

Oregon NHA

OREGON BOARD OF EXAMINERS OF NURSING HOME ADMINISTRATORS - MAY 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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- Rob Hays, NHA
Chair
- Anita Schacher, NHA
Vice Chair
- Larry Davy, NHA
- Kathleen Elias, RN, NHA
- Arlene Gardner, Public Member
- Ronald Gilson, M.D.
- George Gerding, R.Ph.
- James Bagley, Public Member
- Margaret Clark, Public Member

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FROM THE EXECUTIVE DIRECTOR

--Janet Bartel

Spring Greetings!

As you know, the board office has commenced its biennial renewal for the 2007-2009 license period. This is my second renewal experience with the Board and our first test of the self-reporting continuing education requirement. From this vantage point, it is progressing fairly smoothly with most licensees very much aware of their monitoring and reporting responsibility. Additionally, the Board introduced emailed renewal notices in April. It is a first step toward online licensing and renewals. Please visit page 3 of this newsletter for more license renewal information.

The Value of Recognizing Employees

Recently, I had the privilege to attend an employee recognition event conducted by Marquis and Consonus. I walked away impressed and touched by these companies' value and recognition of employees. In a field where it is difficult to recruit and retain employees, it just makes sense to recognize and honor the contributions of deserving and committed employees. I applaud Marquis and Consonus for acknowledging the contributions of all staff, regardless their position, and encourage companies to consider developing their own employee recognition program. **HR Answers** offers the following article regarding Employee Recognition.

EMPLOYEE RECOGNITION – YOU CAN DO IT!!!!

A national survey reveals a significant gap between how employees are recognized in the workplace and how they actually want to be recognized.

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BOARD MEMBER APPOINTMENTS

Arlene Gardner Appointed to Public Member Position

Governor Ted Kulongoski has appointed Arlene Gardner to the Board of Examiners of Nursing Home Administrators. Ms. Gardner brings 50 years of nursing experience and held an Oregon Nursing license from April 1, 1987 through August 16, 2004. She is presently retired from the nursing profession. Ms. Gardner considers her years in nursing to be one of life's most rewarding experiences. She believes it is critical that administrators in long-term care hold the highest possible standards both for themselves and those they employ to care for the vulnerable elderly.

Ms. Gardner attended University of California, Los Angeles (Pre-nursing); Mount St. Mary's College, Los Angeles (Nursing BA); Bradley University, Peoria (Education MA); and University of Arizona, Tucson (Nursing MS).

Her Nursing career includes employment with USPHS Indian Health Service from 1995 to 2003; three tours with the U.S. Peace Corps from 1993 to 2005; 13 years as Critical Care Nurse in various facilities including six years at the Veteran's Administration in Tucson, AZ. Other notable positions include five years in Instructor positions at Vanderbilt University and Illinois Central College; and two years as Clinical Specialist Geriatrics for Pima City, AZ.

Ronald Gilson Reappointed to Physician Member Position

Governor Ted Kulongoski has reappointed Dr. Ronald Gilson to a second term on the Board of Examiners of Nursing Home Administrators. His background includes more than 30 years experience providing care to patients of nursing homes. He expresses a desire to improve medical care to nursing home residents and believes that Nursing Home Administrators provide the overall direction for these efforts. He remains a dedicated patient advocate and will continue to encourage Administrator-in-Training candidates to achieve the best possible patient outcomes.

Dr. Gilson graduated with a Bachelor's degree in General Science from the University of Iowa in 1966 and he received a Medical Doctor degree in 1970. He served as Flight Surgeon in the United States Air Force at Beale AFB from 1971 through 1973. He received the Geriatrics Recognition Award from the American Geriatric Society in 1998, and he was certified as a Medical Director by the AMDA in 1999. The doctor operates a private practice in Eugene as a board certified family practitioner with added qualifications in geriatrics. He is presently a member on the Medicare Northwest Region Carrier Advisory Committee, the Medical Director of three nursing homes and a Geriatrician with PeaceHealth Medical Group in Eugene.

