



**2025 Annual Education Conference**  
Minneapolis Marriott Southwest  
5801 Opus Parkway | Minnetonka, MN 55343

**AGENDA**

Access our event Internet network MarriottBonvoy\_Conference by entering the code: 2025mnasca.  
Visit <http://www.mnasca.org/2025-annual-conference> for more information  
about this year's sessions, speakers, and sponsors.

**Thursday, October 9, 2025**

*All educational sessions will take place in the Lake Minnetonka Ballroom unless otherwise noted.*

- 7:00—8:00 AM      **Registration & Breakfast** | *Sponsored by MNGI Digestive Health*  
**Exhibitor Fair Opens**  
Use your problem-solving skills to interpret scavenger hunt clues. Visit vendor tables based on the clues you've deciphered to engage with the company representatives and learn more about their offerings! Ask the representative to write their company name next to the corresponding clue on your scavenger hunt sheet.
- 8:00—8:30 AM      **Conference Welcome**  
Hear the latest updates from MNASCA and connect to the 2025 MNASCA Annual Conference Slido to participate in audience polls, ask questions, and share your feedback on session content.
- 8:30—9:30 AM      **Opening Keynote Session** | *Sponsored by Certified Anesthesia Care Inc*  
**Yes, And: Leadership Lessons from the Improv World**  
*Tane Danger, Co-founder, Danger Boat Productions*  
Start the conference with a jolt of creativity and connection. In this high-energy keynote, improv expert Tane Danger explores how the principles of improv—like active listening, adaptability, and embracing the unexpected—can help ASC professionals thrive in today's ever-changing landscape. Equal parts inspiring and practical, this session will leave you laughing, thinking, and ready to say “yes, and” to whatever comes next.
- 9:30—9:40 AM      **Transition Time**

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9:40—10:40 AM

## **Breakout Sessions**

### **Unscripted Success: Building Better Teams Through Improv**

**Location:** Cedar Lake Room

*Workshop Leaders: Jim Robinson and Duck Washington, Danger Boat Productions*

*(Limit: 40 participants)*

Take the energy and insight from the keynote one step further in this interactive breakout led by facilitators from Danger Boat Productions. Designed for ASC leaders and team members alike, this session dives deeper into how improv principles can help teams navigate real-world challenges—whether it's managing tough conversations, building trust, or adapting in the moment. Through hands-on exercises, group discussion, and a healthy dose of humor, you'll gain practical tools to strengthen collaboration, boost morale, and lead with confidence through change.

### **From Burnout to Balance: Mindfulness in Real Time**

**Location:** Lake Minnetonka Ballroom

*Hannah Dufek, Director of Clinical Services, CARE Counseling*

In the fast-paced world of healthcare, stress is unavoidable—but it doesn't have to be unmanageable. In this session, licensed therapist Hannah Dufek from CARE Counseling introduces participants to Mindfulness-Based Stress Reduction (MBSR), a research-supported method for reducing stress, improving focus, and building emotional resilience. Through guided mindfulness exercises and practical takeaways, attendees will learn how to bring a greater sense of calm and clarity into their workday—whether supporting patients, teams, or themselves. No prior experience with mindfulness is required. Come as you are and leave with tools you can start using right away.

### **H2-Oh No! Preventing Instrument Damage from Water Impurities**

**Location:** Lake of the Woods Ballroom

*Angela Ritchey, Clinical Education Specialist, STERIS*

Beneath the surface of every reprocessing cycle lurks an invisible threat: water impurities. Left unchecked, these contaminants can corrode instruments, compromise sterilization, and create costly damage that haunts your sterile processing department. Learn how to recognize the telltale signs of water-related damage and distinguish them from residual soils. Explore best practices for protecting instruments from the slow creep of impurity-related harm—and the critical role technicians play in keeping water quality crystal clear. Leave with actionable tools to preserve your equipment, ensure patient safety, and keep your SPD free of costly surprises.

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10:40—11:10 AM

### **Exhibitor Fair & Wellness Break**

Grab a snack and connect with vendors about products and services that can help meet your ASC's needs. Figure out which fun facts match up with their company on your scavenger hunt card!

11:10 AM —12:10 PM

### **Unlock the Future of Risk Management in Surgery Centers**

*Nels Dyste, Branch Vice President, Gallagher*

Are you prepared for the evolving landscape of insurance and risk management in healthcare? Join Nels Dyste, VP of Dyste Williams, for a dynamic 60-minute session tailored to Minnesota Surgery Center Administrators. This briefing will cover the most pressing trends and actionable strategies for 2025, including the latest in cyber liability threats and coverage, rising malpractice verdicts and their impact on insurance markets, updates on the MN Candor Act and broader risk trends—from staffing challenges to emerging technologies—that are shaping the future of healthcare. Whether you're a Surgery Center Administrator, Risk Manager, Practice Owner, or part of an insurance or compliance team, this session is designed to equip you with smart, practical insights to protect your patients, your team, and your bottom line.

