

2013 Annual Report

Learn

Advance

Connect

Lead

Actualize



ACHCA
American College of
Health Care Administrators

Promoting Excellence in Long Term Care Leadership

Table of Contents

1	Mission, Vision & Values
2	Letter to Members
5	Strategic Plan and Goals
6	Board of Directors
7	Selected Financial Data
8	Contributors
9	Awards & Scholarships
10	Past Chairmen/Presidents
11	District Directors & Chapter Presidents
12	Committee Rosters
14	ACHCA Staff & Directory of Services
16	Affinity & Member Benefit Partners
17	<i>ACHCAConnect</i>
18	Code of Ethics



Mission, Vision & Values

Mission: The American College of Health Care Administrators aspires to be the leading force in promoting excellence in leadership among long-term care administrators.

Vision: ACHCA shall be the premiere organization providing professional leadership development opportunities to health care administrators by identifying and meeting their needs. Dynamic leadership forges long-term health care services that are desired, meaningful, successful and efficient.

Values: ACHCA:

- ◇ Identifies long-term care leaders
- ◇ Recognizes long-term care leaders
- ◇ Supports long-term care leaders
- ◇ Advocates for the mission of long-term care leaders
- ◇ Promotes professional excellence among long-term care leaders

Letter to Members

The American College of Health Care Administrators (ACHCA) concluded its 51st year as *the Professional Membership Society* for long term care administrators with continued good progress. Our leadership continues to evolve and adapt to keep pace with various industry requirements that challenge the professional society's very existence. Technological advances are changing members' expectations and attitudes on preferred communication and networking options; regulatory requirements have intensified federal and state oversight of associations; and a competitive membership environment, paired, with the increasing cost of doing business, create financial challenges. Yet, with dedicated leadership and loyal members, ACHCA forges onward! Our drive to succeed comes from our alignment around a compelling vision, our clarity of mission, and our certainty of the values our leaders and organization hold for the future. We continue to recognize new and innovative opportunities for ACHCA, its members, and the long term care administrator profession.

Our administrators provide leadership excellence across the health care continuum, and now, more than ever, must interface with our acute care partners to ensure seamless care and services to our mutual clients and to minimize unnecessary hospitalizations. Our members must be prepared to participate in the ACO environment. ACHCA is well positioned to support our administrators to meet these leadership challenges through networking, education, and professional development services.

ACHCA's five areas of professional concentration - •Connect • Learn • Advance • Actualize • Lead - guide our organizational plan. During 2013, ACHCA offered programs and services that addressed the current and future needs of the long term care administrator profession. Below are some of the highlights.

Connect

Through the network of chapters and districts, ACHCA's 2,300 members find education, collegial support, and friendship. Chapter revitalization efforts continued through 2013 to enhance grassroots networking and education across the country. Chapter leaders continue to put forth great effort to develop their chapters: time, energy, and dedicated leadership have been directed at ensuring adherence to the ACHCA Bylaws and the Annual Chapter Assessment Report (ACAR), as well as to federal and state legal and tax reporting requirements. Chapter viability ensures that the chapters are connected with National to provide the optimum member experience. Once a sufficient number of viable chapters are established, the chapters

can opt to be included in ACHCA's application for the IRS Group Rule. Inclusion in the Group Rule eases the burden of chapters to maintain ongoing federal compliance, leaving more resources for connecting with members, developing programs and services, and networking at the grassroots level.

In 2013, ACHCA launched a member networking community called *ACHCAConnect*. All ACHCA members are now able to communicate with one another in various networking communities regardless of geography or distance. This networking community will prove to be a valued member benefit. The capability exists for chapters to activate their own networking communities on *ACHCAConnect* pending the chapter's ability to manage that community. *ACHCAConnect* is a major driver for cross chapter and district networking. For more information about *ACHCAConnect*, go to <https://connect.achca.org>.

With 20 viable chapters and several nearing viability, along with enhanced virtual/electronic communications, such as *ACHCAConnect*, our association is gaining in its reach to serve members at the grassroots level in more locations across the country.

Efforts to engage students and emerging leaders continue. In 2013, the Collegiate/AIT membership category was introduced to better serve these members. For more information about this membership category visit www.achca.org/membership. Aligning collegiate level programs with state chapters has been an area of focus. Since university specific LTC programs are not sustainable as unique business entities at the university or state levels, the ACHCA Board approved the *Guidelines for Student Campus Association Groups*. Visit www.achca.org and click on Chapters to learn more.

Of note is that ACHCA continues to provide complimentary bridge membership to newly licensed administrators to engage them early in their careers. In addition, ACHCA's Support of the National Emerging Leadership Summit (NELS) provided the advancement of emerging leaders in long term care. For more information about the NELS, visit www.achca.org/events.

In 2013, ACHCA had 594 new members which included 137 new student members and 194 new licensee bridge members. The member retention rate was 80% which approximates the 81% industry membership retention rate. In addition, ACHCA has 43 associate members and 21 affiliate members who contribute to our member network. Eight

(Continued on page 3)

Letter to Members (continued)

Carefully selected affinity and member benefit partners provide significant benefits to our members and ACHCA alike. Chapter, district, and national networks provide opportunities for involvement, growth and learning to current and emerging long term care leaders.

Of note is that the revered P2P Yahoo files are being transitioned to the *ACHCAConnect* member community as part of the community libraries. In addition, ACHCA has gone mobile with the launch of the first Mobile App, *MemberCentric*®. This application will allow ACHCA members to find and connect with other members, receive the latest professional news, and view ACHCA events from a smartphone or mobile device. *ACHCAConnect* and other virtual tools provide networking communities to support members and staff alike.

For ACHCA Chapters:

- The Chapter Leaders Community is an invitation only community that provides chapter leaders with easy access to chapter development management tools and resources. The site has the capability to note chapter website links, chapter event promotions, as well as provide the ability for chapter leaders to network across the country;
- Chapter management, communications, and meeting technology applications such as GoToMeeting © and GoToWebinar © are available to the chapters to network with members in various geographic regions of the state or country;
- A monthly electronic *Chapter Leader Connection* (CLC) newsletter keeps chapters and districts connected to important ACHCA news and information which then allows the chapters to recreate a meaningful chapter initiated newsletter.
- ACHCA *eServices* at <https://members.achca.org/> provides chapter leaders access to chapter and leadership development resources.

For ACHCA Members:

- The ACHCA website www.achca.org provides enhanced access to professional and membership information;
- ACHCA *eServices* at <https://members.achca.org/> provides member only access to discounted conference registration, the ACHCA store, mentoring tools and resources, and electronic surveys. Members can now apply for or renew professional certification, make donations, and complete voting online;
- ACHCA's member only electronic news blast, *eNews*,

provides timely member, chapter, and industry updates twice a month;

- The quarterly newsletter, *Long Term Care Continuum*, presents articles of interest and keeps members connected to each other and the national association.

