

MARCH 2023



Winter Edition

ALABAMA CHAPTER NEWSLETTER

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CURRENT OFFICERS

President, *Verlon Salley*

President Elect, *DeWayne Bailey*

Secretary, *NaTarsha Brown*

Treasurer, *LaKisha Mack*

Parliamentarian, *Carlton Harris*

Communications, *Sana Imam*

Message from the President



We, NAHSE Alabama, recognize the historical disenfranchisement of the Black community within the state of Alabama. Therefore, we hope to combat the historical disenfranchisement of the Black community in the state of AL by implementing a statewide chapter to educate and empower the community of Black leaders that exist in the state of AL. The entire state! This is not only a goal we aspire to do. This is a task we will achieve. To achieve this goal, we need everyone to play their part. We have committees to populate with individuals from each region, we have healthcare facilities and other organizations that have Black and Brown people that have never heard of NAHSE; therefore, we need to get the word out. We need each and every member to ask their colleagues the following:

1. Have you ever heard of NAHSE AL?
2. Do you know how NAHSE AL can benefit you?
3. Would you like to participate in a NAHSE AL activity?

If you do not know the answer to these questions there are people you can ask within this chapter that can guide you.

	Kyle Buchanan Region 1	President Hellen Keller Hospital Muscle Shoals, AL Alabama Hospital Association, Shoals Chamber of Commerce, Leadership AL, ACHE AL		Verlon Salley Region 2	VP of Health Equity UAB Health System Birmingham, AL ACHE AL, Greater Birmingham YMCA Board, NAHSE BRC President
	Tiffany Chaney Region 3	Chief Diversity Officer Baptist Health Montgomery, AL ACHE AL, UAB Women in Healthcare Leadership Board, The Wellness Coalition		Chad Collins Region 4	Administrative Director of Operations University of South AL Health Mobile, AL ACHE AL Pres. Elect, Leadership Mobile, Mobile Chamber of Commerce

We have recently decided to host networking events in each region of the state to gather more interest in NAHSE AL. Please do not let this opportunity to have your colleagues learn more about us pass you by. Lastly, engage our social media outlets to help pass the message along.

MENTORING Committee

NAHSE AL's inaugural Mentorship Program began January 12th with orientation for 17 mentees from all across the state. DeWayne Bailey, chair of the Mentorship Committee, introduced the mentors that will be facilitating the educational sessions for the next 5 months, and provided an overview of the program and its expectations. Tiffany Chaney, Chief Diversity Officer for Baptist Health of Montgomery, then transitioned into the first session discussing Mentor/ Mentee Relationships and the value of mentoring throughout your career. We are pleased to share a recap of the following five completed sessions.

#1: Nisha Patel & Carlon Harris - The strong resumes, CVs, and cover letters session allowed Mentees to review samples of strong templates and formats and learn how to effectively align their resume with job postings. Mentees were also given the opportunity to submit their resumes to the mentors for their review.

#2: Dr. Josephine Banks & Sana Imam - The interview preparation and salary negotiations session reviewed common behavioral and technical interview questions with interview tips, a pre and post interview checklist, and offer letter and salary negotiation tips. Mentees were introduced to the key aspects of an offer package and the different offer stages.

#3: Chad Collins & LaKisha Mack - This career specific session provided a clear understanding of Academic Medical Centers, the different career avenues in Academic Medicine and the skills needed. LaKisha and Chad provided valuable insight from their own personal career journey and relationships built along the way.

#4: Sana Imam - The consulting session provided the fundamentals of healthcare consulting, the skills needed to prepare for a career in consulting, and the top health care challenges consultants are assisting clients with in today's climate. Sana also engaged the mentees with Case Study examples.

#5: Tina Malik - The health care finance session provided the primary goals of finance in health care and 10 major goals of health care finance leaders. Mentees walked away with a better understanding of the importance of finance in health care and how finance leaders partner with operations.

MOCK INTERVIEW PREPARATION

In preparation for Mock Interviews in May, we need your help to match mentees with mentors for mock interviews. Mentees will select a top profession and be matched with a mentor in that area. The profession choices are: Admin. Residency/Fellowship, Consultant, Ops. Manager, Finance, Program/Project Manager, Analyst, Tech Start Up, Other.

Mentees: Please submit your top profession choice to dewaynebailey@uabmc.edu by April 1st.

Mentors: Please submit your profession choice for interviews by April 1st. We encourage you to introduce us to members of your network in the above mentioned profession choice for interviews by April 1st. We encourage you to introduce us to members of your network in the above mentioned professions.

