

Oregon NHA

OREGON BOARD OF EXAMINERS OF NURSING HOME ADMINISTRATORS - FEB 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.

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FROM THE EXECUTIVE DIRECTOR

--Janet Bartel

Happy 2007!

So how are you doing with those New Year's resolutions? Perhaps not so good? It may help to know that you're not alone if you can't even remember your New Year's resolutions. *In fact, Marti Hope Gonzales, a professor of psychology at the University of Minnesota, found that six weeks into the new year, 80 percent of people have already broken their New Years resolutions or can't even remember them anymore.* Regardless, positive change is undoubtedly worthwhile and with some changes, the results will significantly improve the quality of your life. So revisit your list of New Year's resolutions and sincerely commit yourself to making just one change on that list happen this year. There is an abundance of information and resources on the Internet that address the science of behavioral change. You might start with the *About: Psychology* website located at <http://psychology.about.com/>. Once there, search for "Stages of Change – How to Keep a Resolution." This same website also provides some insight on successful leadership and leadership styles. If interested, search for the "New Study on Assertiveness and Leadership."

Revenue Deficit

The Board entered 2007 in the throes of a revenue deficit. With a limited license base and inflationary factors, we are simply not able to generate sufficient revenue to support agency operations for the full two years between license renewals. Since we already exist on a bare bones budget with my salary the biggest single expense item, I voluntarily reduced my work schedule January 1, 2007, from full- to part-time (.60 FTE). I will continue to work a reduced work schedule (Monday through Wednesday) until the biennial license renewal

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OREGON PATIENT SAFETY COMMISSION

Oregon Patient Safety Commission Advances Nursing Facility Reporting Program**Lewis McCoy, M.B.A., M.A.****Oregon Patient Safety Commissioner**

As we start the new year, the profession of Long Term Care can count on many opportunities for change and growth. This is especially true for providers in Oregon who are working to advance patient safety efforts. The following article provides an update on the work of the Oregon Patient Safety Commission and describes your opportunity to play a key role in patient safety in 2007.

Background

The Oregon Patient Safety Commission was established to accomplish three important tasks: first, to develop a voluntary and confidential reporting system for serious adverse events that occur throughout the health care continuum; second, to establish quality improvement techniques aimed at reducing system errors; and third, to disseminate evidence-based prevention practices to improve patient outcomes. Groups defined in the legislation include nursing facilities, hospitals and pharmacies, as well as outpatient renal dialysis, ambulatory surgery, and freestanding birthing centers.

Progress

The Commission has made significant progress over the past year. We initiated the hospital reporting program, including defining reportable events, developing the reporting template, drafting administrative rules, and conducting a pilot program. In an overwhelming demonstration of interest in the program, over 95% of the state's hospitals agreed to participate in the reporting program. Almost immediately, hospitals began to share information about errors and utilized the Commission to alert one another of potentially serious adverse events.

For nursing facilities, the Commission has made progress in much the same way as the hospital constituency. Over the past year, we have worked with several groups of long term care and allied professionals to develop the foundation of our program. These groups collaborated on the development of reporting tools, advised on the program's implementation, and pilot-tested materials in several facilities. Throughout this process we have refined the reporting framework and have identified ways to incorporate and honor existing reporting so as not to duplicate administrative efforts. We are now focusing on drafting administrative rules for the program and will be seeking your facility's participation in the program later this spring.

Next Steps

As we look to the new year, we have another excellent opportunity to define ourselves as leaders in quality by welcoming the Oregon Patient Safety Commission into our current systems of resident care. By sharing our information with the Commission, we can learn from each other about the nature of adverse events. We will be able to broadcast alerts immediately to other facilities about potential causes of serious errors. We can also continue to advance conversations about resident care away from abuse taxonomy and towards quality improvement. By participating, you will demonstrate your commitment to identifying best practices in our profession; you will also gain a process to share those experiences and observations with all facilities in Oregon. Look for future information about how your facility can participate in the future of patient safety efforts in Oregon.

For more information, please contact Jim Dameron, Oregon Patient Safety Commission Administrator, at 503-224-9226, or Lewis McCoy at Town Center Village, 503-654-4500. Please also visit <http://www.oregonpatientsafety.org>.