Members, Prospective Members, and Nonmembers:

- Can navigate and connect with professional information, link to industry resources, access discounts on products and services, conduct online event registration, make online donations, and have access to conference resource materials;
- Can access *Career Link* and our social media connections on LinkedIn, Twitter, and Facebook;

Retired Members:

- Retired membership criteria have been modified to address the changing face of membership engagement. The age requirement was lowered to 55 (from 65) and continuous years as ACHCA member was lowered from 15+ to 5+ years. See www.achca.org/membership for revised retired membership eligibility criteria.

Learn

ACHCA provides long term care administrators opportunities for personal growth while gaining critical knowledge in a number of ways. In fiscal year 2013, ACHCA provided three national conferences, including the 2012 Winter Marketplace in Las Vegas, Nevada; the 2013 Annual Convocation in Orlando, Florida; and the 2013 Summer Leadership Conference in Bermuda. Online continuing education, available on demand, provided convenient just in time education in the comfort of one's home or office. ACHCA continued to cultivate our partnership with Redilearning to develop and execute web based education available at the CE Store <http://store.redilearning.com/>.

In addition, an increasing number of chapters provided local educational opportunities, and three of the six districts offered district level educational conferences. ACHCA's National office provides assistance to the districts by securing NAB CE approvals.

Advance

Professional certification is tangible evidence of an administrator's commitment to the public, provides personal satisfaction and achievement, and engenders employer recognition. Nursing home and assisted living administrator certifications are available for both members and nonmembers.

The number of administrators who achieved professional certification in 2013 was 22, bringing the total number of certified nursing home administrators (CNHA) to 350 and the number of certified assisted living administrators (CALA) to 50. In addition, there are a total of 27 certified subacute administrators (CAS) (a certification category that is no longer available).

In 2013 ACHCA, in collaboration with eHealth Data Solutions and the LTC academic community, advanced the value study to measure the comprehensive benefits of professional certification, Fellow status, and ACHCA membership to both the administrator and the overall profession. The research study demonstrated that SNF administrators' professional membership, advanced certification, and the achievement of Fellow status are positively related to improved resident care. Members of the ACHCA, and especially members holding FACHCA and CNHA credentials, tend to offer better quality of care to residents of their organizations. The education, networking opportunities, and leadership standards promoted by the ACHCA are believed to contribute to higher performance and better levels of quality care and outcomes in the ACHCA members' organizations. The Value Study results will be published in a peer reviewed journal in 2014.

Actualize

Members of ACHCA are leaders within the profession, committed to providing comprehensive health, personal, and social services for persons who require therapeutic, protective, and supervised environments. There is a *professional emphasis on long term care that improves the quality of care provided for individuals served*. ACHCA members are professionals who adhere to the *Code of Ethics*, and are dedicated to advancing leadership excellence across the continuum of health care administration *through education, research and professional development and achievement*. ACHCA's *Code of Ethics* is a vital aspect of leadership excellence. The code is a tool for long term care administrators that helps establish a strong ethical foundation for professional practice. To view ACHCA's *Code of Ethics*, visit www.achca.org and click on "About ACHCA".

ACHCA's *Principles of Excellence for Leaders in Long Term Care* enunciate the highest principles of leadership in long term care. These principles exemplify leaders who strive constantly to pursue the highest level of excellence. To view ACHCA's *Principles of Excellence for Leaders in Long Term Care*, visit www.achca.org and click on "About ACHCA".

Advancement to Fellow (FACHCA) represents the highest level of membership in ACHCA. Obtaining and maintaining the FACHCA credential demonstrates the administrator's commitment to professionalism and dedication to leadership and service excellence. Fellowship is a mark of distinction that sets the administrator apart from his/her peers. 8 members advanced to Fellow in 2013 making the total number of active Fellows 439.

ACHCA's national recognition and awards program seeks to promote leadership excellence in long term care administration, education, journalism, and public service. The 2013 Awards Ceremony provided awards to 7 chapters, 2 districts and 9 distinguished and emerging leaders in long term care. Eight student scholarships were provided. In addition, 22 facility leaders received Facility Leadership Awards at the Convocation for their leadership in achieving top facility performance in their states on ACHCA's identified performance indicators. An additional 250 facility leaders were e-mailed their certificates.

Lead

The Academy of Long Term Care Leadership and Development supports ACHCA's mission by advancing leadership excellence in long term care administration through education, research, and development. The Academy strives to be the premiere resource for establishing practice guidelines and future leadership capacity of health and aging services administration. The Academy is a thought leader, advocate, and voice for evidence-based practices and cutting edge developments that position leaders to proactively lead a dynamic, challenging, and socially significant field.

The Academy:

Collaborates, endorses, and provides educational programs on leadership.

- Co-sponsored the Fourth National Emerging Leadership Summit (NELS), which was held June 2013 in Washington, D.C. This event actively engaged the next generation of leaders in health and aging services while providing a platform to learn the emerging leader perspectives about the profession.

Coordinates & supports leadership development initiatives.

- Continued to support the ACHCA Mentoring Initiative in 2013 with the generous support of an external grant. In 2012-2013 the mentoring program had 11 matched mentor/protégé pairs. The mentoring program will expand in 2014 to engage mentor/protégé pairs at the

(Continued on page 5)

Letter to Members (continued)

chapter and district level.

- Sponsored the fourth student poster session at Convocation 2013 with 6 poster presenters.

The ACHCA leadership and staff actively participate in industry initiatives and forums representing the leadership voice for our members. ACHCA:

- is a founding member of the Advancing Excellence Campaign (since 2006) and actively participates on the AE Board and work groups; The CEO served as an officer (secretary) for the AE campaign and was elected to the board for 2014;
- was a 2013 member of the Long Term Care Quality Alliance (LTQA), the Center for Excellence in Assisted Living (CEAL), and the Coalition to Protect Senior Care;
- is an active participant on the AHCA Quality Committee, the GWU National Emerging Leadership Summit planning committee, and the Joint Commission's Long Term Care Professional and Technical Advisory Committee;
- participates in the industry selection of LTC award winners such as the AMDA Quality awards;
- participates in the invitational meetings from governmental meetings and trade and professional associations.



Strategic Plan & Goals

- ◇ Create financial viability for ACHCA
- ◇ Implement quality programs and services
- ◇ Enhance member satisfaction
- ◇ Promote external positioning of ACHCA as a premier LTC professional membership association

While we reflect on the past year's successes and obstacles, we must not be mired in the past. Our focus is on forward progression. Each day brings new beginnings and the potential for incredible organizational and member fulfillment. We have the ability to make significant contributions to the professional advancement of our members and our LTC administrator profession. With the help of our members, our committee volunteers, and our supporters, we will be stronger and available to the next generation of leaders in long term care.

