

2024 CHAASE ANNUAL REPORT



University of Wisconsin
Eau Claire

College of Business

CHAASE BOARD OF ADVISORS

CHAASE provides guidance and support for students through real-world experiences and prepares them for the challenges and excitement of their careers. We appreciate and depend on the great collaboration of our board of advisors.



- **Brittany Bell**, *Ebenezer Senior Living*
- **Patrick Carroll**, *Wipfli*
- **Dr. Gene Decker**, *UWEC (Emerti)*
- **Monica Friedman**, *Life Care Services (LCS)*
- **Erin Hilligan**, *Lifespark*
- **Kris Krentz**, *Skaalen Retirement Services*
- **Dinah Martin Kmetz**, *Saint Therese Senior Communities (Vice-Chair)*
- **Matt Mauthe**, *Illuminus (Past Chair)*
- **Kristie McCurdy**, *Monarch Health Management*
- **David Mills**, *North Shore Healthcare*
- **Bob Molitor**, *The Alden Network*
- **Sondra Norder**, *St. Paul Elder Services (Chair)*
- **Talia Pletcher**, *M3 Insurance*
- **Philip Samuelson**, *The Evangelical Lutheran Good Samaritan Society*
- **Peter Schuna**, *Pathway Health Services*
- **Melissa Schneider**, *Episcopal Homes*
- **Erin Shvetzoff Hennessey**, *Health Dimensions Group*
- **Bob Siebel**, *Carriage Healthcare Companies, Inc.*
- **Ken Smith**, *Illuminus*
- **Amy Vehrs**, *CliftonLarsonAllen*
- **Debra Waedt**, *Presbyterian Homes & Services*

A LETTER FROM THE CHAIR

I am so fortunate to play a part in the leadership of CHAASE. As a UWEC HCAD alumni, a former residency preceptor, and an Advisory Board member, it has been a true pleasure to witness the work of the professionals who make CHAASE and the HCAD program all that it is.

Throughout my experience with CHAASE, the servant leader approach taken by everyone involved has resulted in a laser-focused approach to the development of the highest caliber of aging services administrators. Our talented faculty never lose sight of our strategic initiatives, but also handle day to day programmatic issues with aplomb so that the Board can continuously bring our vision into focus.



The distinct reputation that UWEC's HCAD program enjoys is because every one of its leaders has shown both the academic and aging services provider communities that, to them, excellence is not a matter of optics; it is not a mere platitude framed and hung on a wall, but a result of steadfast dedication to making the most of each and every student's gifts and experiences.

Through our strategic plan, we have set our sights on student success, program quality, presence and partnerships, fund development, and equity, diversity, inclusion, and belonging. Our commitment to facilitating high-impact practices for students, maintaining accreditation of our academic program, and engaging with the provider community regarding workforce needs is unwavering; indeed, those aspirational goals, when met, are what produce the most tangible results of our efforts—superb outcomes for the people served within aging services.

I truly believe that we are all peers in service, and that no one person can take CHAASE where we want to go; the ideas, talents, efforts, resources, and hearts of every faculty member, Board member, alumni, and student are what will collectively foster our growth and continued success.

With that, we are proud to share in more detail in this annual report precisely how we bring our mission to develop aging services leaders by fostering connections between academics and practice to life. Many thanks to all those who support and share in that mission.

Sondra Norder, NHA, HSE, FACHE, JD
HCAD '01

OUR VISION FOR THE FUTURE

CHAASE STRATEGIC PLAN

The University of Wisconsin - Eau Claire Center for Health Administration and Aging Services Excellence (CHAASE) was established in 2000 to serve the ever-changing health care needs of the upper Midwest. CHAASE supports the UW-Eau Claire Health Care Administration (HCAD) program through financial and programming assistance.

VISION

CHAASE will be a national leader focused on the profession of health administration and aging services.

MISSION

Develop aging services leaders by fostering connections between academics and practice.

OUR ASPIRATIONAL GOALS

1. Student Success

- CHAASE and the HCAD program will provide students with multiple high-impact practices where they can learn, network, and pursue career opportunities.

2. HCAD Program Quality

- CHAASE and the HCAD program will continue to provide high quality educational and learning experiences, by supporting faculty and staff, and engaging with organizations in the field.

3. Presence and Partnerships

- CHAASE will continue to advance its visibility and role as a national leader in the health and aging services profession, to continue to build future leaders to serve the aging population and serve as a voice of what “could be.”

4. Fund Development

- CHAASE will continue to pursue fundraising efforts to support the goals of CHAASE and the work of HCAD students and faculty.

5. Diversity within CHAASE and HCAD

- CHAASE will work to enhance and increase equity, diversity, inclusion, and belonging (EDIB) within the HCAD program and within CHAASE-related activities.

