

May, 2015

We've Moved to Suite 404—
New Website, New Office Suite!

BENHA Board and Staff

James Bircham, LNHA Chair
Jan. 2016

Thomas Pollock, LNHA Vice
Chair Jan. 2015

Nancy Tuders, RN Secretary
Jan. 2015

Chandra Mehrotra, PhD
Public Member Jan. 2015

Jennifer Pfeffer, LNHA
Jan. 2018

Ann Tagtmeyer, Public Member
Jan. 2016

Jane Pederson, MD
Physician Member Jan. 2017

Nathan J. Johnson, LHNA
Jan. 2017

Marilyn Reiersen, Public Member
Jan. 2017

Ex officio: Robert Held, DHS

Ex officio: Josh Berg, MDH

Randy Snyder, Executive Direc-
tor 651.201.2731

Jessica Schultz, Office Manager
651.201.2730

BENHA moves toward Enactment of Professional Practice Analysis

The Minnesota Board is busy working on modifying courses and the practicum field experience to parallel the *National Association of Boards (NAB) for Long Term Care Administrators Professional Practice Analysis (PPA)* completed in this past year. The PPA is completed every five to seven years to assure contemporary practice standards for administrators and involves thousands of licensed administrators from across the country. Minnesota BENHA Board Member, Jennifer Pfeffer served as a subject matter expert on the fifteen member Governing Committee which included five individuals from the three most common lines of service in long term care; skilled, assisted and home and community based services. The research is then used to guide entry level academic requirements, Grounds for Conduct, and Continuing Education.

In January, the board directed the standing committees to begin the integration of the NAB PPA with the current eight Minnesota course requirements and the field or practicum experience which will initiate a formal rulemaking process. The initial comparison will be provided to the *current nine approved Minnesota academic*

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Licensed Administrator Rules and Statute Changes

The Rules Committee and the Academic/Licensure Committee of the board are currently reviewing the academic and practicum preparatory requirements for Minnesota licensees. The initial work will be presented for public review and comment for BENHA stakeholders on June 10, 2015. The ongoing work will continue to evolve over the next 3-6 months with all current rules and statutes to be reviewed. All meetings are open to the public and posted on the website. Minutes and proposed action will also be posted on the

website for review and comment with a proposed full board review on July 22, 2015. The initial work models the current Minnesota core requirements with those recently set by the NAB-Professional Practice Analysis to meet the evolving practice of long term care required for an administrator to be successful. In March, the Academic/Licensure Committee initiated a survey of new LNHA in the field for five years or less to identify what courses and practicum/experiential was of most value in their preparation with those findings to be shared in June to our Academic Partners.

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programs on June 17, 2015. The current eight courses are being maintained in eight primary subject areas with new supplemental course requirements that promote competency on the continuum of care rather than just skilled care. The NAB PPA indicated an 81% competency requirement for an administrator across the long term care supports and services continuum.

The academic programs will be encouraged to modify course requirements by September, 2017 in order to maintain their accreditation. A significant board recommendation is the **increase of practicum hours** to the national average of 1000 hours. The table below reflects that with the increase from 400 to 1000 hours this affects only those traditional undergraduate

students or applicants with no experience in health care, which the board believes require more than 10 weeks to effectively initially, manage an organization. The waiver process will continue with those candidates that present prior experience.

BENHA spends significant time and board resources in assuring academic programs are preparing students to meet the challenges of being the Administrator of Record at a contemporary Minnesota community. Please direct individuals interested in exploring a career in administration to the BENHA website or have them call for direction. In the past year, individuals approach the board after completing a generic online health care management believing they are an approved national or state program. The board sent letters to cease and desist to those programs

but regardless personal resources were used for non-accredited programs and left potential candidates unable to meet minimum requirements. Please send interested people to the BENHA website to review the **approved academic programs** found on the next page or have interested people all board staff directly.

BENHA also wishes to thank the many LNHA's who take the time to serve as **preceptors and on the Advisory Board** for all of the nine Approved Academic Programs. We know the extra work and commitment it takes to serve in these vital roles to assure that the next generation of leaders has the best managerial skills offered to them to be initially successful in those first job assignments.

Practicum Average							Percentage of Total
Hours Required:	FY11	FY12	FY13	FY14	7/14-1/15	Total	
80	2	3	3	3	1	12	5%
200	8	3	5	4	5	25	10%
300	1	2	1	6	4	14	6%
400	13	14	19	18	16	80	33%
2000	14	10	14	11	17	66	27%
0	7	12	6	11	10	46	19%
Total Number Licensed	45	44	48	53	53	243	

The BENHA board and staff offer their sincere thank you for the many quality moments made in the lives of your consumers/residents in this past year. Your efforts on continuous quality improvement with staffing and other current obstacles test the skillset of the best of all executives. The majority of those daily encounters are very successful so we say a heartfelt thank you and keep working

towards bettering the lives of the customer entrusted in your care.

Board Appointments

We eagerly await the appointment of the 2015 BENHA board members as Governor Dayton has not yet named those individuals at the time of the printing of the first edition. It gives us the opportunity to express heartfelt thanks for three individuals who have served a total of 24 years on the board! Tom Pollock, LNHA, Administrator at Park River Estates, Nancy Tuders, RN,

Welcov and Chandra Mehrotra, Professor at St. Scholastica have represented the public well in assuring initial core competency and ongoing professional standards are Administratively met in Minnesota long term care community. Nancy and Tom missed two combined meetings for their entire eight years

of service!

Interested in Board Appointments?

Board member vacancies occur yearly. The Governor appoints all members with the open appointment cycle beginning in November of each year. All board terms are four years with no official number of terms that can be served. If you are interested in

finding out more regarding the qualifications for serving as a Board member, visit the Office of the Secretary of State, Open Appointments at: www.sos.state.mn.us, or the Board tab at www.benha.state.mn.us.

BENHA Pre-Approved Academic Programs

The Minnesota Board requires the approved academic programs to maintain a high standard for the initial education and training of the executive administrator for long term care supports and services. Even though the current credential is that of a licensed nursing home administrator, the current approved curriculum does not focus solely on the skilled nursing facility but the knowledge, skills, and tasks to create person centered environments for all Minnesota citizens and elders, regardless of their preferred residency and the services offered within the residence. Applicants need to carefully consider either a NAB accredited or a Minnesota approved program in meeting this higher entry level education requirement for the licensed nursing home administrator/executive administrator. For any current administrator who receives inquires about a career in long term care administration, please have them contact the board prior to enrolling. This past year the was required to notify two colleges that their health care administration degree did not sufficiently cover the specific core

knowledge required of a long term care administrator.

The nine approved BENHA Schools are as Follows:

[U of M Twin Cities](#)

[U of M, Crookston](#)

[Concordia College, Moorhead*](#)

[MSU, Mankato](#)

[MSU, Moorhead](#)

[St. Cloud State University](#)

[USD Vermillion, SD](#)

[UW Eau Claire *](#)

[Saint Mary's University](#)

Minnesota also accepts completion of long-term care curricula completed at educational institutions approved by The National Association of Examiners of Long Term Care Administrators (NAB) as meeting course requirements for licensure. Their web site has contact info: <http://nabweb.org/>

*** indicates a NAB Approved Program**

Administrators should direct applicants to carefully consider their academic approach, if choosing long-term care, to either a NAB accredited or a Minnesota approved program.



