



## **2023 Convention Speakers**

**Matthew Borchardt** is a Principal with CLA in Minneapolis. His experience has been heavily concentrated on the health care industry. He has supported numerous strategic capital planning projects and is skilled in development and utilization of the CLAIntuition financial modeling tool for health care strategic consulting clients. Specialties: CLAIntuition, Healthcare, Strategic Planning, Facilitation, Physician Development Plan Analysis, Physician Productivity Analysis, Pricing Analysis, Physician Demand Analysis, Post Acute Demand Analysis, SNF Demand, Hospice Demand, Service Line Profitability, Valuations, Medicare Reimbursement, Physician and Hospital Integration, Post Acute, and Strategic Financial Analysis.

**Carol Bradley, MSN, RN, FAONL** is the current CNE for ProLucent Health, a workforce technology and solutions company focused on improving how healthcare manages its workforce. Carol is a nationally recognized healthcare leader who has served as the system nurse executive in several prominent health systems. Within these roles she was responsible for system-wide nursing strategy and integration, nursing practice and education, clinical resource management, care management, pharmacy, and several clinical service lines. Carol received her undergraduate degrees in nursing from the University of Nebraska and a master's degree in nursing from the University of Arizona. She is a Wharton Fellow and a Fellow in the American Organization of Nurse Leaders. She is also a recipient of the Daisy Lifetime Achievement Award. Carol has been actively involved with nursing policy and legislative issues in the nursing profession, serving as President of both the Association of California Nurse Leaders and the American Organization of Nurse Executives and Board Chair of the Oregon Association of Hospitals and Health Systems. She was appointed by the Oregon Governor to co-chair the state-wide Nurse Staffing Advisory Board. She is known for her relentless advocacy for nursing and creating a strong professional work environment for nurses. She believes in advanced education as an employee investment strategy, particularly important to nursing. She has been a national speaker and consultant on nursing/patient care, workforce issues and work environment improvement.

**M.J. Clark, M.A., APR, Fellow PRSA**, has been a prominent Columbus communications professional for more than 20 years and with ILS since 2006. She has presented at national and local conferences on leadership, succession planning, management, marketing, stress management and communication topics. M.J. has a master's degree in organizational communication from The Ohio State University and a bachelor's degree in public relations from Ohio University's Scripps School of Journalism. She is Accredited in Public Relations and was the 2005 president of the Central Ohio Public Relations Society of America, an organization of nearly 400 communication professionals. She is the author of "Shut Up and Lead: A Communicators Guide to Quiet Leadership." As a Senior Leadership Consultant, M.J. has helped countless business owners and senior level directors/managers become more emotionally aware and communicate more effectively to grow their business, plan for succession, and become more effective leaders. M.J. has assisted such companies as Husky Energy, South Central Power Co., Matesich Distributing, Corna Kokosing, George J. Igel & Co., Security First Insurance (Florida), Upward Brand Interactions, Elford Construction, Bryan City Schools, and others.

**Andy Core** has a master's degree in the science of human performance and has spent the last 16 years mastering the art of inspiring people to become energized, healthy, motivated, and better equipped to thrive in today's hectic society. His "research scientist meets standup comic" style gives audiences the proprietary information and inspiration needed to accomplish more at work, live healthy, and still have a life. Combining stories from his experience as a successful consultant with the latest research, he will ignite your motivation, show you how to execute a better way of life and live to enjoy it.

**Craig Deao** is a senior leader at Huron, and a highly regarded national speaker on leadership, engagement, quality, and patient safety. He works with healthcare executives to create highly reliable organizations where employees want to work, physicians and nurses want to practice, and patients want to receive care. Born and raised in New Orleans, Craig received two bachelor's degrees from Louisiana State University. He received a master's degree in healthcare administration from the University of Minnesota. Craig now lives in Pensacola, Florida, where he has served on the quality committee of his local health system. He is married to Julie and is the proud father of Sam and Jack.

