

August 2014

HORIZONS

President's Message

There is never a slow time in healthcare or a time without change! I hope you are enjoying your summer, and as we do so the changes around us continue. I had the opportunity to attend the recent WCN update on the "State of the State" of the IOM report in Wisconsin. I attended this meeting in Madison; WCN is hosting several of these events throughout the state- if you have not attended one I recommend doing so. The update provided by Judith Hansen, MS, RN Executive Director, Wisconsin Center for Nursing, and her team was excellent and thought provoking. There are many exciting things occurring in Wisconsin, we should all be not just a part of them, but assist in leading them. More information on this and the IOM update for Wisconsin can be found at the WCN website.



WONE will again be partnering with WHA to provide an orientation for CNOs. This one day event on September 5 will start at 10 am and will be held at the WHA office in Madison. It will include time to get to know more about the many resources at WHA. Kelly Court will cover WHA's quality agenda and you will have an opportunity to talk to the person who oversees the Quality Check-Point program. Jodi Johnson will cover workforce issues that affect CNOs, and you will learn more about public policy, hospital emergency preparedness, federal advocacy, and many other topics. There will also be time to get to know and network with other CNOs from across Wisconsin. If you are a CNO and would like to attend this orientation, contact Jodi Johnson at jjohnson@wha.org. I hope to see you there!

Have a great rest of the summer. Take some time to enjoy all that you have accomplished in your nursing career.

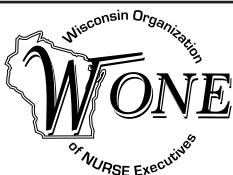
Doris Mulder
WONE President



Welcome New Members

The following have joined WONE since Horizons was published in May:

- Susan Alwin-Popp, Edgerton Hospital and Health Services, Edgerton
- Deanna Belter, Aurora West Allis Medical Center, West Allis
- Karen Theresa Bialas, Aurora Medical Center, Grafton
- Heidi Bolling, Dpt. Of Veterans Affairs, Madison
- Rachel Braasch, Howard Young Medical Center, Woodruff
- Justin Cebery, Howard Young Medical Center, Woodruff
- Myra Dorow, Reedsburg Area Medical Center, Reedsburg
- Teresa Edgren, William S. Middleton Memorial Veterans Hospital, Madison
- Melissa Fischer, St. Mary's Hospital Sun Prairie Emergency Center, Sun Prairie
- Dawn Haxton, Aurora Health Care, Elkhorn
- Betty Jorgenson, MCHS - Franciscan Healthcare, La Crosse
- Misty Kleist, UW Eau Claire, Eau Claire
- Tonya Kuntz, Mayo Clinic Health System, Eau Claire
- Aindrea Lindsay, Gundersen Health System, La Crosse
- Denise Ludwig, Aurora Healthcare, Elkhorn
- Mary K. Marino, Beloit Health System, Beloit
- Leanne Markos, Gundersen Health System, La Crosse
- Kim Schoof, Aurora Health Care, West Allis
- Michelle Schroeder, St. Mary's Hospital, Madison
- Justin Wheeler, William S Middleton Memorial Veterans Hospital, Madison
- Julie Wilcox, Reedsburg Area Medical Center, Reedsburg
- Katie M. Winscher, Columbia-St. Mary's Ozaukee Campus, Mequon



Horizons is published quarterly as the newsletter of the Wisconsin Organization of Nurse Executives. Articles on nursing, management and health care issues, and letters to the editor are welcome. Display and classified advertising are accepted. For information, contact the editor.

2014 WONE Board of Directors: President, Doris Mulder; Treasurer, Susan Spohr; Secretary, Doreen Kluth
 Past President, Peg Haggerty
 2014 WONE Board Members: Joan Beglinger, Betsy Benz, Paula Hafeman, Susan Peterson, Susan Rees, Tom Veaser
 Horizons Editor: Carol Winegarden

Nurse Staffing Council

In the May 2014 issue of Horizons, Joan Beglinger wrote of the solid evidence linking professional nurse staffing and professional practice environments to patient outcomes. She called this evidence the “ultimate game changer” and challenged each of us to use this evidence in our administrative decision making.

