



STATE OF WISCONSIN
BOARD ON AGING AND LONG TERM CARE
214 North Hamilton Street
Madison, WI 53703-2118
Medigap Helpline (800) 242-1060
Fax (608) 261-6570
<http://longtermcare.state.wi.us>

BOARD OF DIRECTORS
C. Charles Arndt
Jennifer Clements
Shoua Lee
Eugene Lehrmann
Ruth Ann Strozinsky
Margaret Tollaksen
Louise Abrahams Yaffe

EXECUTIVE DIRECTOR
George F. Potaracke

Testimony on AB 427

Senate Health, Utilities, Veterans, and Military Affairs Committee

13 Feb 2002

Sen. Moen, members of the committee, good morning. I am William Donaldson, counsel to the Board on Aging and Long-Term Care. I am here today to express our support for AB 207 .

AB 427 is a much-needed upgrade to the standards for licensure of nursing home administrators. The Board on Aging and Long-Term Care strongly supports this measure and we urge you to act quickly to pass it.

The Board on Aging and Long-Term Care finds AB 427 to be a valuable proposal, based on the real-life experiences of our Long-Term Care Ombudsmen when working directly with poorly-prepared nursing home administrators.

In the course of their work, our staff have observed situations including:

- > administrators who show a lack of vision with respect to staff and program development,
- > an inability to manage talented caregiving staff
- > an inability to effectively argue for resident needs before a corporate board
- > a lack of communications skills for dealing with families and staff
- > a lack of understanding of role of nursing homes within the long-term care system

The nursing home environment may have, at one time, been intimate and sedate enough to allow for on-the-job trained administrators to effectively operate facilities without posing undue risks to the interests of the residents. This is no longer the case. Demand for an educated and competent nursing home administrator has never been so

clear. There are the ever-increasing pressures of a volatile health care economy, . . . frequent changes to nursing home regulations, . . . increasingly complex health care needs brought about by sicker residents and advances in treatment methods, . . . and a much more informed and inquisitive clientele. An administrator must be able to manage a wide variety of staff, fiscal, resident care and resident rights issues at any time. The opportunity for a prolonged on-the-job learning curve simply does not exist in today's long-term care system. The nursing home industry needs leaders with demonstrated abilities that can be measured against a clear standard of competence. The proposal described in AB 427 is a good first step.

The issue of inter-state reciprocity is highlighted in this day and age by a remarkable increase in the number of corporate-owned facilities. It is not at all unusual for a facility owned by an out-of-state corporation to have an administrator assigned to a local facility from elsewhere within the corporate structure. The administrator may or may not be experienced with Wisconsin's rules and processes. The administrator may be from a state with less stringent requirements for licensure or no licensure at all.

The reciprocity standards set up by AB 427 require at least a minimum level of competence corresponding to our "home-grown" administrators before the person can be licensed to move into a Wisconsin nursing home. This is as it should be.

In summary, on behalf of the Board on Aging and Long Term Care, I thank you for giving AB 427 a hearing. We enthusiastically support this bill and I urge you to move quickly to report it to the full Senate with a favorable recommendation.

Thank you for your kind attention. If you have further questions, please feel free to contact me at 267.9436 .



University of Wisconsin-Eau Claire

105 Garfield Avenue • P.O. Box 4004 • Eau Claire, WI 54702-4004

February 19, 2002

Honorable Rodney Moen, Chairperson
Committee on Health, Utilities, Veterans, and Military Affairs
Wisconsin State Senate
Room 122 South
State Capitol
PO Box 7882
Madison, WI 53707-7882

Dear Senator Moen,

I am writing in support of Assembly Bill 427 relating to changes in requirements for individuals to qualify for licensure as nursing home administrators. As I have indicated in the past my colleague, Doug Olson, and I had some limited reservations concerning this legislation. We fully support raising the educational preparation to a baccalaureate degree and the requirement for 2000 hours of experience. Our concerns relate to how this legislation will affect individuals who are already licensed and those who have significant and appropriate job experience in health care administration.