**Terry Ferebee Eckmann**, Ph.D. is a Professor Teacher Education and Kinesiology at Minot State University (MSU). Eckmann is an award-winning presenter, author, and researcher. She presents internationally on topics related to effects of lifestyle choices on the brain, movement that matters, healthy aging, brain and learning, stress management, worksite wellness and the power of choice. Eckmann and her daughter, Katie, coauthored "101 Mindfulness and Meditation Practices" Terry's other two books "101 Ways to Age Gracefully" and "101 Brain Boosters" are used in schools and active aging communities nationally. She and her husband have two grown children and two grandchildren. Her current favorite role – grandparenting! She has a passion for family, friends, traveling, entertaining, hiking, golf, group exercise, yoga, teaching and learning. Eckmann believes in living life to the fullest!

**Megan Flom** is an attorney/shareholder with Camrud, Maddock, Olson & Larson, Ltd. in Grand Forks, North Dakota. She obtained her Bachelor of Science in Nursing from the University of North Dakota. She worked as a Registered Nurse for ten years in various healthcare settings before going to law school. She obtained her Juris Doctorate from the University of North Dakota in 2015. Her legal practice primarily consists of healthcare law, medical malpractice defense litigation, employment law, guardianships, and debt collection for nursing facilities.

**Brad Gibbens** is the acting director of the Center for Rural Health (CRH) at the University of North Dakota (UND) School of Medicine & Health Sciences and an assistant professor at the School of Medicine & Health Sciences. In addition to being the acting director, Brad has served as the deputy director. His primary areas of responsibility are health policy; community development/community engagement (including meeting facilitation, network collaboration, and strategic planning and thinking); program and grant development; program evaluation; and qualitative research. He has provided over 300 presentations (national, regional, state, and community) on such subjects as rural health trends and issues, the future of rural health, the importance of community in rural health, community engagement, rural health policy (state and federal), policy development, health reform and rural health, the role of the health sector in community and economic development, and other subjects. He has presented numerous grant writing workshops and facilitated several strategic planning sessions. Brad has worked with over 130 rural communities in eight states in his 37-year career.

**Melissa Hauer** is General Counsel/VP of Advocacy at the North Dakota Hospital Association. Prior to joining NDHA, Melissa was in private practice in Washington and North Dakota, and she was also previously the General Counsel for the North Dakota Department of Human Services, the North Dakota Insurance Department, and Sanford West. Melissa has a Bachelor of Arts degree from the University of North Dakota and a Juris Doctor degree from Gonzaga University School of Law.

**Trisha Jungels**, CNO at Jamestown Regional Medical Center, has 20 years of professional nursing experience providing care to all generations that include medical-surgical, critical care, hospice, public and home health environments. She actively participates in community health assessment and improvement planning for Stutsman and Logan County. Jungels serves on the University of Jamestown, MSU-Bottineau Nursing Advisory Boards, and the Eventide Advisory Council Charter. In 2001 Jungels was a member of a Guatemala Mission representing the University of Jamestown. During her time in Guatemala, Trisha assisted in the arrangement of day clinics that provided care to hundreds in need. In 2002, Jungels earned her Bachelor of Arts in Nursing at the University of Jamestown. She is the Chief Nursing Officer and Vice President of Clinical Services at Jamestown Regional Medical Center.

**Ralph Llewellyn** has 30 years of experience in healthcare finance, leadership, reimbursement, and operations. He began his healthcare career as a hospital CFO for a 49-bed hospital with a 116-bed nursing home. Ralph has been with Eide Bailly for 25 years and is currently the Partner-in-Charge of Critical Access Hospitals and Healthcare Consulting. He assists providers by developing solutions focusing on cost report reimbursement, chargemaster development, billing compliance, operations leadership, organizational structure, process flow, use of business intelligence tools and board education.

**Tammy Monsebroten** is a Licensed Clinical Social Worker, a graduate of Minot State University and University of North Dakota. Tammy has had the privilege of serving Veterans and staff at the Fargo VA HCS since 2010.

**Wendy Schmidt** has worked in various roles as a nurse over the past twenty years including women's health, health and wellness and community health. She has spent the last three years establishing the Community Health Worker program for Sanford in the Bismarck region. Additionally, during that time she helped draft and support a bill introduced at the 68th legislative session in North Dakota earlier this year. This bill established a CHW task force with the promise of Medicaid reimbursement to follow. She is excited to be here and share her experiences with Community Health Workers and how their role can build better, healthier communities.

