

Oregon NHA

OREGON BOARD OF EXAMINERS OF NURSING HOME ADMINISTRATORS - AUG 2007

This newsletter has been created by the Oregon Board of Examiners of Nursing Home Administrators (BENHA) to provide an instrument of communication between the Board and Oregon administrators. The Board welcomes your comments and suggestions for information you would like to see published in future newsletters.

The "Oregon NHA" is a quarterly publication of the Oregon Board of Examiners of Nursing Home Administrators. Neither the Board nor the State of Oregon endorse or sponsor the information relating to products or services provided herein. Neither the Board nor its staff are responsible for factual statements or opinions published in this newsletter. The Board reserves the right to refuse or edit all articles submitted.

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FROM THE EXECUTIVE DIRECTOR

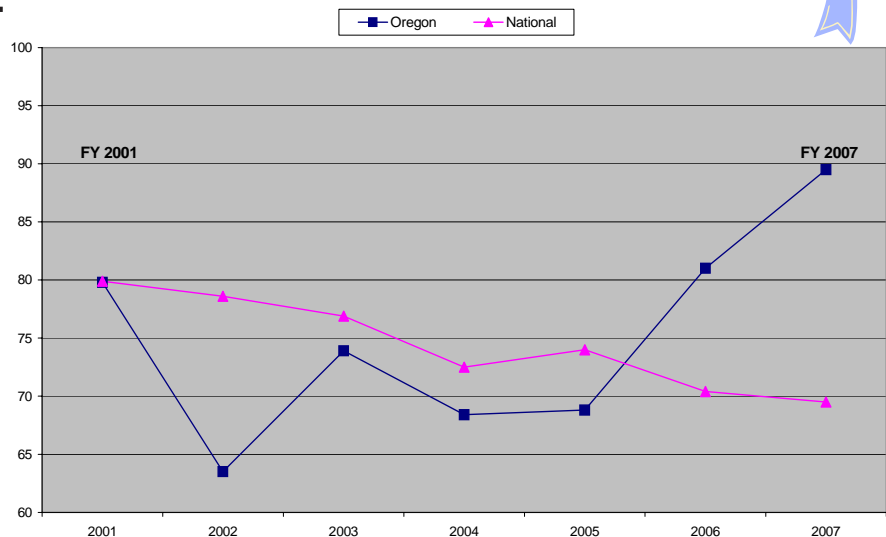
--Janet Bartel

With license renewals behind me, I am happy to report that the continuing education (CE) self-reporting method went quite well. There was a little confusion with the CE Report Form as some licensees only remitted one of the two required pages. I revised the form a bit, which should help at the next renewal in 2009.

As many of you know, the Board experienced a revenue deficit near the end of the 2005-07 biennium. At that time, it became apparent that fee increases are necessary to maintain essential board operations into the coming biennia. The Board will discuss fee increases again at the October 10, 2007, quarterly meeting.

The Board's AITs continue to raise the national exam bar with an 89.5 percent pass rate for first time test takers in FY 2007. The Board extends its congratulations to the trainees and their preceptors.

NAB Pass Statistics
(First-Timers)



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ABOUT THE NAB RC/AL EXAM

ASSISTED LIVING ADMINISTRATOR EXAMINATION WILL IMPROVE QUALITY ASSURANCE

NAB News Copyright 2007—by the National Association of Boards of Examiners of Long Term Care Administrators.

Our organization has embraced the importance of assuring that assisted living administrators are as well prepared to enter their profession as their colleagues in skilled nursing facilities. Assisted living is an attractive and ever-increasing alternative for seniors who need more care, supervision, and socialization than they have available at home.

Quality of care in assisted living is of utmost importance and it is always a challenge to identify ways in which quality might be ensured. As such, NAB has embraced the development and implementation of an entry-level assisted living examination for administrators. It is our belief that assisted living administrators play a crucial role in the quality of an assisted living community, since quality leadership is a key component to resident wellbeing and safety. Establishing an entry-level knowledge base (via an examination) is one important step toward measuring administrator competency and the achievement of quality care in assisted living.

