

MINUTES OF THE SENATE COMMITTEE ON PUBLIC HEALTH AND WELFARE

The meeting was called to order by Senator Jan Meyers at  
Chairperson

10 a.m./p.m. on March 23, 1984 in room 526-S of the Capitol.

All members were present except:

Senators Ehrlich and Vidricksen, excused

Committee staff present:

Emalene Correll, Legislative Research Department  
Norman Furse, Revisor of Statutes office

Conferees appearing before the committee:

Joan Wesselowski, Kansas Association of Rehabilitation Facilities, Newton  
Ethel May Miller, Kansas Association for Retarded Citizens  
Dr. Gerald Hannah, Mental Health and Retardation Services, SRS  
Joan Strickler, Executive Director, Kansas Advocacy & Protective Service  
for Developmentally Disabled, Inc.  
Dick Hummel, Executive Director, Kansas Health Care Association  
J. Michael Noel, Medicalodges, Inc., Coffeyville  
Marilyn Bradt, Kansans for Improvement of Nursing Homes  
Dr. Elaine Carpenter, Smith Center  
Nancy Intermill, Director of Gerontology, Washburn University  
Howard J. Funston, Executive Director, Valley View Professional Care  
Center, Inc., Junction City  
Stewart Entz, Kansas Association of Homes for the Aging

Others present: see attached list

SCR 1645 - Development of services for certain mentally retarded and  
other developmentally disabled persons

Joan Wesselowski, Kansas Association of Rehabilitation Facilities, Newton,  
testified in support of SCR 1645, and distributed testimony outlining  
the need for a long range plan to increase availability of community  
services for mentally retarded and developmentally disabled persons, and  
to continue their support of current programs and reduce waiting lists.  
Ms. Wesselowski said they need a policy statement/mandate with a fiscal  
note to accomplish this Resolution. (Attachment #1).

Ethel May Miller, Kansas Association for Retarded Citizens, testified in  
support of SCR 1645, and said this Resolution addresses all services to  
develop cooperative plans, and applies to community centers or insti-  
tutions. KARC supports the need to document the numbers, types and costs  
in this plan, and also the need to indicate the sources of funding and  
variety of funding sources. She stressed that they need this Resolution  
passed.

Dr. Gerald Hannah, Mental Health and Retardation Services, SRS, testified  
in support of SCR 1645, and stated that this Resolution is important to  
a continuation of the long range plan on how to serve the citizens of  
Kansas who are mentally retarded, and calls for an in-depth study of what  
is needed.

Joan Strickler, Executive Director, Kansas Advocacy & Protective Service  
for Developmentally Disabled, Inc., testified in support of SCR 1645, and  
stated that she agreed with the previous testimony on this Resolution.

Senator Hayden moved that SCR 1645 be adopted. Senator Francisco  
seconded the motion and it carried.

CONTINUATION SHEET

MINUTES OF THE SENATE COMMITTEE ON PUBLIC HEALTH AND WELFARE,

room 526-S, Statehouse, at 10 a.m./~~p.m.~~ on March 23, 1984

SCR 1650 - Modifying K. A. R. qualifications for adult care home administrators

Dick Hummel, Executive Director, Kansas Health Care Association, testified in support of SCR 1650, and distributed testimony stating that this Resolution will restore a regulation which allows an administrator candidate to substitute a year of practical, full-time experience for 20 college hours, and deletion of this regulation could eliminate some very qualified candidates. KHCA urges that this Resolution be approved and that the Board of Adult Care Home Administrators establish guidelines by regulation or policy. (Attachment #2.)

J. Michael Noel, Medicalodges, Inc., Coffeyville, testified in support of SCR 1650, and distributed testimony stating that if this regulation is not restored, the responsibility for decisions would be shifted from DH&E to educational institutions, and he feels this would have a detrimental effect on the quality of administrators in the state. Many caring, loving people with experience would not be eligible to become nursing home administrators if this Resolution is not approved, according to Mr. Noel. (Attachment #3).

Attach. #4  
Marilyn Bradt, KINH, testified in opposition to SCR 1650, and distributed testimony stating that permitting substitution of experience for college semester hours of credit would significantly weaken the educational standard proposed by DH&E and supported by the Board of Adult Care Home Administrators. On-the-job training must be measurable, standardized and properly supervised, and should be in addition to present college credit requirements. KINH believes that standards for administrators need to be made more stringent, not less, and they oppose SCR 1650.

