



February 2016

# HORIZONS

## President's Message

It is such a privilege to serve as the president of WONE during such a critical time...for health care, for our profession and, most importantly, for those we serve. My greatest hope for the next two years of my tenure is that we will harness our collective passion, expertise, determination and commitment to advance both our profession and nursing leadership in a way that prepares and positions us to assume full partnership in designing health care's future.



Because our collective impact begins with, and depends upon, our individual investments, I'd like to use this first column of my tenure to focus on member engagement. As nurse leaders we are very familiar with engagement and its relationship to outcomes. We pay close attention to the engagement of the professionals at the point of service, in whatever setting we may practice, because we understand that it is only through the engagement and ownership of those who do the organization's work that the organization can achieve the outcomes it seeks.

Such is the case for WONE as well. We will only achieve the outcomes we seek, and the influence that is essential in this tumultuous era, if we are engaged and united as members of the organization. What a challenge this is as we struggle to keep our heads above water in the Quantum Age in which we live! Technological advancement, instantaneous (and non-stop) communication, and the incredible pace of change all create competing priorities that can make one's head spin. To say nothing of trying to live a balanced life that has time for family and even some relaxation.

So what will be the keys to unprecedented member engagement in our organization? Your Board of Directors intends to find out and we need your help. We recognize that your engagement will depend upon the value the organization delivers. We have made our understanding of, and response to, value for our members one of our top strategic priorities. The goal we have set for ourselves is "Provide high value to WONE members, as evidenced by sustaining current membership, increasing new members and increasing member diversity by the end of 2016."

Here's how you can help.

- Respond thoughtfully when you are asked to give feedback about what "value" means to you. What support is useful to you? What does the ideal professional association offer? ... information, tools, networking opportunities? We will evolve as an organization in response to our members' views on "value added."
- Respond to the call for participation. We need candidates for office, for board seats, for committee chairs, and committee memberships. The quality of our work will increase exponentially with growing involvement from our members.

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- Work with us as we strive to expand our membership to nursing leaders beyond acute care. As you work with colleagues from across the continuum, help us gain an understanding of the steps we need to take to provide value to all colleagues in nursing leadership roles, irrespective of practice settings. As our world expands to encompass the entire continuum of care, it will be important for WONE to become the professional association for all nurses in leadership roles.

This is just the beginning. It is no small task to be an organization that attracts and engages members because we deliver what members need and want. Let's make it a great year...Come fly with us!

**Joan Ellis Beglinger**  
**WONE President**

### New Members - 2016

Jill Berg, Columbia College of Nursing  
Krista Berger, Wheaton Franciscan Healthcare  
All Saints  
Rae Mead, Affinity Health System, Ministry Health  
Care  
Heather Schroeder, Aurora BayCare Medical Center  
Kathleen M. Orminski, Aspirus Riverview Hospital  
Lynda Gruenewald-Schmitz, Wheaton Franciscan  
Healthcare  
Laura M. Reed, ThedaCare  
Emily Anne Stadtmueller, Affinity Health System  
Cheryl Champine, Westfields Hospital  
Marin Hansch, Westfields Hospital and Clinic  
Jean Marie Meier, Westfields Hospital  
Tracey Abitz, UW Health  
Carol Huibregtse, Aurora VLCC Cancer Clinic  
Jennifer, Knapton, St. Mary's Hospital  
Jesus Almeida, Aspirus Langlade Hospital  
Kathy Bowman, Aspirus Langlade Hospital

Andrea Hauser, Gundersen Health System  
Beth Smith-Houskamp, Gundersen Health System  
Leslie Neal-Boylan, UW. Oshkosh College of Nursing  
Denise Parrish, Mercy Medical Center  
Jeremy W. Berndt, St. Vincent Hospital  
Leslie A. Boelter, HSHS St. Mary's Hospital  
Jennifer F. Burmesch, St. Nicholas Hospital  
Jane M. Charnetski, HSHS St. Vincent Hospital  
Shalon Edson, St. Nicholas Hospital  
Kristin M. Gardon, HSHS St. Vincent Hospital  
Leah Johnson, Black River Memorial  
Lea A. Laabs, St. Vincent Hospital  
Jeri Stiles, St. Vincent Hospital  
Sherry A. Willems, HSHS St. Vincent Hospital  
Diane Park, University of WI-Oshkosh  
Gale Denis, Aurora Health Care  
Deanna J. Timler, HSHS St. Nicholas Hospital  
Jacqueline Krech, Hudson Hospital & Clinic



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.

