

VOLUME 13 ISSUE 1  
MARCH 2015

**Save the Dates**  
Long Term Care  
Administrator's Week  
March 8 - 14, 2015

**49th Annual Convocation  
& Exposition**  
April 11 - 15, 2015

Henry B. Gonzalez  
Convention Center  
Conference Hotel: Grand Hyatt  
San Antonio, San Antonio, Texas

**22nd Annual Winter  
Marketplace**  
December 4 - 6, 2015

Bally's Las Vegas Hotel and Casino  
Las Vegas, Nevada

**50th Annual Convocation  
& Exposition**  
April 16 - 20, 2016

Philadelphia Marriott Downtown  
Philadelphia, Pennsylvania

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## 2015 ANNUAL

### Business Meeting Materials Now Available

Dear Voting Member,

The ACHCA 2015 Annual Business meeting will take place April 11 – April 15, 2015 during the 49th Annual Convocation & Exposition to be held at The Grand Hyatt San Antonio in San Antonio, TX. This is the official notification that the following business meeting materials are now available on the ACHCA website:

- Draft Agenda for the Business Meeting
- 49th Annual Convocation Standing Rules
- Minutes from the 48th Annual Meeting
- The 2014 Annual Report includes the financial report

To access these meeting materials, simply type [www.achca.org/businessmeeting](http://www.achca.org/businessmeeting) into your web browser. Please contact Michelle Berry at [mberry@achca.org](mailto:mberry@achca.org) with any questions.

Sincerely,  
Michael Hotz, CNHA, FACHCA  
Chair, ACHCA Board of Directors



## Letter from the Chair

I happen to love all the seasons, the events and aspects that make them all so special. Spring is the time for renewal for nature. It is also the time for renewal for The College. There are so many District and Chapter Meetings in the early spring and there are many Chapter Annual Meetings. There are ample opportunities to gain quality education and renew friendships among local peers. Please take advantage of these meetings to get involved and prepare for the year ahead.

At the National Level, we are moving full speed ahead on our Convocation in San Antonio. We will have the wonderful education that we are well known for and we will have many of the best and the brightest in our profession. It is rare to be able to meet so many movers and shakers in health care. We also celebrate excellence in our profession in many ways – we honor our administrators who have achieved advanced status through certification and Fellow status, we honor our past leaders, we have our mentor program recognition, and we honor many achievements through our awards ceremony. We will have the winners of our national elections sworn in to office.



Michael Hotz,  
CNHA, FACHCA

One thing that I have always written about is spreading our message to our peers. We offer knowledge, support and camaraderie to fellow administrators, current, retired and in training. We need to help our peers continue to be successful and thrive in an increasingly challenging profession. We have seen amazing growth in Oklahoma and Indiana and I applaud them for their success. We need growth to continue to bring our programming to peers around the country. Please make it your goal to add at least one more member. We are stronger together than we are apart.

*continued on page 3*



# 49th Annual Convocation & Exposition



## BLAZING NEW LEADERSHIP TRAILS

**April 11-15, 2015**

Henry B. Gonzalez Convention Center

Conference Hotel: Grand Hyatt San Antonio | San Antonio, Texas

Register today at [www.achca.org](http://www.achca.org)

- Register now and save - early bird registration ends March 11, 2015
- Earn up to 19.5 CEs/Contact Hours with more than 40 educational sessions
- Network with your colleagues and celebrate leadership excellence
- Enjoy the San Antonio River Walk, just steps away from the conference hotel and Convention Center, which provides easy access to the city's best restaurants, cultural hot spots, historic sites and other attractions.
- Come a day early for the preconference program on Saturday, April 11th, *Essential Compliance Issues and the New MDS 3.0 Accuracy Survey for Senior Operational, Financial and Clinical Managers 2015 Update* presented by Leah Klusch, FACHCA.
- Blaze New Leadership Trails - the valuable connections you make, knowledge from the educational sessions and innovative concepts presented by exhibitors will help you advance in your profession.



# FROM THE President's Desk



Marianna Kern Grachek,  
CNHA, CALA, FACHCA

## Survival and Beyond

I recently made a series of visits with an aging family member, Hendrik, in the Netherlands. Hendrik was anticipating his 90th birthday in a few months and proclaimed that he plans to live to be 100. The nurse in me sized up the likelihood of that goal. Given his unsteady gait, risk for falls, and a few memory challenges, Hendrik was managing living at home with a myriad of supportive services: The home health aide came morning and evening to help with dressing and grooming; meals were delivered daily; the doctor, podiatrist, and barber all made house calls; there was a weekly cleaning service; ambulatory assistive devices were noticeably present; and a son lived two hours away who brought groceries every week. As I returned to the States, I reflected on our visits and was satisfied that, with the socialized health care system around him, Hendrik was positioned to "live" to be 100. Yet I wondered if he would "make it" to 90, and if he did, what would the next ten years be like for him?

To live, to survive, to be 100, Hendrik must also experience the fuller dimensions of "being alive", that is, having meaning and relevance and avoiding stagnation and deterioration. Hendrik must do more than physically survive to become 100. He must be helped to thrive.

So too, ACHCA is now challenged to move beyond survival and find meaning and relevance as a membership society that will sustain us and serve the changing needs of our members well into the future. Given the current environmental, economic, and demographic demands, what is the likelihood that ACHCA will **thrive** under the current association model if we simply maintain the status quo? What adaptations are necessary to avoid stagnation or deterioration? ACHCA leadership has been pondering that very question and has rolled up its' collective sleeves to assess association options. This year, the Board has identified a visionary goal: to explore alternatives for collaboration or integration with other like-minded associations.

