



# Kansas Healthcare Engineers Association

KHEA's spring conference was held at the Ramada Inn in Salina April 6 – 7. We kicked off events with a golf tournament at the Salina Municipal Golf Course on Tuesday. A record 69 golfers were able to come out and enjoy a day filled with laughter and fun.

Quentin Ellis from Hutton Construction won the "longest putt" contest sponsored by Desco Coatings. With his putt Quentin won 4 Royals tickets and a parking pass. Desco also sponsored lunch at the course after golf was finished. We thank Desco for their friendship and support of our organization.



On Tuesday evening Nabholz Construction Services sponsored a social event for all golfers and conference attendees. We all had a great time visiting and networking with old friends and with our new members.



On Wednesday conference attendees listened to Jack Gosselin speaking on role-based HCFM career development and Nelson Wartan on boiler operation and maintenance. On Thursday morning we welcomed Amanda Yorkey from the Kansas State Fire Marshal's office and Tim Hayes from Phillips Lighting Company.

At Thursday's traditional round table event, Mike Connell from Russell gave a brief update on the status of House Bill 2082. As you all know, this bill has been discussed extensively over the past year when it was approved by the Kansas legislature. When it was signed into law it made it impossible for hospital engineers to perform even minor repairs to medical gas systems.

"The way the bill was worded was what made the difference. The word "maintain" was used. They also used the words "no one" when it should have read "no installer". This bill went under the radar until it was signed into law. Contractors didn't know about it; even the state fire Marshall wasn't aware of it and that office was the one responsible to enforce it," Mike explained.

From the very beginning Mike worked closely with KHA officials. They contacted then Senator Janice Lee and Senator Dan Johnson to actually look at the bill. They too, didn't know anything about the bill and what it would do to hospitals in Kansas. Mike was even more surprised to find that our state legislators didn't even know the Kansas Healthcare Engineers Association even existed.



As a result of a great deal of effort a revised bill passed both the house and the senate and is sitting on the governor's desk waiting to be signed. It didn't get hospital staff completely out of it. Eventually it will require training and certification on hospital maintenance systems. While it isn't required at this time, it would be a good thing for KHEA to provide this training at an upcoming conference and document that we did so. In the future we also need to keep in touch with elected officials in our state to make sure they know who we are and what we do. The board will put together a letter to our elected officials introducing KHEA and giving a brief overview of what we do in Kansas.

In closing, KHEA and the board would like to thank everyone who helped make our April events a success! We do appreciate all the hard work and dedication of our members and our vendor partners. I hope you can all join us at our conference with vendor show in Junction City in September.

# Kansas Healthcare Engineers Association

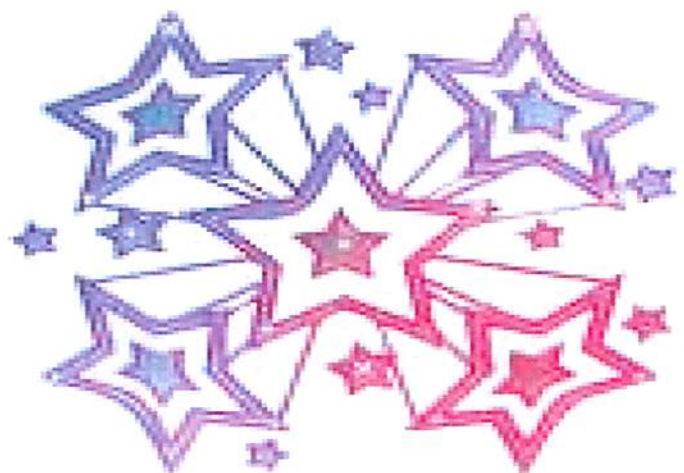
## 2011 STAR VENDORS

**AECOM Ellerbe Becket**  
**All Systems Designed Solutions**  
**American Boiler & Mechanical**  
**Becker Pumps Corporation**  
**Building Controls & Services**  
**ChemTreat**  
**Clean Work Booth Inc.**  
**Cullum & Brown Inc/Ohio**  
**Medical**  
**Door Controls Inc.**  
**Edelman-Lyon**  
**Glassman Corporation**



**Great Plains Equipment Supply**  
**Hajoca**  
**Hebco**  
**Hutton Construction**  
**Kansas Trane**  
**Lamunyon Cleaning & Restoration**  
**McCownGordon Construction**  
**Midwest Sales**  
**Modular Services Company**  
**Nabholz Construction**