Her message was similar to the message given at the first ANA Staffing Conference in Washington, D.C. in November 2013. After attending that conference, I felt compelled to review the evidence and explore the best direction to take.

The American Nurses Association (ANA) published the second edition of the ANA’s Principles for Safe Staffing in 2012. The nine principles for safe staffing focus on issues that are patient care unit related, staff related, and institution/organization related. ANA also has a Safe Staffing Website. The site states that identifying and maintaining the appropriate number and mix of nursing staff is critical to the delivery of quality patient care outcomes. To date, 13 states have enacted legislation/adopted regulations. These approaches fall into one of three general approaches:

- Requiring hospitals to have a nurse driven staffing committee (CT, IL, NV, OH, OR, TX, WA)
- Mandating specific nurse to patient ratios (CA)
- Requiring facilities to disclose staffing levels to the public and/or a regulatory body (IL, NJ, NY, RI, VT)

While Wisconsin has yet to enact legislation, the University of Wisconsin Hospital & Clinics has proactively implemented a nurse driven staffing committee. Initiated in March 2014, the new Nurse Staffing Council is part of the collaborative governance structure for nursing, joining 12 other councils. The council is chaired by a direct care nurse and supported by an administrative liaison. Membership includes staff representatives from adult, pediatrics, ICU, IMC, surgical services and the float pool. At least 60% of the members are direct care nurses.

The charge of the Nurse Staffing Council is to address nurse staffing needs of the organization grounded in ethical decisions and evidence based practice, and to facilitate professional practice and accountability, while maintaining financial targets.

With only a few meetings held to date, it is too early to tell what the long term impacts of this group will be, but initial meetings have focused on review of the literature and resources, and full transparency of data the organization uses to make staffing decisions.

Some of the literature/resources reviewed have been:

- ANA Staffing Principles
- ANA Safe Staffing website
- WNA 2008 Proposed Reference Report #6
- WONE Guiding Principles in Determining Appropriate Nurse Staffing
- Wisconsin Nurse Practice Act

The group has also reviewed the important literature published on staffing and outcomes by authors such as Jack Needleman, Sean Clarke, Linda Aiken, Peter Buerhaus, and Robert Kane.

Two of the major goals established for the Nurse Staffing Council for the next year include surveying all staff on staffing issues and using this information to guide the work of the council, and determining what information to share, with whom, using what methods, and how often.

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Nurse Staffing Council - continued from page 3

We know that through direct care staff and nursing leaders working together, we can make the best decisions for our patients and our staff. As you look at the evidence linking professional nurse staffing and professional practice environments to patient outcomes, a nurse staffing council may be right for your organization too.

By Susan Rees, DNP, RN, CPHQ, CENP

VP, Development, Nursing & Patient Care Services, University of Wisconsin Hospital & Clinics
WONE Board Member; Nominations Committee Member

Program Committee

The Program Committee will be meeting this month to start planning the 2015 Convention. If you have any new suggestion you didn't put on your evaluation form, e-mail them to me at JSurguy@milebluff.com to add to our discussions.

Please save the dates of April 22-24 to join us at the Hyatt on Main in Green Bay.

Jean Surguy, Program Committee Chair

WONE Board Meetings 2014

Friday, September 19	1000-1430	Board Meeting, WHA Headquarters
Friday, November 14	1000-1430	Board Meeting, WHA Headquarters

Professional Development Committee

WONE 2014 Education Scholarship Program

The WONE Professional Development Committee has opened the 2014 Scholarship Program. There will be 4 - \$1000 BSN scholarships and 1 - \$1000 MSN/DNP/PhD scholarship awarded later this fall. Applications must be electronically submitted by September 12, 2014. Information regarding the scholarships and the application documents are now available on the WONE website at: <http://w-one.org/>

The application process is very easy and WONE would like to encourage our own members to apply for these awards.

Thank you.

