

***Celebrating Our Healthcare Heroes-Clinical Track  
PADONA's 34th Annual Convention  
March 29 – April 1, 2022 at The Hotel Hershey, Hershey, Pennsylvania***

**PRE-CONVENTION PROGRAMS**

**COVID-19 and Antimicrobial and Therapeutic Stewardship ... What have We Learned?**

**Presented by: Dr. Deborah Milito**

This presentation will highlight examples of core antimicrobial stewardship activities during the COVID-19 pandemic including long-term implications. A review of the current therapeutics and vaccines will also be included.

**Learning Outcomes:**

1. Review core antimicrobial stewardship activities of the COVID-19 pandemic.
2. Present information on current therapeutics/vaccines.
3. Provide examples: Infection Prevention & Control /Antimicrobial Stewardship Prog. deficiencies.

**Increasing Your Organizational Preparedness Through Effective Planning, Training and Drills**

**Presented by: Joe Tibbs**

Having an effective preparedness strategy is vital for today's healthcare providers, but it's hard to evaluate whether your preparedness efforts are bad, good, or great. This presentation is designed to help attendees better understand the importance of preparedness efforts, and to increase understanding of the hallmarks of a successful preparedness program. The presentation will discuss the three key elements of preparedness which are planning, training, and exercising, and will enable participants to improve their own facilities' preparedness capability.

**Learning Outcomes:**

1. Participants will gain understanding of the critical importance of a preparedness strategy.
2. Participants will be able to identify the hallmarks of a solid preparedness program.
3. Participants will gain insight that can be applied to their facility to improve readiness capability.

**CONVENTION PROGRAMS**

**Who Decides: The Ethical Limits of Individual Choice**

**Presented by: Michael Gillette**

This interactive session will examine circumstances in which service providers and recipients of services disagree about the details of a service plan. We will discuss the appropriate role of autonomy and define its limits. We will consider case studies in which individuals should be permitted a dignity of risk, cases in which paternalistic intervention is justified, and situations in which autonomy may be limited in order to protect others from harm or offense.

**Learning Outcomes:**

1. To review the concepts of autonomy, paternalism and fairness.
2. To identify the limits of individual choice in order to protect those individuals from self-generated harm.
3. To identify the limits of individual choice in order to protect others from harm.
4. To clarify the ethical conflict between an individual's right to make potentially dangerous decisions and staff's obligation to protect individuals from harm.

**It's Been a Year: Regulatory and Employment Law Update**

**Presented by: David Marshall and Andy Dollman**

Since 2020, the headlines have been dominated by the COVID-19 pandemic. The fight against the pandemic has impacted all areas of operation for skilled nursing providers. As we proceed through the third year of the pandemic, providers will need to understand the regulatory, statutory, and judicial changes that impact operational responsibilities, and employment issues. This session is designed to review the current legal issues confronted by providers and staff, and provide practical implementation guidance to navigate each issue, including those that have developed outside the COVID-19 area.

Presenters will provide updates on legal issues arising from the COVID-19 and beyond; address current regulatory requirements involving visitation, vaccination and other reporting obligations associated with COVID-19; and address ongoing immunity/liability issues for providers, administrative enforcement requirements, and the responsibilities and obligations associated with receiving federal and state financial payments. Participants will learn best practices under employment laws, rules, regulations, and guidance to successfully avoid legal pitfalls and potential litigation.

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**Learning Outcomes:**

1. Attendees will be able to identify which COVID-19 rules and regulations apply to their organization, and how to comply with the same.
2. Attendees will learn how to implement new requirements and create applicable policies, procedures, and related documents to ensure compliance.
3. Attendees will learn to develop best practices to avoid employment pitfalls and litigation.

**Compassion Wellness: Are you Burning with Passion or Burning Out?**

**Presented by: Patti Anewalt**

Nursing directors, supervisors and other professionals in long term care face the difficult challenge of overseeing the grief of residents as well as staff when residents die. The dedication and empathy that initially drew you to this work is a double edged sword. It can lead to compassion fatigue and burnout if discernment and personal resilience is not a priority. Working in the field over the last two years during a pandemic has only exacerbated the situation. This session provides the opportunity to consider the impact this work has on you personally and professionally. With an emphasis on the importance of healthy boundaries and self-awareness, participants will determine where they are on the continuum from empathy to personal distress or burnout. We'll look at implementing organizational, professional as well as personal strategies to enhance compassion wellness and professional satisfaction.