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/index.html>. Once there, click on the "Safety Information" link on the top navigation bar. To register for email notices and updates concerning Safety Information go to: <http://www.fda.gov/medwatch/elist.htm>.

Rituxan (Rituximab)

[Posted 12/18/2006] FDA and Genentech informed healthcare professionals of important emerging safety information about Rituxan. Two patients died after being treated with Rituxan for systemic lupus erythematosus (SLE). Rituxan is approved for the above indication and is prescribed off-label for other serious diseases and conditions such as SLE...

Quinine Products

[Posted 12/12/2006] FDA informed healthcare professionals and consumers that the Agency ordered firms to stop marketing unapproved drug products containing quinine, citing serious safety concerns, including deaths associated with quinine products. There are multiple unapproved products containing quinine currently on the market, used off-label to treat leg cramps and similar conditions. Since 1969, FDA received 665 reports of adverse events with serious outcomes associated with quinine use, including 93 deaths...

Dolophine (methadone hydrochloride)

[Posted 11/27/2006] FDA notified healthcare professionals of reports of death and life-threatening adverse events such as respiratory depression and cardiac arrhythmias in patients receiving methadone. These adverse events are the possible result of unintentional methadone overdoses, drug interactions, and methadone's cardiac toxicities (QT prolongation and Torsades de Pointes). The reports underscore the importance of knowing methadone's toxicities and unique pharmacologic properties, including dosing and monitoring recommendations.

DEFICIENCY-FREE SURVEYS

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

Congratulations on your success!

Marian Estates

Denise Gould, NHA
Sublimity, OR
Ph: (503) 769-3499

➤ *Deficiency-free survey September 2006*

AND

Elliott Residence, ALF

Joelynn Obadencio, Admin.
Sublimity, OR

➤ *Deficiency-free survey August 2006*

Marquis Care at Powellhurst

Dane Jensen, NHA
Portland, OR
Ph: (503) 761-1533

➤ *Deficiency-free survey September 2006*

Regency Florence

Don Wessels, NHA
Florence, OR
Ph: (541) 541-997-8436

➤ *Deficiency-free survey November 2006*



FACILITY CLOSURE

Name: Klamath Regional Rehab Center
Klamath Falls
NHA: Anthony Bush
Effective: 11/21/2006

EVENTS: SAVE THE DATE



Important
DATE!

OHCA Preceptor Training**February 14, 2007 (9:00-4:00)**

OHCA Offices, Wilsonville

Pricing: Member: \$149; Non Member: \$199**Registration**

Contact OHCA at (503) 694-6580

or register online at www.ohca.com.**OHCA's 2nd Annual Spring Expo**

March 12-13, 2007 (times vary)

Hilton Eugene & Conference Center

Pricing: Member: \$59 - \$149; Non Member: \$99 - \$219

Fun Night Extra

Registration

Contact OHCA at (503) 694-6580

or register online at www.ohca.com.**17th Annual Kinsman Ethics Conference****"Access & Stewardship: What's Fair in Health Care"**

April 19-20, 2007 (8:00am - 4:30pm)

Valley River Inn, Eugene

Pricing: \$135 - \$150**Registration**

Contact Emilie Eckert at (503) 494-4435

Conference information is not yet posted online, however, you may view information about past Kinsman Conferences at www.ohsu.edu/ethics.**31st Annual OSU Gerontology Conference**

April 9-10, 2007 (8:15am - 4:30pm)

OSU CH2M Hill Alumni Center, Corvallis

Pricing: \$150 (for both days)**Registration**

Contact Cheryl Peters at (800) 587-0238

or register online at www.osugero.org.**9th Annual Dean McGinty Memorial Conference on Alzheimer's Disease**

April 12, 2007 (8:30am - 4:15pm)

Embassy Suites Hotel Washington Square, Tigard

Pricing: \$75**Registration**

Contact Oregon Alzheimer's Association at (800) 733-0402 or Jan Karlen at (503) 945-6918.

NHA OPPORTUNITY

PIONEER PLACE NURSING HOME AND ASSISTED LIVING FACILITY**Administrator Position in Vale, Oregon:**

Pioneer Place is a not-for-profit nursing home and assisted living facility that has been in operation for over 40 years. It was remodeled and expanded 2 years ago. It is now a showplace facility that has a capacity of 33 nursing home patients and 29 assisted living residents. Pioneer Place is currently home to a total of 44 of our valued seniors. The staff of 50+ is well qualified and dedicated.