Kathryn Olson, DNP, RN, NEA-BC

Chair WONE Professional Development Committee

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WHA Update

Board of Nursing Continues to Revise Administrative Rules

The Wisconsin Nursing Administrative rules are continuing to be revised by the Board of Nursing. Nursing administrative Rules relating to school approval, licensure, unprofessional conduct, and nurse licensure compact have been revised and have gone into effect August 1, 2014. Upcoming administrative rules for revision include renewal of licensure, standards of practice for RNs and LPNs, and Advanced Practice Nurse Prescriber. The intent of the rule revisions is to recognize modern nursing practices, technologies, and updates in various nursing processes.

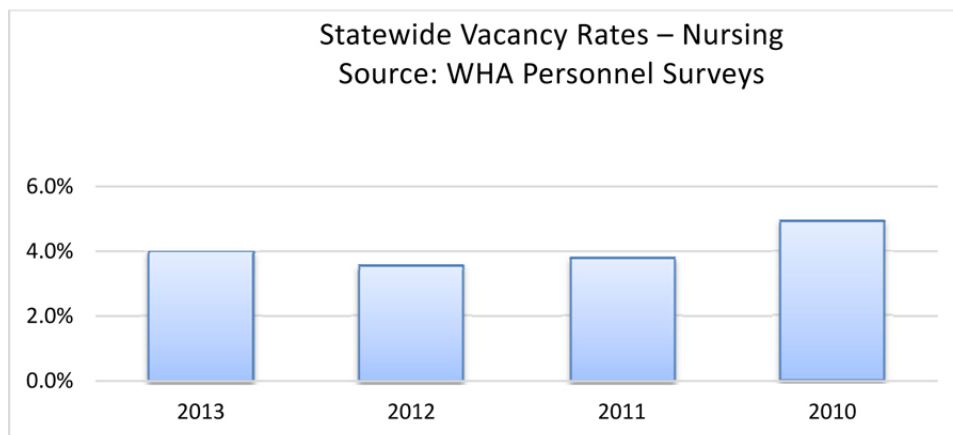
New National Core Curriculum for Health Professions

Western Technical College has joined with Health Careers Pathway (H2P) and the National Network of Health Career Programs in Two-Year Colleges (NN2) to create a national core curriculum. The aim of the core curriculum is to implement strategies designed to improve healthcare education by streamlining and enhancing the educational pathway to decrease time to completion and to increase attainment of industry-recognized credentials and employment in healthcare professions.

Western Technical College Leaders have been engaged in the H2P Consortium meetings which include employer and educational representative from nine community colleges from across the country. The consortium is being funded by the U.S. Department of Labor through a discretionary grant from the Trade Adjustment Assistance Community College and Career Training (TA-ACCCT) program.

RN Vacancy Data

The 2013 WHA Workforce Report will be out near the end of this year. A snapshot of the RN vacancy rate which is at 4.0%. The graph below reflects the variations in RN vacancies since 2010.



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Wisconsin 2013 LPN Workforce Survey Summary

The LPN survey as part of relicensure, has been released. The survey included 11,196 respondents. Points of interest in the data revealed an aging LPN workforce with the mean age being 49 years. Approximately 18% are age 55-59 and 15.2% are age 60-64. Over 43% of LPNs currently working to provide direct patient care plan to retire within 9 years. More information regarding the 2013 LPN workforce report can be found at <http://campaignforaction.org/resource/wisconsin-center-nursing-releases-report-lpn-workforce>.

SAVE THE DATE

WHA in collaboration with WONE will once again hold
CNO Orientation Day on Friday, September 5.

This one-day orientation is for the new CNO to
learn more about WHA and network with nurse
executives from across the state.

More information will be provided in the coming weeks.

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Member Checklist

- Please contact Pam Aud whenever you have a change in either employment or residential address to guarantee timely mailings. E-mail paud@wha.org or 608/268-1806.
- Submit articles for publication in the next issue of Horizons to Carol Winegarden, 920/846-3444, carolwi@cmhocontofalls.org
- If you are interested in being a part of a specific committee, contact the committee chair.

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