The NAB exam has become a recognized national standard as utilization continues to expand across the country. The exam, first implemented in 1998 in Nevada and South Carolina, is now being used in several states across our nation for purposes of licensure, certification or as a voluntary competency exam. The exam is a high stakes, high security and highly defensible examination. The examination may be taken any business day of the year through Prometric Testing Centers in more than 200 locations in the United States. The exam has been developed and is maintained in cooperation with content experts (RC/AL managers, directors, and administrators) from around the nation. These individuals have been identified with the assistance of the Assisted Living Federation of America (ALFA), the American Association of Homes and Services for the Aging (AAHSA), the American Health Care Association (AHCA) and the American College of Health Care Administrators (ACHCA) as well as our NAB member boards and agencies.

It is important to note that all activities of the RC/AL examination process have been independent of the Nursing Home Administrators examination to assure that the exam represents the RC/AL administrator.

While one of the many strengths of assisted living is that every state defines it in a somewhat individual manner, all states can use the NAB examination as the questions are written at a common national level rather than state specific.

To support the examination program NAB also reviews and approves continuing education programs appropriate for assisted living administration, publishes a study guide to assist candidates in preparing for the examination, and is

Continued on page 10

PRACTICE EXAMS TO BE OFFERED FOR NHA & RC/AL

Both the Nursing Home (NHA) and Residential Care/Assisted Living (RC/AL) examination committees brought forth recommendations for development of practice examinations to be offered to exam candidates. The practice exams will consist of 75 items and will simulate the actual examination experience. Scoring will be based on current exam specifications. Practice exams will be offered through a web based system allowing candidates to take a practice exam at their convenience in their own environment. The cost of a single practice exam will be \$75.00 or \$125.00 to take two forms of the exam. The practice exams as approved by the NAB Board of Governors will be launched around the Mid-Year Meeting in November 2007.

BOARD APPROVES 2008 MEETING SCHEDULE

Wednesday

- January 9
- April 9
- July 9
- October 8

Board meetings are open to the public and typically convene at 8:30 a.m. in the Portland State Office Building located at 800 NE Oregon Street in Portland.

DEFICIENCY-FREE SURVEYS

The Board acknowledges the administrators and staff of the following facilities for achieving a deficiency-free survey.

Congratulations on your success!

Dallas Retirement Village, Dallas

Cory Oace, NHA

- *4th consecutive deficiency-free survey in July 2007*

Evergreen Independence Health & Rehab Center, Independence

William Scott, NHA

- *5th consecutive deficiency-free survey in January 2007*

Pioneer Nursing Home, Vale

David Looper, NHA

- *April 2007*

Sherwood Park Nursing & Rehab Center, Salem

Kandis Hanson, NHA

- *April 2007*



FACILITY CHANGES

NAME CHANGES:

Old: Waterford at Three Fountains

New : **Avamere at Three Fountains**

Old: Crestview

New : **Avamere Crestview of Portland**

Old: Riverpark

New : **Avamere Riverpark of Eugene**

Old: Heart of the Valley Care Center

New : **Avamere Heart of the Valley Rehabilitation**

Old: Beaverton Rehab & Specialty Care

New : **Avamere Rehabilitation of Beaverton**

Old: Hillsboro Rehab & Specialty Care

New : **Avamere Rehabilitation of Hillsboro**

Old: Mountain View Rehab & Living Center

New : **Avamere Rehabilitation of Oregon City**

Old: Lebanon Rehab & Specialty Care

New : **Avamere Rehabilitation of Lebanon**

Old: King City Rehab & Living Center

New : **Avamere Rehabilitation of King City**

NAME & OPERATOR CHANGE

Old: St. Jude Specialty Care

New : **Healthcare at Foster Creek**

NAME & OWNER/OPERATOR CHANGES

Old: Rest Harbor Rehab & Extended Care

New : **Regency Gresham Nursing & Rehab Center**

Old: Hermiston Good Samaritan Center

New : **Regency Hermiston Health & Rehab Center**

OWNER/OPERATOR CHANGE

Trinity Mission Health & Rehab of Portland

FDA RECALLS & ALERTS

The following is a partial listing of Safety notices that may be viewed on the U.S. Food and Drug Administration website. To view the full text of a Notice and related links go to <http://www.fda.gov/medwatch/safety.htm>. Once there, click on the current year link. To register for email notices and updates concerning Safety Information go to: <http://www.fda.gov/medwatch/elist.htm>.