Anita Schacher Reappointed to Administrator Member Position

Governor Ted Kulongoski has reappointed Anita Schacher to a second term on the Board of Examiners of Nursing Home Administrators. Ms. Schacher brings more than 16 years of experience as a Nursing Home Administrator. With completion of her first term on the Board, she has proven herself a valued source of knowledge and experience. During her second term, she will continue to pursue her goal to make a difference to the State of Oregon and its frail elderly.

Ms. Schacher received her Bachelor of Arts degree, Cum Laude, from Mt. Angel College, concentrating her studies in psychology, sociology and gerontology. She has served the Health District in the role of CEO while serving as Administrator for Clatsop Care Center, where she is presently employed. Ms. Schacher has served as a board member for numerous organizations and presently serves on the Executive Board for the Oregon Alliance of Senior and Health Services as Vice-President for Nursing Homes. Further, she serves as Council Chair for the St. Mary Star of Sea Parish and Finance Councils, serves on the Board of Directors for Coast Rehabilitation Services, is a member in good standing with the Astoria Rotary and is on the Nursing Programs Advisory Board at Clatsop Community College.

REGULAR LICENSES EXPIRE JUNE 30, 2007

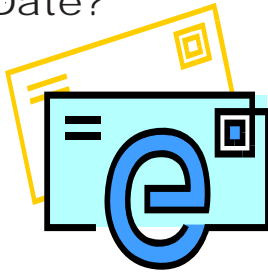
**Important
DATE!****The license renewal is well under way!****Please notify the board office if you have not received a renewal notice.**

On April 3, 2007, the board office emailed license renewal notices to licensees with email addresses. Of the 334 emailed notices, nearly 100 licensees confirmed that they would use the emailed renewal notice to renew their license. To those of you who responded, thank you for assisting the Board in this cost-containment effort. We have reduced board postage and handling costs through your support and participation.

Hardcopy renewal notices were mailed to the remaining licensees on April 24, 2007. Please note the board office did not mail hardcopy notices to licensees who confirmed they would use the emailed renewal notice alternative. A reminder will be emailed to these licensees if they have not submitted a renewal by the end of May.

In its ongoing effort to contain costs, the board office has implemented monthly emailed reminders to licensees with links to continuing education information and forms. Additionally in February 2007, the Board ended its longtime practice of mailing hardcopy newsletters to licensees. Future editions of the Board's quarterly newsletter will be posted on the 'Publications' page of its website at www.oregon.gov/nhabd. The Board will continue to notify licensees via email and postcard when the quarterly newsletter is posted and available for download.

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 call, fax, or email the board office when you need to update your mail or email address.

Continuing Education Self-Reporting Method

As you know, the Board transitioned to a self-reporting continuing education (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 The 'Approved CE Activities' table 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.

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>.

Trimethobenzamide hydrochloride Suppositories

[Posted 04/06/2007] FDA notified healthcare professionals and consumers that companies must stop manufacturing and distributing unapproved suppository drug products containing trimethobenzamide hydrochloride. These products are used to treat nausea and vomiting in adults and children...

Permax (pergolide) and generic equivalents

[Posted 03/29/2007] FDA notified healthcare professionals and patients that companies that manufacture and distribute pergolide have agreed to withdraw the drug from the market. Pergolide is a dopamine agonist (DA) used with levodopa and carbidopa to manage the signs and symptoms of Parkinson's disease...

Sedative-hypnotic drug products

[Posted 03/14/2007] FDA notified healthcare professionals of its request that all manufacturers of sedative-hypnotic drug products, a class of drugs used to induce and/or maintain sleep, strengthen their product labeling to include stronger language concerning potential risks...

Medical Equipment That Uses or Displays Time

[Posted 03/02/2007] FDA notified healthcare professionals and consumers of the possibility that some medical devices/equipment, hospital networks and associated information technology systems may generate adverse events because of the upcoming change in the start and end dates for Daylight Savings Time (DST), and suggested actions to prevent such occurrences...

DEFICIENCY-FREE SURVEY

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

Congratulations on your success!