12:10—1:00 PM

### **MNASCA Awards Luncheon | Sponsored by ImageFIRST**

Enjoy lunch with your ASC colleagues and recognize key partners at the state capitol with MNASCA's 2025 Legislators of the Year Awards.

1:00—2:30 PM

### **Breakout Session**

#### **Best Practices for Reducing the Risk of SSI's Using an Infection Prevention Bundle**

**Location:** Lake of the Woods Ballroom

*Melissa Kelly, BBA, BSN, RN, CNOR, Medical Liaison, Solventum*

Preventing surgical site infections requires a smart, integrated strategy. This session explores how ASCs can enhance patient safety and improve outcomes through a comprehensive preoperative patient prep bundle. Covering key interventions such as nasal antiseptics, skin preparation, and prewarming protocols, participants will learn how each element contributes to infection prevention. Real-world case studies will highlight successful implementation strategies, workflow integration, and measurable benefits. Attendees will leave with actionable insights and practical tools to standardize prep practices, support staff training, and ensure patients enter surgery with the best possible protection.





1:00—2:30 PM

**Roundtable Exchange**

**Navigating Uncertain and Challenging Times**

**Location:** Lake Minnetonka Ballroom

Join fellow ASC leaders and subject matter experts for interactive, solutions-focused roundtable discussions tackling some of the most pressing issues facing surgery centers today. This dynamic format includes four 20-minute small-group discussions, each led by an expert who will pose key questions, share insights, and encourage peer-to-peer exchange.

**Discussion Topics:**

**AI-Driven Innovations Transforming Patient Care**

*Gopal Khanna, Chairman and Senior Fellow, Health AI Institute*

*Ikram Khan, Board of Advisor, Health AI Institute*

Explore how AI is reshaping ASCs from patient engagement to care delivery, drawing on participant experiences while addressing barriers and strategies for implementation.

**PFML Planning: Managing Employee Leave**

*Ryan Reger, Area Vice President | Producer/Consultant, Health & Welfare Consulting, Gallagher*

*Kristy Jackson, Employee Benefits Account Manager, Gallagher*

Discuss how ASC employers are navigating Minnesota's new Paid Family and Medical Leave (PFML) law and learn how private plan options can reduce disruption and simplify administration.

**Staffing the Critical Roles on Your ASC Team**

*Dan Solomon, Dual-Training Pipeline Manager, MN Dept. of Labor & Industry*

*Summer Hagy, MN HOSA State Advisor/Executive Director and HOSA, Inc Board - Central Region State Advisor*

Identify recruitment and retention strategies for hard-to-fill positions like surgical techs, sterile processing staff, and rad techs. Learn about pipeline programs and training partnerships, and explore creative hiring approaches.

**Mitigating Tariff Turbulence and Supply Chain Disruptions**

*Robert Mayhew, Vice President Supply Chain, Simply Supply*

*Megan DeHart, Executive Director, Edina Specialty Surgery Center*

Unpack how global tariffs and supply chain volatility are affecting ASCs—and exchange strategies for mitigating risk, managing inventory, and maintaining operational continuity.

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1:00—3:00 PM

**Chair Massage Appointments**

**Location:** Wellness Lounge

2:30—3:00 PM

**Exhibitor Fair + Wellness Break**

Make the rounds to complete your scavenger hunt cards, and drop them off at the registration desk to be entered in the end-of-the day raffle drawings!

3:00—4:20 PM

**Survey Readiness from Every Angle**

*Participating Moderator: Dan Erickson, Administrative Director, MNGI Digestive Health*

*Presenters:*

*Nicole Dahl, Regional Operations Supervisor, MN Dept. of Health*

*Rick Huston, Deputy State Fire Marshal, MN Dept. of Public Safety*

*Susan Tomasovic, Surveyor, AAAHC*

*Wade Parker, Field Director, The Joint Commission*

Get a 360-degree view on preparing your ASC for survey success through a dynamic series of flash talks featuring insights from MDH, accreditation experts, and a life safety leader from the State Fire Marshal's Office. Topics will cover current survey and accreditation trends, life safety compliance, common pitfalls, and real-world strategies for building a year-round culture of readiness. Attendees will leave with actionable takeaways on everything from documentation to inspections, fire safety to team training—tools your ASC can use immediately to stay survey-ready every day.