Warfarin (marketed as Coumadin)

[Posted 08/16/2007] FDA approved updated labeling to include pharmacogenomics information to the CLINICAL PHARMACOLOGY, PRECAUTIONS, and DOSAGE AND ADMINISTRATION sections of the prescribing information for the widely used blood-thinning drug, Coumadin. This new information explains that people's genetic makeup may influence how they respond to the drug. Specifically, people with variations in two genes may need lower warfarin doses than people without these genetic variations. The two genes are called CYP2C9 and VKORC1...

Baxter Healthcare Corporation COLLEAGUE And FLO-GARD Volumetric Infusion Pumps

[UPDATE 08/14/2007] Baxter Healthcare and FDA notified healthcare professionals that certain Baxter COLLEAGUE and FLO-GARD Infusion Pumps sent to Baxter Healthcare Corporation for service, repair, or for correction may have been returned to users without service being performed on them. The company discovered falsified repair, test and inspection data sheets, including electrical safety data, for some of the referenced pumps serviced at its Phoenix, Arizona facility...

Baxter Healthcare Upgraded COLLEAGUE Triple Channel Volumetric Infusion Pumps

[Posted 07/20/2007] Baxter Healthcare Corp. and FDA notified healthcare professionals and consumers of a Class I Recall of Baxter Upgraded COLLEAGUE Triple Channel Volumetric Infusion Pumps, Model numbers 2M8153, 2M8163, and 2M9163. These electronic infusion pumps are used to deliver controlled amounts of medications or other fluids to patients through an intravenous (IV), intra-arterial (IA), epidural, or other direct line into the bloodstream...

Bayer Ascensia Contour Blood Glucose Monitoring System

[Posted 07/13/2007] Bayer Healthcare and FDA notified healthcare professionals and consumers of a Class 1 Recall of Bayer Ascensia Contour Blood Glucose Monitoring System, Product 7152A. This system is used by diabetic patients to measure the amount of glucose in their blood, and as an aid in monitoring the effectiveness of diabetes management...

AIT CANDIDATE SEEKS TRAINING OPPORTUNITY

Louann Field

Education

- BS: Social Science

Experience

- Social Services Director
- Financial Services Specialist
- Medical Disability Case Manager/Social Worker/Grant Writer

"I read a quote one time that went something like this, 'You'll never work a day in your life if you are doing something you love'. This is how I feel about nursing home care. It is the most rewarding and fulfilling job I have ever done. No day is the same and I can see my good deeds reflected back at me in the eyes and smiles of my residents."

Contact Information

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fluna62@yahoo.com

TAKE THE TIME

Take time to be friendly—
It is the road to happiness.
Take time to dream—
It is hitching your wagon to a star.
Take time to laugh—
It is the music of the soul.

~Author Unknown



EVENTS: SAVE THE DATE

LOCAL

September 10-11**OHCA Annual Convention & Trade Show****Treasure Island: Steering Your Way To Quality**

Red Lion on the River, Portland

Pricing: Varies with Member/Non Member status and number attending.**Registration:** Contact OHCA at (503) 726-5260 or register online at www.ohca.com.**September 13-15****24th Annual Oregon Rural Health Conference**

Salem Conference Center, Salem

Pricing: \$125-\$210**Registration:** Contact Linda Pepler at (503) 494-4450. View activity information at www.ohsu.edu/oregonruralhealth.**September 14 (8:00am - 4:00pm)****Cascade Conference On Successful Aging**

Seventh Mountain Resort, Bend

Pricing: \$135**Registration:** Contact Cascade Conference on Successful Aging at (541) 815-2699 or register online at www.cascadeaging.org.**September 25 (1:00 - 4:00)****MOVE Fall Meeting**

Oregon City

Pricing: \$20-\$35**Registration:** Contact MOVE at (503) 684-3788.**November 1-2****Leadership: The Roadmap To Quality**

OHCA Office, Tigard, OR

Pricing: \$399 Mem/\$599 Non**Registration:** Contact OHCA at (503) 726-5260 or register online at www.ohca.com.**November 29 (6:00 - 9:00pm)****American College of Health Care Administrators Annual Christmas Event**

Kell's Irish Pub, Portland

Pricing: \$85 ea/\$650 table of 8**Registration:** Contact Meagan English at (503) 682-2840.