ACHCA's elected national leaders, chapters, and national staff are committed to providing the high-quality programs and services members need to develop and grow as leaders. We thank all chapters for their support and participation throughout the year and look forward to an exciting future. Through connecting, learning, advancing, actualizing and leading, administrators can seize the opportunities at hand and ahead to advance leadership excellence in long term care.

Roxanne L. Galloway, CNHA, CALA, CAS, FACHCA
Chair, ACHCA Board of Directors

Michael A. Hotz, CNHA, FACHCA
Vice Chair, ACHCA Board of Directors

Daniel E. Shields, CNHA, FACHCA
Treasurer, ACHCA Board of Directors

Timothy C. Dressman, CNHA, CALA, FACHCA
Immediate Past Chair, ACHCA Board of Directors

Marianna Kern Grachek, CNHA, CALA, FACHCA
President & CEO, ACHCA

2013-2014 Board of Directors



Roxanne L. Galloway,
CNHA, CALA, CAS, FACHCA
CHAIR
Georgia



Michael Hotz,
CNHA, FACHCA
VICE CHAIR
New Jersey



Daniel E. Shields,
CNHA, FACHCA
TREASURER
Colorado



Timothy C. Dressman,
CNHA, CALA, FACHCA
IMMEDIATE PAST CHAIR
Ohio



Marianna Kern Grachek,
CNHA, CALA, FACHCA
President & CEO

ACADEMIC DIRECTOR

Douglas Olson, PhD, FACHCA
Wisconsin

DIRECTORS AT-LARGE

Norda A. Bellantoni, CNHA, CALA,
CAS, FACHCA
New Jersey

Sharon Colling, CNHA, CALA, FACHCA
Nebraska

Stefan (Steve) Fromm, CNHA, FACHCA
Georgia

Terri Golec, FACHCA
Connecticut

Rudolph (Rudy) L. Michalek, FACHCA
Florida

Ken Reynolds, CNHA, FACHCA
Tennessee

DISTRICT DIRECTORS

District 1 Director
Philip Jean, CNHA, FACHCA
*Connecticut, Massachusetts, Maine, New
Hampshire, Rhode Island, Vermont*

District 2 Director
Anthony J. Restaino, CNHA, FACHCA
New Jersey, New York

District 3 Director
Cydney Bare, CNHA, FACHCA
*Indiana, Kentucky, Michigan, Ohio,
West Virginia*

District 4 Director
Eric Hadley, CNHA, CALA, FACHCA
*Alabama, Florida, Georgia, Maryland, DC,
Delaware, North Carolina, Pennsylvania,
South Carolina, Virginia*

District 5 Director
Robert Lane, FACHCA
*Arizona, California, Colorado, Hawaii, Idaho,
Kansas, Montana, Nebraska, Nevada, New
Mexico, North Dakota, Northwest (AK, WA),
Oklahoma, Oregon, South Dakota, Utah,
Wyoming*

District 6 Director
Ron Present, CNHA, CALA, FACHCA
*Arkansas, Illinois, Iowa, Louisiana, Minnesota,
Mississippi, Missouri, Tennessee, Texas,
Wisconsin*



Selected Financial Data

Consolidated Statements of Financial Position as of September 30, 2013

		2013	2012
ASSETS			
ASSETS			
	Cash	449,287	512,555
	Accounts Receivable	1,400	2,093
	Other Current Assets	55,000	15,700
	Total Current Assets	505,687	530,348
	Fixed Assets		
	Equipment, furniture & accumulated depreciation	962	2,160
	TOTAL ASSETS	506,649	532,508
LIABILITIES AND NET ASSETS			
LIABILITIES			
	Accounts Payable	67,905	59,180
	Other Liabilities	-	86,206
	TOTAL LIABILITIES	67,905	145,386
NET ASSETS			
	Temp. Restricted Net	112,190	124,539
	Perm. Restricted Net	99,291	99,291
	Unrestricted Net Assets	227,263	163,292
	TOTAL NET ASSETS	438,744	387,122
	TOTAL LIABILITIES AND EQUITY	506,649	532,508

*For a complete copy of ACHCA's audited financial statements or other financial information, please contact Marianna Grachek at mgrachek@achca.org.

2013 Contributors

On behalf of ACHCA, we thank our generous supporters for their contributions. All gifts, memorials, and tributes received by ACHCA are gratefully acknowledged. *October 1, 2012 - September 30, 2013*

General Fund Donation

Barbara Acello
Erane Allen, CNHA, FACHCA
Cydney Bare, CNHA, FACHCA
David Bell
Norda Bellantoni, CNHA, CALA, CAS, FACHCA
Michelle Berry
Orlando Bisbano, CNHA, FACHCA
Mardell Brandt, FACHCA
Richard Brown, CNHA, FACHCA
Kendall Brune, PhD, FACHCA
Daniel Cavolo
Sharon Colling, CNHA, CALA, FACHCA
Drieu Connors
Phillip Donnelly
Paul Duranczyk, FACHCA
Daniel Farley, PhD, CNHA, Fellow Emeritus
Susan Farris, FACHCA
Lowell Fein
Roxanne Galloway, CNHA, CALA, CAS, FACHCA
W. Bruce Glass, CNHA, CALA, FACHCA
Terri Golec, FACHCA
Angus Green
Eric Hadley, CNHA, CALA, FACHCA
James Holland, CNHA, FACHCA
Michael Hotz, CNHA, FACHCA
Colomba Hribik-Portello, CNHA, FACHCA
Philip Jean, CNHA, FACHCA
Bruce Johnson
J. S. Jones, CNHA, CAS, FACHCA
Gregory Karr, FACHCA
Keith Knapp, PhD, CNHA, FACHCA
Suzanne Krassler
Ronald LaNeve, FACHCA
Helaine Ledany, CNHA, FACHCA
Cynthia Lehtinen
Randy Lindner
Elizabeth Lollis
Mary Helen McSweeney-Feld, PhD
Eli Pick, CNHA, CAS, FACHCA ‡
Becky Reisinger
Anthony Restaino, CNHA, FACHCA
Kenneth Reynolds, CNHA, FACHCA
Julian Rich, CNHA, FACHCA
Julie Richard
Molly Savard, CNHA, FACHCA
Shauna Stevenson
Allan Swartz, FACHCA
Lisa Tranel
David Wallace
Roberta Wendel, FACHCA
Kathey Young
Bonnie Wood, CNHA, FACHCA

Joan Cassidy & Michael Cuseo Fund

Daniel Cavolo
New York Chapter of ACHCA

Phil McConnell Fund

Daniel Cavolo
Phillip Crawford, FACHCA
Jon Rarick, FACHCA
Susan Strutner
David Wallace
Ohio Chapter of ACHCA