FernHill Estates

Cheryl Emerson, NHA
Portland, OR
Ph: (503) 288-5967

➤ *Deficiency-free survey February 2007*



BOARD ELECTS 2007-08 OFFICERS

The Board unanimously elected the following officers at its April 11, 2007, quarterly meeting:

- Anita Schacher, Chair
- Kathleen Elias, Vice Chair

Ms. Schacher will enter her second term on the Board in July 2007, and Ms. Elias is presently serving her first term. Both officers are Nursing Home Administrators with Ms. Elias serving as the Board's Nurse Member.

Congratulations and thank you for all that you do!

FACILITY ADDRESS CHANGE

Name: Wallowa Valley Care Center
Old: 401 NE 1st
Enterprise, OR 97828
New: 601 Medical Parkway
Enterprise, OR 97828
NHA: Larry Davy

EVENTS: SAVE THE DATE

LOCAL

May 20-23, 2007**OASHS Annual Conference**

"Aging Well, Living Well"

Eagle Crest Resort, Redmond

Pricing: Varies with Member/Non Member status and number attending.**Registration:** Contact OASHS at (503) 684-3788. View conference brochure at www.oashs.org.**May 31, 2007 (1:00pm - 4:00pm)****OASHS Preceptor Training**

Sysco Offices, Wilsonville

Pricing: \$125 initial course / **\$50 Refresher****Registration:** Contact OASHS at (503) 684-3788. View activity information at www.oashs.org.**June 15, 2007 (8:00am - 5:00pm)****Statewide 2007 Palliative Care Conference**

"The Spectrum of Palliative Care: More than Merely End-of-Life"

Red Lion Hotel Jantzen Beach, Portland

Pricing: \$70 (Includes breakfast, lunch & conference materials.)**Registration:** Contact Margaret Jeppesen at (503) 494-4436. View conference brochure at www.ohsu.edu/ethics/palcare.**June 13-14, 2007 (8:30 - 4:30)****18th Oregon Geriatric Education Center Summer Institute**

Portland, OR

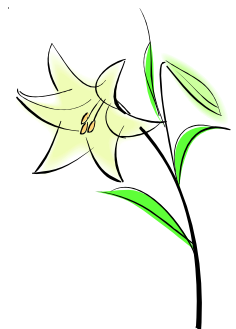
Pricing: \$75/day; \$200/3 days**Registration:** Contact Vicki Raethke at (503) 418-2174 or register online at www.ohsu.edu/ogec.**National Nursing Home Week: May 13 – May 19**

National Nursing Home Week, which is scheduled to begin on Mother's Day, May 13 and end May 19, is a special week where residents, caregivers, families, staff and volunteers honor and celebrate nursing facility life. *Treasure Our Elders* is the 2007 theme for the weeklong celebration, which was established in 1967 by the American Health Care Association (AHCA). Visit the AHCA Nursing Home Week Web site at www.nnhw.org to find a planning guide, activity resources, NNHW products, and other information.

NATIONAL

May 21-24, 2007Washington Health Care Association 2007 Annual Convention
Vancouver, Washington
[//www.whca.org/](http://www.whca.org/)**June 12, 2007**Agency for Healthcare Research and Quality On-Time Quality Improvement for Long Term Care Program Web conference
www.delmarvafoundation.org/events/AHRQ/webCast**June 19-21, 2007**AARP's Diversity & Aging in the 21st Century
Los Angeles, California
<http://www.aarp.org/diversityandaging>**June 21-23, 2007**11th Annual National Symposium on Children's Grief Support
Birmingham, AL.
Register by May 18 to receive the Early Bird Registration price <http://www.ameliacenter.org/default.aspx?id=94>**June 23-27, 2007**National Association Directors Of Nursing Administration/Long Term Care 2007 National Conference
Las Vegas, NV
www.nadona.org/index.php?level2=event

**Happiness
comes
through
doors you
didn't even
know you
left open.**



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.