NATIONAL

September 9-12**Quality—The Best Game in Town**

National Association for Healthcare Quality 32nd Annual Educational Conference

Boston, MA

www.nahq.org**September 26-27****The Aging Revolution**

Wesley Enhanced Living

Philadelphia, PA

www.theagingrevolution.org**September 29****Train the Trainer for Alzheimer's and Dementia Education**

National Council of Certified Dementia Practitioners

Philadelphia, PA

www.nccdp.org**October 7-10****AHCA/NCAL/MECF 58th Annual Convention & Expo***Earn up to 17 CEUs!*

Boston, MA

www.ahcaconvention.org/**April 16, 2008****(1:30pm – 4:00pm EST)****Living With Grief: Children and Adolescents**

2008 National Bereavement Teleconference

www.hospicefoundation.orgInterested persons may view teleconference information for the following two HFA teleconferences at <http://www.hospicefoundation.org/teleconference/>

- *Living With Grief®: Before and After the Death.*
- *Pain Management at the End of Life: Bridging the Gap Between Knowledge and Practice.*

FROM THE DESK OF HR ANSWERS

The Board extends its appreciation to HR Answers, Inc. for the following articles taken from their newsletter Advantage. A special thank you is further extended to Advantage editor Deborah Jeffries, PHR, CPC. Advantage is published monthly and is designed to provide information on regulations, HR practices, and management ideas and concerns. If you are ever in need of HR consulting services, you might want to consider contacting Deborah Jeffries at (503) 885-9815 or toll free (877) 287-4476. You can also view past newsletter publications on HR Answers' website at www.hranswers.com.

IDENTITY THEFT LEGISLATION

As part of the legislative action taken in Oregon's last session, Senate Bill 583 was passed. SB 583 deals with standards for safeguarding personal information; requires timely notification to possible victims of identity theft; and gives consumers the right to have their credit file frozen to prevent identity theft. The new law also creates an outreach program in the Department of Consumer and Business Services to educate Oregonians on how to protect themselves from identity theft.

The intent of the law is to minimize the number of situations that occur that could lead to identity theft, but it also requires organizations to consider how they will respond in the event of a data breach. Employers need to consider how they will incorporate these new requirements into their procedures. Addressing such questions as what data will be allowed on traveling laptops, what documents and files employees can take away from the workplace, how data about clients/customers will be safeguarded, and what actions will be taken to provide timely notice in the event of an information loss will be critical.

Two particulars of the new law that have a substantial impact on employers are:

- 1 Safeguarding personal information:** The law requires businesses and organizations that collect personal information from an individual, such as driver's license numbers or Social Security numbers, to have reasonable safeguards to protect the security and confidentiality of the personal information. Obviously, this is of particular concern to employers since every employer must collect that information from their employees. There are guidelines for meeting the standards for the safeguarding process. There is recognition that safeguarding measures must be tailored to fit individual circumstances and that small businesses can adopt measures appropriate to their size, activities, and the sensitivity of the information they collect.
- 2 Notification of a breach:** If a security breach does occur, it is essential that those affected be notified. Notification must be provided to individuals whose personal information was subject to a security breach. The notification must be given in the most expedient time possible, consistent with the needs of law enforcement. In most cases this will be written notice, but the law allows for electronic or telephone notice if that is the primary method of communication between the individual and business, or telephone notice if the individual is contacted directly. Employers are advised to keep a clear and detailed record of the notification process so that it will support the employer in the case of any resulting issues.