ALL ARE INVITED TO ATTEND THE UPCOMING MENTORSHIP SESSION HOSTED BY DR. FOSTER EXPOSE JR

In Sept. 2017, Dr. Foster Expose Jr., partnered with Deborah Grimes, led efforts to reactivate the NAHSE Birmingham Regional Chapter, playing an integral part in creating our organization's structure and serving as the chapter's first President upon reactivation. During his time in Birmingham, he served as the Director for Leadership Development for UAB Health System. He has worked for various organizations around the nation coaching Physician and Executive Leaders. He currently serves as the Director for Org. Development at Wellstar Health System. We look forward to hearing from him for our Career Planning Mentorship Session on Thursday, March 23rd at 5:30 pm via Zoom and Executive Presence on April 6th at 5:30 pm via Zoom. We invite and encourage all members of NAHSE AL to attend. (Meeting ID: 827 6036 4614 Passcode: 006560)

NAHSE ALABAMA
MENTORSHIP PROGRAM CALENDAR

* All events will take place at Birmingham-John N Whitaker Building (JNWB)-408A unless otherwise indicated*

JANUARY: 12TH, 26TH, 27TH

- 1/12 @ 5:30pm - Orientation and mentor/mentee relationships
- 1/26 @ 5:30pm - Resume/CV & cover letter review
- 1/27 @ 11am - Interview preparation and salary negotiation

FEBRUARY 16TH

- 2/16 @ 4pm - Academic medicine

MARCH: 3RD, 9TH, 23RD

- 3/3 @ 11am - Consulting (Location: Montgomery - The Lab on Dexter)
- 3/9 @ 5:30pm - Finance
- 3/23 @ 5:30 pm - Career planning (Location: Virtual - Zoom) **UPDATED**

APRIL: 6TH

- 4/6 @ 5:30pm - Executive presence, navigating leadership styles, workforce skills (Location: Virtual - Zoom)
- 4/20 @ 5:30pm - Hospital Operations **UPDATED**

MAY: 11TH, 18TH

- 5/11 @ 5:30pm - Building relationships at work; team building; DEI in the workplace
- 5/18 @ 4pm - Mock interviews, End of Program Celebration, May Chapter Meeting (Location: Montgomery - The Lab on Dexter)

FUNDRAISING & SCHOLARSHIP Committee

NASHSE AL is excited to announce the 2023 NASHSE AL Scholarship application will be open for submissions beginning April 1st. The scholarship submission window closes May 31st. Please review the scholarship information in the flyer below and share with eligible students. Click [HERE](#) to access the scholarship application.

NAHSE AL 2023 SCHOLARSHIP PROGRAM



NASHSE Alabama will award (3) one-time scholarships, up to \$2000 each, to (2) graduate students and (1) undergraduate student who is a deserving underrepresented minority interested in health care and enrolled in an in-state college program.



ELIGIBILITY CRITERIA

- Participation in at least 6 NASHSE Mentoring Program sessions
- Enrolled in an accredited college or university in Alabama
- Junior or Senior Undergraduate, 1st or 2nd year Graduate student
- Full-time or part-time
- 3.0 GPA



APPLICATION PROCESS

- Unofficial transcript
- (1) recommendation letter
- 5-minute video response to application questions
- List of other confirmed or expected financial resources/ scholarships you will receive in the upcoming academic year



SCHOLARSHIP TIMELINE

- **April 1st:** Application Opens
- **May 31st:** Application Submission Deadline
- **August 1st:** Scholarship Award Distribution



The National Association of Health Services Executives (NAHSE) is a non-profit association of Black health care executives founded for the purpose of promoting the advancement and development of Black health care leaders, and elevating the quality of health care services rendered to minority and underserved communities. NASHSE's purpose is to ensure greater participation of minority groups in the health field.

FOR MORE INFO

- ✉ LaKisha Mack - LMack@uab.edu
- ✉ DeWayne Bailey - DewayneBailey@uabmc.edu
- 📌 @NAHSEBHAMRC
- 📍 @NAHSEAlabama

CALL FOR NEW MEMBERS

The Public Policy Committee is looking for new participants to join our committee. The purpose of this committee is to develop and implement strategies to increase awareness of health disparities and social injustices by engaging with local and state partners and to support initiatives sponsored by NASHSE National Public Policy Committee Chapters. If you would like to be a part of changing the current narrative for both, please contact Verlon Salley (vsalley@uabmc.edu).

PUBLIC POLICY Committee

◆ MCH H.O.P.E.S.



REALITY CHECK
PREPARING FOR THE FUTURE
#BHMTEENHEALTHWEEK

WHAT IS REALITY CHECK?
The event is designed to walk students through real life situations- finding housing, transportation, child care and more.

