1. As the health care landscape continues to change, what are some of the common challenges facing the entire ASHE membership?

   Common challenges include:

   a. An aging workforce. As many of our team members near retirement, succession planning and new team member orientation has become a high priority. Hiring replacement staff before existing staff retire is difficult from both financial and resource perspective, but vital to transfer facility specific knowledge and skillsets.

   b. Reductions in budgets due to the impact of the Affordable Care Act which also impacts associate members.

   c. Developing strategies for maintaining aging equipment and facilities to extend the life of those resources.

   d. Staffing reductions and the resulting increase in workload and responsibility for remaining staff, yet still provide a high-quality patient care environment. This includes helping staff to adapt yet still enjoy a satisfying work experience.

   e. Technology innovation and integration impacts how facilities management occurs, yet many are faced with little or no resources to make the necessary modernizations to take advantage them and as a result many facilities struggle to even continue to operate existing equipment.
g. Finally, a common challenge for all is in adapting to how healthcare is delivered once the current pandemic situation passes. This will impact every sector related to healthcare facilities management.

2. What can ASHE do to ensure that the needs of all members are being met?

Several things can be done including:

a. Making every effort to effectively communicate with and understand members and the situations they are facing regardless of their membership type.

b. As a trusted industry resource, continue to find means to provide high quality, low cost education while remaining a leader in advocacy with code writing and enforcing bodies. Especially in times like these with COVID 19, where regulatory guidance and networking become so critical for the membership to effectively respond and successfully adapt to the changing environment in which care is provided,

c. Continue to research and provide means of professional development for our members that are high quality and low cost. Discover and fully implement means to more fully integrate associate member education and experience into our offerings and benefits.

d. Continue to educate and promote sustainability to the entire ASHE membership to significantly and meaningfully impact the design, construction, operation, and maintenance of the physical environment

3. The ASHE Board sets the vision and strategic direction for the organization. What specific initiatives would you like to accomplish to help advance ASHE strategic plan?

ASHE’s strategic goals are the reputation of our members, the capacity in which ASHE serves those members and the regulatory environment. To meet those goals, the initiatives I would like to accomplish if elected are:

Reputation:
1. Develop a model to strengthen existing societies and help create societies where they do not exist with processes to enable them to grow and flourish.

2. Develop and implement a process to educate high school and college students on the healthcare engineering field and opportunities for them.

**Capacity:**

3. Focus on innovation of the entire membership experience and delivery by:
   a. Developing new models of annual education to utilize when PDC or annual is canceled or other models are preferred by the next generation.
   b. Discovering and implementing means to more fully integrate associate member education and experience into our offerings and benefits.

**Regulation:**

4. Work with code bodies and regulatory agencies to research and develop the means to safely adapt quickly during disasters.

**4. What professional or personal experiences have helped prepare you to serve as ASHE President?**

Through my experiences as committee member, board member and President of state chapters and AHA Certification Center, I have learned the value of soliciting input from various positions on a given topic and leading the group to a consensus for decisions. I been a part of the team(s) and led teams to bring about transformation/revitalization of state societies and the Certification Center. I have a rapport with both professional and associate members as well as their member groups.

While on the board of ASHE, I became very familiar with the processes and have a good working relationship with the staff, some of whom I have worked with for many years.

Personally, I have had similar experience on various boards and agencies outside of healthcare. I have also started and owned two of my own businesses, so I have the drive to see a project through successfully. I am
excited at the opportunity to serve you and all our ASHE members to help ensure ASHE remains the stellar organization we all need and want.

Thank you for your consideration and vote!