

**JOHN M. OSSE, CHE**  
**Interim Healthcare Executive**  
**3945 South Poplar Street**  
**Casper, Wyoming 82601-5928**  
**johnosse@yahoo.com**

**(307) 258-9843**

**www.johnosse.com**

**PROFESSIONAL EXPERIENCE**

**HELP FOR HEALTH HOSPICE HOME +HEALTH VAN**

February to August, 2010

Community non-profit

Reason for leaving: completed engagement

Eight in-patient beds/outpatient services

Riverton, Wyoming

Job Title: Interim CEO

Accomplishments Include:

Made staff changes; updated and enforced personnel policies; developed financial statement; implemented budgeting process; improved purchasing system; implemented pharmacy management contract significantly reducing costs and improving pharmacy management; changed billing system to new comprehensive electronic billing and medical record system reducing cost and improving reimbursement, first inpatient hospice facility in Wyoming to implement electronic billing; reduced oxygen consumption by 80%; implemented health, life and long term disability benefits; arranged for board education regarding legal issues; developed and implemented public relations campaign to promote outpatient services; assisted in developing hospice sponsored community fund raising program (barn dance); developed contract for medical director; developed policy and appointment of chaplain; improved moral; recruited Executive Director.

**HELP FOR HEALTH HOSPICE HOME + HEALTH VAN**

December 10, 2009

Community non profit

Eight in-patient hospice beds/outpatient services

Riverton, Wyoming

Job Title: Consultant

Accomplishments Include:

Board Education/Consultation.

**OAKES COMMUNITY HOSPITAL**

October, 2008 to April, 2009

Operated by Catholic Health Initiatives

Reason for leaving: completed engagement

A 20 bed Critical Access Hospital

Oakes, North Dakota

Job Title: Interim CEO

Employed by B.E. Smith – (800) 401-5739

Accomplishments Include:

Eliminated 3.5 FTE s in administrative staff including the position of VP for clinical services; nurse manager was promoted to director of nurses; position of on-site controller was created; laboratory technician hired; hired CRNA reducing cost of contract services; convinced surgeon to perform surgeries during the day instead of evenings reducing overtime of nursing staff; closed obstetrical unit effective July 1, 2009; improved communication with local board of directors; improved communications with staff; established contact with local ambulance services, economic development, chamber of commerce, mayor's office, newspaper; established reoccurring articles in local newspaper informing community of events and services at hospital; implemented plans and contracts to recruit two physicians and two nurse practitioners to create a hospital based clinic.

**MERCY HOSPITAL**

May, 2008 to October, 2008

Valley City, North Dakota

Reason for leaving: Completed Engagement

Operated by Catholic Health Initiatives.

A 25 bed Critical Access Hospital

Job Title: Interim CEO

Employed by B.E. Smith

Accomplishments Include:

Replaced Vice President of Nursing Services and Human Resources Director; signed contract creating Speech Therapy services; negotiated contract for 16 slice CT scanner; expanded outpatient orthopedic services; closed obstetrical unit; improved communications with local board of trustees, medical staff, employees, created management team.

**CROOK COUNTY HOSPITAL DISTRICT**

July, 2007 to January, 2008

Sundance, Wyoming

Reason for leaving: completed Engagement

A 16 bed CAH with 32 bed nursing home, hospice, home health agency, ambulance services, three rural health clinics, four employed physicians, one physicians assistant, and one nurse practitioner.

Job Title: Interim CEO

Accomplishments Include:

Enforced policies regarding use of time clock, overtime, purchase orders, compensatory time, work hours, dress code, HIPAA regulations; expanded physical therapy department; improved appearance of interior of facility; implemented Core Values program; executed agreements for construction of new clinic; negotiated physician contracts; expanded defined roles of infection control coordinator and social worker; implemented "no show" policy regarding clinic patients,

initiated facility Master Plan; initiated financing to upgrade facility computer system involving local bank; recruited facility CEO; improved morale; recruited CEO.

**PIERRE SCHOOL DISTRICT**

September, 2006 to July 2007

Pierre, South Dakota

Reason for leaving: accepted interim CEO position.

Substitute Teacher: Kindergarten through High School.

**MITCHELL COUNTY HOSPITAL HEALTH SYSTEMS**

June, 1996 to July, 2005

Beloit, Kansas

Reason for leaving: retirement

A 75 bed facility including 25 bed CAH, 40 bed nursing home, 10 bed geriatric psychiatric unit, home health agency (non Medicare), hospice program, wellness center.

Job Title: CEO

Accomplishments Include:

Added new services including; hospice program, home health agency (non Medicare), osteoporosis screening, echo-cardiology, diabetic education, certified sleep studies program, occupational therapy department, cataract surgery; created social service department; expanded cardiac rehabilitation department, installed in hospital MRI, ethics committee; developed Continuous Quality Improvement (CQI) program involving staff, physicians and hospital board of trustees; created management team; implemented employee recognition program; recruited surgeon, psychiatrist, consulting orthopedic surgeon, certified diabetic educator, certified nurse anesthetist; constructed ten bed geriatric psychiatric unit (\$1.5 million); implemented construction of \$9.2 million hospital remodeling and expansion project; I was involved with financial feasibility, planning, interviewing architects, bidding process, working with bond consultants, attorneys, bond companies, selection of construction company, attended weekly meetings with construction manager; increased utilization of local businesses, e.g., used local bank for leasing equipment in the amount of \$830,000 reducing interest rate from 9% to 7%; obtained property insurance from local insurance agent saving the hospital \$6,000 per year; initiated creation of regional wellness and fitness center in partnership with local technical college and City of Beloit.