**Peterson Predictive**  
**Maintenance**  
**RamAir**  
**RJV Distributing**  
**RSTI**  
**Simplex Grinnell**  
**Specified Technologies Inc.**  
**ThyssenKrupp Elevator**  
**WDM Architects**





**48<sup>th</sup> Annual ASHE Conference  
And Technical Exhibition  
July 17 – 20, 2011**

**Washington State Convention  
& Trade Center  
Seattle, Washington**

**SCHOLARSHIP APPLICATION  
TOPIC FOR  
SPRING 2012 SEMESTER**

“I have found no greater satisfaction than achieving success through honest dealing and strict adherence to the view that, for you to gain, those you deal with should gain as well.” - Alan Greenspan

Greenspan argues that one person’s success should not come at someone else’s expense. To what extent do you agree or disagree with Greenspan’s opinion about a successful career? Write a one page essay stating your opinion and support your position with reasons and examples from your own experiences, observations or reading.

A copy of the Spring 2012 scholarship application is included in this newsletter.

Applications are due no later than September 5, 2011 to Herman Hoffman in Lyons

**KHEA Bulletin Board  
Opportunities  
June – September 2011**

**FALL 2011 KHEA Conference  
Courtyard by Marriott, Junction City  
September 13 – 15, 2011**

Our fall conference with vendor show is returning to Junction City in 2011. A block of rooms has been set aside at the Courtyard by Marriot but they have another event occurring at the same time as ours. Please call 785-210-1500 and reserve your room now; the KHEA block rate is \$89 plus tax. This rate will be available through August 21, 2011.

We’ll kick off our events with a golf tournament on Tuesday September 13 at Colbert Hills in Manhattan. Engineers - If you are interested in golfing, please contact Luanne Kramer at [luanne.kramer@haysmed.com](mailto:luanne.kramer@haysmed.com) for information on cart rental and green fees.

Vendor packets went out via e-mail in April. The rest were mailed on May 2. If you didn’t receive a packet, call Luanne at 785-650-2750 and she will get one to you. Please get booth registration information in as soon as possible to assure a spot at our show. We hope to see you all there!!



**Upcoming Classes at Kansas Trane**

- June 21 – CGAM Operation and Maintenance (Nelson Warthan)
- June 22 – Basic Electricity (Nelson Warthan)
- June 23 – Boiler Operation and Maintenance (Nelson Warthan)
- June 24 – Mold, Moisture and Indoor Air Quality (Nelson Warthan)
- July 28 & 29 – Basic A/C Clinic (Nelson Warthan)
- August 23 – Schematics and Wiring Diagrams (Nelson Warthan)
- August 24 – Maintenance Optimization on a Tight Budget (Nelson Warthan)
- August 25 & 26 – EPA Section 608 Certification Prep & Exam (Nelson Warthan)

You can register online at [www.kansastrane.com](http://www.kansastrane.com) or via e-mail at [jppoering@trane.com](mailto:jppoering@trane.com)

## FALL 2011 SCHOLARSHIP AWARD TOPIC

*"I am a great believer in luck, and I find the harder I work, the more I have of it." Thomas Jefferson*

Jefferson believed that luck was often the result of hard work rather than mere chance. Are some people just lucky, or do good things more often come to those who work hard to create opportunities for themselves?

Scholarships for the fall 2011 semester were awarded to the following lucky students on Thursday, April 7.

Harold Robinson

Father – Tracy Robinson of Liberal

Growing up I was always told that luck came to those who seek it. I have learned through my experiences of going to school and just growing up that luck comes to many unfortunate, and in my opinion, undeserving people. This is not the case with everyone though. Luck is defined as many things, but to me luck is taking what we are given and making the best of any situation.

In high school I was not the student that got straight A's, but I studied hard and made the best grades I could. For my hard work I was asked to join *Who's Who of American High School Students*. When I asked around my class if anyone else had been asked or even heard of this academic achievement, no one had any idea what I was talking about. I was later asked to join my school's *National Honor Society* which I greatly accepted. So even though I did not make the best grades in my class, I still achieved a high academic standing after graduating high school.

Throughout my life I have seen many people win the lottery. I would think to myself how can these people be so lucky? They can win so much money while my family is on the brink of debt. I have learned that many of those people were in the same predicament as my family, but I would question how it is that we cannot win anything in the lottery. I have found the answer; my family is full of hard workers. That is all we know how to do but we also spend our money on things that we need and want.