Dr. Elaine Carpenter, Smith Center, testified in opposition to SCR 1650, and stated that she had been a nursing home administrator since 1964 and was one of the first to be licensed as an Administrator, but she has seen many changes and the program is better than it was then. Most administrators have not had any training in curriculum development or in adult education principles, and if college credit is given it should be through an educational institution. Dr. Carpenter believes that proficiency in management of a good nursing home facility can be acquired only through practical experience and basic classroom preparation, but it must be done through an approved curriculum and a well monitored program. She declared that if SCR 1650 is adopted the nursing home program will take a giant step backwards. She also quoted from a letter written by Sondra Kester, a trainee of Dr. Carpenter's, and gave Chairman Meyers a copy of the report of the Consumer Ad Hoc Committee on Administrator-in-Training (AIT)/Preceptor Education.

Nancy Intermill, Director of Gerontology Program, Washburn University, testified in opposition to SCR 1650, and distributed testimony stating that she is concerned about the lowering of standards for the Adult Care Home Administration profession. This proposal would allow an almost even exchange of experience for college credit, and this sets a dangerous precedent for any profession. Adult care home administrators have been seeking to upgrade their profession, and standards have been strengthened requiring a minimum number of college hours in general education and a specific number of hours in courses directly related to the needs of ACH residents. She urges that SCR 1650 not be adopted. (Attachment #5).

Attach. #6  
Howard J. Funston, Executive Director, Valley View Professional Care Center, Inc., Junction City, testified in opposition to SCR 1650, and distributed testimony stating that after eight months' study, a Task Force appointed by DH&E recommended deleting the waiver of college credit for experience. The long term administrator today must be able to deal with attorneys, physicians, registered nurses, physical therapists and other professionals. The college credit is necessary.

CONTINUATION SHEET

MINUTES OF THE SENATE COMMITTEE ON PUBLIC HEALTH AND WELFARE,  
room 526-S, Statehouse, at 10 a.m.~~xxx~~ on March 23, 1984

Stewart Entz, Kansas Association of Homes for the Aging, also testified in opposition to SCR 1650.

Senator Meyers said that the Department of Health and Environment would be heard on Monday, March 26, concerning SCR 1650.

Senator Chaney moved that the minutes of March 22, 1984, be approved. Senator Gordon seconded the motion and it carried.

The meeting was adjourned.

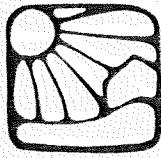
SENATE  
PUBLIC HEALTH AND WELFARE COMMITTEE  
DATE 3-23-84

(PLEASE PRINT)  
NAME AND ADDRESS

ORGANIZATION

Joan E Wessencowski  
Ethel May Miller  
Gerald Hammock  
Joan Strubler  
Sharon Leatherman  
Mike Noll  
Dick Morrissey  
Howard J. Fenster  
Marla J. Luckert  
Elsaine Carpenter  
Joe K. Howell  
Janet Schalansky  
Dick Hummel  
Brian Bottorff  
Mary J. Hamill  
Marilyn Brant  
KATH R LANDIS  
Dick Fuller  
Stan Entz  
Dorothy Mearns

Ks Assn of Rehab Fac  
Ks. Gov. Retarded  
SRS/MHRS  
KAPS  
KHCA  
Medical Lodges, Inc.  
KDHE  
Adult Care Home <sup>Licensors</sup> Board  
Ks. Hospital Ass'n - Attorney  
Consumer Ad. Bd. Committee AIT/Deaf  
KID/E Together  
Ks Phy. Council on D.D.  
Ks Health Care Assn  
KSNA  
Washburn University  
KINH  
CHRISTIAN SCIENCE COMMITTEE  
ON PUBLICATION FOR KANSAS  
INDIANA HEALTH CARE ASSN  
KASHA  
Luten



# Kansas Association of Rehabilitation Facilities

TownCenter Building 120 West Sixth, Suite 110  
Newton, KS 67114 316-284-2330

**TO :** Senate Public Health and Welfare Committee

**FROM:** Kansas Association of Rehabilitation Facilities

**RE :** SCR 1645 - Development of Services for Certain Mentally Retarded and Other Developmentally Disabled (MR/DD) Persons

**DATE:** March 23, 1984

**1.0 Identity and purpose of Kansas Association of Rehabilitation Facilities (KARF)**

1.1 KARF is an association of twenty-nine (29) Vocational and DD community rehabilitation facilities throughout Kansas that serve over 3,600 disabled children 0-6 and adults annually, with a collective budget of approximately 40 million, and three (3) medical (hospital) rehabilitation facilities that serve individuals who are physically and/or cognitively disabled as a result of trauma or disease.