EMPLOYER'S CONSENT TO FBI'S SEARCH VALID

The Ninth Circuit Court of Appeals has just released a "superseding" opinion that revises the reasoning behind one of its recent decisions, although the change in reasoning does not affect the outcome of the case. In *United States v. Ziegler*, No. 05-30177, the Ninth Circuit reconsidered whether an employee had a reasonable expectation of privacy in the content of his work computer, and whether the employer could provide a valid consent to a search of the computer. The employee at issue had a private, locked office at Frontline, although Frontline officials did have access to the office with a master key. The issue arose when the FBI, acting on information provided by an internet service provider, contacted Frontline's internet technology administrator, who in turn found that Ziegler's computer was used to conduct online searches for child pornography. Company officials then entered Ziegler's office at night and copied his hard drive. Frontline later delivered the copy of the hard drive, along with the computer itself, to the FBI.

Ziegler was charged with receipt and possession of child pornography and receipt of obscene material. He moved to suppress the evidence at trial, but the court denied the motion. Ziegler appealed that decision to the Ninth Circuit. In an August 2006 ruling, the Ninth Circuit originally held that Ziegler did not have an expectation of privacy in his workplace computer because the computers were privately owned by Frontline and because the organization prohibited private use by employees and reserved the right to access the computers. The Court therefore found that Ziegler had no standing to invoke the Fourth Amendment protection from unreasonable search and seizures.

The revised opinion, written by the same judge as the original opinion, explained that the United States Supreme Court has recognized in several decisions that employees of private employers still retain at least some expectation of privacy in their offices. The Ninth Circuit therefore found that since Ziegler did have a reasonable expectation of privacy in his office, any search of that space required a search warrant, unless valid consent was obtained instead. The Court then ruled Frontline could give the consent required for a constitutional search because it had common authority over the computer, as evidenced by the organization's ownership of the computers and its policy regarding monitoring of computer usage.

This opinion highlights the importance of policies regarding computer usage and an organization's search of employee offices. Employers should ensure that they have policies in place that provide computers should only be used for work purposes, and that the organization reserves the right to monitor use of those computers. Employers should also clearly state that employees have no expectation of privacy in the contents of their offices, lockers, or desks, thereby minimizing the chance that a Court will find that an employee had a reasonable expectation of privacy in those areas.

Special appreciation for this content supplied by Barran Liebman attorneys.

FYI ONLINE & INFORMED**OLDER AMERICANS MONTH**

Did you know that May is *Older Americans Month*? Older Americans Month is celebrated across the United States by way of ceremonies, events and other activities. It is a time to recognize the contributions of past and present older persons to this country, with particular emphasis for those who have defended it. President John F. Kennedy initiated a tradition in 1963 that every president has followed by way of a formal proclamation asking the nation to pay tribute during this month to older persons within their communities.

The theme for Older Americans Month in 2007 is "*Older Americans: Making Choices for a Healthier Future*." Interested persons may view more information at:

- History of Older Americans Month at <http://www.aoa.gov/press/oam/archive/archive.asp>
- Logo & Poster at http://www.aoa.gov/press/oam/May_2007/Materials_Downloads.asp

**NATIONAL PROVIDER IDENTIFIER DEADLINE EXTENDED FOR SOME**

The Centers for Medicare & Medicaid Services (CMS) has decided to delay enforcement for some entities that are not able to comply with the National Provider Identifier (NPI) provision by the May 23, 2007, deadline, provided the entities can demonstrate good faith efforts to attain compliance. When notified by CMS, a noncomplying entity should be prepared to:

1. demonstrate compliance
2. document its efforts to comply and/or
3. submit a corrective action plan.

CMS may withhold imposing penalties on entities that meet certain provisions for one year or through May 23, 2008. For more information go to www.cms.hhs.gov/NationalProvIdentStand/Downloads/NPI_Contingency.pdf.

LONG TERM CARE COSTS: HOW DOES OREGON COMPARE?