**Learning Outcomes:**

1. Explain how personal relationships differ from professional relationships.
2. Describe the difference between stress and burnout.
3. Identify strategies you can implement to maintain compassion wellness.

**PDPM Accuracy and Documentation to support your Medicare Part A Claims**

**Presented by: Barbara Patterson-Paul**

This presentation will review the Patient Driven Payment Model (PDPM) and assist clinicians to ensure their documentation supports Medicare Part A Skilled Care as well as coding in the MDS. From choosing an appropriate Primary Diagnosis, to ensuring accurate coding and documentation for NTA's, SLP, PT/OT, Section GG and Nursing Clinical Categories.

**Learning Outcomes:**

1. The learner can give 3 examples of Skilled Nursing care and how to ensure the documentation supports it.
2. The Learner will name three SLP components of PDPM and how to document them.
3. The learner will verbalize what documentation is needed to support the coding of a NTA on the MDS.

**A Deep Dive into the Most Frequently Cited Clinical Areas**

**Presented by: Candace McMullen and Sophie Campbell**

The outcome of your state survey inspections is so important to many aspects of your operations.... insurability, Five Star rating, resident and family satisfaction and confidence, employee morale, and occupancy are directly linked to your regulatory compliance. This session will examine the most frequently cited regulations, outlining the deficient practice(s) most often identified through the survey process. We will explore the high-risk areas for non-compliance that pose the greatest threat to providers in today's environment.

**Learning Outcomes:**

1. Identify the most frequently cited deficient practice(s) identified in Pennsylvania nursing facilities.
2. Explore the root cause(s) of the deficient practice(s) and identify the gap(s) in regulatory compliance.
3. Discuss best practices in clinical care delivery systems to avoid non-compliance.

**Engaging Family Members: Powerful Tools to Connect, Inform and Defuse!**

**Presented by: Edward Leigh**

To keep residents safe and satisfied, they must be actively engaged in their care. However, to enhance this goal, another group of people must be actively engaged in the resident's care, the family members. This engagement process must occur the moment family members enter the organization through an expression of welcoming. We often focus so much attention on the resident we sometimes forget about including the family members, who are vital to the resident's compliance. The focus of this session will be to enhance communication between the resident, family members and LTC professionals. Specific tools will be discussed to keep family members

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informed of every aspect of their loved one's care, including effective family meetings, and dealing with angry family members. A variety of family activities (virtual and in-person) are also included in this high content and engaging session. Family members are trusted advisors and allies. Help move them from feeling apart from their loved one's care to part of their loved one's care.

**Learning Outcomes:**

1. Apply methods of having successful family meetings.
2. Demonstrate empathic & caring behaviors with family members, including challenging family members.
3. Employ techniques for educating family members.

**Love, Loyalty, and the Language of Leaders in the Time of COVID!**

**Presented by: Christopher Ridenhour**

As leaders, mastering our words and emotions means never having to hope or wish for a better workplace culture! Consider this the invitation to step outside of yourself and examine how your attitude, fears, moods, and actions create the professional world around you. Proven leadership development starts by unpacking the personal and/or professional beliefs that may hinder the psychological safety of our teams. As leaders are we even courageous enough to consider how our verbal and non-verbal communication affects those around us? Human Performance Improvement research identifies clear reasons why we hang on to detrimental ideas and behaviors as if our lives depended on them! Imagine the peace you'll experience from an increased ability to influence workplace conversations toward optimism and harmony over fear and frustration. Mastering your communication, in the midst of all workplace storms, will drastically improve retention, engagement, and morale! Here come the best practices of crisis management along with a thorough understanding of group dynamics and behaviors. Bring your best mindset and prepare for an experience supporting your exponential growth as a champion of emotional intelligence. Your work life is about to drastically improve, but not without sweat. Strap in! Real conversation, laughter, and interactivity combine for a unique session you can't miss!

**Learning Outcomes:**

1. Learn and practice strategies decreasing sarcasm, burnout, and the exclusionary behaviors that accompany "crisis stress", as well as the words and behaviors that replenish the esteem and energy of team members and other leaders.
2. Learn and practice methods to increase self-awareness, courage, patience, and appreciation in the face of exhaustion.
3. Learn and practice transformative techniques of coaches, mentors, and role models who view change as rife with exciting possibilities.