1.2 KARF member facilities provide programs and services in the following program areas: 1) individual and family support programs; 2) day activity and vocational programs; 3) living (residential) programs; 4) children's services programs; 5) health programs.

**2.0 Position statement on SCR 1645 - Development of Services for Certain MR/DD Persons.**

2.1 KARF supports adoption of SCR 1645, encouraging SRS to submit to the Governor and Legislature a report regarding plan to increase the availability of community services for MR/DD to begin to close some service gaps and to continue their support of current programs and reduce waiting lists.

3.0 Justification

3.1 The present situation will continue until the Long Range Plan and the Legislature specifically address,

*Atch. 1*



- 3.1.1 Fiscal support needed for for current programs and their waiting lists;
- 3.1.2 Expansion plan of services/programs which would include,
  - 3.1.2.a Services to be added (addressing population needs stated in SCR 1645);
  - 3.1.2.b Fiscal note;
  - 3.1.2.c Source of funding (i.e. general funds added to SSBG-VR funds,etc);
  - 3.1.2.d Date and year of implementation.
- 3.2 Community programs serving the MR/DD are facing financial constraints that could jeopardize the existence of some of these programs if there is not an intent, and a specific plan for financial support for these current programs in the state, and available funds for expansion of services/programs.
- 3.3 We need a policy statement/mandate with a fiscal note to accomplish this Resolution. It will mean a commitment made on the part of the State.

#2 - 3-23-84

Member of



Kansas Health Care Association

TESTIMONY PRESENTED BEFORE THE  
SENATE PUBLIC HEALTH AND WELFARE COMMITTEE

March 23, 1984

By

Dick Hummel, Executive Director  
Kansas Health Care Association

SCR NO. 1650

Senator Meyers and Committee Members:

On behalf of the Kansas Health Care Association, a voluntary non-profit organization representing over 200 licensed adult care homes and hospital-based long term care units, we appreciate this opportunity to present testimony in support of this resolution.

K.A.R. 28-38-19.(d). Qualifications for Examination and Substitution of Practical Experience for College Requirements.

The resolution will restore the regulation which allows an administrator candidate to substitute a year of practical, full-time experience (approved by the Board of Adult Care Home Administrators) for 20 college hours.

It is our understanding that the Board wishes to transfer work experience substitution decisions to educational institutions.

COMMENT: We believe that the regulation should remain as is, with authority for "work-experience versus college substitutability" decisions retained by the Board of Adult Care Home Administrators.

Precipitating the removal of this regulation have been problems encountered by the Board in decisions granting or denying work-experience substitutions. Problems caused, in our opinion, because the Board has never fully defined, but should, in either regulation or policy, what constitutes "practical full-time experience in adult care home administration."

The solution shouldn't be to "throw the baby out with the wash" and leave it up to colleges, which if done will have additional implications:

a. Practical Experience Substitution:

Of 34 states requiring college hours for

"We Care"

Atch. 2

administrator candidates, 22 permit work-experience substitution (65%). The majority of the decisions are made by the states' nursing home licensure boards. (State Licensure Requirements for Nursing Home Administrators, Foundation of the American College for Nursing Home Administrators, March, 1979.)

b. Additional Costs:

No cost impact accompanied the elimination of this regulation. If colleges are given this responsibility we can assume that their guidelines will be more restrictive, and mention the fact that few colleges offer degree programs in adult care home administration (we'd particularly be interested in the number of rural, community colleges that do.)

From January 1982-May 1983, 127 persons were licensed as administrators in Kansas by the Department. Of this number 14 (11%) had work experience which averaged about two years of experience per person for a total of 28 years of work experience.

Applying this information to an assumption that colleges would have only approved one-half of this time, we estimate a cost impact of between \$6500 to \$9800 (based upon current tuition at KU, KSU and Washburn University). Although marginal, it still is a cost impact.

There is no substitution for practical, adult care home work experience. If deleted the regulation could eliminate some very qualified candidates, and with cost implications.

