

Recommendation from the NAB Foundation Study of Nebraska Licensure Board Dataset

- 1- Create a model reporting system to compare preparatory and demographic characteristics of candidates and licensees.
 - a. Without a model reporting format, conducting statistically valid research is difficult and adds to costs and complexity of a project.
- 2- Consider expanding this study model to other jurisdictions to compare the results in Nebraska to other locations.
 - a. This study looked at one state in the upper Midwest and the results may not be similar in other geographic locations.
 - b. Additional studies in four or five selected states could provide insight into national trends.
- 3- State Licensure Boards should consider adding the facility name and provider number for each Administrator of Record, along with the dates of tenure to their State database.
 - a. The CMS Provider number would provide information to track performance of a licensee, both with regulatory compliance and with the CMS Five Star rating.
 - b. Future research studies could use this information to determine if any traits could be identified that correlates to Five Star ratings.
 - c. States should include information about individuals that used reciprocity to secure licensure status in a state. Not including demographic and preparatory background was a major shortfall in the Nebraska dataset.
- 4- While the hypothesis of the study could not be confirmed, there were some observations that could lead to future studies:
 - a. The study did not consider size of the facility, size of the community, ownership of a facility, or tenure of the administrator at a specific facility. All of these are potential research elements that could be included.
 - b. It is possible that tenure as a licensed administrator may impact the ability to achieve a CMS Five Star rating, as 14 of 37 Nebraska Overall Five Star ratings had a tenure as an Administrator in excess of twenty-five years. (.7169 correlation). While the $n = 14$, a very small sample, it is an interesting result.
 - i. A study of the characteristics of those individuals achieving a CMS Five Star rating could provide information on creating educational and preparatory tracks for success.
- 5- The increasing average age of licensure in Nebraska (1987 – 37; 1997 – 38; 2007 – 43) would indicate the nursing home administrator licensure is a second or even third career.
 - a. This raises a question about adequacy of supply of candidates, education of candidates, and whether this should be a career path for those in other parts of nursing home management.