For starters, the Board, at their December 4th, 2014 board meeting, approved a revised mission statement that is reflective of our greater professional reach. ACHCA's mission: to be the catalyst for excellence in post-acute and aging services leadership. This newly stated mission broadens our framework for collaborative discussions.

Key elements for ACHCA to thrive beyond mere survival include:

- Membership relevance: greater interaction and familiarity with executives in acute and post-acute care settings; greater integration/coordination of patient care across the spectrum of health care;
- Chapter relevance: greater access to colleagues and an enhanced chapter structure that provides convenient, lower cost education and networking relevance across the continuum of care;
- Organizational relevance: A richer member benefit package to assist with diversification to the post-acute care executive market, as well as attract a larger audience of health care professionals.

The Board has embraced this timely challenge to enhance ACHCA's relevance as a membership society that can most effectively fulfill the newly restated mission well into the future. To that end, the board has agreed to pursue a process that would be iterative and would result in an "approvable" proposal for collaboration/integration with potential partners. This proposal is expected to include the following desired outcomes: new organizational terms and agreements, new benefits to

members/stakeholders, and a detailed plan of transition. This is an exciting time for ACHCA as we position our association to move beyond merely surviving to thriving.

*Post Script: Thriving and Beyond: Since drafting the above letter, I have started a personal breast carcinoma journey. As a result, my perspective on thriving is becoming more acute and imminent: Surviving and thriving are not on a single or concurrent continuum to be pursued consecutively over time. Rather, surviving and thriving (organizationally and personally) are dynamic and circular and must be nurtured and vigilantly monitored concurrently and continuously for long term results.*

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

## Accessing ACHCAConnect



To login to ACHCAConnect, go to <http://connect.achca.org/home> and click the "Login to see members only content" link. Your username is the email address you used to register with ACHCA and your password is your last name in lowercase letters. If your name is hyphenated, the hyphen is included. For assistance or more information regarding ACHCAConnect, please email [achcaconnect@achca.org](mailto:achcaconnect@achca.org).

## Letter from the Chair continued

I hope to see you in San Antonio. We are right on the River Walk, which is very pleasant and picturesque. Join us at the Chair's reception as we usher in our biggest event of the year. Renew your friendships and your spirits. Meet new friends. Find out who signed up the most new members and wins an iPad from me. Get tools to make you more successful in the coming year. Get some CEs for your license whether you are an LNHA, CALA in a state where AL is licensed, and/or an RN. And in the meantime, advance your credentials and let us recognize you. Have a great spring.

Michael Hotz, CNHA, FACHCA  
Chair, ACHCA Board of Directors

# feature article

## Doctor's Orders: Laugh!

Brad Nieder, MD, CSP, The Healthy Humorist®



Hello health care professionals! Winter is just around the corner, so it's time for some tips from your favorite Phunny Physician™ on avoiding flu, preventing hypothermia and taking care of your skin!

Wait! My wife just informed me that winter is almost over! Sheesh! That was fast! Well, hopefully you are still alive! Clearly there were some winter hazards that could have killed you (and one that could have left you very dry and scaly!) (Note to self: submit "Winter Health" article in the fall!)

Well, happy belated holidays and best wishes in the new year (currently in progress)! And for what it's worth, here's my quick take on those winter hazards:

**1. Avoiding Flu.** Get the flu vaccine, especially if you're a young child, an adult over 65 or pregnant. (If you qualify in two of those categories, you should also get your own reality show!) You should not get the vaccine if you have ever had Guillain-Barre Syndrome (named after the late, great French basketball Hall of Famer Guillain "Gilligan" Barre, who was a childhood teammate of the ageless (and French) Tony Parker of the World Champion San Antonio Spurs, who hail from—you guessed it!—San Antonio, which is the site (not France) of this year's ACHCA Annual Convocation & Exposition!) You also should not get the vaccine if you don't like French dressing. Or if you play the French horn. And, please, no French kissing with anyone who has the flu!

**2. Preventing hypothermia.** The winter is cold! Stay indoors.

**3. Taking care of your skin.** Skin can become very dry in the winter. Thus, you should use moisturizers that prominently display on their labels words like "emollient" and "humectant" and "expectorant." A humidifier is another option, but, let's face it, you won't clean it properly, so it will just become a petri dish for mold and mildew. And finally, though it may seem counterintuitive, it's possible to get a sunburn in the winter (especially if you're skiing). Thus, you should use a reputable sunscreen with a DEET level of at least 739 Kelvin to protect against the sun's harmful HD rays.

Anyhoo, Old Man Winter will be moving on soon. Spring will soon spring upon us. Here's my wellness advice for this—and any other—season: laugh! That's right. Laugh. It really is the best medicine ... unless you have the flu ... or you're drinking milk ... or you have giggle bladder incontinence.

But laughter really is good for you. We've known it for a long time, too. In fact, way back in the 17th century, a physician by the name of Thomas Sydenham wrote, "The arrival of a good clown exercises more beneficial influence upon the health of a town than 20 asses laden with drugs." Times have changed a bit, though, because these days you cannot call the pharmaceutical reps "asses." Not if you want to keep receiving free pens!

Anyway, since Dr. Sydenham's day, many studies have been conducted to demonstrate the efficacy of laughter as a medicine. I haven't read those studies. I just don't have the attention span. I have a bit of Attention Deficit Disorder (ADD), which is quite common these days. In fact ... Squirrel! Whoa! He nearly got run over!