4:20—4:30 PM

**Wrap-up & Prize Drawings**

4:30—6:00 PM

**Networking Reception | Sponsored by Stryker**

Unwind with heavy hors d'oeuvres while fostering meaningful connections with industry sponsors, exhibitors, and fellow ASC colleagues.

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**Friday, October 10, 2025**

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|--------------|---|
| 7:00 a.m.    | <b>Check-in and Friday Breakfast</b><br><b>Exhibitor Fair Open</b><br>Visit with more than 40 vendors who are ready to help ASCs meet their safety, quality, and financial goals. Make the rounds to mark your BINGO cards for a chance to win fabulous prizes!   |
| 8:00—8:15 AM | <b>Friday Welcome</b><br>Share your favorite moments and experiences from the conference so far. What sessions have inspired you? Which connections have made an impact? And tell us about a key takeaway from Thursday that you believe will influence your work moving forward.   |
| 8:15—9:15 AM | <b>2025 State &amp; Federal Legislative Update</b><br><i>Tom Poul, MNASCA Lobbyist, Poul Haas PA</i><br><i>Stephen Abresch, Director of Government Affairs, ASCA</i><br>Get up to speed on key outcomes from the 2025 legislative and special sessions—and what they mean for ASCs. Learn about major policy changes, preview issues likely to surface in 2026, and explore the potential impact of looming federal budget cuts. A must-attend session for anyone tracking regulatory and funding shifts at the state and national level. |
| 9:15—9:25 AM | <b>Transition Time</b>  |

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9:25—10:25 AM

### **Breakout Sessions**

#### **From Shortages to Solutions: Innovative Anesthesia Strategies for ASCs**

**Location:** Lake of the Woods Ballroom Room

*Moderator: Traci Albers, MBA, CEO, Surgical Management Professionals*

*Panelists:*

*Michael Bernard, MD, Chief Medical Officer, Ambulatory Anesthesia Solutions*

*Andrew Dickman, CRNA, CEO, Twin Anesthesia*

Anesthesia shortages, rising costs, and declining reimbursement are creating complex challenges for ASCs nationwide. This dynamic panel will unpack today's most pressing anesthesia issues—from staffing gaps to financial pressures—and offer practical strategies to strengthen your care model. Learn how ASCs are adopting innovative delivery models, optimizing scheduling, and partnering more effectively to maintain high-quality care. Walk away with actionable insights and proven solutions to enhance efficiency, contain costs, and ensure long-term sustainability.

#### **Threading the Needle: Managing Workforce Challenges in a New Era**

**Location:** Lake Minnetonka Ballroom

*Moderator: Todd Archbold, CEO, PrairieCare*

*Panelists:*

*Melissa Jones, Director of Operations, SCA Health*

*Emily Ruhsam, Employment Counsel and Senior Director of Human Resources, Revo Health*

*Caitlin Gehlen, Partner | Attorney, Lathrop GPM*

Today's ASC leaders are walking a fine line—balancing tight surgery schedules with rising employee expectations around flexibility, time off, and work-life balance. With growing concerns around burnout, engagement, and retention—plus new state policies like Earned Safe and Sick Time and Paid Family and Medical Leave—workforce management has never been more complex. We'll tackle the real-world challenges ASC teams face and offer practical strategies for navigating shifting staff expectations while keeping operations running smoothly. Learn how to adapt your leadership style, communicate effectively, and build a workplace culture that supports both your team and your bottom line.

10:25—10:50 AM

### **Exhibitor Fair & Wellness Break**

Meet with company representatives to discuss ways you can collaborate. Return your completed BINGO cards at the registration desk to enter the Friday raffle drawing!

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Minnesota Ambulatory Surgery Center Association

10:50—11:50 AM

**Closing Keynote Session | *Sponsored by SCA Health***  
**Leadership Unfiltered: Ditch the Myths, Own Your Power, Lead with Confidence**

*Sarah Ciavarrì, President, Level Up Leadership*

Forget the old playbook. Leadership isn't about having all the answers—it's about showing up with clarity, courage, and purpose, especially when the pressure is on. In this high impact closing session, Sarah Ciavarrì cuts through the noise and challenges three common myths that hold leaders back.

Whether you're running an ASC or influencing from the floor, you'll leave with a smarter mindset and simple, actionable practices to strengthen trust, build resilience, and lead with confidence.

11:50 AM—12:00 PM

**Closing Remarks & Final Raffle Drawings**

12:00 PM

**Adjourn**

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