Genworth Financial Long Term Care Insurance Division has released its *Genworth Financial 2007 Cost of Care Survey*. This is the seventh year that Genworth Financial has commissioned the cost of care survey. The survey is believed to be the most comprehensive of its kind in the industry and includes data points from over 10,000 nursing homes, assisted living facilities, and home care providers across the country. Download the complete survey at http://longtermcare.genworth.com/overview/cost_of_care.jsp for detailed information on historical trends and the cost of care in your state and local area. The site also posts an interactive map to calculate current and future cost of the various types of long term care in the individual states.

PRESIDENTIAL CANDIDATE JOHN EDWARDS SERVES UP BREAKFAST AT N.Y. NURSING HOME

Edwards, a nominee for vice president in 2004, recently participated in the "Work a Day in My Shoes" program sponsored by the Service Employees National Union. Dressed in jeans and a blue work shirt, he helped deliver breakfast, shaved a resident and performed other personal care duties at the Sarah Neuman Nursing Home in Mamaroneck. Edwards is drawing on the experience to promote his healthcare proposal, a plan that would help fund long-term care costs.

Edwards, a former U.S. Senator from North Carolina, is currently trailing Hilary Clinton and Barack Obama in the Democratic polls.

JUST FOR FUN

TEXAS BUILDS IT LARGER

A Texan, while visiting Toronto, found himself in the back seat of a taxi cab on the way to his hotel. Passing by the Royal York the Texan asked the cab driver "What's that building there?" "That's the Royal York Hotel" replied the cabbie. "The Royal York? How long did it take to build that?" asked the Texan. "About 12 years" replied the cabbie. "12 years? We build 'em twice as high, twice as wide and four times as long down in Texas, and we do that in six months."

A while later the cab driver makes his way past the Metro-Toronto Convention Centre. "What's that building over there?" asked the Texan. "That's the Metro-Toronto Convention Centre" replied the cabbie. "Convention Centre? How long'd it take to build that?" asked the Texan. "About three years" replied the cabbie. "Three years? We build 'em twice as high, three times as long and four times as wide as that down in Texas, and it only takes us about two weeks."

Shortly thereafter the cabbie drives past the CN Tower. "What's that building there?" asks the Texan, pointing at the tower. "Danged if I know" replied the cabbie, "It wasn't here when I drove by yesterday."

SIGNS THAT YOU'RE EATING TOO MUCH SUGAR

- You passed a guy on the freeway going 70 and you were not in a car
- You have painted your house three times
- The tooth fairy left a sizable down payment under your pillow
- A giant C & H symbol has mysteriously appeared on your chest
- Everywhere you go you attract ants

NEW COMPANY POLICIES√ **Sickness And Related Leave**

We will no longer accept a doctor statement as proof of sickness. If you are able to go to the doctor, you are able to come to work.

√ **Surgery**

Operations are now banned. As long as you are an employee here, you need all your organs. You should not consider removing anything. We hired you intact. To have something removed constitutes a breach of employment.

√ **Death**

This will be accepted as an excuse. However, we require at least two weeks notice as it is your duty to train your replacement.

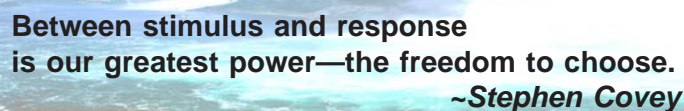
√ **Rest Room Use**

Entirely too much time is being spent in the rest room. In the future, we will follow the practice of going in alphabetical order. For instance, those whose names begin with 'A' will go from 8:00 to 8:10, employees whose names begin with 'B' will go from 8:10 to 8:20 and so on. If you're unable to go at your time, it will be necessary to wait until the next day when your time comes again. In extreme emergencies employees may swap their time with a coworker, in writing. Both employees' supervisors must approve this exchange. In addition, there is now a strict 3-minute time limit in the stalls. At the end of three minutes, an alarm bell will sound, the toilet paper roll will retract, and the stall door will open.

Thank you for your loyalty to our company. We are here to provide a positive employment experience. All questions, comments, concerns, complaints, frustrations, irritations, aggravations, insinuations, allegations, accusations, contemplation's, consternation's, or input should be directed elsewhere.