So, where was I? Ah, yes. The studies on laughter. Even if I had the attention span to read them, I just don't have the time, what with my busy schedule of keeping patients waiting for hours wearing backless paper dresses and browsing *Highlights for Kids* from October, 1987, while I practice my putting.

I encourage you to read the studies, though. If you do, I think you'll find that laughter increases pain tolerance and enhances immune system function (which is especially handy during flu season!). You'll burn a few calories with every laugh, too. And laughter might even be helpful for people having fertility issues: a recent study showed that women undergoing in-vitro fertilization had a higher pregnancy success rate if right after implantation they were entertained by laughter!

Perhaps most important for health care professionals, though, is laughter's ability to reduce stress. Yes, laughter actually reduces levels of stress hormones in the body, which is great when you find yourself worried about reimbursement. Or the Affordable Care Act. Or compliance issues. Or your next surprise survey. Or the company bottom line. Or your mortgage payment. Or your neighbor's loud dog. Or aaaaaargggghhhhh!!!!!!

So put a favorite old comedy in the Netflix queue! Make plans with those friends who always crack you up! And get tickets to the comedy club this weekend!

On second thought, maybe you should just stay indoors. It's still pretty cold out there. You don't want to get hypothermia!

**Brad Nieder, MD, CSP--also known as The Healthy Humorist®--is a doctor, comedian, and keynote speaker. His skin is very dry despite all his good advice. He's looking forward to speaking at the ACHCA Annual Convocation and Exposition in San Antonio this April. Until then, check out his website at [www.healthyhumorist.com](http://www.healthyhumorist.com), follow him on Twitter (@healthyhumorist), like his facebook page at [facebook.com/healthyhumorist](https://facebook.com/healthyhumorist) or send him an email at [drbrad@healthyhumorist.com](mailto:drbrad@healthyhumorist.com).**

Join us at the 49th Annual Convocation and Exposition April 11-15, 2015 where Dr. Brad Nieder will deliver the keynote presentation *Laughter is the Best Medicine* on Sunday, April 12, 2015. To learn more or to register for Convocation, visit [www.achca.org](http://www.achca.org).



# AIT Preceptor Development Work Group Update

By Philip Dubois, CNHA, FACHCA



The Administrator-in-Training (AIT)/Preceptor Development Work Group was formed to address several critical needs on the national level surrounding the AIT experience. The American College of Health Care Administrators (ACHCA) and the National Association of Long Term Care Administrator Boards (NAB) jointly commissioned this group, and a charter was developed outlining

their expectations. Lisa Hahn, Executive Director of the Virginia Board of Licensure, serves as the co-chair with me.

To address these needs in Phase 1, the Work Group initially developed four sub-groups to:

1. Collect current state regulatory requirements,
2. Review existing AIT Preceptor curricula,
3. Market the need for preceptors, and
4. Address financial barriers.

All groups have concluded their work, except for addressing the financial barriers which is always a concern throughout the industry. The work group has turned their attention to Phase 2.

New sub-groups are under development to:

1. Develop model standards for AIT programs,
2. Develop an online, module-based Preceptor Training curriculum,
3. Develop a career development toolkit for AITs, and
4. Continue to address financial barriers.

## Phase One Work Group Updates/Conclusions

### Regulatory Requirements

The first sub-group compiled the AIT and Preceptor regulatory requirements for all states. All state executives have reviewed this document for verification.

### Existing AIT Preceptor Curricula

This sub-group undertook the task of identifying curricula currently being used nationally. They found that there are few programs available with little consistency. Some states do not require preceptor training. In other states, the curriculum is proprietary. Training may address only state board reporting processes. The programs from the University of Wisconsin-Eau Claire and Indiana Health Care Association seemed particularly strong. In developing our curricula, we expect to use some content being utilized within the ACHCA Mentoring program.

### Marketing

This sub-group discussed language to use in persuading veteran administrators to become preceptors. They examined the reasons why administrators don't become preceptors along with the perceived barriers including time commitments, money, lack of qualified candidates, lack of corporate support, lack of training to be a preceptor, and longevity/success of AIT candidates.

This group has suspended their efforts until the preceptor training curriculum is developed. Matching the marketing efforts with the curriculum to prepare preceptors will be key to success.

### Financial Barriers

The financial sub-group began by soliciting ideas on obtaining

financial assistance for AIT programs. Many AITs must forego any type of salary or stipend during their AIT programs, which may last six months or more. This creates a hardship, particularly for candidates in a mid-career transition. The Federal Department of Labor guidelines create some questions about the legality of unpaid internships. Several ideas are being considered for feasibility. While it is doubtful that we will find one strategy that will fund all AIT programs, we expect to provide a listing of potential funding sources for preceptors to consider.