Thorpe Fellowship Fund

Daniel Cavolo

Academy Unrestricted Donation

Holly Argent-Tariq
Daniel Cavolo
Sharon Colling, CNHA, CALA, FACHCA
Timothy Dressman, CNHA, CALA, FACHCA
Scott Edens, CNHA, FACHCA
Daniel Farley, PhD, CNHA, Fellow Emeritus
LaNette Flunker
W. Bruce Glass, CNHA, CALA, FACHCA
Joanna Gorczyca
Marianna Grachek, CNHA, CALA, FACHCA
Angus Green
James Holland, CNHA, FACHCA
Michael Hotz, CNHA, FACHCA
Rudy Michalek, FACHCA
Douglas Olson, PhD, FACHCA
Gail Rader
Daniel Shields, CNHA, FACHCA
Janet Spence
Captain Properties

Thank You to Our Fellow Academy Promise Keepers (as of February 28, 2014)

Cydney Bare, CNHA, FACHCA
Kendall Brune, PhD, FACHCA
Michael Cicchese, FACHCA
Sharon Colling, CNHA, CALA, FACHCA
Toni Lynn Davis, CNHA, FACHCA
Timothy Dressman, CNHA, CALA, FACHCA
Stephen Esdale, CNHA, FACHCA
Daniel Farley, PhD, CNHA, Fellow Emeritus
James Farley, CNHA, FACHCA
Susan Farris, FACHCA
Stefan Fromm, CNHA, FACHCA
Roxanne Galloway, CNHA, CALA, CAS, FACHCA
W. Bruce Glass, CNHA, CALA, FACHCA
Michael Gore, CNHA, FACHCA
Marianna Grachek, CNHA, CALA, FACHCA
Eric Hadley, CNHA, CALA, FACHCA
Michael Hotz, CNHA, FACHCA
Colomba (Bina) Hribik-Portello, CNHA, FACHCA
Jean Joseph, FACHCA
Keith Knapp, PhD, CNHA, FACHCA
Helaine Ledany, CNHA, FACHCA
Matt Mauthe, CNHA, CALA, FACHCA
Rudy Michalek, FACHCA
Kenneth Ogren, FACHCA
Douglas Olson, PhD, FACHCA
Kathleen Pajor, FACHCA
Gary Riffe, Retired Emeritus Certified, FACHCA
Charles Shelton, CNHA, FACHCA

**Are you a Fellow of ACHCA?
Support your professional society
and make a promise over 4 years.**

**Become a Promise Keeper, today visit
our new donations website:
connect.achca.org/achcadonations**



Awards & Scholarships

Congratulations to our 2013 award and scholarship winners. Winners were recognized at the Awards Luncheon during the 47th Annual Convocation and Exposition in Orlando, Florida.

Individual Awards

Outstanding Member Award

Daniel Suer, FACHCA

Education Award

Philip DuBois, CNHA, FACHCA

Journalism Award

Vivian Tellis-Nayak, PhD

New Administrator Award

Jose Luis Rojas Fernandez, CNHA, FACHCA

New Administrator Award

Sheena Janse

Public Service Award

Martin Bayne

Business Partner Award

Partners Pharmacy, Cranford, NJ

Honorary Fellowship

David B. Oliver, PhD

Distinguished Nursing Home Administrator Award

Larry I. Slatky, CNHA, FACHCA

Champion Award

Maine Healthcare Association

Chair's Award

Stefan Fromm, CNHA, FACHCA

Chair's Award

Rudy Michalek, FACHCA

W. Phillip McConnell Student Scholarship Fund

Kevin Chamberlin

Cristal Vincent

Chapter/District Achievement Awards

District 1

Increasing Certified Administrators

District 3

Implementation of the District Meeting

Connecticut Chapter

Scholarship Award

Oklahoma Chapter

Member Recruitment

Maine Chapter

Education Leadership &
Health Care Reform Institute

New Jersey Chapter

Chapter Leader Influence on the LTC Industry

Kentucky Chapter

Professional Newsletter: Impact on Membership

Texas Chapter

Chapter Website



Past Presidents & Chairs

5/1/1963 - 5/1/1966 Theodore E. Hawkins ‡
 5/1/1966 - 5/1/1967 Carl A. Becker
 5/1/1967 - 5/1/1968 Alton E. Barlow ‡
 5/1/1968 - 5/1/1970 Sister Ambrosette M. Pflueger ‡
 5/1/1970 - 5/1/1971 Donovan J. Perkins ‡
 5/1/1971 - 5/1/1972 Eleanor B. Baird ‡
 5/1/1972 - 5/1/1973 Derril D. Meyer
 5/1/1973 - 5/1/1974 Edward Brody ‡
 5/1/1974 - 5/1/1976 Gerald A. Bishop
 5/1/1976 - 5/1/1977 Hoyt Crider, PhD ‡
 5/1/1977 - 5/1/1978 E. B. Baker
 5/1/1978 - 5/1/1979 Stuart H. Goldberg
 5/1/1979 - 5/1/1980 Nicholas D. Demisay
 5/1/1980 - 5/1/1981 Lilla O. Hagan ‡
 5/1/1981 - 5/1/1982 Andrew L. Fennelly, Fellow Emeritus ‡
 5/1/1982 - 5/1/1983 Rev. Robert W. Schlicht, FACHCA ‡
 5/1/1983 - 5/1/1984 Dennis F. Sullivan, FACHCA
 5/1/1984 - 5/1/1985 Robert V. Siebel, CNHA, FACHCA
 5/1/1985 - 5/1/1986 Mardell E. Brandt, FACHCA
 5/1/1986 - 5/1/1987 Mark J. Finkelstein, CNHA, FACHCA
 5/1/1987 - 5/1/1988 Richard Thorpe, FACHCA
 5/1/1988 - 5/1/1989 James L. Farley, CNHA, FACHCA
 5/1/1989 - 5/1/1990 Kenneth M. Ogren, FACHCA
 5/1/1990 - 5/1/1991 Richard A. Fratianne, CNHA ‡
 5/1/1991 - 5/1/1992 Jack D. Billingsley, CNHA, FACHCA ‡
 5/1/1992 - 5/1/1993 Miner L. Brown
 5/1/1993 - 5/1/1994 Sonja L. Johnson, CNHA, FACHCA
 5/1/1994 - 5/1/1995 Daniel Farley, PhD, CNHA,
 Fellow Emeritus
 5/1/1995 - 5/1/1996 Gary Michael Riffe, Retired
 Emeritus Certified, FACHCA
 5/1/1996 - 5/1/1997 Keith R. Knapp, PhD, CNHA, FACHCA
 5/1/1997 - 5/1/1998 Ronald K. Klipping