Have a nice week,

Your Boss



**Between stimulus and response
is our greatest power—the freedom to choose.**
~Stephen Covey

FROM THE EXEC DIR continued from page 1

The Maritz poll of 1,002 full-time employees compared organizations' reward practices to employee preferences.

One of the key premises of recognizing employees is to do something that is meaningful and valuable to the employee. With that understanding, the survey found a discrepancy from what is offered and given and what the employee really desires. Here are the findings:

- Only 27% who want to be recognized by non-monetary employee incentives, such as award merchandise, gift cards or trips, are recognized that way.
- A quarter (27%) of those asked said they want to be, and have been, recognized by a symbolic award (trophy/plaque).
- Cash bonuses are given to 29% of the employees surveyed who actually wanted them.
- **Those wanting and getting some recognition by a special event represent 30%**
- Only 40% who want to be recognized by written praise are recognized that way.

The most prevalent form of employee recognition is verbal praise. Even though 70% of employees receive verbal praise (based on the survey feedback), only 49% of them actually want it. More importantly 21% of those who actually want verbal praise still aren't getting it from their supervisors/organizations. This begs the question of *why* it is so difficult. Verbal praise should be easy to give and it is also *free*. This study reinforces what many of us know: employees are motivated in vastly different ways, and supervisors and organizations still have a long way to go to ensure their employees feel valued.

HR ANSWERS Continued from page 6

ARE YOU A BAD BOSS?

How a boss treats workers does affect the workplace environment and whether employees will take on extra work, put in more hours, and stay in the job.

A Gallop study several years ago found that employees do not leave their job or the organization, but rather their boss. In the fall of 2004, doctoral students at Florida State University and the University of Alabama, along with their professors, conducted a survey by mail of 700 workers. Most respondents worked in the southeastern United States in a variety of positions, and they were asked to limit their responses to the job they currently held. The survey findings are scheduled to be published in a 2007 issue of *The Leadership Quarterly*, a targeted journal for those who teach leadership.

After a tremendous amount of tabulation and data sorting, the students discovered:

One-third, or 31% said their supervisor had given them the "silent treatment" in the past year.

37% said their supervisor had failed to give them credit when deserved.

39% said their supervisor had failed to fulfill their promises.

27% said their supervisor had made negative comments about them to other employees or managers.

24% said their supervisor had invaded their privacy.

23% said their supervisor had blamed others to cover up their mistakes or to minimize embarrassment.

The survey reports that an abusive supervisor, rather than dissatisfaction with pay, was more likely to prompt an employee to leave their job. Workers indicated that they were less likely to work longer or on weekends for an abusive supervisor, or take on more tasks. It is typical for employees in these types of environments to experience more exhaustion, job tension, nervousness, depressed mood, and mistrust.

The research focused on the employee's perspective, but there may be any number of contributing factors that create the perception or the reality of abusiveness on the part of the supervisor. It's possible, for example, that it's a reaction to an employee's bad behavior. A supervisor might, out of

NFPA Releases New Emergency Evacuation Planning Guide

The National Fire Protection Association (NFPA) has released a new Emergency Evacuation Planning Guide for People with Disabilities. The Guide assists in identifying the needs of people with disabilities related to emergency evacuation planning. The 60-page Guide was developed in response to the emphasis that has been placed on the need to properly address the emergency procedure needs of the disability community. In addition to providing information on the five general categories of disabilities (mobility impairments, visual impairments, hearing impairments, speech impairments, and cognitive impairments), the Guide outlines the four elements of evacuation information that occupants need: notification, way finding, use of the way, and assistance. Also included is a Personal Emergency Evacuation Planning Checklist that building services managers and people with disabilities can use to design a personalized evacuation plan. The annexes give government resources and text based on the relevant code requirements and ADA criteria. The Guide is available to everyone in a free, downloadable format from the NFPA website at www.nfpa.org/assets/files/pdf/forms/EvacuationGuide.pdf.