Vale, a rural community of approximately 1,700 people, is located in far eastern Oregon, close to Idaho. We live in a laid-back, rural community of ranches, open spaces, clean rivers, mountains, great hunting and fishing, and friendly hard-working people.

The administrator position will remain open until a satisfactory candidate is found. Candidates must have valid applicable national and state licenses. Salary range depends upon experience. *Pioneer Place is an Equal Opportunity Employer and a drug and alcohol free workplace.* Applicants must pass a background check and drug test prior to employment.

CONTACT

Pioneer Place Business Office
1060 D Street W., Vale, OR 97918
Phone: (541) 473-3131, or email kthompson@pioneerplacevale.com; or call Board Chairman Wayne McConnell at (541) 473-4040. Visit Pioneer Place's web page at www.pioneerplace.com.

FROM THE DESK OF HR ANSWERS

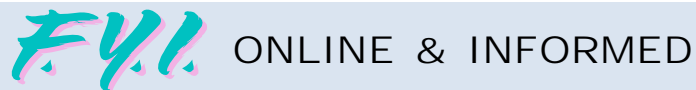
The Board extends its appreciation to HR Answers, Inc. for the following articles taken from their newsletter Advantage. A special thank you is further extended to Advantage editor Deborah Jeffries, PHR, CPC. Advantage is published monthly and is designed to provide information on regulations, HR practices, 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.

Are You Ready For 2007?

Change is a constant in today's world. Each year, we encounter unprecedented change in our markets and in the workplace. Technology, access to information, regulations and demographics drive changes in all aspects of our lives. The New Year will bring new opportunities for us to test our skills in thriving during change and chaos. What will you do to master change in the coming year?

Here are several suggestions as to actions you can take to be "change ready" for 2007:

- 1. Be Always Learning.** Many job seekers and individuals wanting to advance do not always have the necessary skills to do the job. Sometimes they have "dated" technical skills or have strong technical skills but lack agility, communications, or collaborative skills. Either they have not taken responsibility to stay current or their employers have not provided the time to re-tool their work force. Continuous learning is a key tool to keeping your organization moving forward.
- 2. Establish a "Me Company."** Success in today's business world calls for each and every person to bring value to their work. Just executing the day-to-day responsibilities is not enough. Each individual must be able to produce results in a variety of methods. They are not measured by the number of activities they complete; they must have a positive impact on the business. What are you and your people doing to ensure that you are bringing value and producing results for the organization? Can you cite how your work impacts organizational goals and contributes to bottom-line results?
- 3. The Environment is Changing.** Four generations: Traditionalists, Baby Boomers, Gen X, and Gen Y populate the workforce. Gen Y's are managing the aging Boomers; traditionalists are completing their final years serving as patriarchs and matriarchs; Boomers are looking for continued impact and greater flexibility; and X'ers are trying to balance power, family, and goals. How are you dealing with the generational needs and challenges in your workplace? Have you been able to identify and understand the differences in values, work identity, and team orientation among the different generations? This area would be great as part of your organizational goals.
- 4. Improving Communication.** Our clients are telling us that they are hiring brilliant minds and the new employees are doing a great job, except when it comes to business writing. Through the years, voice mail, email, and instant messaging have replaced more traditional forms of business writing. A new generation of workers has entered the workplace with good communications skills, but little training in writing effective business letters, proposals, or other documents. Take a look around your organization. Evaluate the quality of the correspondence you see. If there's a gap, take action to ensure that your employees not only communicate quickly, but also effectively when using the written word. In addition, we encourage you to offer programming or assistance with problem solving, teamwork, and conflict resolution. Again, with the increased use of technology, our new entrants to the workforce have spent less time in face-to-face dialog and they need to know how to communicate and get along in this fashion as well.

The logo features the letters 'FYI' in a stylized, colorful font (red, blue, green) followed by the text 'ONLINE & INFORMED' in a plain, black, sans-serif font.

SOURCE: Alliance for Aging Research, *WEBZINE*, Issue 29, Summer 2006

Website: www.agingresearch.com

AGING STATISTICS

Geriatric Training

- Out of 125 US Medical schools, only 13 require course work in geriatrics.
- By 2030 the U.S will need 36,000 geriatricians and will fall short by as many as 25,000.