5/1/1998 - 5/1/1999 Peter C. Marshall
 5/1/1999 - 5/1/2000 Clay F. Crosson
 5/1/2000 - 5/1/2001 Judith A. Passerini, Certified Retired
 Emeritus, FACHCA
 5/1/2001 - 5/1/2002 Mary B. Lazare (Paspalas)
 5/1/2002 - 5/1/2003 Orlando J. Bisbano, Jr, CNHA, FACHCA
 5/1/2003 - 5/1/2004 Lisa B. Poskanzer, CNHA, FACHCA
 5/1/2004 - 5/1/2005 Walter M. Collins, FACHCA
 5/1/2005 - 5/1/2006 Sara V. Sinclair, CNHA
 5/1/2006 - 5/1/2008 Larry I. Slatky, CNHA, FACHCA
 5/1/2008 - 5/1/2010 Stephen L. Esdale, CNHA, FACHCA
 5/1/2010 - 5/1/2012 Timothy C. Dressman, CNHA, CALA,
 FACHCA
 5/1/2012 - Present Roxanne L. Galloway, CNHA, CALA,
 CAS, FACHCA

‡ Deceased



Foundation/Academy Chairs

Academy Chairs

2007-2009 Larry I. Slatky, CNHA, FACHCA
 2010-2011 Walter M. Collins, FACHCA
 2011-2012 Larry I. Slatky, CNHA, FACHCA
 2012-2014 Timothy C. Dressman, CNHA, CALA, FACHCA

Foundation Chairs

5/1/1981 - 5/1/1983 Mardell E. Brandt, FACHCA
 5/1/1983 - 5/1/1984 Stuart H. Kanowitz, CNHA, FACHCA
 5/1/1984 - 5/1/1986 Fr. Barnabus Hunt
 5/1/1986 - 5/1/1987 Larry I. Slatky, CNHA, FACHCA
 5/1/1987 - 5/1/1988 Karen Struve
 5/1/1988 - 5/1/1990 Sally A. Craven
 5/1/1990 - 5/1/1991 Floyd B. Rhoades, Jr.
 5/1/1991 - 5/1/1993 James L. Knepler
 5/1/1993 - 5/1/1995 Raymond F. Rustige, CNHA
 5/1/1995 - 5/1/1997 Eileen Jenkins
 5/1/1997 - 5/1/1998 Raymond Rustige, CNHA
 5/1/1998 - 5/1/1999 Robert Heatley, FACHCA
 5/1/1999 - 5/1/2001 Michael Reilly
 5/1/2001 - 5/1/2002 Lisa Poskanzer, CNHA, FACHCA

*The Foundation was disbanded in the early 2000's. It was reinstated as The Academy of Long Term Care Leadership and Development in 2007.

District Directors & Chapter Presidents

District 1

Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont

District Director

Philip Jean, CNHA, FACHCA
Lewiston, ME

District 2

New Jersey, New York

District Director

Anthony J. Restaino, CNHA, FACHCA
Uniondale, NY

District 3

Indiana, Kentucky, Michigan, Ohio, West Virginia

District Director

Cydney Bare, CNHA, FACHCA
Westlake, OH

District 4

Alabama, Delaware, DC, Florida, Georgia, Maryland, North Carolina, Pennsylvania, South Carolina, Virginia

District Director

Eric Hadley, CNHA, CALA, FACHCA
Mt. Pleasant, SC

District 5

Arizona, California, Colorado, Hawaii, Idaho, Kansas, Montana, Nebraska, Nevada, New Mexico, North Dakota, Northwest (AK, WA), Oklahoma, Oregon, South Dakota, Utah, Wyoming

District Director

Robert Lane, FACHCA
Edmond, OK

District 6

Arkansas, Illinois, Iowa, Louisiana, Minnesota, Mississippi, Missouri, Tennessee, Texas, Wisconsin

District Director

Ron Present, CNHA, CALA, FACHCA
Saint Louis, MO

Established Chapters (September 2013)

Arizona Chapter President (D-5)

Holly Gibson
Phoenix, AZ

Connecticut Chapter President (D-1)

Kathleen Pajor, FACHCA
New London, CT

Florida Chapter President (D-4)

Matthew Thompson
Lakeland, FL

Georgia Chapter President (D-4)

Delores (Lorrie) Scroggs, CNHA
Lithonia, GA

Indiana Chapter President (D-3)

Mark Prifogle
Brownsburg, IN

Kentucky Chapter President (D-3)

Israel Ray, CNHA, FACHCA
Hopkinsville, KY

Maine Chapter President (D-1)

Mark Jacobs, FACHCA
Canton, ME

Massachusetts Chapter President (D-1)

Joanne Shaw
North Chelmsford, MA

Michigan Chapter President (D-3)

Lisa Cooney
Waterford, MI

Missouri Chapter President (D-6)

Kendall Brune, PhD, FACHCA
St. Louis, MO

Mississippi Chapter President (D-6)

Stacy Seay
Fulton, MS

Nevada Chapter President (D-5)

Colomba (Bina) Hribik-Portello, CNHA, FACHCA
Las Vegas, NV

New Hampshire Chapter President (D-1)

Roxie Severance, CNHA, FACHCA
Whitefield, NH

New Jersey Chapter President (D-2)

Helaine Ledany, CNHA, FACHCA
Franklin Lakes, NJ

New York Chapter President (D-2)

John (Jeff) Hoffman, CNHA, FACHCA
Monroe, NY

Ohio Chapter President (D-3)

Cydney Bare, CNHA, FACHCA
Westlake, OH

Chapter Presidents & Committee Rosters

Oklahoma Chapter President (D-5)

Michelle Brown
Oklahoma City, OK

Oregon Chapter President (D-5)

April Olum
Portland, OR

Pennsylvania Chapter President (D-4)

Sharon Bixler, CNHA, FACHCA
Dover, PA

Rhode Island Chapter President (D-1)

Elizabeth Sarro, FACHCA
Warwick, RI

South Carolina Chapter President (D-4)

Mitzi Myers
Conway, SC

Tennessee Chapter President (D-6)

Guy Crosson, CNHA, FACHCA
Chattanooga, TN

Texas Chapter President (D-6)

Peter Hayden
Tyler, TX

West Virginia Chapter President (D-3)

Michael Gore, CNHA, FACHCA
Milton, WV

Chapters Under Development (September 2013)

Colorado Chapter Liaison (D-5)

Robert Siebel, CNHA, FACHCA
Lakewood, CO

Kansas Chapter Liaison (D-5)

KJ Langlais
Olathe, KS

Minnesota Chapter Liaison (D-6)

Talia Aramalay
Columbia Heights, MN

North Carolina Chapter Liaisons (D-4)