MEET THE HCAD TEAM



Dr. Jennifer Johs-Artisensi
Professor & HCAD
Program Director



Dr. Frances Hawes
Assistant Professor



Dr. Lindsey Creapeau
Assistant Professor &
CHAASE Director



Professor Natalie McMurry
Administrative Residency
Coordinator & Instructor



Kylie Richter
Department Assistant,
Administrative Residency Assistant



Jacob Hall
HCAD/CHAASE Events
Coordinator, Department Assistant



Emma Cochrane
CHAASE Student Intern
Class of 2026



Grace Krenn
CHAASE Student Intern
Class of 2027

FACULTY PARTNERSHIPS

ACHCA

Dr. Lindsey Creapeau serves as the chair of the Dr. Kevin Hansen Student Poster Exposition workgroup and as a member of the National Convocation Planning Committee. Professor Natalie McMurry serves as the President of The Upper Midwest Chapter of American College Of Health Care Administrators (ACHCA) and also serves as the faculty advisor for the UWEC ACHCA student chapter.

Advancing Workforce Analysis and Research for Dementia (AWARD) Network:

Dr. Frances Hawes serves on the internship program selection committee.

Gerontological Society of America

Dr. Frances Hawes serves on the Social Research and Policy and Practice Award Review Panel; The Workshop, Webinar, and Podcast Workgroup; and the Gerontological Society of America Educator Resource Development Workgroup.

L.E. Phillips Career Development Center

Professor Natalie McMurry is on the Board of Directors for the L.E. Phillips CDC and serves on the Audit/Finance Committee and the Nomination Committee.

NAB

In 2024, Dr. Jennifer Johs-Artisensi completed her term as Chair Elect for the National Association of Long Term Care Administrator Boards (NAB), and began her two-year term as NAB Chair. She also served as the Meetings Task Force Chair

Vision Centre

Dr. Jennifer Johs-Artisensi serves on the Vision Centre Advisory Council and Dr. Lindsey Creapeau serves on the Silver Brick Road Committee Workgroup.

UWEC ACHCA

American College of Health Care Administrators Student Organization

Spring Update

In the Spring semester of ACHCA, we had an average attendance of 40 members plus our nine executive board members at our bi-weekly general meetings. Our social events were well attended by members and included a yoga social led by Professor McMurry and an Easter egg hunt. Fundraising events were successful as we were supported by Girl Scout cookie sales, El Patio, and Chipotle Mexican Grill. We are thankful to have the support of local businesses. Many members volunteered at local skilled nursing facilities to bake cookies and make crafts. Residents and students had a great time engaging with one another.

We had a variety of guest speakers come to our general meetings and talk about their experiences, including Mayo Clinic administrators explaining their career path and our outgoing residency cohort walking through their interview process. Additionally, we assisted in sponsoring the sending of a few of our members to attend the 2024 National ACHCA Convocation. These members connected with numerous industry leaders and shared their experiences with the chapter upon their return. This was a very successful semester, and we look forward to what the new executive board has in store for the chapter!

-Lily Kiffmeyer, ACHCA President and Heston Amble, ACHCA Vice President



UWEC ACHCA

American College of Health Care Administrators Student Organization

Fall Update

This Fall, the student chapter of ACHCA has continued their success in educating, inspiring, and connecting students within the world of health care administration. Despite a slight decrease in numbers, we were able to maintain our bi-weekly meetings, as well as two volunteer, two social, and one fundraising event per month. We have had a variety of guest speakers, social activities, and interactive/networking opportunities during each meeting. One of our guest speakers joined us to talk about their involvement with National ACHCA and mentorship program. In efforts to achieve our goal of broadening our attendance and visibility throughout campus, we appeared at several student events, reached out to general members for ideas, and worked with the HCAD department and College of Business for involvement opportunities.

Our volunteer events this semester included assisting long-term care communities during field trips, holiday parties, and other engaging activities. These events provide students with further hands-on opportunities and experience within long-term care. Our social events included tie blanket making, holiday themed parties and activities, and even yoga with Professor Natalie McMurry. In efforts to enhance our attendance and visibility, we hosted a cookout social with tacos and yard games. We had a great turnout and received positive feedback from members. We also held several fundraising events which mostly took place at local restaurants. This provided further opportunities for members to get together. The money raised at these events continue to help fund our general meetings, events, and the two scholarships for active members of ACHCA.