Luck is not something that can just come about by hard work, but it is also not something that some people have and others do not. Luck is however something small that everyone has. The simple fact is that luck is anything that someone may overlook in their day to day life. Luck cannot be earned or given; luck is accepting what is put in front of you and embracing the best in every situation, whether it is being able to feed your kids for the day or winning big in the lottery. Luck is accepting what life throws at you and making the best of it.

Kara Jeardoe

Father – David Jeardoe of Belleville

I agree with Thomas Jefferson that the harder you work the more luck you will have. It is because of your hard work that you have so many opportunities. The more opportunities you create for yourself the greater the possibility that at least one of those options will be incredible and many would consider this opportunity as lucky when in fact you are being rewarded for all your hard work. Prepare your field for rain; if you don't put out the effort then you won't reap the benefits.

There are those instances though when you are just plain lucky. Our wash machine broke down and my father was in the hospital. My mother and I went to an auction to replace our old machine. We determined that the wash machine they had for sale was not in good shape. We were preparing to leave when they brought out an out-of-commission sheriff's car. The bid started at \$50 which caught our attention. We ended up buying a car for \$200 instead of a washing machine. The only thing it needed was a new battery and I still drive this car to school to this day.

I consider my parents to be very lucky; they have great jobs, a wonderful home and a strong family. They would not have these if they did not work hard. I believe they have instilled that hard work ethic in me so that one day down the road I may be just as lucky as they are.

So, in a sense people are lucky, but it is because of their hard work and the effort they put into their everyday lives that makes that luck.



# CHANGE MANAGEMENT: Selling Change

One of the hardest parts of managing change in an organization is getting people to go along with you. It's often thought that, in any change, only 5% of people will support the change initially. That means you have to sell the change to a large number of other people if you want to succeed. Here are 3 things you need to do.

## 1. Be More Than a Manager, Be a Leader

Effective change requires a marriage between the best of management and the best of leadership. Managers will come from the organizational structure. Leaders can come from anywhere within the organization.

Good management requires:

- defining the business case for change
- assessing how ready the systems are for change
- establishing a plan
- setting expectations, milestones, and targets
- managing the change as a project with timescales, costs, and outputs
- monitoring progress
- fire-fighting and overcoming crises.

Good leadership requires:

- winning hearts and minds
- engaging and connecting with people
- walking the talk.



## 2. Don't Use the C Word

The level of anger and fear at the prospect of change is always linked to how much people are committed to the status quo. This often links to how much people have invested in where they are now and their feelings of security and control.

Sometimes, people will react physically to the news of a change. The colour will leave their skin, their breath will become short, and they may need some kind of support as their legs begin to buckle. It is almost as if the ground has been taken away from them.

In the working situation, it is a good idea to avoid using the word, "change" when announcing a change. Instead, focus on the new behaviours that are needed and your confidence that people will acquire them. This focuses people's thoughts on their future identity and what they will gain rather than on their past identity and what they are going to lose.

## 3. Trust and Communication

When Robert Oppenheimer took over the Manhattan Project to develop the A-bomb in 1942, he found that the technicians responsible for the mathematical calculations were making an enormous amount of basic errors. So much so, that their work had to be double and triple checked by other teams.

Oppenheimer asked, "Why is this happening? Don't these people know that their work could shorten the war by years and save countless thousands of lives?" The Department of Defense told him that, for reasons of security, the mathematical team was not allowed to know the mission that they were working on.

Oppenheimer, however, insisted that despite the security implications they should be told. When they were, the error rate disappeared overnight as the teams realized the implications of their work.

We all fear change because change is uncertain. Only when we believe that there is more to be gained by investing in the new than in staying with the old will we start to change. In a time of rapid and unceasing change, that is the job of managers and leaders everywhere.

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# Kansas HealthCare Engineers' Association

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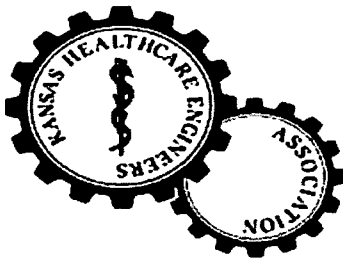
**Luanne Kramer**  
Hays Medical Center  
2220 Canterbury Dr.  
Hays, KS 67601

If you have articles, advertisements, or special events coming up in your hospital or in your company that you'd like to share with KHEA's membership in the September 2011 newsletter, please contact Luanne Kramer at 785-650-2750, or by e-mail at [luanne.kramer@haysmed.com](mailto:luanne.kramer@haysmed.com) no later than August 10 2011.