**Alternative Therapies for Geriatric Pain Management**

**Presented by: Dave Lishinsky**

Did you know that 50 million Americans suffer from chronic pain? Every year another 25 million Americans experience acute pain due to injury or surgery. The RAI Manual (Section J) states: Pain can significantly adversely affect a person's quality of life. Pain can cause functional mobility declines, depression, and an increase in behavior problems. Older adults may limit their activity to avoid having pain. Attendees will learn why the MDS has a dedicated pain assessment section, how to differentiate systemic and musculoskeletal pain, how the interdisciplinary team can assess pain, integrative care techniques to treat chronic pain, and how managing pain in the elderly will positively impact quality of life.

**Learning Outcomes:**

1. Understand how to differentiate systemic and musculoskeletal pain.
2. Learn integrative care techniques to treat chronic pain
3. Understand how managing pain in the elderly will positively impact quality of life.

**Department of Health Update**

**Presented by: Susan Williamson**

This session will include a review and discussion of Statewide Facility and Survey statistics, including frequently cited deficiencies and frequently filed complaints. Following this session, the attendee will have an understanding of all the recent updates from The Department of Health.

**Learning Outcomes:**

1. Provide data and statistics related to PA Department of Health annual and complaint surveys.
2. Provide responses to attendee questions related to state and federal surveys and regulations.
3. Provide information related to the survey process and federal and state regulations.

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**Survey Survival Strategies**

**Presented by: Paula Sanders**

CMS has announced new survey initiatives that include a heightened focus on infection control, staff competencies and stricter enforcement at the same time that almost every facility in the country is confronting significant staffing challenges. There are simple things that you can be doing to relieve some of the survey pressure that all of you are facing. This session will help you be better prepared to weather the survey storms that are heading your way.

**Learning Outcomes:**

1. Understand implications of new CMS survey initiatives, including combining revisits with complaints.
2. Develop action plans for survey preparedness.
3. Reexamine better ways to compose incident reports and plans of correction.

**PRESENTERS**

**Dr. Milito** is the Director of Clinical and Consultant Services: Long-Term Care Division and Chief Antimicrobial Stewardship Officer for Diamond Pharmacy Services. She is responsible for overseeing the education of the Skilled Consultant Pharmacists in Pennsylvania and Ohio. She has Acute Care, Correctional, and Long-Term Care (LTC) experience. Deborah is certified in Anticoagulation, Medication Therapy Management (MTM) and has completed certification in Antimicrobial Stewardship with the Society of Infectious Disease Pharmacists (SIDP) and the American Society of Consultant Pharmacists (ASCP). She recently became certified in Immunizations through ASCP and APhA.

She serves as chairman for the Antimicrobial Stewardship and Infection Prevention and Control Committee of ASCP and received the President's Award for Education at ASCP's National Conference in 2017 and an award for Excellence in Antimicrobial Stewardship in 2018.

Dr. Milito received her B.S. in Pharmacy and her Doctorate in Pharmacy from Duquesne University in Pittsburgh PA. She is also a Board Certified Geriatric Pharmacist and is a Fellow in ASCP. She team teaches "Selected Topics in Senior Care Pharmacy" at Duquesne University. Finally, Deborah has published her first book – *What You CAN Do When You Lose a Loved One*.

**Joe Tibbs** is the President of HAPevolve and is responsible for its strategy, operations, and growth. HAPevolve is a subsidiary of the Hospital and Health System Association of Pennsylvania (HAP) which is focused on extending expertise to hospitals in Pennsylvania and beyond. Joe leads the HAPevolve team in working to address some of the many challenges facing health care today, including a special focus on healthcare emergency preparedness and management. Tibbs has more than two decades of experience in healthcare supply chain, operations, and consulting

Joe received a bachelor's degree in economics from the University of Utah, and his master's in business administration in strategy and management from Western Governors University.

**Dr. Michael Gillette** is an ethics expert who has presented numerous keynotes and workshops nationally and internationally over the past two decades. Additionally, he contracts with dozens of healthcare organizations and other agencies to provide ethics case consultations and policy work. His energetic and interactive style engages his audiences and helps them think critically about ethical decisions in their work and beyond.