Enforcement: Businesses and organizations that have responsibilities in this bill need to be accountable. The bill gives the Department of Consumer and Business Services the ability to enforce the law. As soon as this bill becomes law, DCBS will engage in outreach to educate consumers as to their rights and businesses as to their responsibilities.

This is just one more area that employers will need to give careful thought to as the continuing issues with identity theft persist.

FYI ONLINE & INFORMED

NATIONAL INVISIBLE CHRONIC AWARENESS WEEK SEPTEMBER 10-16

Who Hates to Hear They Look Great? Over Half of the Chronically Ill! In a recent survey of 611 [chronically ill](#) individuals, done by the National Invisible Chronic Illness Awareness Week committee, 53.27% of the respondents said that the most frustrating or annoying comment people make about their illness is "But you look so good!" Regardless of one's illness or level of pain, feeling isolated and misunderstood can be emotionally

There are hundreds of invisible illness such as diabetes, cancer, multiple sclerosis, fibromyalgia, chronic fatigue syndrome and Crohn's disease as well as mental illness and conditions such as bulimia or migraines.

devastating. We are each responsible for learning how to effectively show compassion and understanding to those we can about, including the chronically ill."

National Invisible Chronic Illness Awareness Week held September 10-16 for 2007, is an outreach to increase awareness that living with an invisible illness can be an emotional challenge—as well as physical—and that more people than we would imagine are suffering silently.

National Invisible Chronic Illness Awareness Week's web site has articles, resources and will feature twenty online seminars during September 10-14. This is the perfect opportunity for you and your staff to gain an increased understanding and awareness on the subject of invisible chronic illness. For more information see www.invisibleillness.com or call (888) 651-7378.

HCS 2007 SALARY STUDY RELEASED

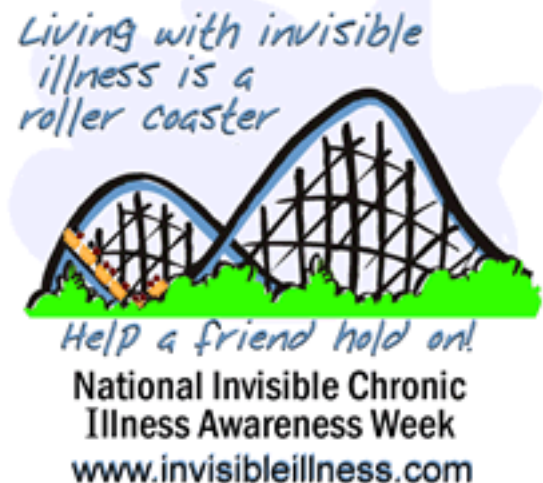
The study titled *Nursing Home Salary and Benefits Report* is published by the Hospital & Healthcare Compensation Service (HCS) in cooperation with the American Association of Homes and Services for the Aging (AAHSA) and supported by the American Health Care Association (AHCA). The study is based on compensation data collected from over 241,600 employees at 2,578 nursing homes nationwide representing both for-profit and not-for-profit providers. Further, it covers 42 management and 41 non-management positions, fringe benefits, turnover rates, and projected salary increases for 2007 and 2008. Interested persons may order the complete 320-page report for \$295 from HCS. The AAHSA and AHCA member price is \$225. To place an order, call (201) 405-0075, visit www.hcsinc.com, or write to PO Box 376, Oakland, NJ 07436.

ACHCA PUBLISHES LEADERSHIP WHITE PAPER

The 29-page white paper titled *Effective Leadership in Long Term Care. The Need and the Opportunity* addresses the central role that long-term care administrators play in residents' quality of care and quality of life. The publication is supported by a grant from the Foundation of the National Association of Boards of Examiners of Long Term Care Administrators. Interested persons may access the white paper on the American College of Health Care Administrators' website located at www.achca.org.

PRELIMINARY RESEARCH SUPPORTS NURSING HOME CULTURE CHANGE MOVEMENT

A new study was recently released that supports the nursing home culture change movement. The study suggests that culture change potentially affects quality without a detrimental effect on cost. More information is available at www.pioneernetwork.net.