## Pending Projects

Several projects and concepts are under development and/or being considered:

1. We can market the concept for veteran administrators to leave a legacy through leadership development. This message might be paired with the ACHCA Academy of Long-Term Care Leadership and Development's legacy fundraising message.
2. We expect to use an online model for preceptor training. We envision a program with a few modules, and the curriculum would address universal learning objectives for a preceptor with an emphasis on coaching and mentoring. States could have the option of an add-on module to address any state-specific content. This training itself should offer continuing education credits.
3. The idea of an AIT Centers of Excellence has come forth. Some organizations have a corporate vision of hosting AITs frequently; we are currently talking with two such organizations that might become magnet sites for training AITs.
4. An Outstanding Preceptor Award is being proposed for the ACHCA Awards program. Once the eligibility criteria are approved by the ACHCA Board, it is anticipated that this will roll out in 2016.
5. We are exploring additional functionality for the AIT community within ACHCAConnect, including the potential of matching preceptors and AITs.
6. The first sub-group will be developing AIT model standards that will incorporate NAB's new Professional Practice Analysis. Meanwhile, the NAB Education Committee will also be looking at academic standards. Coordination and consistency between academic and non-academic AIT programs will be critical.
7. The State Governance Committee of NAB is tackling the issue of AIT experience portability across state lines.
8. We continue to keep the two sponsoring organizations updated through reports to ACHCA's Education Committee and NAB's Executive Committee.

When this group began, it was known that the work would be monumental. Support from various stakeholders nationally has been gaining momentum. We are grateful for the collaboration between ACHCA and NAB, giving this work group the traction it needs in order to effect meaningful change.

## CONVOCATION ARTICLE FROM THE CHAIR

My, how time flies. It seems like only yesterday that we were raving about the education, camaraderie and beautiful setting at the M Hotel in Las Vegas, and here it is time to finalize plans to attend the 2015 Convocation in San Antonio. I sincerely hope you've already registered, because we have a wonderful meeting planned for all of us.



First and foremost, we listened to the comments about being close to the action, and we are certainly there in San Antonio. The Grand Hyatt San Antonio is literally in the heart of the action in downtown San Antonio, with easy access to shopping, the Alamo, and all the fun that happens every day and night on the River Walk itself. We've planned the agenda to give you the maximum amount of time in the evenings to explore and enjoy.

Of course, the education will be at the level of professionalism that you expect from the College, with both concurrent and general sessions geared to provide you with the most current and relevant education that we all need to keep in step with the incredible changes that are going on in our field, and in healthcare in general.

As if that wasn't enough, we have redesigned the exhibits to provide more opportunities for closer interaction with our vendor partners that you choose to work with more closely, while still having the traditional format to visit the exhibit hall on one day. The second day of Exhibit Hall hours will even offer a format which will allow you to earn CE hours WHILE visiting with the exhibitors.

The hotel is beautiful, the location is perfect, it is a glorious time of year to visit San Antonio, and your friends and colleagues will be there. Need I say more?

I look forward to seeing you in April.



Bob V. Siebel, CNHA, FACHCA  
2014-2015 Chair,  
National Conference Planning Committee



ADVANCING EXCELLENCE  
IN AMERICA'S NURSING HOMES

## ADVANCING EXCELLENCE UPDATE

### NEW EMPLOYEE RECOGNITION PROGRAM LAUNCHED

The Advancing Excellence in Long-Term Care Collaborative and Hallmark have partnered on the *You Make a Difference* employee recognition program. "We're so thrilled to partner with Hallmark, whose heritage is all about making the world a more caring place," says Doug Pace, Executive Director of the Collaborative. "This is a perfect way for nursing home leadership to show their employees, from maintenance and housekeeping to nursing staff and caregivers, just how much they're appreciated."

*You Make a Difference* is an employee recognition program that lets you acknowledge employee achievements easily and systematically -- anywhere, any time -- by rewarding excellence and boosting staff stability.

"I know there are times when everyone wishes they had the time to recognize someone who went beyond the need of the moment," Doug added. "Now, they have something right at their fingertips, just a click away."

Studies confirm that employee engagement is key to job performance and staff retention. Yet only a third of employees report feeling appreciated or engaged. Additionally, companies that score in the top 20% for building a recognition-rich culture achieve a 31% lower voluntary turnover rate and engagement scores rise.

With nursing home staff averaging a turnover rate of 50% or more annually, there's an even more crucial reality: The care of our residents is at stake.

With the *You Make a Difference* reward and recognition portal, nursing homes can:

- Order greeting cards and certificates with sincere, thoughtful messages and inspiring visual designs. The certificates can be printed or emailed.
- Easily personalize the award to make the recognition more meaningful.
- Include a monetary incentive when appropriate. Employees can then redeem the amount for gift cards from hundreds of major national retailers, restaurants, entertainment and travel providers.

Hallmark knows how far the right word at the right moment can brighten a day, and has designed personalized greeting cards and virtual or printable certificates with sincere, thoughtful and inspiring messages of appreciation. Both monetary and non-monetary recognition incentives are available.

Visit <http://www.aeltcc.org/> for more information.

# Mentoring Program

## The Art of Mentoring

by Michelle Berry

My six year old twins began kindergarten this year. I was very nervous, but not for the reason you would think. As a former teacher, I know the classroom and feel this is my home turf. However, the learning environment we had chosen for our children was a Montessori classroom. These classrooms are multiage, which have children from age three all the way to age six. How would this work? How would they learn? What would they have in common?

As we move out of winter and into spring, I am learning from these children how effective mentoring relationships work. Not only have all of these children flourished, they have learned valuable lessons that will last a lifetime. Each child within the classroom can serve as a mentor and a protégé all within one day. So what can we, as adults, learn from this?

Mentoring is about trusted relationships. The mentoring relationship is unique in the fact in that the mentor does not just “give advice” and the protégé listen. When effective mentoring occurs, two people are communicating in a way where questions, advice, knowledge, and discussion flow back and forth openly and enthusiastically.