We urge this regulation be retained, the resolution be approved, and that the Board establish guidelines by regulation or policy. A starting point could be the requirements contained in the administrator-in-training program criteria. Another approach would be to canvass and review other states' guidelines.

I'd be happy to respond to any questions.



TESTIMONY PRESENTED TO SENATE PUBLIC HEALTH AND WELFARE COMMITTEE  
ON SCR 1650 BY J. MICHAEL NOEL ON FRIDAY, MARCH 23, 1984.

On behalf of Medicalodges, Inc. I would like to express our appreciation for this opportunity to present the following comments on the proposed change in K.A.R. 28-38-19.(d), SCR 1650.

The proposal would restore the regulation that allows Nursing Home Administrator licensure candidates to substitute their experience in nursing homes for required college credit. If changed, the responsibility for such decisions would be transferred from the Department of Health and Environment to educational institutions. We feel this would have a detrimental effect on the quality of administrators in the State of Kansas.

Today there are many qualified people in the State of Kansas who have a desire to become nursing home administrators. Some of these people, who do not have the sixty college hours that is currently required by the Department of Health and Environment, have something that is far more important. They have some administrative experience of working in a nursing home. They have learned, from a practical standpoint the aspects of administration in a nursing facility. They have learned more from this practical experience than one can ever learn from a textbook. If the resolution is not passed it would eliminate them from qualifying from entering the field of nursing home administration.

By transferring the substitution decisions to the educational institutions, it would eliminate the possibility that these people will ever have the opportunity to substitute that valuable experience for the needed college credit. We feel that many colleges would not be able to give the college credit for the experience because they do not offer programs in health care administration. The few schools in the State that do offer such programs would be hesitant to offer credit for previous experience in the field. As a result, these qualified people would not be able to use their valuable experience in their effort to

quality for the licensure exam.

It is our understanding that the Department of Health and Environment wishes to transfer these substitution decisions to the educational institutions because it has had difficulty in defining the "administrative experience" called for in the State regulations. We agree that such ambiguity is not desirable. However, we propose that the Department zero in on the real problem and not pass its responsibility to educational institutions. We feel the Department should keep the responsibility of making these substitution decisions and that the regulations should be expanded to include a definition of the called for "administrative experience." That experience could be defined as time spent as an Administrative Assistant, Administrator-In-Training or Nursing Director or Health Services Supervisor. Under this proposal we would be taking care of the specific problem and not burning the barn down to get rid of the mice.

The field of nursing home administration is a special field that requires special people. The profession requires caring and loving people who are concerned about the residents. We see many people who have that special, caring quality and many of them would not be eligible to become nursing home administrators if the proposed changes were to go into effect. Please don't shut the door on these special, caring people.

We support the passage of SCR 1650.



# *Kansans for Improvement of Nursing Homes, Inc.*

~~827A MASSACHUSETTS ST. #1~~  
913 Tennessee Street, #2

LAWRENCE, KANSAS 66044

842-3088 — Area Code 913

March 23, 1984

STATEMENT SUBMITTED TO THE  
SENATE PUBLIC HEALTH AND WELFARE COMMITTEE  
CONCERNING SCR 1650

Kansans for Improvement of Nursing Homes has long held that the Adult Care Home administrator is the single most important determinant in the quality of care provided in the nursing home. With this view in mind, it is our conviction that the educational qualifications of Adult Care Home administrators must be strengthened, and the curriculum for course work must conform to a high and consistent standard of quality. By permitting substitution of experience for college semester hours of credit, as provided in SCR 1650, the state would significantly weaken the educational standard proposed by the Department of Health and Environment and supported by the Board of Adult Care Home Administrators.

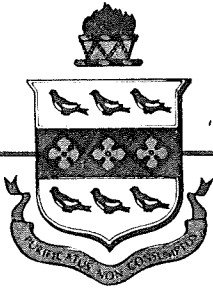
The term 'administrative assistant' is undefined in statute or regulation; the duties of an administrative assistant are whatever the administrator decides they shall be and may, or more likely may not, provide a meaningful learning experience for the assistant. The administrative trainee is presumed to be receiving instruction from the administrator. However, at the present time that instruction does not follow an established course curriculum, and its quality appears to vary greatly from one nursing home to another and one administrator to another. In short, these positions do not provide a measurable, predictable block of information comparable in any way to 20 hours of college credit.