Diabetes (and other health issues)

- 6.3 million Americans age 65 and up have diabetes, which is 18.4 percent of all people in this age group.
- Women who have diabetes are approximately three times more likely to develop heart disease than those who do not.
- According to the National Institute on Aging, one in 10 women age 45 to 64 years old, and one in five women over 65 have some form of heart disease.
- Depression affects 15 percent of people over 65, and as many as 25 percent of people living in assisted living environments.
- In 1997, \$26.9 billion in payments were made to Medicare beneficiaries for hospital expenses due to cardiovascular problems.

Boomer Demographics

- By 2015, all Baby Boomers will be over 50 years old, and the oldest baby boomers will begin to reach 65.
- Every seven seconds, another Baby Boomer turns 50. That's more than 12,000 people each day.
- In 2011, the "baby boom" generation will begin to turn 65. By 2030, it is projected that one in five people will be age 65 or older. The size of the older population is projected to double over the next 30 years, growing to 70 million by 2030. http://www.americangeriatrics.org/news/facts_figures.pdf

Life-Span/Expectancy

- The average life expectancy in 1900 was 47 years; today's life expectancy is more than 76 years.
- 90% of all centenarians, people who are 100 years old, in America are women.
- The number of Americans turning 65 daily will jump from 6,000 today to nearly 10,000 a day by 2011.

Geriatric Care

- Approximately 7.6 million people in the US require some form of home health care.
- 1.5 million older Americans are in nursing homes, a \$91 billion industry.
- Urinary incontinence is among the top three reasons that individuals are transitioned to a nursing home.
- Women are three times more likely than men to enter a nursing home without assets and already eligible for Medicaid.
- Out of 125 US Medical schools, only 13 require course work in geriatrics.
- For the older Americans who lose independence each year, the increase in medical and long-term costs is 26 billion dollars greater than if they had maintained independence.
- Americans over the age of 65 account for at least one-third of the \$1.3 trillion spent annually on health care. Meanwhile, total federal dollars for prevention and research in aging and age-related diseases amount to a scant 0.3% of what is spent on treatment.

Cancer

- A mammogram detects a lump an average of 1.7 years before you can feel it.

JUST FOR FUN

THE \$50 RIDE

Morris and his wife Esther went to the state fair every year. Every year, Morris would say, "Esther, I'd like to ride in that 2-seater trainer plane." Esther always replied, "I know Morris, but that plane ride is 50 dollars and 50 dollars is 50 dollars."

A few years later, Esther and Morris went to the fair. Morris said, "Esther, I'm 85 years old. If I don't ride in that plane now, I might never get another chance." Esther replied, "Morris, that plane ride is 50 dollars and 50 dollars is 50 dollars."

The pilot overheard the couple. He said, "Folks, I'll make you a deal. I'll take the both of you for a ride. If you can stay quiet for the entire ride and not say a word, I won't charge you! But if you say one word, it's 50 dollars." Morris and Esther agreed — and up they went. The pilot did all kinds of fancy maneuvers. But not a word was heard. He did his daredevil tricks over and over again, but still not a word. When they landed, the pilot turned to Morris. He said, "By golly, I did everything I could to get you to yell out, but you didn't. I'm impressed!" Morris replied, "Well, I was going to say something when Esther fell out, but 50 dollars is 50 dollars!"

NEW WORDS FOR 2007

- **BLAMESTORMING:** Sitting around in a group, discussing why a Deadline was missed or a project failed, and who was responsible.
- **CUBE FARM:** An office filled with cubicles.
- **PRAIRIE DOGGING:** When someone yells or drops something loudly in a cube farm, and people's heads pop up over the walls to see what's going on.
- **MOUSE POTATO:** The on-line, wired generation's answer to the couch potato.
- **SITCOMs:** Single Income, Two Children, Oppressive Mortgage. It's what yuppies turn into when they have children and one of them stops working to stay home with the kids.
- **WOOFs:** Well-Off Older Folks.
- **STRESS PUPPY:** A person who seems to thrive on being stressed out and whiny.
- **SWIPEOUT:** An ATM or credit card that has been rendered useless because the magnetic strip is worn away from extensive use.
- **XEROX SUBSIDY:** Euphemism for swiping free photocopies from one's workplace.
- **IRRITAINMENT:** Entertainment and media spectacles that are annoying but you find yourself unable to stop watching them. The J-Lo and Ben engagement was a prime example and Michael Jackson another.
- **PERCUSSIVE MAINTENANCE:** The fine art of whacking an electronic device to get it to work again.
- **ADMINISPHERE:** The rarefied organizational layers beginning just above the rank and file. Decisions that fall from the adminisphere are often profoundly inappropriate or irrelevant to the problems they were designed to solve.
- **404:** Someone who's clueless. From the World Wide Web error message "404 Not Found," meaning that the requested site could not be located.
- **OHNO!-SECOND:** That minuscule fraction of time in which you realize that you've just made a BIG mistake. (Like after hitting SEND on an email by mistake)!