There is not a one size fits all strategy when it comes to mentoring. As more millennials enter the work place environment, there has been a generational shift on how professionals view the idea of mentoring and its effectiveness. Situational mentoring is becoming popular among the millennials as it allows this specific generational group to work with a variety of mentors with different expertise to assist in specific areas of need.

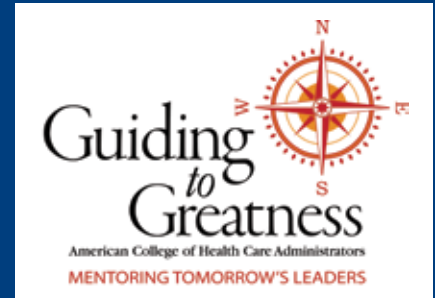
This is very different than the traditional pairing model of one mentor to one protégé.

Finally, when a relationship works successfully, it can be a transformative experience for both a mentor and a protégé. Regardless of what type of relationship is established, group, situational, or traditional mentoring, this has not changed, nor do I doubt it ever will.

Mentoring is truly an art that needs to be practiced just as a musician practices for a symphony. If you have any trouble believing me, just stop by a Montessori classroom to see mentoring in action on a daily basis.

*“Tell me and I forget, teach me and I may remember, involve me and I learn.” - Benjamin Franklin*

To learn more about the ACHCA’s Mentoring Program, visit [www.achca.org/mentoring](http://www.achca.org/mentoring). To participate in the 2015-2016, plan to attend ACHCA’s 49th Annual Convocation and Exposition.



### BRING YOUR OPERATIONAL TEAM FOR THE DAY!

**Saturday, April 11, 2015, 8:30am-3:00pm**  
**49th Annual Convocation & Exposition**

**Henry B. González Convention Center**  
**San Antonio, Texas**

Essential Compliance Issues and the New MDS 3.0 Accuracy Survey for Senior Operational, Financial and Clinical Managers - 2015 Update

Presented by Leah Klusch, FACHCA

ACHCA Member: \$150 | Non-Member: \$179  
Register now at [www.achca.org](http://www.achca.org)

The current status of compliance and data base accuracy in the skilled nursing facility needs considerable senior management focus to manage regulatory and payment risk. This highly interactive and fast paced session will review the compliance rules and assessment accuracy issues that can create significant negative outcomes from audits or surveys. The solutions are not complex but essential. The session will identify the primary issues and explain inexpensive effective solutions for ownership structures of all sizes. The new MDS accuracy survey being implemented this year by CMS brings great risk to all facilities. The session will describe the survey process, tools and proactive steps all managers must take to prepare. A must do session for all senior managers with many resources, case examples and resources as part of the content. This is all new information and we invite all participants in past pre-con sessions to attend. All new updated materials.



# chapter &

The **2015 New York Chapter's** 46th Annual Convention will be held **March 8-11, 2015** in Callicoon, NY. Visit [www.nycachca.com](http://www.nycachca.com) for details.

The **Connecticut Chapter** is holding its Annual Meeting & Elections, CNA Hall of Fame Inductions and Collegiality Hour on Wednesday, **March 18, 2015** at Zandri's Stillwood Inn, Wallingford, CT. Visit [www.ctachca.org](http://www.ctachca.org) to learn more.

The **Massachusetts Chapter's** annual meeting, conference and trade show will be held **March 25, 2015** at the Framingham Sheraton. Visit [www.achca-machapter.org](http://www.achca-machapter.org) for more information.

The **South Carolina Chapter** will hold Spring Conference for Leaders on **May 21st and 22nd, 2015** at the Hilton Myrtle Beach! Keep an eye out for more information.

The **New Jersey Chapter** will host *Today's Long-Term Care Leadership: Using the Disney Approach to Increase Quality and Lower Costs* on **June 11, 2015** at The Venetian on South Amoy, NJ. Visit [www.njachca.org](http://www.njachca.org) for details. .

The 2015 Summer Leadership Program is in the works! Join the **New York Chapter** in Bermuda on **July 27-31, 2015** at The Fairmont Southampton, Bermuda. The presenter will be Irving Stackpole. Watch for more information as the dates draw nearer!

## *Congratulations to the following 2015 Chapter/District Achievement Award Winners*

- District 5 for District Membership Growth
- Indiana Chapter for Chapter Membership Growth
- Kentucky Chapter for Student Involvement
- New Jersey Chapter for Cultural Diversity
- Oklahoma Chapter for Business Affiliate Growth
- Oklahoma Chapter for Member Recruitment



## *ACHCA invites you to participate in our* **"NO SHOW" EVENT!**

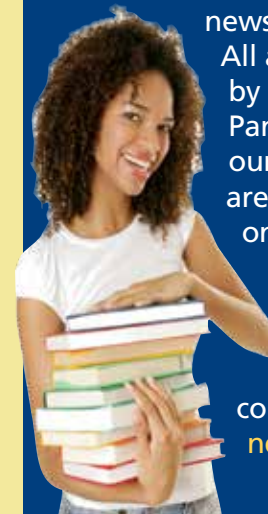
Don't dust off your cowboy boots or shine your belt buckle, and don't worry about brushing up on your do-si-do. DO join our effort to raise funds for ACHCA's Academy of Long Term Care Leadership and Development. Our "No-Show" event is a no stress way for you to support The Academy. ACHCA will also be holding a "Tea Cup" Raffle at Convocation to benefit the Academy and is looking for raffle item donations. Visit [www.achca.org](http://www.achca.org) for more information.