That is not to say that on-the-job training and experience is of no value. But that experience must be measurable, standardized, and properly supervised, as in

*Plch. 4*

a well-regulated, state-designed administrator-in-training program, and should be in addition to present college credit requirements.

The task of administering an Adult Care Home is a difficult, complex, and demanding one. KINH believes that standards for administrators need to be made more stringent -- not less. We oppose SCR 1650, and recommend that the Secretary of Health and Environment and the Board of Adult Care Home Administrators review and re-evaluate the standards, qualifications, and course of training for Adult Care Home Administrators.



# WASHBURN UNIVERSITY OF TOPEKA

School of Applied and Continuing Education  
Topeka, Kansas 66621  
Phone 913-295-6619

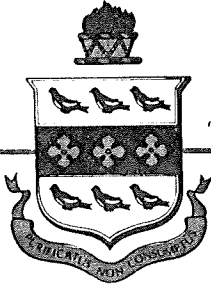
## TESTIMONY REGARDING SCR 1650

Good Morning Chairwoman Meyers and members of the Senate Public Health and Welfare Committee. My name is Nancy Intermill and I am an Assistant Professor and the Director of the Gerontology Program at Washburn University. I hold a bachelor's degree in Social Work from San Francisco State University and a Masters of Science in Gerontology from the Andrus Gerontology Center at the University of Southern California.

I am here today to speak in opposition to Senate Concurrent Resolution (SCR) 1650 because I am concerned about the lowering of standards for the Adult Care Home Administration profession. I believe that in deleting section d, lines 55-60 of the regulations governing Adult Care Homes, the Secretary of Health and Environment made a conscientious decision to promote quality care for older Kansans who are residents of Adult Care Home's.

Adult Care Home Administrators have been seeking to upgrade their profession in the last several years in our state. To this end standards have been strengthened requiring a minimum of college hours in general education and a specific number of hours in courses directly related to the needs of the Adult Care Home resident and other matters pertinent to the management of a long term care institution. I believe that this resolution would jeopardize the gains previously made in this regard.





# WASHBURN UNIVERSITY OF TOPEKA

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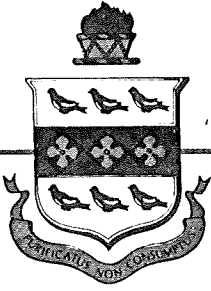
School of Applied and Continuing Education  
Topeka, Kansas 66621  
Phone 913-295-6619

## TESTIMONY REGARDING SCR 1650 PAGE 2

Older persons do have needs which are unique from the needs of younger or even middle aged adults. This is evidenced by the growth of Gerontology as an academic discipline and the proliferation of geriatric specialists and gerontologists in agencies which provide human services.

Adult Care Homes serve the most frail and vulnerable of our older citizens--those persons who need 24 hour care. With the advent of prospective payment reimbursement systems for hospitals which result in shorter hospital stays, it is expected that our nursing home population will be an even greater health risk. This being the case, I contend that we must uphold strict standards for the licensure of those individuals who are ultimately responsible for patient care--the Adult Care Home administrators.

This resolution, as written, would be extremely difficult to interpret. Practical experience is listed as administrative assistant, director of nursing services, or administrative trainee. To my knowledge of those three positions, only the director of nursing services has minimal qualifications from one facility to the next. The positions of administrative assistant or administrative trainee



# WASHBURN UNIVERSITY OF TOPEKA

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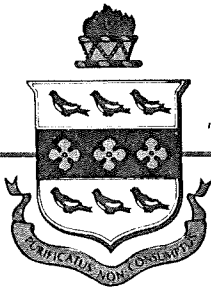
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Topeka, Kansas 66621  
Phone 913-295-6619

TESTIMONY REGARDING SCR 1650  
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are not defined by the profession. Consequently the Department of Health and Environment would be forced to decide if a person with the title of "administrative assistant" at a particular facility had truly had enough experience in nursing home administration or if that person was merely a very qualified secretary.

Finally, as a representative of Gerontological education, I am concerned with the issue of substituting work experience for college credit. Section d, <sup>lines</sup> ~~pages~~ 55-60 would allow a candidate for licensure as an Adult Care Home Administrator to substitute a year of experience for 20 college credit semester hours. Twenty college semester hours equates to almost one full year of college credit; thus this proposal would allow an almost even exchange of experience for college credit. This sets a dangerous precedent for any profession. The Council For Assessment of Experiential Learning (CAEL), a nationally recognized body in the field of Adult Education, does not support such a high ratio of exchange between experience and college credit.

