

Healthcare Hot Topics

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Down Time- Cyber Security

<https://www.youtube.com/shorts/oalLULnFQWw?feature=share>



Culture in Healthcare

Social media is reshaping **the culture of healthcare staff** in ways that are profound, emotional, and sometimes destabilizing. It's not just changing communication — it's changing **identity, expectations, boundaries, morale, and professional norms** inside hospitals and clinics.



Cost Avoidance – Coding Audits

Coding audits promote cost avoidance by preventing revenue leakage *before* it happens, blocking downstream financial risk, and eliminating avoidable payer takebacks. In other words: audits don't just “find errors” — they **stop money from walking out the door.**

- Pre-Bill Coding Accuracy Audits (High-Risk DRGs & High-Dollar Claims)
- Clinical Validation Audits (Focused or Concurrent)
- Modifier Audits (25, 59, X-Modifiers, 76/77, 24)
- Charge Capture Audits (Department-Specific + Crosswalk)
- E/M Leveling Audits (Profee + Facility)
- Medical Necessity & NCD/LCD Compliance Audits
- High-Dollar Outlier & Implant Audits

- Preventing Costly Payer Takebacks
- Reducing Denials Before They Happen
- Avoiding Compliance Penalties
- Preventing Lost Revenue From Undercoding

Culture in Healthcare

Is the majority of information posted by nurse and physician influencers positive or negative about hospital leadership?

Most nurse and physician influencer content about hospital leadership trends *negative*, with posts focusing on burnout, staffing, safety, and administrative disconnect — but no large-scale study quantifies an exact percentage. What we *can* say with confidence, based on available research and sentiment analyses, is that the dominant themes skew critical rather than supportive.

Culture in Healthcare

Social media influencers to be aware of

- Dr Glaucomflecken
- Nurse Erica
- Nurse Johnn

Leadership rarely participates publicly.

This creates a one-sided narrative where staff voices dominate.

Culture in Healthcare

A Culture of Blurred Professional–Personal Boundaries

Social media collapses the walls between:

- Work identity
- Personal identity
- Online persona

Culture in Healthcare

A Culture of Comparison and Emotional Strain

Staff constantly see:

- Other hospitals' perks
- Other teams' celebrations
- Other clinicians' successes
- "Perfect" portrayals of work-life balance

This fuels:

- Dissatisfaction
- Imposter syndrome
- Resentment
- Unrealistic expectations
- It can erode morale inside organizations.

Contract Fatigue

Contract fatigue is the organizational exhaustion that develops when staff, leaders, and departments are overwhelmed by the volume, complexity, and constant renewal cycle of vendor contracts



Contract Fatigue

- Reduced scrutiny of contract terms
- Rubber-stamping renewals
- Missed opportunities for renegotiation
- Over-reliance on legacy vendors
- Poor vendor performance oversight
- Lack of cross-department alignment

Contract Fatigue

- Too Many Vendors, Too Many Contracts
- Renewal Cycles That Never Stop
- Lack of Centralized Ownership
- Vendor Dependence + Fear of Disruption
- Decision Fatigue Among Leaders
- Poor Visibility Into Contract Performance