## **BOOK REVIEW & ARTICLE SUBMISSIONS**

ACHCA is looking for book reviewers and authors to contribute reviews and leadership articles for the *Continuum* newsletter.

Book review forms are available and are quick and easy to complete. If you are interested in becoming a book reviewer or having an article published in *Continuum*, contact [news@achca.org](mailto:news@achca.org).

All articles are reviewed by our Editorial Review Panel for inclusion in our newsletter. If you are interested in serving on the ACHCA Editorial Review Panel to review substantive articles published in *Continuum*, please contact us at [news@achca.org](mailto:news@achca.org).



## **Share Your News**

Holding a Chapter event? New job? Won an award?  
Welcoming a child or grandchild? Need prayers?

Share news with your peers in eNews and *Continuum*.

Send member news items to [achcamarketing@achca.org](mailto:achcamarketing@achca.org)



# member news

*Congratulations* to **Kathryn Richardson, FACHCA** and **Doyle Love, CNHA, FACHCA** who were recently appointed to the Board. They were installed at the February 20, 2015 Board Meeting and will be introduced at the Awards Luncheon at Convocation.

District 2 Director, **Kathryn Richardson, FACHCA**, has been a member of ACHCA since 2005. She served as 2nd Vice President of the New Jersey Chapter from 2012-2014, as well as a national committee member (Awards Subcommittee 2014-2015; Annual Convention Committee 2010). She is currently an Administrator/Vice President at Bergen Regional Medical Center.

District 6 Director, **Doyle Love, CNHA, FACHCA**, has been a member of ACHCA since 2002. He has been a chapter officer in Tennessee (Vice President 2011-2014) as well as a national committee member (Professional Advancement 2010-2014; Academy 2012-2014). He is currently an Administrator at Life Care Center of Hixson.

ACHCA Board Director At-Large, **Philip Jean, CNHA, FACHCA**, has been appointed to serve as ACHCA's representative on the Advancing Excellence Board. His term will end in December 2015.



ACHCA extends warm *congratulations* to **Kimberly McIntosh-Little**, the winner of the 2014 Winter Marketplace 50/50 raffle. The raffle raised a total of \$1,410.00 and all proceeds go to

benefit the Academy of Long Term Leadership and Development.

The newest edition *Long-Term Care: Managing Across the Continuum*, by **John Pratt, FACHCA**, is now available for purchase. *Long-Term Care: Managing Across the Continuum, Fourth Edition* is an ideal introduction to management in this dynamic industry. Concise, yet complete, it defines the various segments of the system, describes how the system developed to its current state, compares it to an ideal system, and projects future trends. Adopted as a reference for the national licensing examination prepared by the National Association of Long-Term Care Administrator Boards (NAB), this book covers the full continuum of long-term care.

**Sara Sherwood** of the Maine Chapter and

her husband Robert welcomed their son Brody Paul into the world on 2/10/2015! *Congratulations* on your bundle of joy!

*Congratulations* to **Brenda Wirrig** on her new position as Executive Director at Lincoln Park Manor in Kettering, Ohio.

## *Congratulations to the following 2015 Award Winners*

These individuals will be recognized during the Awards Luncheon on Tuesday, April 14th, during the 49th Annual Convocation and Exposition:

- Distinguished Service Award - Timothy Dressman, CNHA, CALA, FACHCA, Ohio
- Distinguished Nursing Home Administrator Award - Robert Reyes, CNHA, FACHCA, New Jersey
- New Nursing Home Administrator Award - Stephanie Antoun, Ohio
- Distinguished Assisted Living Administrator - Linda Olore, Maine
- New Assisted Living Administrator - Kelsey Swartzel, Ohio
- ACHCA Outstanding Member - Norda Bellantoni, CNHA, CALA, CAS, FACHCA, New Jersey
- ACHCA Outstanding Member - Kathleen Pajor, FACHCA, Connecticut
- Education Award - Robert Burke, PhD, Washington, DC
- Public Service - Senator Susan Collins, Washington, DC
- Journalism Award - John O'Connor, Illinois
- ACHCA Champion Award - Georgia Health Care Association
- Business Partner Award - Functional Pathways

## **W. Phillip McConnell Student Scholarship**

- Trevor Davis, Western Kentucky University, Bowling Green, KY
- Sarah E. Kern, AIT Program, Hillebrand Nursing & Rehabilitation Center, Cincinnati, OH

**Eli Pick Facility Leadership Award** - Each year, ACHCA recognizes the leaders of top-performing Skilled Nursing Facilities (SNFs) across the country through the Eli Pick Facility Leadership Award. Eligibility letters were mailed to Administrators of 1,291 Skilled Nursing Facilities (SNFs). This year, ACHCA received 286 attestations in which 237 administrators met the eligibility requirement of being the administrator of record for the SNF for the 2014 calendar year. The recognized administrators represent thirty-four states from across the country. Fifty-seven award winners who have chosen to be present during the 49th Annual Convocation and Exposition will be recognized for their accomplishments during the Awards Luncheon to be held on Tuesday, April 14, 2015.

# member updates

## ACKNOWLEDGEMENTS (OF DONATIONS)

All gifts, memorials, and tributes received by ACHCA are gratefully acknowledged. They honor the individual in a special way and enable ACHCA to fulfill its mission. This issue acknowledges donations received between October 1, 2014 and December 31, 2014. Donations received after December 31, 2014 will be acknowledged in a subsequent issue of *Continuum*.