-Mary Martin, ACHCA President and Grace Denstad, ACHCA Vice President



2024 CHAASE SPRING BANQUET

Every year outstanding students, preceptors, and friends of the University of Wisconsin - Eau Claire Health Care Administration program are recognized at the annual spring banquet hosted by CHAASE. This year, over 350 participants attended the event which was held April 18, 2024 at the Lismore Hotel. The theme for the banquet was “Driving Innovation with Gentelligence.” The banquet began with a welcome from the UWEC HCAD Program Director and Professor, Dr. Jennifer Johs-Artisensi. This was followed by the keynote speaker, Dr. Megan Gerhardt, author and Professor of Management and Leadership at the Farmer School of Business at Miami Univeristy (pictured). Annual CHAASE awards, student scholarships, and applied leadership project poster awards were all recognized during the banquet.



SPECIAL THANKS TO OUR 2024 CHAASE BANQUET SPONSORS!

Platinum Sponsors



Gold

- Azura Memory Care
- Carriage Healthcare Companies, Inc.
- Crossroads Care Center
- Dove Healthcare
- Health Dimensions Group
- Heritage Senior Living
- Marquis Companies
- Monarch Healthcare Management
- Pathway Health

Silver

- Eden Senior Care
- Lifespace Communities
- M3 Insurance
- Mayo Clinic Health System
- Oak Park Place
- Presbyterian Homes & Services
- RM Management
- St. Paul Elder Services, Inc.

Bronze

- American Lutheran Communities
- Behavioral Care Solutions
- BHI Senior Living
- Brewster Village
- Capital Lakes
- Capri Communities
- Cassia
- Direct Supply
- Episcopal Homes
- Lifespark
- Minnesota Masonic Home
- Oak Ridge Care Center
- Rennes Group
- Senior Care Solutions
- Skaalen Retirement Services
- Vision Centre
- Wisconsin Assisted Living Association (WALA)

HCAD & CHAASE EVENTS



Pictured from L to R: Delia Pullen, Emma Sullivan, Lily Kiffmeyer, Jamie Challes, Ben Clarke

ACHCA Convocation

On May 6-9, Dr. Lindsey Creapeau (Assistant Professor and CHAASE Director), Professor McMurry (Instructor and Administrative Residency Coordinator), and 13 health care administration students attended the 2024 ACHCA Convocation in Myrtle Beach, SC. Faculty and students had the opportunity to attend educational sessions, perform volunteer duties, and network with long-term health care leaders across the country.

Eight students, listed below, presented at the Dr. Kevin Hansen Student Poster Memorial Exposition, sharing results of student/faculty research collaborations.

Anna Benishek ('25), Ben Clarke ('26), Emma Hamilton ('25), Ava Johnson ('26), Carissa Prestholdt ('25), Emma Sullivan ('26), Jenna Thieding ('25), and Ella VanderBloemen ('25).

A special shout out our poster award winners!



1st Place: Anna Benishek



2nd Place: Ava Johnson



3rd Place: Jenna Thieding

HCAD & CHAASE EVENTS

WHCA/WiCAL Spring Conference

The Wisconsin Health Care Association and Wisconsin Center for Assisted Living (WHCA/WiCAL) offered numerous opportunities for our HCAD students. Professor McMurry took over 30 students from the HCAD program on a trip to the Madison capitol in March. The HCAD students also participated in an immersion trip while in Madison where they met with M3 Insurance, Pathway Health, and WHCA/WiCAL. During their time, WHCA/WiCAL spoke to the students on the importance of advocacy.



WHCA/WiCAL Care Classic

HCAD seniors Brad Heap, Ryder Arians, Josephine Weinand, Carly Schwantes, Elsie Smith, and recent alumni Peter Vander Meer and Michael Schumacher, participated in the WHCA/WiCAL MacKenzie Classic Golf Outing and Scholarship Fundraiser on July 22nd, 2024. This event proved to be another fantastic networking opportunity, contributing to the wonderful community associated with this event.



WHCA/WiCAL Fall Convention

Four HCAD students attended and volunteered at the WHCA/WiCAL Fall Convention on October 23-25, 2024. Here's what UWEC HCAD student, Delia Pullen, had to say about her experience:

"This year I attended the WHCA/WiCAL annual convention as a volunteer. Some other students and I took advantage of this opportunity because it allowed us to help out while also personally attending the educational sessions and workshops. My favorite session was with the leadership academy, where members shared their personal stories of making a difference in their facility. Both the sessions and the dinners allowed me to meet so many individuals in the healthcare field who have similar passions as me that were able to share their experiences and insights to make me more well informed. I am so grateful to have been apart of this opportunity and gotten more involved!"



HCAD & CHAASE EVENTS

Open House



HCAD faculty and staff organized an open house event in the fall and spring semesters, welcoming both current and prospective health care administration students. Both events provided students with the excellent chance to engage with faculty, learn about program offerings, network with HCAD peers, explore diverse career paths, and enhance their understanding of the application process.