## Kansas Healthcare Engineers Association

President – Rod Wedel of Newton – [rod.wedel@newmedctr.org](mailto:rod.wedel@newmedctr.org)  
Immediate Past President – Norbert Flax of Ransom – [nflax@grisell.org](mailto:nflax@grisell.org)  
President-Elect/Program Committee – Francis Dreiling of Salina – [fdreilin@srhc.com](mailto:fdreilin@srhc.com)  
Secretary/Vendor Show Liaison – Luanne Kramer of Hays – [luanne.kramer@haysmed.com](mailto:luanne.kramer@haysmed.com)  
Treasurer – Mike Connell of Russell – [mikec@russellhospital.org](mailto:mikec@russellhospital.org)  
ASHE Liaison – Barry Koetkemeyer of Ellsworth – [bkoetkemeyer@ewmed.com](mailto:bkoetkemeyer@ewmed.com)  
KHA Liaison – Jennifer Findley of Topeka – [jfindley@kha-net.org](mailto:jfindley@kha-net.org)  
KHA Liaison – Dan Leong of Topeka – [dleong@kha-net.org](mailto:dleong@kha-net.org)  
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Scholarship Committee Representative – Herman Hoffman of Lyons – [hhoffman@rch-lyons.com](mailto:hhoffman@rch-lyons.com)  
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Program Committee – Tracy Robinson of Liberal – [trobenson@swmedcenter.com](mailto:trobenson@swmedcenter.com)  
Program Committee – Wade Needham of Abilene – [wneedham@mhsk.org](mailto:wneedham@mhsk.org)  
Program Committee - Chris Tillison of Howard and Helmer Architects, P.A. – [tillison@howardandhelmer.com](mailto:tillison@howardandhelmer.com)

BOARD MEETING NOW



**Kansas Healthcare Engineers Association  
Scholarship Application  
To be awarded September 15, 2011**

Name \_\_\_\_\_ Address \_\_\_\_\_

Phone \_\_\_\_\_

Requirements to qualify for spring 2012 scholarship(s):

1. MUST BE AN IMMEDIATE FAMILY MEMBER OF A KHEA MEMBER or BE A KHEA MEMBER IN GOOD STANDING  
Member Name \_\_\_\_\_  
Relationship \_\_\_\_\_
2. ATTENDING COLLEGE, UNIVERSITY, JUNIOR COLLEGE, OR VO-Tech or BE A KHEA MEMBER PARTICIPATING IN FURTHER TRAINING OR EDUCATIONAL CONFERENCE  
College or School Name \_\_\_\_\_  
Semester Attending \_\_\_\_\_  
Conference Name \_\_\_\_\_ Date \_\_\_\_\_
3. MUST SUBMIT A ONE-PAGE ESSAY ON:

**"I have found no greater satisfaction than achieving success through honest dealing and strict adherence to the view that, for you to gain, those you deal with should gain as well." Alan Greenspan**

Greenspan argues that one person's success should not come at someone else's expense. To what extent do you agree or disagree with Greenspan's opinion about a successful career? State your opinion and support your position with reasons and examples from your own experiences, observations or reading.

Two \$250 scholarships will be awarded for each semester. Students are required to reapply and submit an essay for each semester they wish to be considered for. Financial need, scholastic status, and degree major are NOT factors in the selection process. The scholarship committee will judge applicant essays, and the two essays that receive the most votes will be awarded the scholarships for the following semester. Scholarship committee members with family member(s) as applicant(s) WILL NOT vote.

*Applications for the spring 2012 scholarship awards must be received by September 5, 2011.*

Winning applications will be forwarded to the KHEA treasurer who will in turn notify the winner(s) by mail. Included will be information they'll need to claim their \$250 check.

**Proof of enrollment for the spring 2012 semester is required before payment will be made.**

Please attach essay (without name) to this application and send to:

KHEA Scholarship Committee  
c/o Herman Hoffman  
Hospital District #1 of Rice County  
P.O. Box 828  
Lyons, KS 67554-0828  
hhoffman@rch-lyons.com

\_\_\_\_\_  
Student Signature

\_\_\_\_\_  
KHEA Member Signature