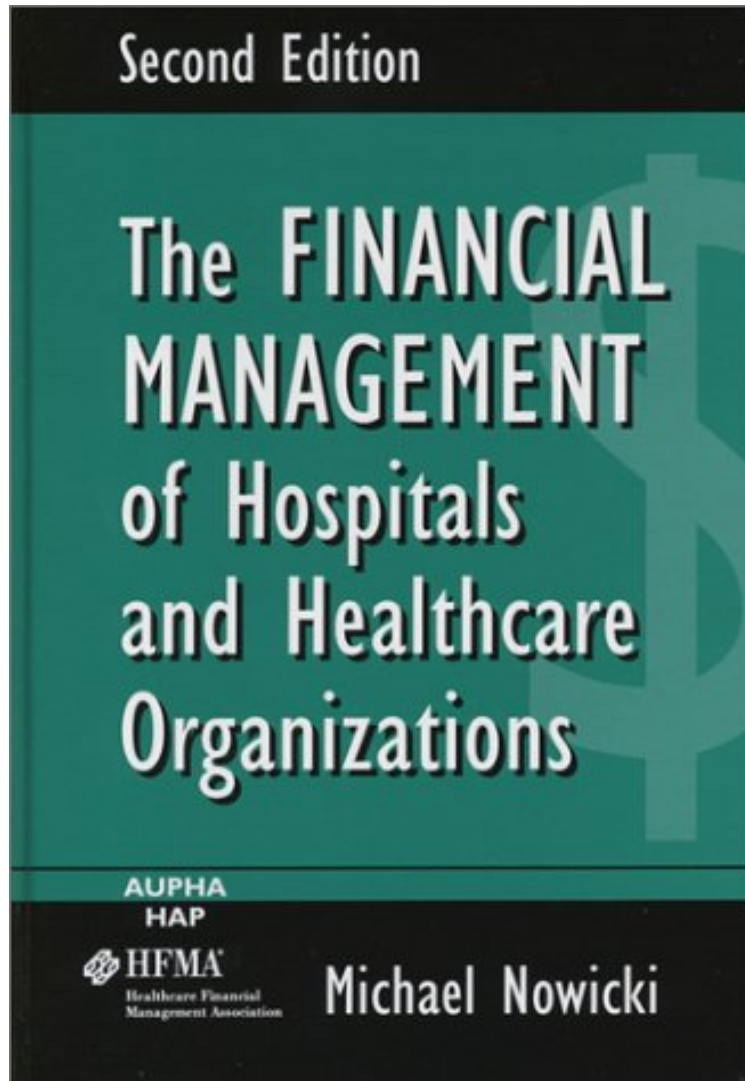


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**About the Author** Michael Nowicki, Ed.D., FACHE, is associate professor of health administration at Southwest Texas State University. He is also a frequent speaker at local, state, and national professional meetings including ACHE's Congress on Healthcare Management and HFMA's Annual National Institute.