HOSA



CHAASE Student Interns, Jenna Thieding ('25, left) and Emma Cochrane ('26, right), took part in the expo at the Wisconsin Health Occupations Students of America (HOSA) event in the Wisconsin Dells. Jenna and Emma informed high school students interested in health care about the Health Care Administration program at UW - Eau Claire. This was a great opportunity to not only talk to prospective students, but interact with other organizations who were presenting.

Community Partners - Night at the Museum Event



HCAD residency students Emma Hamilton ('25- residency in the Twin Cities, third from left) and Ella VanderBloemen ('25- residency in Milwaukee, second from left) were invited to present at the inaugural Night at the Children's Museum of Eau Claire on September 18th. Ella and Emma were able to share results of their student/faculty research (conducted in 2023-2024 with Dr. Johns-Artisensi, far right, and Dr. Creapeau, far left) with Eau Claire community and UWEC faculty/staff/researchers. The students were the only presenters from the College of Business, and two of eight UWEC posters presented - what an honor! Also fun to get a quick photo with UWEC Chancellor Schmidt (second from right) and Blu (third from right)!

HCAD & CHAASE EVENTS

Meet the CHAASE Board

This year's "Meet the CHAASE Board" event was another success! Following a networking lunch with the board, our HCAD residency students rotated to different tables for the opportunity to meet several of our CHAASE board members. The students were able to ask questions and listen in on the wisdom and experience of our board members. These conversations offered a deeper understanding of their diverse experiences, career trajectories, and insights into the landscape of long-term care leadership. We want to thank the CHAASE board members for their generosity in sharing their time and knowledge. Their contributions have undoubtedly enriched the knowledge and aspirations of our future leaders, allowing for meaningful collaboration within the HCAD community.



Immersion Trip

In March, Professor Natalie McMurry took a group of 30 HCAD students on the annual immersion experience. Students spent the afternoon with partners M3 and Pathway Health learning about risk management, as well as emerging leadership opportunities and industry support systems. Additionally, students were able to take part in a Q&A with DHS representatives during a tour of the Madison capitol. Students also had the opportunity to tour two administrative residency sites, providing further insight into what residency could look like.



Module

In January, April, and September, students in the Administrative Residency program reconvened on campus for their in-person learning modules. During these modules, senior students had valuable opportunities to network with each other, upcoming cohorts, and CHAASE board members, fostering stronger connections within the HCAD Blugold alumni network.



HCAD & CHAASE EVENTS

FARB Meeting

Dr. Jennifer Johs-Artisensi began her 2-year term as NAB Chair. Two months after being sworn in at the annual NAB meeting in June 2024, Dr. Johs met with her new leadership team for strategic planning and an in-depth examination of significant drivers of change that are likely to influence the long-term care profession and regulatory space in coming years. Recently, she attended the Federation of Associations of Regulatory Boards (FARB) where she gained further insights into challenges and opportunities health-related licensing boards are facing around the country.



ORSP Awards

In April, the University's Office of Research and Sponsored Programs (ORSP) recognized Dr. Jennifer Johs-Artisensi with the 2024 Career Excellence in Mentoring in Research, Scholarship and Creative Activity Award. This award recognizes a faculty member who has demonstrated excellence in mentoring undergraduates in research experiences for over 15 years.



AHCA/NCAL

In the September 2024 edition of *Provider*, the national publication of the American Health Care Association and National Center for Assisted Living (AHCA/NCAL), three HCAD students— Kaylee Tauferner (left), Jenna Thieding (center), and Kandis Fieber (right) —were highlighted for their work. In partnership with AHCA/NCAL, these students trained and served as Silver Quality Award Examiners during the spring semester of 2024. Dr. Frances Hawes facilitates this partnership through her HCAD 301 course. Students selected for the 2025 cycle include Grace Denstad, Emma Sullivan, Mary Martin and Cameron Krause.



England International Fellowship Program

During the 2024 spring semester, Dr. Frances Hawes and student assistants Emma Cochrane (far right), Sara Lacoursiere (middle), and Kandis Fieber (far left) studied the challenges of providing care to individuals with dementia and other comorbidities in U.S. nursing homes. Funded by an International Fellowship Program (IFP) grant, they were able to travel to England for two weeks during summer 2024, touring care homes and interviewing dementia professionals to expand their research to the UK.

2024 CHAASE AWARDS

Upper Midwest Chapter - ACHCA

Luke Bjorklund and Michael Schumacher

Luke Bjorklund ('24, left) and Michael Schumacher ('24, right) led the effort to establish a more localized support system for nursing home administrators in the Upper Midwest through ACHCA. Their project involved assessing the lack of local support, conducting outreach, and recruiting ten chapter members by January 2024.



