

**Bios and Objectives – MSHRM Spring 2026 Educational Conference**  
**When Systems Fail: Risk Management Lessons from the RaDonda Vaught Case**

***Criminalizing Error – RaDonda Vaught***

**Objectives:**

1. Describe the contributing factors to this sentinel event.
2. Recommend appropriate actions to create safer systems for patients and staff alike.
3. Recognize the effect that a sentinel event has on members of the healthcare team.

**RaDonda Vaught, BSN**

RaDonda holds a BSN and Certificate in Leadership from Western Kentucky University and has worked as a Registered Nurse for Gastroenterological and Medical Surgical Care at Sumner Regional Medical Center, TN, in the Neurology-Neurosurgery Intensive Care Unit at Vanderbilt University Medical Center and in the Cardiovascular Intensive Care Unit and as a Throughput Coordinator for Bed Management at TriStar Centennial Medical Center, TN. RaDonda was the subject of one of the highest profile healthcare criminal cases in recent years and is uniquely qualified to speak firsthand on the impact the medication sentinel event has had on her life and her profession.

***Legal Panel Discussion – Chad Brouillard, Jennifer Herlihy, Amy Germond,  
Anne Huben-Kearney (moderator)***

**Objectives:**

1. Reflect on the possibility of criminalization of a sentinel event with the Massachusetts legal environment
2. Identify strategies to take from a defense counsel perspective for a nurse in a situation similar to the keynote speaker.
3. Discuss insurance coverage for nurses in a situation similar to the keynote speaker.

**Chad Brouillard, JD, MA**

Chad is a partner at the law firm of Foster and Eldridge, LLP in Massachusetts. Mr. Brouillard is a medical malpractice defense attorney and healthcare lawyer who has successfully defended numerous cases to trial. In addition to being a trial lawyer, Mr. Brouillard was on faculty at the Tufts University Department of Public Health and Community Medicine as an adjunct instructor for the Health Informatics and Analytics Division and creator of the Information Governance course for healthcare. He is an international speaker on AI liability, EHR liability, AI risks in healthcare, information governance, and healthcare technology liability for continuing medical education, continuing legal education and risk management programs, and has written numerous articles on the same topics. He holds licenses to practice law in Massachusetts, New Hampshire, New York as well as Federal Courts, including the United States Supreme Court. In 2023-2025, Attorney Brouillard was recognized as a “Best Lawyer” and “Top Lawyer” in Medical Malpractice Defense in the Boston area. He is a past President of MSHRM in 2020 and the President Elect for the Massachusetts Defense Lawyers Association.

**Jennifer Herlihy, Partner at Adler | Cohen | Harvey | Wakeman | Guekguezian, LLP**

Attorney Herlihy graduated from Boston University with a Bachelor’s Degree and Suffolk University with a Juris Doctor. She defends complex civil litigation matters in both Federal District Courts and Superior Courts in Massachusetts and Rhode Island, including medical malpractice, product liability, toxic torts and personal injury, with numerous Trial verdicts. She also represents and defends all providers of health care before administrative boards and licensing agencies.

**Amy Germond, Esq.**

Amy Germond, Esq., is a seasoned legal and claims management professional serving as a Claims Manager at CRICO. Amy specializes in managing medical professional liability claims within the Harvard-affiliated hospital network including Beth Israel Deaconess Medical Center, Cambridge Health Alliance, Joslin Diabetes Center, Massachusetts Institutes of Technology, Mount Auburn Hospital, and New England Baptist Hospital. In her role, she works closely with risk management leaders across CRICO-insured organizations and collaborates with defense counsel to ensure high-quality claims handling and support for clinicians and institutions. Prior to her tenure at CRICO, Amy Germond was a partner at Hassan & Reardon, where she practiced medical malpractice defense, and served as panel counsel to CRICO insureds. With more than a decade of experience at CRICO, Amy brings deep expertise in malpractice claims, risk mitigation, and the legal frameworks that shape health care liability. Her background as an attorney further strengthens her ability to navigate complex legal issues and support providers through the claims process. Amy has contributed her expertise at regional forums where she has presented on various topics related to claims trends, legal considerations in risk management, medical record documentation, and strategies for supporting clinicians involved in adverse events.

**Anne Huben-Kearney, BSN, MPA, DFASHRM, CPHRM, CTAHQ, CPPS**

Anne is an independent Risk and Patient Safety Consultant with extensive risk management/patient safety/quality, professional medical liability risk consulting, and administrative experience. She is the Faculty Lead for the ASHRM Patient Safety Certificate Program, was elected to the 2020-2022 ASHRM Advisory Board, the 2025-2026 ASHRM Nominating Committee and as the 2026 President for the Massachusetts Society of Healthcare Risk Management.

Anne is a co-author of the ASHRM/American Hospital Association (AHA) White Paper series on *Recognizing and Managing Bias* in healthcare settings, the editor of the *ASHRM Failure Mode Effect Analysis Playbook* and contributing author to the *ASHRM Medical Office Practice Playbook*. Anne speaks on risk management and patient safety topics on state, regional, national and international levels.

***Oops, I Made a Mistake – David Guiney, Judith Williams*****Objectives:**

1. Describe the role of human factors and their impact on patient safety
2. Explain how human factors influence outcomes and the judgment of the risk management professional
3. Identify strategies the risk management professional can employ to reduce the potential and impact of human factors and mitigate risk.