DATE, PLACE AND TIME
April 20, 2023
UAB Hill Student Center
8:30 am -2pm

OUR MAIN TOPICS

- Character Building**
Real world situations
- Good Education**
 - Personal finance
 - Decision-making
 - Life skills

For more information: amarbury@uabmc.edu

PROGRAM & EDUCATION Committee

VOLUNTEER OPPORTUNITY

NAHSE AL is partnering with MCH H.O.P.E.S. for an their Reality Check: Preparing for the Future workshop on April 20th. This event offers students the chance to learn how to navigate the world/begin the adulting process.

NAHSE AL is looking for volunteers to assist with hosting the workshop. If you would like to volunteer, please contact Verlon Salley (vsalley@uabmc.edu).

The goal of MCH H.O.P.E.S. is to increase diversity in health professions by exposing high school students to multiple healthcare career opportunities, networking, and professional development.



Membership Updates



NAHSE AL GIVES A WARM WELCOME TO OUR NEWEST MEMBERS!

Tiffany Bass, Mya Buckner, Lihem Dawit, Jeffrey Hicks, TaLacy Hines, Jemichael Manora, Denise Y. Robertson, Dawn Rock, Laterrica Shelton, Jeremiah Allen Spillers, Aisha Stanton, Ayanna Sterling, Tamichael Thomas, Caleb C. Townes, Lauren Turner, Natalie Twyford

Alabama Chapter Updates

Targeted Hospitals in Each Region
Huntsville Hospital Health System, Crestwood Hospital, North Alabama Medical Center
Ascension St. Vincent's Health System, UAB Medical West, Grandview Medical Center
Baptist Health, East AL Medical Center, Jackson Hospital, Troy Regional Medical Center, Vaughn Regional Medical Center
USA Health Systems, Infirmary Health System, Ascension Providence, Spring Hill Health



Targeted Schools in Each Region
Alabama A&M University, University of North AL, Oakwood University, University of AL Huntsville
Samford University, Univ. of AL Birmingham, Miles College
Auburn University – Montgomery, Alabama State University, South University, Troy University, Tuskegee University, Faulkner University
University of South AL, University of Mobile, Spring Hill University

MEMBERSHIP ASKS

- 1) We want to hear from you! Our Montgomery team is planning a panel discussion for the May 18th chapter meeting and we want your input. Complete the one question [Google Form](https://forms.gle/Af1eKkeJt9VC34G9): <https://forms.gle/Af1eKkeJt9VC34G9>
- 2) Please share NAHSE AL with your respective AL Network and bring a potential new member to the May chapter meeting.
- 3) Do you know healthcare leaders in Montgomery? Please help us by conducting an introduction with them. Email Tiffany Chaney (tcchaney@baptistfirst.org) & Sana Imam (si96@georgetown.edu) for the drafted email introduction. Our goal is to invite as many healthcare leaders in Montgomery and the nearby areas to our May 18th chapter meeting.

UPCOMING CHAPTER MEETINGS

May 18th (Montgomery: Lab on Dexter) | August 17th (Huntsville) | November 16th (Birmingham)



Upcoming Events

Save the date for the following in-person and virtual events hosted by NAHSE AL!

3/24

Mentorship Program Session

Scholarship Application Opens **4/1**

4/6

Mentorship Program Session

Montgomery Health Policy Meeting **4/13**

UAB is hosting the inaugural Montgomery Health Policy Meeting at the Renaissance. This free event will feature Alabama leaders in medicine, public health, public policy, and govt. [REGISTER HERE](#)

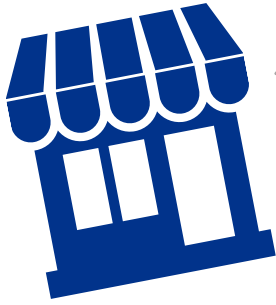
4/20

MCH H.O.P.E.S. Workshop

Mentorship Program Session **5/11**

5/18

Mentorship Program Closing Ceremony & Chapter Meeting



Business Spotlight

In preparation for the Montgomery Chapter Meeting on May 18th, here is a list of black-owned Montgomery businesses you can check out when you're visiting!

Ishi? Boutique



The Cheesecake Emporium



Be.YOU.tiful Boutique

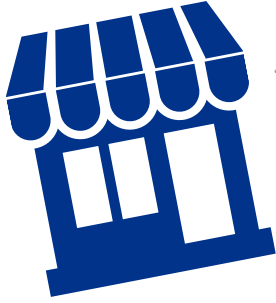


Island Delight



Davis Cafe





Business Spotlight

In preparation for the Montgomery Chapter Meeting on May 18th, here is a list of black-owned Montgomery businesses you can check out when you're visiting!

Yellowhammer Bistro



Plant Bae



JoZetties Cupcakes



Cafe Verde



Torch Cigar Bar on Mulberry