Preceptor of the Year

Mike Karel



This award recognizes the contribution and leadership by a preceptor of the HCAD program. Mike is the Campus Executive Director at Woodbury Senior Living, MN and a 1999 UWEC HCAD graduate. Since joining Woodbury Senior Living in 2016, Mike has hosted six students alone and has provided mentorship, preceptorship, and coaching to numerous others. Mike makes a lasting impact with his approachability and dedication.

Distinguished Student

Hannah Keach



This award recognizes exceptional performance and extra contributions by a student in the HCAD program. Hannah completed her administrative residency at Ebenezer and has accepted a job there after graduation. Hannah has shown outstanding engagement and commitment to the HCAD program, with a strong passion for improving healthcare and helping others.

Distinguished Alumni

Duane Floyd



This award recognizes distinguished service to the field in a manner that brings credit upon the award recipient and UW-Eau Claire. Duane is a graduate of the second-ever HCAD graduating class! He has hosted many students and worked half of his career at Beverly Corporation. Duane is an admired alum, friend, and supporter of the UWEC HCAD program.

Distinguished Service

Brian Schoeneck



This award recognizes the commitment of individuals to the advancement of CHAASE and the HCAD program. Brian is likely the world's biggest Badger fan, rarely missing a football or basketball game. When he retired from LeadingAge WI, the University of Wisconsin Marching Band played at his sendoff at the state conference.

Despite his gruff voice, he has a heart of gold and a wealth of knowledge in reimbursement and regulatory matters, which he generously shares with anyone seeking help.

SCHOLARSHIPS



Congratulations Scholarship Recipients!

We are pleased to announce that over \$35,000 in scholarships were awarded to health care administration students for the 2024-2025 academic year. Congratulations to all of the student recipients! Thank you to our supporters for making these scholarships possible.

Alden Senior Living

Anna McCleary & Cameron Krause

Dr. Gene Decker

Matthew Prouty

Presbyterian Homes & Services

Ainsley Barker & Olivia Fladhammer

ACHCA Student Chapter

Emma Hamilton & Emma Sullivan

Illuminus

Grace Denstad

Tri Country Medical Alliance

Cooper Engen

Benedictine

Karla Gomez

LeadingAge Wisconsin/Value First

Anna Sands

Wisconsin Assisted Living Associated

Grace Krenn, Sara Lacoursiere, & Kaylee Tauferner

Brian R. Schoeneck

Kaylee Engel & Morgen Schmid

Life Care Services

Brad Heap

Wisconsin Health Care Association and Wisconsin Center for Assisted Living

Natalie Horstman, Ashley House, Emma McCabe, Logan Meinert, & Ella VanderBloemen

Care Providers of Minnesota

Alexa Crumb

M3 Insurance

Heston Amble

Civic Engagement

Carissa Prestholdt

Michael J. Christensen

Emma Cochrane

Wisconsin Health Care Association and Wisconsin Center for Assisted Living - Excellence

Mary Martin & Delia Pullen

Dave Brenne Memorial

See Yang

North Shore Healthcare

Inessah Cernohous

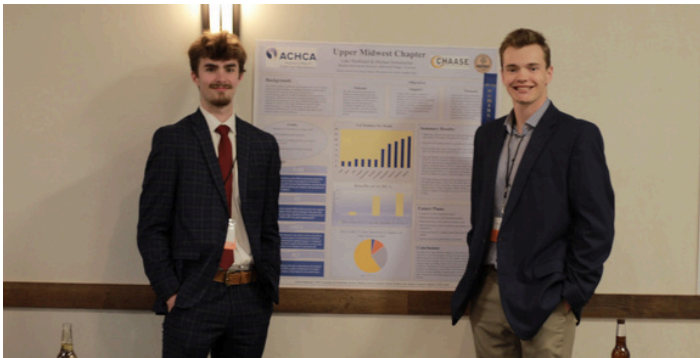
Dr. Kevin Hansen Memorial

Anna Benishek

Oak Park Place Achievement

Jacob Beardsley & Ryan McNicoll

LEADERSHIP PROJECTS



2024 Administrative Residency Leadership Projects

Each student completes three leadership projects during their year-long administrative residency. One project focuses on improving operations, another on enhancing resident services, and the final project makes connections in the community. Each student is responsible for submitting a formal proposal, planning and managing the project, and concluding their project by submitting a final report analyzing the results. One of these projects is then presented in a poster format at the annual CHAASE banquet. Organizations report that many of these projects lead to significant changes in services to seniors that continue within their communities long after the student complete their residency experiences.