**WESTERN PLAINS HEALTH CONSORTIUM**

January, 1994 to June, 1996

Rapid City, South Dakota

Reason for leaving: Federal grants discontinued.

Hospital consortium with 16 member hospitals in South Dakota, Nebraska and Wyoming.

Job Title: Executive Director

Accomplishments include:

Member hospitals increased from 9 to 16; developed educational programs for staff of member hospitals; developed monthly network workshops for department managers; reorganized

physician and staff recruitment program with improved results; improved financial condition of consortium; co-founder of National Association of Health Networks.

**DICKEY COUNTY HOSPITAL**

Ellendale, North Dakota

Managed by Presentation Health Systems

21 bed hospitals, home health agency, and clinic

Job Title: Interim CEO/Consultant

Accomplishments Include:

Closed hospital after completing financial and operational analysis at request of Presentation Health Systems. Worked closely with corporate office, hospital board of trustees, hospital staff, local officials, legal counsel, Job Service Corp and community. Home health agency and clinic remained open.

September to December 1993

Reason for leaving: closed hospital

**SOUTHERN HILLS GENERAL HOSPITAL  
& CASTLE MANOR**

Hot Springs, South Dakota

Owned by Lutheran Health Systems

26 bed hospital, 48 bed nursing home, home health agency, two clinics.

Job Title: CEO

Accomplishments Include:

Created home health agency; nursing home achieved Medicare certification; organized multi-community wellness clinics; reorganized materials management, business office, laundry, plant operations and medical records departments to reduce staff and improve efficiency; obtained \$300,000 Rural Transition Grant for recruitment and networking; recruited family practice physician and board certified surgeon; developed shared services agreement with local Veterans Administration Medical Center; assisted in organizing Native American clinic in Porcupine, S.D., on the Pine Ridge Indian Reservation.

September, 1991 to August, 1993

Reason for leaving: change in Regional Vice President

**BUSINESS & HEALTH ALLIANCE OF AMERICA, INC.**

Lakewood, Colorado

Created a consulting company that assisted communities in developing community based health plans.

Job Title: President/CEO

October, 1985 to December, 1990

Reason for leaving: closed company due to regulatory and industry issues.

Accomplishments Include:

Identified local health issues and needs with health providers and business leaders; created local non-profit corporations including hospital board members, hospital CEO(s), physicians, local business owners; negotiated network agreements between rural and urban hospitals; designed and created PPO medical benefit plans involving local hospitals, physicians, business owners and insurance carriers; made presentations regarding concept to state, regional and national conferences.

**PIONEERS HOSPITAL OF RIO BLANCO COUNTY  
& WALBRIDGE CONVALESCENT WING**

March, 1981 to October, 1985

Reason for leaving: started consulting company.

Meeker, Colorado

17 bed hospital, 25 bed nursing home, and clinic.

Job Title: CEO

Accomplishments include:

Negotiated agreement between fire district and county commissioners to integrate ambulance service with hospital; secured \$580,000 in grants to upgrade medical equipment, computerize business office, upgraded hospital emergency medical communications system and developed hospital strategic plan; created county emergency medical services council including fire and law enforcement agencies; re-organized laboratory, radiology, materials management, respiratory therapy, pharmacy and business office; recruited family practice physician; developed first swing bed program in Colorado.

**MONTE VISTA COMMUNITY HOSPITAL**

May, 1976 to March, 1981

Monte Vista, Colorado

Reason for leaving: advancement

51 bed hospital, 6 bed alcohol detoxification unit.

Job Title: CEO

Accomplishments include:

Negotiated contract for development of hospital based 6 bed alcohol detoxification unit; established hospital based regional drug referral program in conjunction with San Luis Valley Health Education Center; reorganized pharmacy, respiratory therapy, materials management, business

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office; recruited and developed protocols for nurse midwife and physician assistant; hospital became financially self sufficient after accounting firm reported it was within 6 months of closing.

**SAN LUIS VALLEY COUNCIL OF GOVERNMENTS**

July, 1974 to May 1976

Alamosa, Colorado

Reason for leaving: Federal/State grants were discontinued

The Council of Governments was comprised of county commissioners and mayors representing six counties and towns.

Job Title: Director of Comprehensive Health Planning

Accomplishments include:

Reviewed grant applications from medical and health providers; mediated conflicts between health providers, citizen groups, governmental agencies; testified before Congressional subcommittee, Washington, D.C., regarding grant dispute and rural health issues; testified before Colorado state legislative committees regarding health issues; negotiated agreements with stated and federal agencies regarding alcohol and drug abuse programs, emergency medical services, health education program; developed San Luis Valley Area Health Education Center (AHEC).

## **EDUCATION**

1974 MASTER OF ARTS - School of Public Administration, Urban and Regional Planning  
University of Colorado

MASTER OF ARTS - School of Environmental Design, Urban Affairs  
University of Colorado

1973 CERTIFICATE (post graduate) - Environmental Management, University of Southern California, Los Angeles, California

1970 BACHELOR OF ARTS – Political Science, Tahoe College, South Lake Tahoe, California

## **MEMBERSHIPS/APPOINTMENTS**

Served on several state and regional professional boards and advisory committees including many local service and community organizations and clubs. I have held three gubernatorial appointments . Two in Colorado and one in Kansas. Currently member of American College of Health Care Executives.

## **LICENSES**

Nursing home administrator licenses: Wyoming (active), South Dakota (active), Nebraska (in-active).

References on Request.