MARRIAGE SEMINAR

While attending a Marriage Seminar dealing with communication, Tom and his wife Grace listened to the instructor, "It is essential that husbands and wives know each other's likes and dislikes." He addressed the man, "Can you name your wife's favorite flower?" Tom leaned over, touched his wife's arm gently and whispered, "It's Pillsbury, isn't it?"

Go confidently in the
direction of your dreams.

Live the life you've
imagined. As you simplify
your life the laws of the
universe will be simpler.

~Tibetan saying

OHCA INTRODUCES CHAMPION OF THE MONTH PROGRAM

The OHCA is pleased to announce the “**Champion-of-the Month**” program – a new way to highlight staff from Long Term Care & Community Based Care who go above & beyond the call of duty. After an incredibly successful Awards Ceremony at the 2006 Annual Convention & Trade Show, where the highest number of nominations ever were received (over 75 nominations for 9 categories), it became evident that the OHCA membership needed another outlet to recognize and thank the many individuals who inspire their colleagues and residents.

The OHCA Champion-of-the-Month program is open to all Oregon Health Care Association facility members and can be of any discipline, as long as they are employed by an OHCA Member facility. **We encourage a wide variety of disciplines to be nominated.**

Once a month, all nominees for the nomination cycle will be recognized on the OHCA website & in the OHCA newsletter ~ with one nominee being highlighted each month as the “Champion of the Month.” We encourage OHCA Members to utilize this program as a recognition & retention tool for their staff by publicly acknowledging them in an audience of their peers for their efforts to may your community a better place to live & work.

Nominations will be due the 20th of every month ~ the deadline for the inaugural Champion-of-the-month (January 2007) is December 20th. For nomination guidelines and other information, please log onto: http://www.ohca.com/champion_month.htm or contact Melodie Van Doren, Director of Education at mvandoren@ohca.com. *We look forward to recognizing your Champions!*

AIT CANDIDATES SEEK TRAINING OPPORTUNITIES

Scott Brooks

Ph: (541) 997-7676

Email: sbro757@yahoo.com

Education

- BS: Political Science

Experience/Background

- Public Relations/Communications
- Loan Officer/Teller/Funding
- Maintenance and Administration
- Officer Candidate, U.S. Marine Corp.

Not only has my educational and prior work experience given me the necessary background to perform effectively in this role, but I have also had personal experience of dealing with loved ones that were confronted with medical issues that required intense and constant care. It is because of these experiences that I wish to continue assisting others facing such issues.

Jason Robinson

Ph: (541) 868-6013

Email: jason97496@hotmail.com

Education

- BA: Business Management

Experience/Background

- Assistant Manager in Training
- Owner/Operator Gift Shop
- Program Support Assistant
- Aviation Structural Mechanic, U.S. Navy

I want to be able to leave work and feel that I made a difference in somebody's life. I get that feeling when I go to the nursing home where my wife works. I understand that being a Nursing Home Administrator entails far more than going to the county fair or visiting with residents in the hall. I firmly believe that I have what it takes to lead a team in the challenge of combining compassion for the residents with the many business aspects required to make the residents, families and staff comfortable while keeping the facility profitable.