In conclusion, I would note that 50% of all nursing home beds in the State of Kansas are paid through the Medicaid system. It is the responsibility of the State to see that these funds are properly spent



# WASHBURN UNIVERSITY OF TOPEKA

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Topeka, Kansas 66621  
Phone 913-295-6619

TESTIMONY REGARDING SCR 1650  
PAGE 4

to provide quality care for a most vulnerable population. I urge you to oppose SCR 1650 in concurrence with the Secretary of the Department of Health and Environment.

Thank you for allowing me to address you this morning. I would be happy to answer any questions.



# VALLEY VIEW Professional CARE CENTER, INC.

1417 West Ash Street  
Junction City, Kansas 66441  
Telephone 913-762-2162



Howard J. Funston  
Executive Director  
Fellow  
ACNHA

"Where compassionate skilled nursing care is a profession"

I AM HOWARD FUNSTON, CHAIRMAN ADULT CARE HOME LICENSURE BOARD. I AM AN ACITVE ADMINISTRATOR OF A 125 SKILLED NURSING HOME, AND PART OWNER OF 2 FACILITIES. THEREFORE, I HAVE A THREE FOLD INTEREST IN ENHANCING THE PROFESSIONAL STATUS OF THE LONG TERM HEALTH CARE ADMINI-STRATOR.

I SERVED ON THE TASK FORCE REPRESENTING THE KANSAS HEALTH CARE ASSOCIATION ON THE LICENSURE BOARD. ~~ON THE BOARD~~ *WHEN THE BOARD WAS INCREASED TO INCLUDE 2 ACTIVE ADMINISTATORS* ~~SINCE THAT TIME I HAVE SERVED~~

SINCE THE IMPLEMENTATION OF THAT LEGISLATION THE LIENSURE BOARD HAS WORKED DILLIGENTLY TO INCREASE THE EDUCATIONAL REQUIREMENTS AND TO ENHANCE THE PROFESSIONAL REQUIREMENTS.

IN 1982 A TASK FORCE WAS APPOINTED BY THE DEPARTMENT OF HEALTH AND ENVIRONMENT TO STUDY THE EDUCATIONAL REQUIREMENTS FOR ADMINISTRATOR CANDIDATES AND FOR PRECEPTORS OF ADMINISTRATOR IN TRAINING. THAT TASK FORSE INCLUDED THE KANSAS HEALTH CARE ASSOCIATION, KANSAS ASSOCIATION OF THE HOMES FOR THE AGED, THE AMERICAN COLLEGE OF HEALTH CARE ADMINI-STRATOR, THE KANSAS PROFESSIONAL NURSING HOMES, ADMINISTRATOR ASSOCIATION TWO MEMBERS OF THE LICENSURE BOARD, KANSAS DEPARTMENT OF EDUCATION AND TWO MEMBERS AT LARGE.

AFTER EIGHT MONTHS STUDY AND DISCUSSION THE RECOMMENDED CHANGES INCLUDING THE DELETION OF THE WAVER OF COLLEGE CREDIT FOR EXPERIENCE WAS SUBMITTED TO THE DEPARTMENT OF HEALTH AND ENVIRONMENT AND TO THE LICENSURE BOARD.

THE RATIONAL OF THE LICENSURE BOARD'S APPROVAL CONCERNED THE AUTHORITY TO WAIVER ALL COLLEGE REQUIREMENTS. THE BOARD RECOGNIZED THE VALUE OF EXPERIENCE AND IN FACT HAS PROPOSED AS A FUTURE REQUIREMENT TO MANDATE AND INTERNSHIP OR EXPERIENCE. HOWEVER WE FELT THAT SOME COLLEGE CREDIT WAS AVAILABLE FOR ANYONE THAT PLANNED AHEAD. CORRESPONDENCE COURSES ARE AVAILABLE BY MAIL EVEN IN THE MOST REMOTE SECTION OF

*Atch. 6*



# VALLEY VIEW Professional CARE CENTER, INC.

1417 West Ash Street  
Junction City, Kansas 66441  
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Member of  
**ahca**

"Where compassionate skilled nursing care is a profession"

Howard J. Funston  
Executive Director  
Fellow  
ACNHA

HOOR CREDIT FOR A TWO DAY SEMINAR. THIS DOES REQUIRE PRIOR PLANNING, BUT IT DOES ELIMINATE THE SECRETARY THE HOUSEKEEPER OR THE NURSES AIDE WHO IS A LONG TIME FRIEND OF THE ADMINISTRATOR OR OWNER FROM DECIDING AT THE LAST MINUTE TO BECOME AN ADMINISTRATOR.