Heather March
Mebane, NC

Rebecca Marion
Durham, NC

North Dakota Chapter President (D-5)

Doug Panchot
Jamestown, ND

Vermont Chapter Liaison (D-1)

Jennifer Combs-Wilber
Milton, VT

Virginia Chapter Liaison (D-4)

Norda Bellantoni, CNHA, CALA, CAS, FACHCA
Toms River, NJ

Wisconsin Chapter Liaison (D-6)

Matt Mauthe, CNHA, CALA, FACHCA
Madison, WI

Committee Rosters (September 2013)

The Academy of Long Term Care Leadership and Development

Timothy Dressman, CNHA, CALA, FACHCA-Chair

Daniel Shields, CNHA, FACHCA-Treasurer

Erane Allen, CNHA, FACHCA

Marc Altholz (Partners Pharmacy)

Kendall Brune, PhD, FACHCA

Sharon Colling, CNHA, CALA, FACHCA

Philip DuBois, CNHA, FACHCA

Daniel Farley, PhD, CNHA, Fellow Emeritus

Roxanne Galloway, CNHA, CALA, CAS, FACHCA

Michael Gore, CNHA, FACHCA

Marianna Grachek, CNHA, CALA, FACHCA

W. Bradford Klitsch (Direct Supply Inc.)

Doyle Love, CNHA, FACHCA

Mary Helen McSweeney-Feld, PhD

Douglas Olson, PhD, FACHCA

Molly Savard, CNHA, FACHCA

David Wolf, PhD, CNHA, CALA, CAS, FACHCA

Awards Committee

Roxie Severance, CNHA, FACHCA-Chair

Barbara Acello

Cecily Andrews (Quantum Age Collaborative)

Cydney Bare, CNHA, FACHCA

Philip DuBois, CNHA, FACHCA

Richard Gamache, CNHA, FACHCA

Charles Shelton, CNHA, FACHCA

John Sheridan (eHealth Data Solutions)

Daniel Suer, FACHCA

Bylaws Committee

Susan Farris, FACHCA-Chair

Talia Aramalay

David Barmak, Esq.

Kendall Brune, PhD, FACHCA

Michael Gore, CNHA, FACHCA

Rudy Michalek, FACHCA

Kenneth Reynolds, CNHA, FACHCA

Alison Wallis (Ad Hoc, Registered Parliamentarian)

Committee Rosters (continued)

Education Committee

Molly Savard, CNHA, FACHCA-Chair

Carlos Beato*

Norda Bellantoni, CNHA, CALA, CAS, FACHCA

Sharon Bixler, CNHA, FACHCA

Kendall Brune, PhD, FACHCA

Philip DuBois, CNHA, FACHCA

Sally Hemlepp

Michael Hotz, CNHA, FACHCA

Raju Kunnath, PhD*

Matthew Lessard

Laura More

Billiejean O'Brien*

Theresa Parker, FACHCA

Kenneth Reynolds, CNHA, FACHCA

* Nurse Planning Unit

Finance Committee

Daniel Shields, CNHA, FACHCA-Chair

Guy Crosson, CNHA, FACHCA

Timothy Dressman, CNHA, CALA, FACHCA

Roxanne Galloway, CNHA, CALA, CAS, FACHCA

Michael Hotz, CNHA, FACHCA

National Conference Planning Committee

Robert Siebel, CNHA, FACHCA-Chair

Cydney Bare, CNHA, FACHCA

Timothy Dressman, CNHA, CALA, FACHCA

Stefan Fromm, CNHA, FACHCA

Roxanne Galloway, CNHA, CALA, CAS, FACHCA

Eric Hadley, CNHA, CALA, FACHCA

Philip Jean, CNHA, FACHCA

Robert Lane, FACHCA

Ron Present, CNHA, CALA, FACHCA

Anthony Restaino, CNHA, FACHCA

Molly Savard, CNHA, FACHCA

Roxie Severance, CNHA, FACHCA

Daniel Suer, FACHCA

Nominating Committee

Timothy Dressman, CNHA, CALA, FACHCA-Chair

Scott Edens, CNHA, FACHCA

Steven Gold, CNHA, FACHCA

Helaine Ledany, CNHA, FACHCA

Matt Mauthe, CNHA, CALA, FACHCA

Lucy Rogers, CNHA, CAS, FACHCA

Mark Waldrop, CNHA, CAS, FACHCA

Professional Advancement Committee

Erane Allen, CNHA, FACHCA-Chair

Beth Ann Brehm (The Joint Commission)

Robert Burke, PhD

Sharon Colling, CNHA, CALA, FACHCA

Philip Jean, CNHA, FACHCA

Doyle Love, CNHA, FACHCA

Jack Pease, CNHA, FACHCA

Robert Reyes, CNHA, FACHCA

Adrienne Walsh, CNHA, CAS, FACHCA

Subcommittee & Task Force Members

Business Advisory Council

Allan Z. Swartz, FACHCA - Co-Leader

Daniel J. Suer, FACHCA - Co-Leader

Marc Altholz (Partners Pharmacy)

Cecily Andrews (Quantum Age Collaborative)

Mike Arnold (Omnicare)

Christiaan Baker (Direct Supply)

Michael Cecelia (McKesson)

Brad Klitsch (Direct Supply)

Tina Magazine (GoJo)

Marcus Miller (Functional Pathways)

Jeff Mukamal, FACHCA (eHealth Data Solutions)

David Read, Jr. (Hamilton Insurance)

Gail Reddinger (SunSolutions/Genesis)

Rob Schumann (Hamilton Insurance)

Pat Vanderheiden (Vancare)

Karen Whitehead (Arthur J. Gallagher)

Exhibitor Sponsor Subcommittee

Daniel Suer, FACHCA-Leader

Marc Altholz (Partners Pharmacy)

Norda Bellantoni, CNHA, CALA, CAS, FACHCA

Mardell Brandt, FACHCA

Timothy Dressman, CNHA, CALA, FACHCA

Stephen Esdale, CNHA, FACHCA

Michael Hotz, CNHA, FACHCA

Colomba (Bina) Hribik-Portello, CNHA, FACHCA

Julian Rich, CNHA, FACHCA

Allan Swartz, FACHCA

Bill Treese (COMS Interactive, LLC)

Mentoring Subcommittee

James Farley, CNHA, FACHCA -Chair

David Wolf, PhD, CNHA, CALA, CAS, FACHCA-Vice Chair

Ronald England

Sally Hemlepp

Scott Lester

Christopher Lynch

Douglas Olson, PhD, FACHCA

Thomas Varghese

Jan Wilson

Race for Relevance Task Force

Israel Ray, CNHA, FACHCA-Leader

Cecily Andrews (Quantum Age Collaborative)