AIT PROGRAMS COMPLETED

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

January 2007

<u>NAME</u>	<u>FACILITY</u>	<u>PRECEPTOR</u>
• John Buckley	Eugene Rehab & Specialty Care Center	Jonathan Ramey
• Dan McLaren	Rogue Valley Manor	Thomas Becker
• Dustin Mitchell	Marquis Care at Centennial	Amy Carlton
• Sarah Prewitt	Rogue Valley Manor	Kevin McLoughlin

NHA LICENSES ISSUED

October 2006 to January 2007

NHA LICENSES

The Board extends congratulations to the following newly licensed administrators:

<u>NAME</u>	<u>FACILITY</u>	<u>LOCATION</u>	<u>LICENSED BY</u>
• Kylie Blacken			Exam
• Gail Brockway	Camelot Care Center	Forest Grove	Endorsement
• Bruce Boulette	Evergreen Health & Rehab Center	La Grande	Endorsement
• Rebecca Conrad	Hillside Heights Rehab Center	Eugene	Exam
• Leann Curtis	Evergreen Health & Rehab Center	The Dalles	Exam
• Duffy Dezember	Pilot Butte Rehab Center	Bend	Endorsement
• Anthony Knippers	Rose Haven Nursing Center	Roseburg	Exam
• Christine Prather			

PROVISIONAL LICENSES

<u>NAME</u>	<u>FACILITY</u>	<u>LOCATION</u>
• John Buckley	Hearthside Rehab & Spec. Care	Coos Bay
• Nicole Easley	Marquis Care at Autumn Hills	Portland
• Julie Phelps	Sheridan Care Center	Sheridan
• Martha Robers	Life Care Center of Coos Bay	Coos Bay
• Mary Webster	Evergreen Portland Health & Rehab Center	Portland

WHERE ARE THEY NOW?

<u>NAME</u>	<u>FACILITY/LOCATION</u>
• Bruce Boulette , Prov.	Evergreen Health & Rehab Center, La Grande
• John Buckley , Prov.	Hearthside Rehab, Coos Bay
• Chad DeBruin	The Pearl at Kruse Way Rehab, Lake Oswego
• Mark Henrikson	Umpqua Valley Nursing & Rehab, Roseburg
• Julie Phelps , Prov.	Sheridan Care Center, Sheridan
• Martha Robers , Prov.	Life Care Center of Coos Bay
• William Swanson	Menlo Park Health Care, Portland
• Mary Webster , Prov.	Evergreen Portland Health & Rehab Center



Renewal Reminder: All Regular Licenses Expire June 30, 2007

Wow, does time fly or what? It's hard to believe that we are already approaching another license renewal. This may come as a bit of a shock to some of you, but most licensees have been receiving a monthly email reminder with links to continuing education (CE) information and forms. The reminders have been well received with licensees emailing their questions on CE and the new self-reporting requirement. **Please be sure to maintain your current email address with the board office, as this is the most efficient way to communicate with you and to keep you current on Board issues and activities.** The board office will email renewal information to licensees in March. Please plan to use this option to renew early and reduce Board costs for processing renewals. Hardcopy renewal notices will follow in mid to late April to those licensees who have not yet renewed their license.

Continuing Education Self-Reporting Method

As you know, the Board transitioned to a self-reporting CE method on July 1, 2005. This means that you are now responsible for tracking and reporting your CE activities at the end of the license period. In addition, you are no longer required to forward your CE attendance verification documents to the board office unless you are selected by random audit. Your renewal notice will provide specific instructions if you are one of the lucky ones selected for audit. Please do not automatically send your CE attendance documents to the board office as we do not have the storage to keep them and I cannot return them to you. Do plan to retain your CE attendance documents until your license has been renewed.

The CE Report Form and instructions are posted on the board's website at www.oregon.gov/NHABD/. Additionally, you may view approved CE activities posted in the CE Resource section on the website. Feel free to call or email the board office if you have questions regarding license renewal or the new CE reporting method.

FROM THE EXEC DIR continued from page 1

commences in April 2007. At that time, I will transition back to full-time status until the end of the current biennium, or June 30, 2007. However, it appears that I will need to return to a reduced work schedule (.80 FTE) through the next biennium to offset expenses. Since I am the Board's sole employee, this will assuredly impact service levels. Given that, the Board is looking at short-term options to maintain agency operations. Effective immediately, the Board will be implementing a number of cost containment measures that include publishing the quarterly newsletter online and notifying interested persons via postcard that the newsletter is available for download. In the approaching 2007-09 biennium, the Board will consider a number of fee-increase options that will focus on new and renewal licenses. Licensees will not see a renewal fee increase with the approaching June 2007 renewal.

