

NCAL Elects Van Dyk, Greenberg, Burke As Officers

The National Center for Assisted Living (NCAL), which last October selected Jan Thayer of Nebraska as chair, has elected Robert Van Dyk of New Jersey to the post of vice chair, Ted Greenberg of California as treasurer, and Jill Burke of Ohio as secretary.

Thayer, a 23-year veteran of long term care, oversees 10 assisted living facilities in three states as head of Lincoln, Neb.-based Excel Development Corp. She has served on the NCAL governing board for many years, and most recently chaired NCAL's marketing and image committee.

Van Dyk, who has been active in NCAL and the American Health Care Association's leadership for more than 10 years, is president and chief executive officer of Van Dyk Senior Living in Hawthorne, N.J. He has served as AHCA's assisted living vice chair and chair of NCAL's governance subcommittee.

Greenberg is vice president of operations for The Wilshire Foundation in Encino, Calif., where he oversees the operations of three assisted living facilities that care for 564 residents. He is currently chairman of the California Center for Assisted Living.

Burke is the director of assisted living services for Generations HealthCare Management. She served on NCAL's board in 2000 and was the 2001 chair of NCAL's policy and finance subcommittee. Burke also is chair of the Ohio Center for Assisted Living.

Survey Cites Shortage Of Frontline Assisted Living Staff

TURNOVER RATE NEARS 33 PERCENT, STUDY SAYS

Assisted living facilities continue to experience a chronic shortage of licensed practical nurses (LPNs), with an average of 13 percent of positions left vacant in 2001, said managers who responded to the Hospital and Healthcare Compensation Services' (HCS) "Assisted Living Salary & Benefits Report, 2001-2002." In addition, survey respondents reported that almost 33 percent of LPN staff turned over in 2001, and it took an average of 19 days to fill the vacant positions.

For certified nurse assistants (CNAs) in the assisted living sector, managers reported nearly 10 percent of the positions remained vacant during 2001, while administrators spent slightly less time recruiting to fill vacancies—about 11 days on average. The average turnover rate for CNAs in 2001 was nearly 35 percent, the report said.

Survey participants had less trouble maintaining, recruiting, and hiring resident assistants than LPNs and CNAs. The national average for resident assistant turnover was 23.8 percent, vacancy rates were slightly more than 7 percent, and it took almost nine days to fill a vacant position, according to the survey.

This year's 2001-2002 report contains data collected from 590 assisted living facilities that employ about 31,000 people. The survey was sent to some 9,100 facilities, which means that the response rate was 6.5 percent.

Directors working in assisted living facilities continue to see their annual salaries

increase, and they continue to be better paid than their counterparts in skilled nursing and continuing care retirement centers. The national median salary for assisted living

2001 AVERAGE TURNOVER AND VACANCY RATES IN ASSISTED LIVING		
Department	Average % Turnover	Average % Vacancy Rate
LPNs	32.8	12.9
CNAs	34.9	9.1
RNs	33.0	7.4
Resident assistants	23.8	7.1

Source: Hospital and Healthcare Compensation Services' "Assisted Living Salary & Benefits Report, 2001-2002"

administrators rose 12 percent in 2001, from \$43,000 to \$47,986. The national median salary for assisted living directors in nursing homes was \$44,335 and in continuing care retirement communities, \$44,450. The survey—the fourth edition of this annual report—breaks out information by for-profit and nonprofit, unit size, revenue size, state, and region. It was jointly produced by HCS and the American Association of Homes and Services for the Aging, with support from the National Center for Assisted Living (NCAL).

To obtain a copy of the report, contact HCS at (201) 405-0075 or visit its Web site at www.hhcsinc.com. The report is \$195 for American Health Care Association and NCAL members and \$250 for nonmembers.

—Lisa Gelhaus

Turnaround Specialist Vick Moves To ALC

Steven Vick, who resigned as president and chief operating officer of Milwaukee-based Alterra Healthcare in January, has been named president and chief executive officer for Portland, Ore.-based Assisted Living Concepts (ALC).

In February 2001, Vick helped alleviate Alterra's financial problems. Determined to stay out of bankruptcy court, he oversaw Alterra's restructuring, which included, among other things, a sell-off of some 67 underperforming facilities. By May 2001 revenue had jumped 20 percent, but financial analysts were still concerned about Alterra's ability to climb out of debt through the sale of facilities.

Vick's handling of Alterra's restructuring will come in handy at ALC, which has recently emerged from Chapter 11 under a reorganization plan that became effective Jan. 1, 2002. Vick succeeds William Nicol, who will assist during ALC's transition period, the company said. ■