Cydney Bare, CNHA, FACHCA

Roxanne Galloway, CNHA, CALA, CAS, FACHCA

Michael Gore, CNHA, FACHCA

Eric Hadley, CNHA, CALA, FACHCA

Michael Hotz, CNHA, FACHCA

Philip Jean, CNHA, FACHCA

Robert Lane, FACHCA

Ron Present, CNHA, CALA, FACHCA

Anthony Restaino, CNHA, FACHCA

Allan Swartz, FACHCA

Gaylord "Z" Thomas

ACHCA Staff & Directory of Services

American College of Health Care Administrators

Main: (202) 536-5120

Fax: (866) 874-1585

Website: www.achca.org

ACHCACONNECT

Katie Lynes

Coordinator, Financial Services & Development

(202) 525-6332

klynes@achca.org

ADVANCEMENT TO FELLOW

Shauna Stevenson

Coordinator, Credentialing Services

(202) 253-6522

sstevenson@achca.org

AWARDS

Michelle Berry

Director, Education & Operations

(202) 536-7807

mberry@achca.org

BUSINESS RELATIONS/PARTNERSHIPS

Becky Reisinger

Director, Membership & Business Development

(202) 470-6446

breisinger@achca.org

CONFERENCES

Elizabeth Lollis

Coordinator, Administrative Services

(202) 470-5673

elollis@achca.org

CERTIFICATION

Shauna Stevenson

Coordinator, Credentialing Services

(202) 253-6522

sstevenson@achca.org

CHAPTER/DISTRICT DEVELOPMENT

Chelsea Whitman-Rush

Coordinator, Member & Chapter Relations

(202) 680-0832

cwrush@achca.org

CONTINUING EDUCATION

Shauna Stevenson

Coordinator, Credentialing Services

(202) 253-6522

sstevenson@achca.org

EDUCATION

Michelle Berry

Director, Education & Operations

(202) 536-7807

mberry@achca.org

EXHIBITS & SPONSORSHIPS

Becky Reisinger

Director, Membership & Business Development

(202) 470-6446

breisinger@achca.org

FINANCIAL SERVICES & PAYMENTS

Katie Lynes

Coordinator, Financial Services & Development

(202) 525-6332

klynes@achca.org

IT SERVICES

Michelle Berry

Director, Education & Operations

(202) 536-7807

mberry@achca.org

MEMBERSHIP CUSTOMER SERVICE

Whitney O'Donnell

Coordinator, Member Services

(202) 470-5678

wodonnell@achca.org

MEMBER CONTACT INFORMATION UPDATES

Whitney O'Donnell

Coordinator, Member Services

(202) 470-5678

wodonnell@achca.org

PRESIDENT/CHIEF EXECUTIVE OFFICER

Marianna Grachek, CNHA, CALA, FACHCA

President & CEO

(202) 630-4729

mgrachek@achca.org

PUBLICATIONS

Becky Reisinger

Director, Membership & Business Development

(202) 470-6446

breisinger@achca.org

WEBSITE

Michelle Berry

Director, Education & Operations

(202) 536-7807

mberry@achca.org

Affinity & Member Benefit Partners

American College of Health Care Administrators would like to thank our Affinity Partners, Member Benefit Partners and Business Affiliate Members for their support and the extraordinary value and service provided to ACHCA members.



Arthur J. Gallagher Risk Management Services

Arthur J. Gallagher Risk Management Services, Inc. is the North American retail property/casualty insurance brokerage division of Arthur J. Gallagher & Co. Since it was founded in 1927, Gallagher has been dedicated to excellence in service. Their mission is to identify each client's unique insurance and risk management needs and find or develop cost-effective products and services that will best address them. Arthur J. Gallagher Risk Management Services offers insurance brokerage services, alternative risk financing, loss control and claims services to clients of all sizes and complexities. www.ajgrms.com



The Compliance Store is a comprehensive, up-to-date compliance and regulatory library for skilled nursing facilities. Their team of professionals reviews and indexes information from over 80 separate sources every week. They cross reference and link all those documents to provide instant access to the regulatory and compliance information needed — online and at customers' fingertips. www.join.thecompliancestore.com



Better Data. Better Decisions.

eHealth Data Solutions

eHEALTH DATA SOLUTIONS delivers quality improvement systems that have practical application for nurses, doctors, and administrators. The goal is to place care providers within 3-clicks of the information they need to improve resident care and organizational performance. eHealth Data Solutions trio of products: CareWatch®, RiskWatch®, and UB Watch™ work together to enhance organizational performance and continuous quality improvement using an evidence-based approach. www.ehds.biz



JOBTARGET

JobTarget makes the complex processes of finding jobs and recruiting talent more efficient with technology that powers job websites and career centers, and technology that helps employers advertise jobs where they will attract the most qualified talent. JobTarget is an industry leader in job board development, integration, and management. Visit www.achca.org, select Career-Link.



Kinney Management Services, LLC

Kchecks™ makes the process of checking for excluded and sanctioned individuals and organizations painless and provides a cost-effective alternative to manage the risk of this complex challenge. Their unique system allows users to upload electronic files containing the names of employees and contractors that the organization employs or does business with. These files are stored in Kchecks™ and automatically searched on a monthly basis against a central repository for individuals and entities that have been excluded from participating in federally funded healthcare programs, including Medicaid and Medicare. www.kchecks.com



redilearning

Transforming Senior Care Education

Redilearning is an online education provider working to set the continuing education standard for organiza-

tions and individuals in Senior Care. Our goal is to provide advanced learning science and seamless technology to deliver the highest quality learner engagement with the absolute maximum convenience - to help achieve better outcomes for facilities and those in their care. www.yourCEstore.com



SAINT JOSEPH'S COLLEGE ONLINE

Saint Joseph's College of Maine

- Earn your Bachelor's or Master's degree on your own terms! ACHCA members benefit

from discounted courses at Saint Joseph's College of Maine. www.online.sjcme.edu

SJC offers its students:

- ◆ NAB-approved BS in LTC Administration and Master of Health Administration degrees
- ◆ Convenient online courses
- ◆ Flexibility to enroll at any time and work within your own schedule
- ◆ Courses designed for working adults, taught by a faculty of professionals active in their fields

VANCARE®

We move body and mind

VANCARE, Inc. is the leading American manufacturer and source of Safe Patient Handling and Movement (SPH&M) technologies. VANCARE manufac-

tures lifting slings and belts using proprietary designs, construction techniques and textiles to yield preferred products and best values. From floor lifts to ceiling lifts, 350 to 1000 pounds, VANCARE has the most complete selection of safe patient handling solutions! See more at www.vancare.com.