Specifically, we believe that those who currently hold NHA licenses should continue to meet requirements for re-licensure under a grandfathering provision. We also believe that credit toward the 2000-hour experience requirement should be given for appropriate on-the-job experience. Finally, we share the concern of nursing home provider groups that some provision be made to permit two and three-year associate degree nurses to move into administrative positions. Our thought is that such individuals be given provisional licensure for a finite period during which time they could make satisfactory progress towards the completion of the baccalaureate and experience requirements.

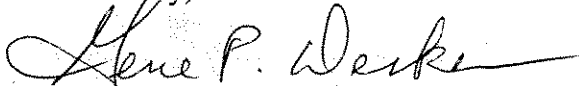
After meeting with Karen Robinson, Chair of the Nursing Home Administrator Examining Board, we are satisfied that these concerns will be addressed during the rule-making period, should the bill pass. Ms. Robinson has assured us that it is the board's commitment to provide grandfathering, which is referred to in Section 13 and 14 of Assembly Bill 427. Further, it is the intent of the Examining Board to grant credit for job experience based on using the definition found in the NHA 1.02 of "experience in the field of institutional administration." We also talked about the credit for experience principle being fairly common practice in rules adopted in other states. As to the maintenance of a career path to administration for future associate degree nurses, she pointed out that the Examining Board already has the authority under Wisconsin Statutes, Chapter 456 and that this issue, too, would be addressed in rule-making by using the "provisional licensure" vehicle found in 456.01(5) of the current rules.

We are also very encouraged by the inclusion of Section 7, which refers to conducting a continuing study to evaluate the appropriateness and effectiveness of the standards and methods of implementation of this bill. Although, a study conducted by the American College of Health Care Administrators (Castle and Fogle, 1999) has already shown that facilities led by professional administrators are associated with delivering higher quality care, we believe such continuing evaluation will be useful in giving educational providers meaningful feedback in developing and refining program content. Continuing evaluation will also be important in updating standards as health care delivery models change.

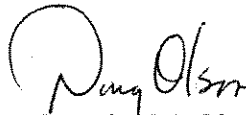
In summation, we supported the companion House version, Assembly Bill 207, we now strongly support Assembly Bill 427 and we are confident that, should the bill pass, the Examining Board will design rules that satisfy our concerns. This legislation comes at a time when, more than ever, the health and aging services field needs competent and respected professionals to meet the increasingly difficult challenges of providing care in the future. This is only one of the important steps we feel are needed to raise the bar in this profession and help create a positive image for younger individuals that we are encouraging to go into this field. We also believe this bill will provide stimulus for the expanded availability and quality of educational opportunities for those already in the field. The Health Care Administration program at the University of Wisconsin-Eau Claire stands ready to consider, along with other interested universities, ways to help provide the education programs to make this legislation effective.

Thanks for your consideration of our ideas on this matter, and your anticipated support of this important bill.

Sincerely,



Gene Decker, Coordinator
Health Care Administration Program
University of Wisconsin-Eau Claire



Douglas M. Olson, Asst. Professor
Health Care Administration Program
University of Wisconsin-Eau Claire

Cc: Representative Sheldon Wasserman
Committee on Aging and Long-Term Care
Wisconsin State Assembly

Karen Robinson, Chairperson
Wisconsin NHA Examining Board

John Sauer, Executive Director
Wisconsin Association of Homes and Services for the Aged

Tom Moore, Executive Director
Wisconsin Health Care Association

STATE OF WISCONSIN



Statement of NURSING HOME ADMINISTRATOR EXAMINING BOARD

Before the

Senate Committee on
Health, Utilities, Veterans and Military Affairs
Senator Rodney Moen, Chair

Statement of Karen Robinson, Chair
of the Nursing Home Administrator Examining Board
concerning Assembly Bill 427, relating to the requirements for
examinations for nursing home administrator licenses and for
reciprocal nursing home administrator licenses and granting
rule-making authority.

411-S, State Capitol
February 20, 2002 at 1:30 p.m.

Mr. Chairman and members of the committee, I am Cletus Hansen, Division Administrator of Board Services at the Department of Regulation and Licensing. Karen Robinson, Chairperson of the Nursing Home Administrator Examining Board asked that I deliver her testimony today since she could not be present.