Long-term Considerations

Over the past few biennia, the Board's license base has continued a steady decline as the number of licenses lost during renewal exceeds the number of licenses issued during a biennial period. In addition, there is concern with the impending retirement of the baby-boomer generation as nearly 50 percent of the Board's licensees fall into this era. Given that, the Board is also beginning to explore long-term options to continue operations into the more distant future. At present, the two identified options are 1) expand the license base to include ALF/RCF administrators; and 2) consolidate with a similar agency (i.e., Department of Human Services, Board of Nursing, etc.).

We would like to hear from you if you have ideas or comments on fee increases, cost containment, or the aforementioned long-term considerations. Please fax your comments to me at (971) 673-0226 or comment via email to NHABD.Info@state.or.us.

HR ANSWERS continued from page 5

At last, 2007 is upon us. We hope that it is a great year for you personally and for your business.

Need To Give Feedback?

Have you ever given feedback to someone, and that person pulled back from what you were saying and fell into a defensive mode? If so, then you know giving feedback is an important, but complicated process—especially for managers—because it can affect morale and the bottom line.

According to “A Deeper Look at Coaching: Meeting Your Challenges” in the *Leading Effectively e-Newsletter*, the most important factor in giving feedback is to give your coachee the opportunity to learn and develop. In *Feedback that Works: How to build and Deliver Your Message*, Sloan R. Weitzel says there are several ways to ensure that you give feedback in the most effective way:

- Be specific when you describe the situation and behavior.
- Tell the coachee what effect the behavior has had on you or others.
- Once you give your feedback, be quiet and give it some time to sink in.
- Stay away from blaming words, and frame your feedback in “I” statements, rather than “you” statements.
- Be sensitive. What you are saying could potentially be painful to the coachee.

ONLINE & INFORMED continued from page 6

- A woman’s risk of breast cancer increases with age; about 80 % of breast cancers occur in women over age 50.
- Data from France and the United States show breast cancer on average deprives women of at least 10 years of life expectancy, while prostate cancer reduces male average life expectancy by only one year.
- According to current estimates, 40% to 50% of Americans who live to age 65 will have skin cancer at least once.
- In the US, men have about a 1 in 2 lifetime risk of developing cancer. The risk for women is 1 in 3.
- A raft of recent studies show that primary care physicians often do not refer older people to oncologists out of the mistaken belief that they can’t tolerate chemotherapy or don’t want it.
- Prostate cancer is the most commonly diagnosed cancer other than skin cancer: 1 in 5 men in America will develop it during their lifetimes.

Osteoporosis [and women]

- Eight million women and two million men have osteoporosis.
- Up to 70% of fractures in persons aged 45 and older and due to osteoporosis.
- Women can lose up to 20 percent of their bone mass in five to seven years following menopause, making them more susceptible to osteoporosis.

Age-related Diseases

- Cardiovascular diseases are the number one killer of men and women. In terms of total deaths, CVD has claimed the lives of more women than men every year since 1984.
- Heart disease was the leading cause of death among Americans 65 and older in 1996, claiming 612,199. The second-leading cause was cancer, with 382,988.
- Of those who die of coronary heart disease, 85% are age 65 or older.
- About every 29 seconds an American will suffer a coronary event, and about every minute someone will die from one.
- Parkinson’s disease affects one of every 100 people over age 60.
- The average 75-year-old persona has three chronic medical conditions and regularly uses five prescription drugs, as well as multiple over-the-counter remedies.

**OREGON BOARD OF EXAMINERS OF NURSING HOME
ADMINISTRATORS**

**800 NE OREGON STREET, SUITE 407
PORTLAND, OR 97232**

PH: (971) 673-0196

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**EMPLOYER/EMPLOYEE
POSTERS**

Just a gentle reminder that it is time to update your employer/employee posters. Free posters are available for download at:

- Oregon: <http://egov.oregon.gov/BOLI/>
- Washington: <http://www.lni.wa.gov/>

NEXT QUARTERLY BOARD MEETING

■ **April 11, 2007**

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

WEB SITE ADDRESS:
www.oregon.gov/NHABD

E-MAIL ADDRESS:
NHABD.info@state.or.us

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