Internal Operations Finalists

- Maddie Christiansen - Enhancing The Emergency Response Plan
- Hannah Keach - Implementing an Electronic Menu
- Shay VanEyll - Operation Bleed Orange

External Relationships Finalists

- Luke Bjorklund - Establishing an Upper Midwest Chapter for ACHCA
- Peyton Ford - Cooking For Caregivers
- Alex McConnell - Love Light Ceremony: In Honor and Remembrance of Loved Ones

Customer Service Finalists

- Caitlin Mylyll - Harmony in Hospice
- Tessa Peterson - Enriching Lives: Montessori Based Activities and Intergenerational Connections
- Peter Vander Meer - Reducing Wounds and Pressure Injuries Through Staff Education

Innovative Finalists

- Mitch Gordon - Hayward Area Memorial Hospital & Water's Edge
- Megan Miller - Community Closet
- Lydia O'Hara - Independent Living Volunteers



LEADERSHIP PROJECT AWARD WINNERS

Internal Operations

Maddie Christiansen



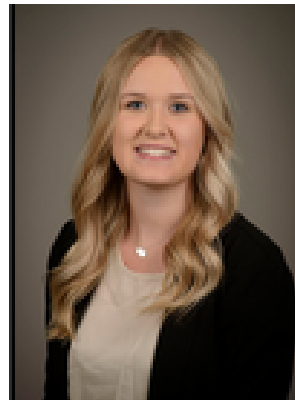
Project
Enhancing The Emergency Response Plan

Residency Site
The Bay at Eastview Health and Rehabilitation Center

Preceptor
Wanda Hose

External Relationships

Alex McConnell



Project
Love Light Ceremony: In Honor and Remembrance of Loved Ones

Residency Site
Hammond Health Services

Preceptor
Laurie Edelman

Customer Service

Tessa Peterson



Project
Enriching Lives: Montessori Based Activities and Intergenerational Connections

Residency Site
Bethany St. Joseph Care Center

Preceptor
Megan Feirtag

Innovative

Mitch Gordon



Project
ReadyCNAcademy

Residency Site
Hayward Area Memorial Hospital & Water's Edge

Preceptor
Candi McConnell

2024-25 ADMINISTRATIVE RESIDENCY PLACEMENTS

The health care administrative residency is an integral part of our students' education. Encompassing 50 weeks, students become part of an integrated team where they apply their skills and classroom knowledge in an actual health care setting. Upon completion, students are prepared to begin performing as emerging leaders and managers in health care.

Student

Heston Amble
 Ryder Arians
 Kate Aukes
 Anna Benishek
 Madi Bergh
 Isaac Breunig
 Alex Carlson
 Jamie Challes
 Kaylee Engel
 Kandis Fieber
 Karla Gomez
 Lexi Griffin
 Emma Hamilton
 Brad Heap
 Natalie Horstman
 Hailey Jackson
 Reece Jensen
 Lily Kiffmeyer
 Alexis Konechney
 Kami Krumenauer
 Greta Kunze
 Emily Martel
 Anna McCleary
 Greta Nelson
 Sabrina Pilney
 Carissa Prestholdt
 Matthew Prouty
 Eli Sandin
 Anna Sands
 Carly Schwantes
 Elsie Smith
 Kaylee Tauferner
 Jenna Thieding
 Ella VanderBloemen
 Josephine Weinand
 Amber Yang

Administrative Residency Sites

Oakwood Village Prairie Ridge, WI
 Skaalen Retirement Services, WI
 Presbyterian Homes of Bloomington, MN
 Episcopal Church Home of Minnesota
 Cornell Health Services, WI
 Catholic Eldercare, MN
 Alden Estates of Huntley, IL
 Johanna Shores, MN
 Elroy Health Services, WI
 Hammond Health Services, WI
 Harmony Gardens Senior Living, MN
 American Lutheran Homes - Mondovi, WI
 Benedictine Living Community - New Brighton, MN
 Covenant Living at Mount Miguel, CA
 Riverside Transitional Care, WI
 Bethany St. Joseph's, WI
 Samaritan Bethany, MN
 Trillium Woods, MN
 Oak Trace, IL
 Wisconsin Veterans Home at Chippewa Falls, WI
 Providence Place Senior Living, MN
 St. Paul Elder Services, Inc., WI
 Minnesota Masonic, MN
 Edenbrook Lakeside, WI
 Friendship Village of Bloomington, MN
 Boutwells Landing, MN
 Good Samaritan Society - Luther Manor, SD
 Birchwood Senior Living, MN
 Dove Healthcare - Rice Lake, WI
 Capitol Lakes, WI
 Crossroads Care Center of Sun Prairie, WI
 Woodbury Senior Living, MN
 The Waterford, FL
 Clement Manor, WI
 Marquardt Village, WI
 Apple Valley Village, MN