**David M. Guiney, RN-BSN, CPPS, CPHFH**

David is a Registered Nurse with over 10 years of experience working within long-term acute and chronic care facilities, following state and federal regulations related to health care facilities. He is the lead safety and quality professional of a dual-department (DMH/DPH) sub-acute hospital that treats both medically complex patients and behaviorally complex patient populations.

**Judith J. Williams, RN, MHA, BSN, CPHQ, CPHFH**

Judi is a Registered Nurse with a passion for patient safety, quality improvement, and staff engagement. She has experience working in the acute care setting for Baylor Scott & White and Methodist Health System of Texas in a variety of roles and settings. She is currently the Chief Quality Officer of a dual-department (DMH/DPH) sub-acute hospital that treats both medically complex patients and behaviorally complex patient populations.

## ***Peer Support Program – Linda Kenney***

### **Objectives:**

1. Identify the impacts of difficult events on clinicians, staff and patients and families.
2. Explain why peer support programs are needed and learn about research around the topic
3. Describe the peer support programs that are available for clinicians and staff as well as for patients and families.

### **Linda Kenney**

Since experiencing an adverse event in 1999, Kenney has become a leader in peer support for patients, families and clinicians. Linda was the founder and president of the non-profit Medically Induced Trauma Support Services (MITSS), and is now the Director of Peer Support Programs at the Betsy Lehman Center for Patient Safety.

For 17 years, Kenney has worked with clinicians, patients and families dealing with the emotional effects of medical errors and unanticipated outcomes and contributed to the evidence base that informs peer support for health care workers.

### ***So, Now What? Discussion and Debrief Panel – Linda Habibi, Sheila Laffy, Denise Neal, Michael Uzar, Susan Montminy (moderator)***

### **Objectives:**

1. Define the role of risk management/patient safety professionals following sentinel events
2. Describe organizational support strategies for individuals involved in sentinel events
3. Identify key takeaways for inclusion in an overall safety culture following sentinel events

### **Linda Habibi, J.D., CPHRM, CPPS**

Linda began her career as a medical malpractice defense attorney before moving into healthcare risk management. She is now the Director of Patient Safety, Risk Management, and Patient Relations at Lahey Hospital and Medical Center in Burlington, MA. Fueled by a passion for adult learning, Linda serves as Faculty for ASHRM's HRM Essentials certificate program, NERC Steering Committee Vice Chair, and MSHRM board member. She received the ASHRM Rising Star Award in 2024. Linda holds degrees in biology, law, and business, as well as the CPHRM and CPPS credentials.

### **Sheila Laffy, BS, CPHRM**

Sheila is a healthcare risk management specialist with extensive experience in patient safety, compliance, and program leadership. In her role at BILH – Beverly Hospital, she provides risk management oversight for three acute-care hospitals, an inpatient psychiatric facility, an outpatient care center, and multiple specialty clinics.

Prior to her current role, Sheila led MDPH-recognized high-impact initiatives focusing on reducing hospital admissions, addressing substance abuse, and improving care coordination. Her background is in health operations, data analytics, and strategic leadership. Sheila holds a BS in Healthcare Management from the University of New Hampshire.

### **Denise Neal, RN, BSN, MJ, CPHRM, DFASHRM**

An Assistant Vice President of the Risk Management Group, *AWAC Services*, a member company of *Allied World*, Denise provides risk management consulting services to Allied World's medical professional liability policyholders and insured psychiatrists, psychologists, psychiatric nurse

practitioners and physician assistants. Denise is a member of ASHRM and serves as chair of the Forum Task Force. She is an active member of MSHRM, served as president and chaired the Nominating Committee, Membership Committee and the Programs/Education Committee. She has held leadership and planning roles for the New England Regional Healthcare Risk Management Conference, including Event Committee Chair.

Denise earned her Diploma in Nursing from Baystate School of Nursing, BSN from UMass Amherst, and completed her Master of Jurisprudence in Health Law from Loyola University Chicago. She is a Distinguished Fellow of the American Society of Healthcare Risk Management (ASHRM) and is a Certified Professional in Healthcare Risk Management (CPHRM).

**Michael Uzar, MJ, PT, DPT, CPHRM**

Michael is a healthcare risk management professional with a strong clinical and legal foundation. A licensed Physical Therapist with experience in health system Clinical Risk Management and Risk & Insurance Management, he brings a practical, operations-focused perspective to organizational safety and compliance.

Michael holds a Doctorate in Physical Therapy, a Master of Jurisprudence in Health Law with a Certificate in Compliance Studies and is a Certified Professional in Healthcare Risk Management (CPHRM). He currently works as an Independent Healthcare Risk Consultant, supporting healthcare organizations and businesses with fractional risk management services, risk education, and compliance initiatives.

He is actively involved with MSHRM, previously contributing to the MSHRM Collaborative Call and is currently participating on the ASHRM Board and is Co-Chair of the Membership Committee, helping to foster engagement and professional development within the risk management community.

**Susan L. Montminy EdD MPA BSN RN FASHRM CPHRM CPPS**

Susan Montminy is a passionate advocate for patient safety and the well-being of healthcare providers. She has extensive clinical, leadership, and regulatory experience and is a published author and frequent speaker on topics related to healthcare risk management. She has held director-level leadership positions in nursing, risk management, and quality. Susan also provided oversight of clinical and employee health departments and served as a nurse investigator for the Rhode Island Department of the Attorney General. Her experience ranges from ambulatory care settings to academic health systems, including: hospitals, level-one trauma centers, behavioral health clinics, ambulatory surgical centers, and outpatient clinics. She currently serves as Senior Director of Risk Management and Analytics at Coverys.