CE SPOTLITE

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 near the beginning of each month and includes approved activities, credits allowed, and pricing and contact information. **If you are looking for approved online or correspondence courses, this is the resource for you!** Please visit the Board's website and check out this awesome service to licensees.



HR ANSWERS Continued from page 9

frustration, use non-verbal communication such as rolling of the eyes or giving the proverbial "cold shoulder" to an employee who has refused to do the work or take direction from the supervisor. Other possibilities are that an employee may have an entitlement mentality based on skill or seniority, there may be generational differences or technological changes that get in the way of effective interactions, etc. There's a difference between a supervisor who does attempt to manage, and one who's just a bully. The questions should be asked: Have we really become so accepting of inappropriate behavior that we are not acting respectful and civil to each other? Are we really only concerned about ourselves and "what's in it for me" that we are willing to be rude to others.

So, what is the cure? There's no magic wand to wave, but taking a closer look at one's individual behavior is a good start. Employees shouldn't blame themselves for the abuse or embarrassment, but they also shouldn't assume they've played no part in it.

The position of supervisor is a valuable role within the organization. Organizations must keep in mind that just because an employee is technically good at a job does not mean he or she has the people skills to be promoted and become responsible for the performance of others. Organizations need to make a commitment to provide training for supervisors and managers, especially new ones, so they can tap into issues related to fairness, trust, recognition, and good communication and develop productive employees. Employers should not tolerate employees thinking poorly of the organization as a whole because they are not getting the right treatment from their supervisor.

AIT PROGRAMS COMPLETED

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

April 2007

<u>NAME</u>	<u>FACILITY</u>	<u>PRECEPTOR</u>
• John Naumes	Rogue Valley Manor	Brandi Maurer
• Amy Robbins	Rogue Valley Manor	Debbie Rayburn
• Erin Rudolph	Providence Benedictine Nursing Center	Emily Dazey

NHA LICENSES ISSUED

February 2007 to April 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>
• Craig Oltman	Evergreen Vista Health Center	La Grande	Exam
• Nick Owens	Willowbrook Terrace	Pendleton	Endorsement
• Matthew Pool	Marquis Care at Wilsonville	Wilsonville	Endorsement
• Nathan Redberg	Marquis Care at Plum Ridge	Klamath Falls	Exam
• Martha Robers	Life Care Center of Coos Bay	Coos Bay	Endorsement

PROVISIONAL LICENSES

<u>NAME</u>	<u>FACILITY</u>	<u>LOCATION</u>
• Patricia Budo	Providence Child Center	Portland
• Kandis Hanson	Sherwood Park Nursing & Rehab	Keizer

WHERE ARE THEY NOW?

<u>NAME</u>	<u>FACILITY/LOCATION</u>
• R. J. Barnes	Coast Fork Nursing Center, Cottage Grove
• Robert Barry	Lebanon Rehab & Specialty Care, Lebanon
• Janice Bottemiller	Regency Florence, Florence
• Patricia Budo , Prov.	Providence Child Center, Portland
• Rene' Dumas	Village at Hillside, McMinnville
• Dana Flores	Twin Oaks Care Center, Sweet Home
• Rebecca Griffin	The Pearl at Kruse Way Rehab, Lake Oswego
• Kandis Hanson , Prov.	Sherwood Park Nursing & Rehab, Keizer
• Steven Herzog	Riverpark, Eugene
• Martha Jenness	Eugene Rehab & Specialty Care, Eugene
• Jessica Keerseemaker	Newport Rehab & Specialty Care, Newport
• Anthony Knippers	Lincoln City Rehab Center, Lincoln City
• David Looper	Pioneer Nursing Home, Vale
• Charles McGee	Ochoco Health Care Center, Prineville
• Matthew Pool	Marquis Care at Silver Gardens, Silverton
• John Wakeman	Life Care Center of McMinnville



**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

■ **July 11, 2007**

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

BOARD CONTACT INFORMATION

ADDRESS: 800 NE Oregon Street, Ste.
407

Portland, OR 97232

TEL: 971-673-0196

FAX: 971-673-0226

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