**Julie Shelton** is a Clinical Nurse Specialist at Essentia Health in Duluth, Minnesota.

**Cyndi Siders** has more than 30 years of healthcare, administrative and insurance experience, 25 of those years focused on risk management and patient safety. Cyndi's responsibilities as CEO and Executive Consultant of Siders HealthCare Consulting, LLC include providing customized risk management and patient safety professional consultation and strategic support, coaching, mentoring, and education for healthcare organizations and health systems, risk management companies, insurance and claims management companies, and insurance agencies.

**Michelle Stenbeck** is the Chief Nursing Officer West Market for Essentia Health in Fargo. She is a strategic and innovative healthcare nursing leader known for building nationally ranked committed teams and high-touch clinical programs with technology integrations, that deliver exceptional evidence-based patient care and growth. She is recognized as a strategic and collaborative leader.

**Nicole Threadgold** is a senior project coordinator with the Center for Rural Health (CRH) at the University of North Dakota School of Medicine & Health Sciences in Grand Forks. Nicole's responsibilities include coordination of Flex and SHIP activities. Before joining the CRH, Nicole was foundation director and marketing coordinator for a North Dakota Critical Access Hospital. Originally from South Dakota, Nicole earned a master's in business administration (MBA) from Mount Marty University in Watertown, South Dakota, and a Bachelor of Arts degree in journalism with an emphasis in advertising from South Dakota State University in Brookings, South Dakota. She most recently completed the healthcare administration tract of the MBA program through the University of Mary in Bismarck, North Dakota.

**Geoffrey Tso, MD** is Head of Clinical Innovation at Curai Health. He develops artificial intelligence innovations that scale the delivery of virtual primary care and urgent care that scales to improve access to care nationwide. In addition to his role at Curai, Dr. Tso is a Clinical Assistant Professor of Medicine in Primary Care and Population Health at Stanford University School of Medicine. Geoffrey completed a postdoctoral research fellowship in Medical Informatics at the Center for Innovation to Implementation (Ci2i) at the VA in Palo Alto and the Center for Health Policy/Primary Care and Outcomes Research (CHP/PCOR) in the Stanford University School of Medicine. He received his medical degree at Albert Einstein College of Medicine and has an Electrical Engineering and Computer Science degree from the University of California at Berkeley.

**Kostas Voutsas** has been teaching Management and Human Resource courses for over 20 years. He is an assistant professor of management at Arizona State University. Kostas received the educator of the year award, the distinguished teacher of the year award, the outstanding teacher of the year award, as well as the TRIO outstanding faculty award from DSU. He received the inclusive teaching award from ASU and two outstanding presenter awards

from EMU and the Clute Institute of Academic Research. Kostas delivers humorous dynamic presentations at national and state conferences and publishes his research in scholarly journals. He also serves as a consultant conducting individualized training/professional development seminars. His book *Secrets to Making Diversity Work* discusses managing gender, cultural, and generational differences to better lead and succeed.

For the past 25 years, **Debra Weiss** has focused her practice in the area of employment litigation, advising, training, and counseling, where she regularly assists employers with all aspects of employment matters. She is licensed to practice law in Minnesota, Wisconsin, Iowa, and North Dakota in both state and federal court. She helps employers navigate through the complicated and often-technical myriad of state, federal and local statutes and laws impacting employment decisions from the hiring process to performance evaluations, discipline, and separation, as well as litigation arising from all of those stages.

**Tim Wiedrich** joined the North Dakota Department of Health in 1984 as a program representative for the Division of Emergency Health Services. He became the state training coordinator in 1986 and was appointed director of the division in 1988. Tim is currently section director of the Health Response and Licensure Section of the North Dakota Department of Health and Human Services. He has held this position since 2001. Tim received a Bachelor of Science in Business Administration and a Master of Science in Business Management from the University of Mary. He received a Certificate of Public Health Emergency Preparedness from the University of Minnesota. He is a past president of the National Association of State Emergency Medical Services Directors. He served as the first president of the Directors of Public Health Preparedness, which is a national organization of state officials organized under the allocation of state and territorial public health officers.