JUST FOR FUN

WORLD'S 3RD BIGGEST LIE

Ann Landers challenged her readers to come up with the world's third-biggest lie — right after “The check is in the mail” and “I’m from the government and I’m here to help you.” Here is a sampling from the thousands she received:

- It's a good thing you came in today we only have two more in stock.
- Five pounds is nothing on a person of your height.
- You made it yourself? I never would have guessed.
- Of course I'll respect you in the morning.
- You don't look a day over 40.
- Dad, I need to move out of the dorm into an apartment of my own so I can have some peace and quiet when I study.
- It's delicious, but I can't eat another bite.
- The new ownership won't affect you. The company will remain the same.
- The puppy won't be any trouble, Mom. I promise I'll take care of it myself.
- Your hair looks just fine.
- Put away the map. I know exactly how to get there.
- You don't need it in writing. You have my personal guarantee.

WHAT A WORKOUT!

I feel like my body has gotten totally out of shape, so I got my doctor's permission to join a fitness club and start exercising. I decided to take an aerobics class for seniors. I bent, twisted, gyrated, jumped up and down, and perspired for an hour. By the time I got my leotards on, the class was over.

GO BEAVERS!

When I was visiting a friend who lived on the edge of a wilderness preserve, we drove along a rutted trail, and we saw a small creek ahead whose bridge was under water.

“We have a serious beaver problem,” our friend said. “They build dams that cause the creek to flood. Forest rangers take down the dams, and the beavers rebuild them.”

As we got closer, we could see a large scoreboard posted by the bridge. It read: BEAVERS 3 RANGERS 0

THE WALLS OF JERICHO

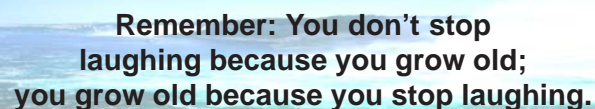
The visiting Bible school supervisor asks little Johnny during Bible class, “Who broke down the walls of Jericho?” Little Johnny replies, “I dunno, but it wasn't me!”

The supervisor, taken aback by Johnny's lack of basic Bible knowledge, goes to the school principal and relates the whole incident. The principal replies, “I know Little Johnny as well as his whole family and can vouch for them. If Little Johnny said that he did not do it then I am satisfied that it is the truth.”

Even more appalled, the inspector goes to the regional Head of Education and relates the whole story. After listening he replies, “I really don't see why you are making such a big issue out of this; just get three quotes and fix the wall!”

GOT SLEEP?

Tom had this problem of getting up late in the morning and was always late for work. His boss was mad at him and threatened to fire him if he didn't do something about it. So Tom went to his doctor who gave him a pill and told him to take it before he went to bed. Tom slept well and in fact beat the alarm in the morning by almost two hours. He had a leisurely breakfast and drove cheerfully to work. “Boss”, he said, “The pill actually worked!” “That's all fine” said the boss, “But where were you yesterday?”



Remember: You don't stop laughing because you grow old; you grow old because you stop laughing.

HR ANSWERS Continued from page 6

LIST OF EMPLOYMENT RELATED LEGISLATION

In addition to the aforementioned information about new legislation, HR Answers can provide you a list of 18 new laws that were passed by the Oregon Legislature that affect employers. To request the list of the employment related new legislation, please call (503) 885-9815 and they will email or send it to you.

COMPENSATION STRATEGIES

At this time of the year, many organizations are either in the midst of or beginning the budgeting process for 2008. Some of the typical, and tough, questions are about pay increases or pay structure movement. How much is enough to have employees feel valued? How much can we afford? What will be the financial impact on benefits costs of any pay increase we implement? What should we use as the criteria for determining the size of any adjustments? Can the pay structure just be moved up by some percentage or has the market raised the pay level of some positions more than others?

The numbers are still very preliminary, but it appears that the market pay levels won't increase much more in 2008 than they did in 2007. In fact, the most recent numbers suggest that pay increases actually dropped just a bit in second quarter 2007. For the 12 months ending in March, 2007, the 12-month adjustment in pay was approximately 3.5 percent but for the 12 months ending June 30th of this year, that had dropped to 3.3 percent. (Look for our advice regarding pay range movement and merit pool amounts in next month's HR Answers newsletter.)