2024 PROGRAM GRADUATES & NEW EMPLOYMENT

Student	Position	Company
Hannah Angelo	Interim Administrator	Rennes Health and Rehab Center - Weston, WI
Megan Baer	Administrator	Benedictine Living Community - Winona, MN
Luke Bjorklund	Associate Administrator	Life Care Services
McKenna Campbell	Household Coordinator	Presbyterian Homes and Services - Carondelet Village
Maddie Christiansen	Business Office Manager	Eastview Health and Rehabilitation Center
Emma Corsi	Assistant Executive Director	Azura Memory Care
Ania Czubak	Director of Operations	Riverview Village Senior Living, Inc.
Jess Fjelstad	Assistant Administrator	Monarch Health Management
Peyton Ford	Interim Administrator	St. Paul Elder Services
Maddy Frischmon	Interim NHA	Clement Manor
Mitchell Gordon	Campus Administrator	Tamarack Health Water's Edge Senior Living
Melanie Hanson	Administrative Assistant	Twin Cities Pain Clinic
Annabelle Howat	Administrator	Marquis Companies
Hannah Keach	Assistant Administrator	Martin Luther Care Center - Ebenezer
Christina Leikam	AIT	Covenant Living of Colorado
Alex McConnell	Executive Director	Cornell Health Services - North Shore Healthcare
Megan Miller	Assistant Executive Director	Woodbury Senior Living
Emily Mulberry	NHA	Storybrook Care & Rehabilitation
Caitlin Mylly	Assistant Executive Director	Life Care Services
Lydia O'Hara	NHA	Benedictine Living Community - Madonna Towers
Tessa Peterson	Associate Administrator	Saint Therese Senior Communities
Alexis Pham	Administrative Intern	Presbyterian Homes & Services
Addison Platt	Health Care Administrator	Schmitt Woodland Hills
Kyra Reiner	Administrative Intern	Minnesota Masonic Home
Rose Riedmaier	Administrator	Pathway Health
Katie Schellhorn	NHA	Williams Bay Health Services - North Shore Healthcare
Sammie Schoonover	Post Acute Administrator in the	Lifespark - Providence Place Senior Living
Michael Schumacher	Emerging Leaders Program	Illuminus
Carissa Thomas	Associate Executive Director	Sonida Senior Living
Peter Vander Meer	Administrator	Crossroads Care Center
Shay VanEyll	Assistant Administrator	Monarch Healthcare Management
Abby Weber	Housing Director	Ecumen
Emily Weber	Executive Director In Training	Lifespark
Meadow Wilson	Housing Director	Presbyterian Homes and Services - Johanna Shores

PUBLICATIONS AND GRANTS



Publications, grants, conference presentations, and student engagement opportunities are key measures of success that reflect the impact of our HCAD/CHAASE program. Each of these endeavors demonstrate expertise, enhanced learning and engagement, and assist in elevating the profession of long-term care leadership.

PUBLICATIONS

Creapeau, L. J. G., Airth-Kindree, N. M. M., & Goodman, J. A. (in press). Brain and Body Fitness Group for Those With Dementia and Their Caregivers Through Community Partnership: A Program Evaluation. *Wisconsin Medical Journal*.

Hawes, F. M., Schumacher, M., & O'Hara, L. (2024). Innovative Volunteer Programs Enhance Engagement, Well-Being in Senior Living Communities. *McKnight's Senior Living News*.

Hawes, F. M., & Tavares, J. (2024). Religious Involvement and the Impact on Living Alone and Depression: An Examination of Gendered Pathways Post-Widowhood. *Journal of Applied Gerontology*.

Hawes, F. M., & Wang, S. (2024). A Comparative Study of Organizational Grief Support and Burnout among Nursing Home Staff. *The Gerontologist*, 64 (8).

Hawes, F. M. (2024). Utilizing AI to Elevate Healthcare Management Education: Exploring F-Tag Citations in Nursing Homes. *Journal of Health Administration Education*.

Hawes, F. M., & Quinn-Lee, L. (In Press). Palliative Care in Long-Term Care: Enhancing Quality of Life. *Health promotion in long-term care* (pp. 15).

Johs-Artisensi, J. (2024). An Examination of Assisted Living Facility Administrator Qualifications Across States. *Journal of Aging & Social Policy*, 36 (1), 69-86.

Lauver, K., Creapeau, L., & Johs-Artisensi, J. (accepted for publication/in press, 2024). Certified Nursing Assistant (CNA) Retention in Long-Term Care Facilities. *International Journal of Healthcare Management*.

Sabatini, S., Hawes, F. M., Eluigwe, K., & Tang, E. (In press). Identifying Challenges Related to the Management of Comorbidities in People with Dementia in Residential Care: A Delphi Study with Experts. *Journal of Applied Gerontology*.