Dr. Gillette graduated magna cum laude from Brandeis University, with majors in philosophy and classical Greek, where he was elected to Phi Beta Kappa. He earned his Master's and Ph.D. in philosophy at Brown University. He has taught at colleges and universities, published articles in the field of clinical ethics and has received several teaching awards. In 2004, he was elected to the City Council in Lynchburg, Virginia, and subsequently served two terms as Mayor of the City.

Dr. Gillette's wide range of clients include healthcare organizations, social service agencies, long-term care facilities, state, local and county government agencies, EAP organizations, HR professionals, attorneys, physicians, nutritionists, secondary and higher education, business firms, leadership organizations, and more.

**David C. Marshall** is a member of the American Health Lawyers Association and the Pennsylvania Bar Association. He has lectured before LeadingAge, LeadingAge Pennsylvania, LeadingAge New Jersey, the American Health Care Association, the Pennsylvania Health Care Association, the American Health Lawyers Association, and the American College of Health Care Administrators. His primary area of practice is health care law, focusing on long term and post-acute care providers and providing guidance in areas including Medicare and Medicaid reimbursement, HIPAA, fraud and abuse, corporate compliance, regulatory and licensure matters, real estate tax exemption matters and transaction and corporate issues. He has helped long-term-care providers develop successful corporate compliance and HIPAA plans and address corporate and regulatory compliance matters. He has guided providers through

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numerous transactions, handling the regulatory and licensure issues involved in health care transactions. He has been involved in numerous Medicare/Medicaid reimbursement appeals involving a broad spectrum of reimbursement issues confronting providers, as well as tax exemption appeals for nonprofit health care providers.

**Andrew P. Dollman** is a member of the firm's Employment and Labor Law Group, Litigation Group, and the Workers' Compensation Defense Group. He counsels clients on day-to-day employment matters and routinely litigates employment discrimination claims, unemployment compensation matters, and workers' compensation claims. Mr. Dollman also handles all other varieties of clients' litigated matters from collections to landlord-tenant disputes.

**Patti Anewalt, PhD, LPC, FT**, is Director of Hospice & Community Care's Pathways Center for Grief & Loss. The focus of her clinical practice, writing and teaching is on issues related to end of life, grief, compassion fatigue and crisis response, presenting at the international, national, and local level. Her doctoral dissertation explored the relationship between professional engagement, compassion fatigue, and burnout among hospice bereavement professionals. She is recognized as a Fellow in Thanatology with the Association for Death, Education and Counseling and is an active member of the International Work Group on Death, Dying and Bereavement. Patti also co-authored a chapter on Grief, Self-Care and Staff-Care: Repeated Loss in the Nursing Home Environment in Mercedes Bern-Klug's book Transforming Palliative Care in Nursing Homes. At the Pathways Center for Grief & Loss Patti oversees a wide variety of bereavement services for adults, children and teens, serving over 9,000 bereaved individuals annually.

**Barbara Patterson-Paul, RN, BSN, RAC-CT** is the Vice President of the Select Solutions Nurse Consulting Division for Select Rehabilitation. Her main focus is to assist facilities in integrating reimbursement with clinical outcomes and regulatory compliance.

Barbara is a career nurse with 40 years of experience who is committed to ensuring quality care with expertise in revenue cycle management and clinical compliance. She is a leader in the post-acute environment and has dedicated her career to assisting facilities navigate the challenges of a dynamic landscape of regulatory and reimbursement challenges. Barbara has presented at the Facility, State and National Level.

**Candace McMullen** currently serves as the Executive Vice President of Business Development and Consulting with Affinity Health Services, Inc. In this role, she oversees sales and marketing and leads the consulting division in providing individualized services to meet consulting client objectives and expectations. Candace also provides consulting services to clients in a variety of operational, clinical, and financial capacities. Prior to re-joining Affinity, she served as Chief Operating Officer over the past 13 years overseeing campus operations within various corporate structures. Her experience, as both a provider and consultant, includes working with organizations of varying ownership, operating, and size structures; with her strengths in operations, clinical services, and regulatory management.

Candace's degrees from Pennsylvania State University include a BS in Nursing and a Master of Health Administration. She holds licensure as both a Registered Nurse and Nursing Home Administrator. She is also a Certified Legal Nurse Consultant and Certified Nursing Director Long Term Care. She currently serves as Executive Director/Board Chair of the Pennsylvania Directors of Nursing Association. She frequently serves as faculty for a variety of professional trade associations.