*Cecily Andrews*  
*Norda Bellantoni, CNHA,*  
*CALA, CAS, FACHCA*  
*James Berg, Retired*  
*Emeritus Certified*  
*Michelle Berry*  
*Richard Brown, CNHA,*  
*FACHCA*  
*Kendall Brune, PhD*  
*David Deffenbaugh*  
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*CNHA, CALA, FACHCA*  
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*CNHA, CALA, CAS,*  
*FACHCA*  
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*CALA, FACHCA*  
*Michael Gore, CNHA,*  
*FACHCA*  
*Marianna Grachek, CNHA,*  
*CALA, FACHCA*  
*Philip Jean, CNHA,*  
*FACHCA*  
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*Theresa Parker, FACHCA*  
*Becky Reisinger*

*Julian Rich, CNHA,*  
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*Gary Riffe, FACHCA,*  
*Retired Emeritus*  
*Certified*  
*Elizabeth Schmeizl,*  
*FACHCA*  
*John Sheridan*  
*Daniel Suer, FACHCA*  
*Kelley Whitaker*  
*David Wolf, PhD, CNHA,*  
*CALA, CAS, FACHCA*

### ADVANCEMENT TO FELLOW

*(October 1, 2014 – December 31, 2014)*

Stacy Seay, FACHCA

### NEWLY CERTIFIED

*(October 1, 2014 – December 31, 2014)*

Alicia Hensley, CNHA

Elizabeth Ann Fetner, CNHA

### RETIRED EMERITUS CERTIFIED

*(October 1, 2014 – December 31, 2014)*

Sandra O'Toole, Retired Emeritus Certified

Magda Bennett, Retired Emeritus Certified

James Berg, Retired Emeritus Certified

Betty Farley, FACHCA, Retired Emeritus Certified

Alan Chopp, FACHCA, Retired Emeritus Certified

## ENHANCE YOUR PROFESSIONAL CREDIBILITY

Professional certification is the formal process by which a certifying agency, such as ACHCA, validates an administrative leader's knowledge, skills, and abilities in a specialty area of practice such as nursing home (CNHA) or assisted living (CALA) administration. For more information on certification or recertification, please visit the Development page at [www.achca.org](http://www.achca.org).

## BECOME AN ACHCA FELLOW TODAY!

If you have made significant contributions to long term care and have maintained two continuous years of voting membership, consider becoming an ACHCA Fellow. The designation of FACHCA demonstrates to staff, residents, and the community your commitment to your profession and to them. It signifies achieving the highest level of ACHCA membership which is a status you may keep for life as long as you maintain your ACHCA membership. Visit the Development page at [www.achca.org](http://www.achca.org) for more information.

Already a Fellow? Support your professional society and make a promise over 4 years. Make your first year gift payment today and ACHCA will invoice you each year for the next 3 years (2016, 2017, and 2018). Visit [connect.achca.org/achcadonations](http://connect.achca.org/achcadonations) to become a Promise Keeper!

