents discrimination. Thus, the predicament. But perhaps a good case for someone who knows their psychology.

Taking a step back now, we see how this can all get so silly, so quickly. We can't always walk on eggshells or we will never make strides of progress. An employer should not draw too many conclusions about someone before getting to really know them. We've all been told not to judge a book by its cover. Companies are more than right to have their own policies about social media in their rulebook. Once official employment status has been confirmed, policy can be enforced. This can be discussed at the interview as well, and an expectation can hang in the air. Let's do our best to breed trust, by giving trust. Also, let's all be responsible, professional adults and help each other by cluing in those of us that are not.

Cameron Williams is the son of Brian Rowan

Please
join KHEA
for some
sun, fun,
and
education!

Upcoming Important Dates

- June 12th
Summer Golf in
Salina
- Sept. 17th Fall
Golf in
Manhattan
- Sept. 18 & 19th
Fall Conference
in Manhattan
- Oct. 23-25th
Region 8
Conference in
St. Charles
- April 28th
Spring 2020
Golf in Wichita
- April 29 & 30th
Spring 2020
Conference in
Wichita



All classes have been designed for professionals in the maintenance, service, management, and design industry.



Class: Mechanical Code

Date: [June 25](#)

Time: 8:30 am – 4 pm

CEUs: 6 mechanical codes

Instructor: Nelson Warthan

Agenda: This mechanical code class covers general code regulations, ventilation, exhaust systems, duct systems, combustion air, boilers, refrigeration, & piping. In addition, since the IMC makes reference to other codes and guidelines that support the original code, attendees will study the relationship between the codes and standards, and the categories of each, thus developing a correlation between the various codes. Finally, attendees will discuss changes to Section 608 of the Clean Air Act and the necessary changes that should be made to refrigerant record keeping.

Class: The Refrigeration Cycle/Refrigerant Piping

Date: [June 26](#)

Time: 8:30 am – 4 pm

CEUs: 6 mechanical

Instructor: Nelson Warthan

Agenda: This class presents the basic principles of the vapor-compression refrigeration cycle. Topics include: principles of heat transfer; sensible heat; latent heat of vaporization; refrigerants; mechanical refrigeration cycle components (compressor, condenser, evaporator, expansion device); pressure–enthalpy (P-h) chart (superheat, sub-cooling, refrigeration effect, heat of compression). Attendees also will review refrigeration system piping considerations, design guidelines, process for pipe sizing, & routing recommendations. Topics include: suction line, discharge

(hot gas) line, liquid line, hot gas bypass line, traps, double risers, refrigeration accessories required, thermal expansion valve (TXV) mounting, DX coil piping, insulation, & sub-cooling.

Registration:

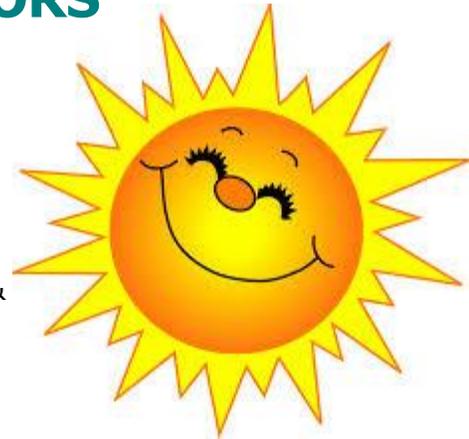
Continental breakfast, lunch and handouts included. Please register online at tranemidamerica.com, by e-mailing [Jonathon atjppoering@trane.com](mailto:Jonathon.atjppoering@trane.com) or by calling at 316-265-9655. Payment must be made in advance to secure a seat(s). We accept credit cards (Visa/MC), checks, purchase orders & cash. Please make checks payable to Trane US Inc. and mail to: Trane, c/o Training Department, PO Box 595, Wichita, KS 67201.

2019 KHEA STAR VENDORS



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Foley Power Solutions
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Hajoca
Health Facilities Group
Knipp Services
Lamunyon Restoration

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Murray Company
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RamAir
Roofmasters Roofing & Sheet Metal Company
The Garland Company
Tremco Inc.
Underground Vaults & Storage
US Engineering Services Company
Walker Loudermilk Company
Wichita Burner
Wildan Group Inc.



Barry Koetkemeyer's Retirement from Ellsworth County Medical Center. Thanks for all your work, time and friendship with KHEA.



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