When budgeting for next year, we suggest that employers carefully assess the market to determine what pay increases are being given in the area, and in the appropriate industries. The market is really defined as "where you hire employees from and where you lose employees to." If you are hiring primarily from the geographic area around your location, then the national numbers may not be as relevant as if you are hiring nationally. If your employees could work in multiple industries, focusing your attention only on the SIC code of your organization could provide you some inaccurate data about the competitive market for talent.

Other considerations center on any incentive plans that the organization may have that augment the base pay, the level of benefits and whether they are greater or lesser than the norm, and the non-economic aspects of being employed at your organization (advancement, support for professional development, input to decisions, culture, opportunity to do meaningful work, fun, etc.). These all influence employee retention significantly.

We have numerous surveys in our library that can assist an organization with determining how much the market has moved or is moving. We can access that data and provide it to you, or you can visit the library (for a small fee) and conduct the research yourselves. The shrinking unemployment rate means that employers will be hiring from one another, more than from the ranks of the unemployed. Pay will be a critical aspect of job seekers' decision-making for the foreseeable future. Knowing that the organization has a competitive pay posture can reduce worry and provide confidence when talking to employees about the fairness of the pay program.

TUMEX LTC CONSULTING SERVICES

Tumex LTC Consulting provides SNF Travel Administrator services in Oregon. We are free-lance state licensed Skilled Nursing Facility Administrators available 24 hours a day and 7 days a week to fill in for full time Skilled Nursing Facility Administrators who suddenly fall sick, get injured, take a vacation, get suspended, or even get fired. We specialize in trouble shooting and turning around ailing skilled nursing facilities before, during, or after state surveys. Our emphasis is on care excellence and positive community image, both of which translate into profitability in business. Contact us today at (971) 285-4614, info@tumexltcc.com, or visit us at www.tumexltcc.com. Your satisfaction is guaranteed.

REMINDERS



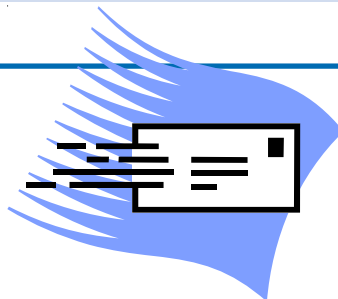
APPROVED CE ACTIVITIES TABLE

The Board would like to remind you that it posts an *Approved CE Activities* table on the 'Continuing Education' page at www.oregon.gov/NHABD/Continuing_Ed.shtml. The table is updated at the beginning of each month and includes approved continuing education activities, credits allowed, category (general/ethics), and pricing and contact information. **If you are looking for an approved local, online, or correspondence activity, this is the resource for you!** Please visit the Board's website and check out this awesome service to licensees.

FEDERAL MINIMUM WAGE POSTING REQUIREMENT

Do you have the most recent version of the Minimum Wage Poster? The deadline for displaying the new poster was July 24, 2007. All employers covered by the Fair Labor Standards Act's minimum wage provisions were required by law to display the new rates in a conspicuous location by July 24, the effective date of the first of three incremental increases in the federal minimum wage. If you operate in a state with a higher minimum wage, such as Oregon or Washington, you still must comply with that state's minimum wage law. Copies of the new Minimum Wage Poster are available for download from the Department of Labor's website at www.dol.gov.

IS YOUR EMAIL ADDRESS UP TO DATE?



To assist the Board in its cost containment efforts, we ask licensees to maintain a current email address with the board office. We are able to store both your personal and work email address in the database and encourage you to submit both.

Email communication is the most efficient way to stay in touch with you and to keep you current on Board issues and activities. Please remember to call, fax, or email the board office when you need to update your mail and/or email address.



BOARD ACTION

NAME: Nicole Easley
DATE: 4/30/2007
ACTION: \$100 Civil Penalty
VIOLATION: Practicing with a lapsed license

NAB Continued from page 2

currently considering the development of criteria for approval of entry-level training programs.