Participation by vendors in ACHCA partnership programs does not constitute endorsement by ACHCA of any products, publication materials, services or statements of participating vendors. Appearance in the Annual Report does not indicate endorsement or support of a particular product or service by ACHCA. Vendor partners are in no way affiliated with ACHCA, nor are they considered sponsors or co-sponsors of the association.

Business Affiliate Members (as of September 30, 2013)

Apex Therapeutic Services, LLC
BlumShapiro
Cornell Communications Inc.
Direct Supply Inc.
First Quality Products, Inc.
Functional Pathways
Guardian Pharmacy
Hamilton Insurance Agency
Harmony Healthcare International
J. Baumgarten Architect
Murtha Cullina LLP

Omnicare of Connecticut
Pullman & Comley, LLC
RediLearning
Sante Partners
Senior Planning Services
Star Healthcare Solutions
SunSolutions Consulting
Ultimate Rehab, Ltd.
Vohra Wound Physicians
VTA Management Services LLC

ACHCA *Connect*

connect.achca.org



In 2013, ACHCA launched a brand new membership networking community called *ACHCAConnect*. Launched in April, *ACHCAConnect* replaced the popular, but dated, Peer2Peer listserv with state of the art CRM social technologies.

ACHCAConnect is powered by Higher Logic. Higher Logic delivers solutions so that our members can extend our organizational value and attract a new generation of global members and constituents.

ACHCAConnect is an online membership community designed to provide our members with improved and expanded tools for networking and information sharing. These communities offer a valuable benefit to both emerging and seasoned professionals seeking support, guidance, tools, and connections to strengthen their evolving careers. Whether it is in creating networking connections, education, advancement, or opportunities for self-actualization, ACHCA stands by to support its members in achieving individual goals.

Through *ACHCAConnect*, our members have access to private, secure communities to connect, share ideas and get fast answers to important questions. These interactive communities allow ACHCA members to find others with similar interests and create a network based on shared attributes. Through our Association Management System (AMS), CitySoft, member profiles are pre-populated with membership data so that community members can customize profiles, add pictures, educational information, and other content. Members can control the information they wish to share and how to share it.

Take advantage of this great member benefit.

To learn more, email achcaconnect@achca.org or visit <http://connect.achca.org>. Members who are logging in for the first time may use their email on file with ACHCA as their username and their last name all lowercase as their passwords.

Code of Ethics

PREAMBLE

The preservation of the highest standards of integrity and ethical principles is vital to the successful discharge of the professional responsibilities of all long-term health care administrators. This Code of Ethics has been promulgated by the American College of Health Care Administrators (ACHCA) in an effort to stress the fundamental rules considered essential to this basic purpose. It shall be the obligation of members to seek to avoid not only conduct specifically proscribed by the code, but also conduct that is inconsistent with its spirit and purpose. Failure to specify any particular responsibility or practice in this Code of Ethics should not be construed as denial of the existence of other responsibilities or practices. Recognizing that the ultimate responsibility for applying standards and ethics falls upon the individual, the ACHCA establishes the following Code of Ethics to make clear its expectation of the membership.

Expectation I

Individuals shall hold paramount the welfare of persons for whom care is provided.

PRESCRIPTIONS: The Health Care Administrator shall:

- Strive to provide to all those entrusted to his or her care the highest quality of appropriate services possible in light of resources or other constraints.
 - Operate the facility consistent with laws, regulations, and standards of practice recognized in the field of health care administration.
 - Consistent with law and professional standards, protect the confidentiality of information regarding individual recipients of care.
 - Perform administrative duties with the personal integrity that will earn the confidence, trust, and respect of the general public.
- Take appropriate steps to avoid discrimination on basis of race, color, sex, religion, age, national origin, handicap, marital status, ancestry, or any other factor that is illegally discriminatory or not related to bona fide requirements of quality care.

PROSCRIPTION: The Health Care Administrator shall not:

- Disclose professional or personal information regarding recipients of service to unauthorized personnel unless required by law or to protect the public welfare.

Expectation II

Individuals shall maintain high standards of professional competence.

PRESCRIPTIONS: The Health Care Administrator shall:

- Possess and maintain the competencies necessary to effectively perform his or her responsibilities.
- Practice administration in accordance with capabilities and proficiencies and, when appropriate, seek counsel from qualified others.
- Actively strive to enhance knowledge of and expertise in long-term care administration through continuing education and professional development.

PROSCRIPTIONS: The Health Care Administrator shall not:

- Misrepresent qualifications, education, experience, or affiliations.
- Provide services other than those for which he or she is prepared and qualified to perform.

Expectation III

Individuals shall strive, in all matters relating to their professional functions, to maintain a professional posture that places paramount the interests of the facility and its residents.

PRESCRIPTIONS: The Health Care Administrator shall:

- Avoid partisanship and provide a forum for the fair resolution of any disputes which may arise in service delivery or facility management.
- Disclose to the governing body or other authority as may be appropriate, any actual or potential circumstance concerning him or her that might reasonably be thought to create a conflict of interest or have a substantial adverse impact on the facility or its residents.

PROSCRIPTION: The Health Care Administrator shall not:

- Participate in activities that reasonably may be thought to create a conflict of interest or have the potential to have a substantial adverse impact on the facility or its residents.

Expectation IV

Individuals shall honor their responsibilities to the public, their profession, and their relationships with colleagues and members of related professions.

PRESCRIPTIONS: The Health Care Administrator shall:

- Foster increased knowledge within the profession of health care administration and support research efforts toward this end.
- Participate with others in the community to plan for and provide a full range of health care services.
- Share areas of expertise with colleagues, students, and the general public to increase awareness and promote understanding of health care in general and the profession in particular.
- Inform the ACHCA Standards and Ethics Committee of actual or potential violations of this Code of Ethics, and fully cooperate with ACHCA's sanctioned inquiries into matters of professional conduct related to this Code of Ethics.

PROSCRIPTION: The Health Care Administrator shall not:

- Defend, support, or ignore unethical conduct perpetrated by colleagues, peers or students.



REGISTER NOW AT
WWW.ACHCA.ORG

2014 SUMMER LEADERSHIP CONFERENCE

July 28 – August 1, 2014

The Fairmont Southampton
Southampton, Bermuda



21ST ANNUAL WINTER MARKETPLACE

December 5 – 7, 2014

The Sheraton Wild Horse Pass
Resort & Spa
Chandler, Arizona



SAVE THE DATE

49TH ANNUAL CONVOCATION & EXPOSITION

April 11-15, 2015

Grand Hyatt San Antonio
San Antonio, Texas



Connect • Learn • Advance • Actualize • Lead

**1321 Duke Street, Suite 400
Alexandria, VA 22314
Ph: (202) 526-5120 • Fax: (866) 874-1585
www.achca.org**

Promoting Excellence in Long Term Care Leadership