The Board urges your support of Assembly Bill 427. This bill would raise the bar for educational and experience requirements for nursing home administrators. AB 427 requires applicants for the nursing home administrator exam to have

completed a bachelor's, a master's or a doctoral degree with a major in health care administration or a bachelor's degree in any field with a specialized course, plus 2000 hours in an internship or an administrator-in-training program.

This bill also requires persons seeking a reciprocal license to pass the state exam, to have a bachelor's degree, and to have practiced in their state for 2000 hours in good standing.

Currently, we are only 1 of 14 states that require less than a bachelor's degree for licensing nursing home administrators. As you are well aware, nursing facilities under the direction of nursing home administrators have a growing significant impact on the lives of our aging population. Approximately 45,000 individuals are served each day in Wisconsin nursing homes. A large volume of knowledge is required of nursing home administrators to safely and effectively manage nursing and rehab practice, to address employment issues, to apply federal and state laws and regulations pertaining to care, licensing and payment programs, and to administer general business practices.

The Nursing Home Administrator Examining Board urges you to support this very timely and necessary bill. Secretary Oscar Herrera has also permitted me to inform you that he respects the judgment of the Board regarding the need for this legislation.

Thank you for the opportunity to comment on this legislation.

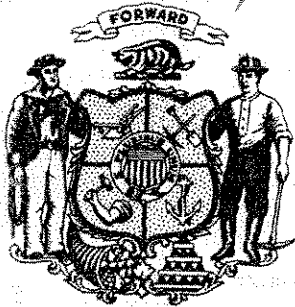
Contact the Board at 1400 East Washington Avenue, PO Box 8935, Madison, WI 53708-8935.

E-mail: clete.hansen@drl.state.wi.us; Voice: 608-266-5439; Fax: 608-267-3816; TTY: 608-267-2416

WISCONSIN
STATE
ASSEMBLY

February 20, 2002

**Testimony of Rep. Sheldon Wasserman
Before the Committee on
Health, Utilities, Veterans and Military Affairs
In Support of Assembly Bill 427**



**SHELDON
WASSERMAN**
STATE REPRESENTATIVE

Good afternoon, Chairman Moen and committee members. I would like to voice my support for Assembly Bill 427, relating to increasing the educational and experience requirements for nursing home administrators.

I submitted the bill as a bipartisan committee proposal in place of another identical piece of legislation that I introduced this session, because I wanted to increase its chances of passage through the legislature. It is critical that these important changes become law.

The Nursing Home Administrators Examining Board requested the legislation. It requires people taking the nursing home administrator license examination to have either 1) a bachelors, masters, or doctoral degree in health care administration or long-term care degree, or 2) a bachelors degree in any field and completion of a specialized course in nursing home administration.

The bill also establishes minimum experience requirements for nursing home administrators and directs the Nursing Home Administrator Examining Board to develop rules governing experience standards for nursing home administrators. The legislation contains a "grandfather clause" allowing the board to grant reciprocal licenses to currently certified nursing home administrators.

There is a representative from the Department of Regulation and Licensing here today who will go over the current law and the impact of these changes in greater detail.

This proposal is long overdue. Wisconsin is one of only fourteen states requiring less than a Bachelor's degree for licensing nursing home administrators. We need to raise the bar for those who are in charge of caring for some of our most vulnerable citizens.

Please join me in supporting Assembly Bill 427. I urge a committee vote as soon as possible.

Thank you.

MADISON:

POST OFFICE BOX 8953

MADISON, WISCONSIN 53708

(608) 266-7671

TOLL-FREE NUMBER: 1-888-534-0022

FAX: (608) 266-7038

E-MAIL: rep.wasserman@legis.state.wi.us

WEB PAGE: [http://www.legis.state.wi.us/
assembly/asm22/news/](http://www.legis.state.wi.us/assembly/asm22/news/)

HOME:

3487 NORTH LAKE DRIVE

MILWAUKEE, WISCONSIN 53211

(414) 964-0663



PRINTED ON RECYCLED PAPER