NAB encourages state long term care licensing boards/agencies to take a leadership role in ensuring that residents of assisted living communities are served by well trained, well educated administrators. The NAB examination, approved continuing education programs, and a well designed training program can contribute significantly to ensuring public protection and quality services in our nation's assisted living communities. NAB has and continues to make a significant investment in assuring the integrity of the RC/AL examination program. RC/AL administrator competency has become an increasingly important role that NAB member boards and agencies should consider.

NAB'S mission is to enhance the effectiveness of state boards of nursing home administrators in meeting their statutory and regulatory responsibilities to protect the health, safety and welfare of the public.

AIT PROGRAMS COMPLETED



The Board congratulates the following individuals who have successfully completed their AIT program.

July 2007

<u>NAME</u>	<u>FACILITY</u>	<u>PRECEPTOR</u>
• Patricia Baker	Lake Health District LTC Facility	Gordon Ensley
• Ben Garber	Highland House Nursing & Rehab Center	Steve Wallace
• Derek Johnson	Friendship Manor	Todd Engle
• Kenneth Landau	Lake Health District LTC Facility	Gordon Ensley
• Michael Quayle	Avamere Court at Keizer	Cheryl Lacombe-Anderson
• Gina Ryan	Clatsop Care Center	Anita Schacher

NHA LICENSES ISSUED

NHA LICENSES (May 2007 to June 2007)

The Board extends congratulations to the following newly licensed administrators:

<u>NAME</u>	<u>FACILITY</u>	<u>LOCATION</u>	<u>LICENSED BY</u>
• Julie Phelps	Sheridan Care Center	Sheridan	Exam
• Mary Webster	Pacific Health & Rehab	Tigard	Endorsement

WHERE ARE THEY NOW?

Please Notify The Board Of Employment Changes!



<u>NAME</u>	<u>FACILITY/LOCATION</u>
• Janice Bottemiller	Regency Hermiston Health & Rehab Center, Hermiston
• Bruce Boulette	Evergreen Health & Rehab Center, La Grande
• Amy Bucher	Marquis Care at Powellhurst, Portland
• John Buckley	Avamere Rehab of Sweet Home
• Scott DeLorenzo	Willowbrook Terrace, Pendleton
• Meagan English	Marquis Care at Wilsonville, Wilsonville
• Jason Fiske	Highland House Nursing & Rehab Center, Grants Pass
• Kandis Hanson	Sherwood Park Nursing & Rehab, Keizer
• Theresa Heis (<i>Rhoades</i>)	Harbor Care Reedwood, Portland
• Brent Hoover	Laurel Hill Nursing Center, Grants Pass
• Dennis Johnston	Avamere Rehab of Coos Bay, Coos Bay
• Charles McGee	Rest Harbor Rehab & Extended Care, Gresham
• Scott Nay	Avamere at Three Fountains, Medford
• Robert Norman	Evergreen Portland Health & Rehab Center, Portland
• Robbe Redford	Myrtle Point Care Center, Myrtle Point
• Dennis Rickert	Ochoco Health Care Center, Prineville
• Robert Swinea	Avamere Rehabilitation of Newport
• Marcy Turner	Regency Florence, Florence
• Susan Vanica	Willowbrook Terrace, Pendleton
• Mary Webster	Pacific Health and Rehabilitation, Tigard

OREGON BOARD OF EXAMINERS OF NURSING HOME
ADMINISTRATORS
800 NE OREGON STREET, SUITE 407
PORTLAND, OR 97232

PH: (971) 673-0196

FAX: (971) 673-0226



Moving? Change In Employment Or Employment Status?
**Please notify the Board of any changes
in address or employment status.**



NEXT QUARTERLY BOARD MEETING

■ **October 10, 2007**

Meetings convene at 8:30 a.m. in room
445 at 800 NE Oregon Street in Portland.

BOARD CONTACT INFORMATION

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Ste. 407, Portland, OR 97232

TEL: 971-673-0196

FAX: 971-673-0226

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