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.