**Sophie Campbell** is the Director, Clinical Advisory Services at Baker Tilly US, LLP brings greater than 30 years of operational and consulting experience in the healthcare industry, with a focus on long-term care. Her expertise is focused on all factors related to clinical operations in long term care.

Sophie has a Master of Science in Nursing Administration degree from the University of Pittsburgh in Pittsburgh, PA and also received her Bachelor of Science Degree in Nursing from the University of Pittsburgh. Sophie is certified as a rehabilitation nurse, registered nurse assessment coordinator and certified nursing director for long term care. Sophie currently serves as the Executive Director of Educational Programming with PADONA and previously served on the Board of Directors.

**Edward Leigh, MA**, is the Founder & Director of The Center for Healthcare Communication. He is a national expert on resident and employee engagement. He focuses on creating productive healthcare environments through dramatically improving communication between professionals and residents / patients as well as helping professionals communicate more effectively with each other. He presents high-energy and informative programs for long-term care facilities, hospitals, medical practices, and healthcare associations. His expertise makes him an in-demand media guest with appearances on many national television shows, including The Oprah Winfrey Network, The Today Show, MSNBC News, The Learning Channel, and the Discovery Channel. Katie Couric and Montel Williams have interviewed him.

**Christopher Ridehour** has spent the last 20 years functioning as an Organizational Development Executive and Chief Learning Officer for 2 multi-site healthcare organizations. Additionally, since 2004, he's traveled the country as a featured Human Performance Improvement Keynote and Thought-Leader. He considers himself blessed by amazing opportunities to consult with scores of organizations seeking strategies to maximize efficiencies and revenues through inspired corporate training. The areas of expertise for which he is most known include Elevated Employee Engagement, Best-In-Class Team Member Retention, Transforming Leaders to Legends, Diversity, Equity, and Inclusion, among other critical workplace competencies.

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**Dave Lishinsky, PT** graduated cum laude from the University of Pittsburgh with a Bachelor of Science Degree in Physical Therapy. Dave serves as the Vice President of Clinical Compliance with AdvantageCare Rehab, Inc. He has 30 years in the healthcare industry with vast experience in a variety of settings. Dave is responsible for the development, implementation, and auditing of our clinical programs while maintaining regulatory compliance with billing, documentation, and treatment to ensure operational success. In addition to being a modality specialist, Dave provides frequent hands on clinical trainings to facility rehab teams taking the AdvantageCare core belief of patient advocacy to the next level. Dave has presented numerous post-graduate education CEU courses related to long term care including topics on Healthcare Reform, PDPM, Disequilibrium, Physical Agent Modalities, Documentation, Regulatory Compliance, The Shoulder, Health and Wellness for the Older Adult, and Case Mix Index.

**Susan Williamson, RN** currently holds the position of Director of the Division of Nursing Care Facilities for the Pennsylvania Department of Health. She is a registered nurse with many years' experience in the long-term care arena. Prior to becoming the Director, she held the assistant director position as well as supervisor of the licensure and certification unit within the division. Susan has over 12 years' experience with the Department of Health and has spent nearly 20 years in the long-term care setting functioning as nurse aide, staff nurse, and Director of Nursing before coming to the Department of Health.

**Paula Sanders** is a Principal and Co-Chair of Post & Schell's national healthcare practice. She focuses her practice exclusively on healthcare law. Ms. Sanders represents clients on both substantive and procedural aspects of health facility regulation and compliance, such as licensure and certification, Medicare/Medicaid; compliance; payer audits; fraud and abuse; OIG investigations; and voluntary disclosures. She is skilled in dealing with multiple regulatory and law enforcement agencies and coordinating an integrated response to their issues. Ms. Sanders' clients include continuing-care retirement communities (CCRCs), long-term-care facilities, assisted living providers, hospitals, hospices, home health agencies, rehabilitation providers, institutional pharmacies, clinical laboratories and adult day care centers, as well as intellectual and developmental disability providers. Ms. Sanders has written and lectured extensively on the topics affecting the health care industry. She speaks regularly before international, national and statewide organizations. Ms. Sanders is an appointed member of Leading Age's legal committee and also serves on the American Health Care Association's legal committee.