GRANTS

Hawes, F. M. & Sabatini, S., Cross-National Comparative Analysis of Dementia Care and Long-Term Services and Supports for Older Adults in the United States and England, Principal Investigator, Blugold Commitment Grant International Fellows Program.

CASE STUDIES

Creapeau, L. J. G. & Hansen, K. E. (2025). Sandy Shores Care Center: A long-term care staffing crisis. In L. L. Levesque (Ed.), *People management skills in practice* (pp. 104-109). Routledge.

CONFERENCE PRESENTATIONS

Benishek, A., Nord, K. & Hawes, F. M. (2024). The Influence of Workplace Demands and Resources on Job Satisfaction Among CNAs: Examining the Effects of Race and Immigration Status. Celebration of Excellence in Research and Creative Activity (CERCA), Eau Claire, Wisconsin.

Cernohous, I. & Hawes, F. M. (2024). Exploring Ageism in Healthcare: Perspectives from Future Professionals. Invited presentation at Celebration of Excellence in Research and Creative Activity (CERCA), Eau Claire, Wisconsin.

Clark, B. & Beckendorf, S. (2024). Exploratory and Quantitative Analysis of Certified Nursing Assistants Staffing Retention Practices in Long-Term Care. American College of Health Care Administrators Annual Convocation, Myrtle Beach, South Carolina.

Hamilton, E., Vanderbloemen, E., Johs-Artisensi, J. & Creapeau, L. (2024). Long Term Care Leadership Career Pathways. American College of Health Care Administrators Annual Convocation, Myrtle Beach, South Carolina.

Hawes, F. M. (2024). Training for Nursing Home Administrators in Navigating Grief at Work. National Symposium for Academic Palliative Care Education and Research, San Diego, California.

Hawes, F. M., Benishek, A. & Nord, K. (2024). Investigating Racial, Ethnic, and Immigration Status Differences in Job Satisfaction Among Nursing Assistants in Nursing Homes. Invited presentation at Provost's Honors Symposium, Eau Claire, Wisconsin.

Hawes, F. M., Benishek, A. & Nord, K. (2024). The Influence of Workplace Demands and Resources on Job Satisfaction Among CNAs: Examining the Effects of Race and Immigration Status. ACHCA Annual Convocation, Myrtle Beach, South Carolina.

Hawes, F. M. & Carlson, A. (2024). Speech Language Pathologists and Grief Counseling. Invited presentation at Celebration of Excellence in Research and Creative Activity (CERCA), Eau Claire, Wisconsin.

Hawes, F. M. & Cernohous, I. (2024). Student-Led Intergenerational Programs in Nursing Homes. Gerontological Society of America, Seattle, Washington.

Johnson, A., Creapeau, J., Johs-Artisensi, J. & Lauver, K. (2024) Leadership and Staff Perceptions on Long-Term Care Staffing Challenges Related to Certified Nursing Assistant Program. American College of Health Care Administrators Annual Convocation, Myrtle Beach, South Carolina.

Johs-Artisensi, J. (2024). Mentoring – an Essential Leadership Skill. Invited presentation at Women in Leadership, Medicine, and Academics: WILMA 2024, Eau Claire, Wisconsin.

Johs-Artisensi, J. (2024). Policies, Practices, and People: Essential Influencers of Quality of Life and Well-Being. 2024 Minnesota LeadingAge Institute and Expo, St. Paul, Minnesota.

Lauver, K., Johs-Artisensi, J. & Creapeau, L. (2023). Factors Affecting Certified Nursing Assistant (CNA) Retention in Long-term Care Facilities. MBAA - 2023, Chicago, Illinois.

Prestholdt, C. & Creapeau, L. (2024). Utilizing StarPower® Simulation for Leadership Training in Long-Term Care Administration. American College of Health Care Administrators Annual Convocation, Myrtle Beach, South Carolina.

Sullivan, E. & Johs-Artisensi, J. (2024). Experience or "Extra" Education? - Employers' Perspective on How Long-Term Care Administration Students Can Best Prepare to Lead Long-Term Care Communities. American College of Health Care Administrators Annual Convocation, Myrtle Beach, South Carolina.

Thieding, J., Creapeau, L., Johs-Artisensi, J. & Hall, J. (2024). Swipe to Success: Case Study of an Undergraduate Academic Program's Use of Social Media to Increase Program Visibility and Student Engagement. American College of Health Care Administrators Annual Convocation, Myrtle Beach, South Carolina.

Vanderbloemen, E., Hamilton, E., Johs-Artisensi, J. & Creapeau, L. (2024). Exploring Preceptor Motivations. American College of Health Care Administrators Annual Convocation, Myrtle Beach, South Carolina.

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