LONG TERM HEALTH CARE ADMINISTRATION IS A PROFESSIONAL CAREER AND SHOULD NOT BE MADE WITHOUT CONSIDERATION AND PLANNING. SUCH LACK OF PLANNING USUALLY RESULTS IN TURN OVER.

ONE OF THE OPPOSITION, TO COLLEGE CREDIT HAS BEEN THAT IT WOULD INCREASE COST AND LACK OF AVAILABLE APPLICANTS. HIRING QUALIFIED PEOPLE IS USUALLY COST EFFICIENT.

IT IS WELL RECOGNIZED THAT ADVANCED EDUCATION DOES NOT GUARANTEE PROFESSIONAL COMPETENCE BUT THE ODDS DO INCREASE.

NURSING HOMES AND NURSING HOME ADMINISTRATORS HAVE BEEN ADVERSELY VIEWED BY THE GENERAL PUBLIC, CONSUMER ADVOCACY GROUPS AND OTHER PROFESSIONALS, WE HAVE MADE SOME GREAT STRIDES IN THE PROFESSIONALISM OF OUR ADMINISTRATORS AND IN THE PROFESSIONAL SERVICES PROVIDED. NO LONGER CAN WE RELY ON JUST THE HIGH SCHOOL GRADUATE SECRETARY WHO HAS WORKED FOR A NURSING HOME FOR THREE OR FOUR YEARS TO HANDLE ALL THE LEGAL AND PROFESSIONAL SERVICES DEMANDED TODAY.

THE LONG TERM CARE ADMINISTRATOR TODAY MUST BE ABLE TO DEAL WITH AND CONVERSE WITH ATTORNEYS, PHYSICIANS, REGISTERED NURSES, PHYSICAL THERAPIST AND A MIRAD OF OTHER PROFESSIONALS. WHILE NOT QUALIFIED IN ALL OF THESE AREAS HE OR SHE MUST BE ABLE TO CONVERSE WITH THEM. THEY ALSO MUST BE RECOGNIZED AND ACCEPTED AS ANOTHER PROFESSIONAL.

AS I MENTIONED WE HAVE MADE GREAT PROGRESS BUT WE CAN NOT REST ON OUR LAURELS. THE DEMANDS ARE BECOMING MUCH GREATER.

MANY OF THE LARGER FACILITIES AND MANY OF THE CHAIN FACILITIES HAVE SIMILAR REQUIREMENTS AND RECOGNIZE THE NEED. FOR EXAMPLE THE GOOD SAMARITAN SOCIETY REQUIRES A BACHELORS DEGREE EXCEPT IN EXTREMELY RARE OCCASSIONS, PLUS SIX MONTHS A.I.T. IN ALL 25 STATES IN WHICH THEY HAVE FACILITIES.





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1417 West Ash Street  
Junction City, Kansas 66441  
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Member of  
**ahca**

Howard J. Funston  
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Fellow  
ACNHA

"Where compassionate skilled nursing care is a profession"

REPRESENTATIVES OF OTHER ORGANIZATIONS HAVE PERSONALLY  
REPORTED SIMILAR REQUIREMENTS.

MR. NORMAN DURMASKIN A MEMBER OF THE GOV. ADVISORY COUNCIL AND A MEMBER  
OF THE LICENSURE BOARD WAS NOT ABLE TO BE PRESENT TODAY BUT ASKED  
TO RELATE THESE SAME FEELINGS.

MR. JOE KRELL FORMER EMPLOYEE OF HEALTH AND ENVIRONMENT NOW  
ADMINISTRATOR OF A NURSING HOME IN TOPEKA HAS EXPRESSED THESE SAME FEELINGS.  
I HAVE TAKEN THE LIBERTY OF INCLUDING A COPY OF HIS CONCERNS.

I WANT TO THANK EACH ONE OF YOU FOR THE OPPORTUNITY TO APPEAR  
IN BEHALF OF AN ITEM OF GREAT CONCERN NOT ONLY IN OUR STATE BUT  
NATION WIDE.

THANK-YOU