# New members

## ACHCA Welcomes THE FOLLOWING NEW MEMBERS

October 1, 2014 – December 31, 2014

- Gisselle Aguirre – Albany, NY  
Mary Alleman – Chambersburg, PA  
Olive Allen – Nicholasville, KY  
Tzvi Alter – Lakewood, NJ  
Jacob Anderson – Standish, ME  
Joshua Bagley – Falls Church, VA  
Ashleigh Baker – Whitesboro, NY  
Cheryl Bell – Fairfax, VA  
Mark Bertilrud – Fargo, ND  
Michael Bolen – Tulsa, OK  
Valerie Bomar – Sapulpa, OK  
Sheila Borwood – Joliet, IL  
Scott Bower – Macedonia, OH  
Karen Brobst – Erie, PA  
Janice Brown – Clovis, NM  
Keith Brown – South Windson, CT  
Kimberly Bryant – Grand Junction, CO  
Stuart Campbell – Allen, TX  
Judith Campbell Zuniga – Seguin, TX  
Tammy Carroll – Lewiston, MT  
Christine Charlesworth – Muskegon, MI  
Heather Cheeseman – Cincinnati, OH  
Rebecca Clodfelter – Bassett, VA  
Stacey Conway – Putman Valley, NY  
Charlene Cottrell – Long Beach, CA  
Diana Crickard – Buckhannon, WV  
Katrina Dahlgren – New Britain, CT  
Trevor Davis – Louisville, KY  
Melissa Davis – Oklahoma City, OK  
Jeremiah Davis – Roanoke, VA  
Tamara Dawes – Mannford, OK  
David Deffenbaugh – Fort Wayne, IN  
Dyne Denizard – Braintree, MA  
Lynne Doom – Wagner, SD  
Jeffrey Doucette – Newport News, VA  
Ashley Douglas – Fort Wayne, IN  
Marsha Drapala – Carlsbad, NM  
Teresa Dunbar-Gay – Oklahoma City, OK  
Heather Easterday – Prescott Valley, AZ  
Samantha Edge – Owensboro, KY  
Elky Eisdorfer – Brooklyn, NY  
John Ellis – Conway, AR  
Robert Engell – Longmeadow, MA  
James Fagbodun – Tampa, FL  
Adam Feldbauer – Lynchburg, VA  
Randy Felix – Athens, GA  
Charlotte Flanagan – Concord, NH  
Jennifer Florian – Shoreview, MN  
Jessica Fretto – Saratoga Springs, NY  
Justin Fulmer – Corona, CA  
Michelle Gardner – Ely, NV  
Jessica Garvin – Duncan, OK  
Jennifer Gibbon – Tallahassee, FL  
Jennifer Gibbs – Dayton, OH  
Jeff Ginn – Comer, GA  
Richard Goldstein – Ewing, NJ  
Alissa Goodroe – Monroe, MI  
Kim Grams – Campbell, NV  
Stephen Gust – North Andover, MA  
Gerald Hamilton – Albuquerque, NM  
Paula Hamlin-LeVasseur – Stillwater, ME  
Vicki Hayes – Somerset, NJ  
Mary Haynes – Louisville, KY  
Maureen Heacock – Crestline, OH  
Chris Hensley – Pocola, OK  
Michael Hill – Parkerville, MO  
Bradley Hruza – Harrison, ID  
Steven Hudson – Chesapeake, VA  
Oluwafemi Ijimakina – Indianapolis, IN  
Raven Jackson – Crawfordville, FL  
Anastasia Karfi – Culpepper, VA  
Laketa Keel – Raleigh, NC  
Doug Keifer – Tulsa, OK  
Lauren Kessler – Manalapan, NJ  
Suzanne Ketterhagen – Eau Claire, WI  
Melanie Kinsey – Amarillo, TX  
Brian Kohn – Brooklyn, NY  
Missy Kubasek – Akron, OH  
Catherine Kuetzel – Falcon Heights, MN  
Kerri Kuhn – Hamden, CT  
Julie Kuiper – Choctaw, OK  
William Levering – Fredericktown, OH  
Eola Manigo – Joliet, IL  
Calvin Marshall – Los Angeles, CA  
Diana McMiller – Wynnewood, OK  
Tamara Meadows – Edmond, OK  
Jessica Mitchell – Ada, OK  
Suzanna Moran – La Mesa, CA  
Amy Morris – Reidsville, GA  
Aaron Mosley – Edmund, OK  
Patrick Neagle – Manchester, CT  
Susan Nelson – Connelly Springs, NC  
Morgan Newell – Lawrenceville, IL  
Terry Nicely – Meeker, OK  
Patrick Omwoha – Grandview, MO  
Megan Osendorf – Grand Forks, ND  
Liberty Pertiwi – Washington, DC  
Scott Pilgrim – Bixby, OK  
Phoenix Rehab – Tulsa, OK  
Robert Powers – Torrington, CT  
Derek Quinton – Hulbert, OK  
Charles Register – Hattiesburg, MS  
Sherry Reid – Clinton, OK  
Brenda Ridenour – Cayce, SC  
Shanna Rierson – Tulsa, OK  
Joel Rogers  
Fred Rowe – Bowling Green, KY  
Leslie Ruffner – Fairfax, VA  
Jeremy Rutter – Sinclairville, NY  
James Schnell – Aurora, OH  
Dixie Shope – Newalla, OK  
Katie Simpson – Bardstown, KY  
Stanley Smith – Lees Summit, MO  
Susan Smith – Kalaheo, HI  
Kathryn Smith – Sparks, NV  
Jennifer Steele – Chester, SC  
Anna Vieham – Manvel, ND  
Amanda Waid – Bowling Green, KY  
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Hiram Whitmer – Morton, WA  
Jesse Winkler – Coos Bay, OR  
Juanita Wright – New Haven, CT  
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Whitney Younts – Booneville, KY



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# Partners & Business Affiliate Members

## **BUSINESS AFFILIATE MEMBERS**

As the premier association for post-acute and aging services professionals, ACHCA offers organizations unique access to the long term care community. As an ACHCA Business Affiliate Member, companies have the opportunity to interact with members and stay on top of industry issues. For more details on the benefits of a Business Affiliate Membership, visit the Membership page at [www.achca.org](http://www.achca.org).

**Aegis Therapies**  
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Visit the ACHCA Online Store link at [www.achca.org](http://www.achca.org) to purchase ACHCA shirts, mugs, hats, and much more, with proceeds benefiting ACHCA and its mission.



## **AFFINITY & MEMBER BENEFIT PARTNERS**

We proudly recognize our Affinity and Member Benefits Partners - organizations that provide products and services to administrators from across the continuum of care. Affinity Partners represent organizations that subscribe to ACHCA's high standards of excellence, and that agree to provide extraordinary value and service to ACHCA members. Visit the Partners page at [www.achca.org](http://www.achca.org) to take advantage of special offers available to ACHCA members.

## **BUSINESS PARTNER**

**RediLearning, LLC**

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**Stay tuned for more information  
at [www.achca.org](http://www.achca.org)**



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### PLEASE VISIT OUR PARTNERS & BUSINESS AFFILIATE MEMBERS AT CONVOCATION:

Aegis Therapies • Cornell Communications, Inc • Direct Supply • eHealth Data Solutions • Functional Pathways  
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*A complete list of exhibitors can be found at [www.achca.org](http://www.achca.org).*

## THANK YOU TO OUR 2015 CONVOCATION SPONSORS!

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## 49TH ANNUAL CONVOCATION & EXPOSITION

April 11-15, 2015

Henry B. Gonzalez Convention Center  
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San Antonio, Texas



## 22ND ANNUAL WINTER MARKETPLACE

December 4-6, 2015

Bally's Las Vegas Hotel and Casino  
Las Vegas, Nevada



## 50TH ANNUAL CONVOCATION & EXPOSITION

April 16-20, 2016

Philadelphia Marriott Downtown  
Philadelphia, Pennsylvania