2016 WONE Board of Directors: President: Joan Beglinger; Treasurer: Sharon Cox; Secretary: Tonja Ramthun; Past President: Doris Mulder

2016 WONE Board Members: Betsy Benz, Teresa Feidt, Laura Hieb, Doreen Kluth, Ruth Risley-Gray, Mary Beth White-Jacobs

## Nursing Leadership Academy Update

The Nursing Leadership Academy (NLA) Committee will be meeting to finalize the new regional model which will expand offerings to four sites across the state. The dates and location of the NLA for 2016 are:

- Aurora, Grafton: April 28, 29, June 10 – Coordinator Terry Kabitzke-Groth
- St. Clare Ministry Health, Weston: May 4, 5 and June 16 – Coordinator Margie LeBarge
- HSHS St. Vincent Hospital, Green Bay: September 22, 23 and November 4 – Coordinator Paula Hafeman
- Aspirus, Westwood: September 29, 30 and November 11 – Coordinator Julie Riemer

We are very proud to share the talent of our faculty across the four regions. Our goal is to meet your needs by preparing future nurse leaders.



### Legislators Now Reviewing Wisconsin Nurses' License Plate Bill Contact Your Legislator!

You may be aware for the last five years we have pursued legislation to create a special license plate for Wisconsin Nurses. The leadership of Senator Mary Lazich, (R- District 28) guided the WONE through the legislative process over these last several years and has remained committed to assisting the nurses of Wisconsin. As a result, Jan Bauman, WONE Co-Chair and I are happy to announce two legislative bills are now MOVING FORWARD in support of the plate. The nurses' license plate bill is important as it will serve as a vehicle to raise funds to support nursing education activities.

As of the first week in February, Senate Bills 543 and 538 and Assembly Bills 702 and 754 are being considered in the legislature and being reviewed at a Transportation Committee in the Assembly.

#### Senate Bill 543 and Assembly Bill 702

These bills request the approval of several organizations' license plates. The organizations include the Wisconsin Rocky Mountain Elk Foundation, Whitetails Unlimited, the Boy Scouts of America, the Midwest Athletes against Childhood Cancer and the Wisconsin Organization of Nurse Executives request for a nurses' license plate.

#### Senate Bill 538 and Assembly Bill 754

This bill proposes to eliminate the need for a bill to be passed for future license plate requests and replaces it with a new process through the Department of Transportation. It requires an organization instead complete an application process, pre pay approx. \$15,500 to fund the initial design and production of plates, and meet a quota periodically for a minimum number of plates.

Contact your Senator and Representative today and ask for their support of these bills. (Include the bill numbers for their reference.) It takes only five minutes to call or email them. Open this website, complete your address on the right side of the page and find your senators email <http://legis.wisconsin.gov>. It's that easy!!!!

If you would like to be notified when the plates are available for order, please reply back to us Mary Cieslak-Duchek [marycd3@gmail.com](mailto:marycd3@gmail.com) or 414-647-6413

WONE 2016 Annual Convention  
"Leading the Way to Value Through Engagement"  
April 13-15, 2016  
The Osthoff Resort  
Elkhart Lake, WI

Registration is now open!  
To register, visit: <http://events.SignUp4.net/2016WONE>

Join your nursing leaders colleagues for this annual event focusing on health care regulatory, financial and practice trends including employee, patient and family engagement, performance improvement, increasing educational preparation and population health. Convention keynote speaker Vicki Hess, a nurse, author and expert in employee engagement, will kick off the convention with a session focused on proven strategies and tools to enhance employee engagement. Barbara Bartlein, a nurse, author and workplace culture expert will close the program with an entertaining and inspirational session focused on happiness, kindness and the importance of doing the right thing. We hope you join us April 13-15 in Elkhart Lake!

## Program Committee

The Program Committee is looking forward to a great conference in Elkhart Lake at the Osthoff Resort April 13-15, 2016. We told you about the keynote speaker Vicki Hess and the closer Barb Bartlein in the last issue. Our breakouts are covering "The Pathway to Excellence Journey," "Nurse Leaders as Successful Legislative Advocates," "Finance for Non-Financial Managers in Critical Access Hospitals," "Excellence Always Journey" to name a few. Some of our general sessions will be on Population Health and Achieving 80% BSN by 2020: Gaining and Maintaining Momentum.

And once again we will be presenting the WONE Nurse Leader of the Year Award on Thursday evening. Please join us in celebrating another great leader and colleague.

Respectfully submitted,  
**Jean Surguy**  
**Program Chair**

## Horizons February 2016 WONE Professional Development Committee Report

The WONE Board of Directors has budgeted \$5000 towards scholarships in 2016. The application process for these awards will be conducted online at the WONE website (<http://www.w-one.org>) after June 1, when information and access to the online application forms will be made available.

Revisions to the WONE Mentoring Program are currently under development. Our webpage will contain updated materials, resources, toolkits, and links when completed. I want to acknowledge Barb Pinekenstein, DNP, RN, for her contributions to the efforts. The target date for the new webpage is set for March 31.

Respectfully submitted,  
**Kathryn Olson, DNP, RN, NEA-BC**  
**Professional Development Chair WONE**  
**System Director**  
**Ministry Health Care**  
**[Kathryn.Olson@ministryhealth.org](mailto:Kathryn.Olson@ministryhealth.org)**

## Membership Committee Report -- Annual Report

The current Membership Committee members include:

- Teresa(Terri) Schultz, Chair, Rogers Memorial Hospital Oconomowoc
- Ellen Zwirlein, Crossing Rivers Health Medical Center, Prairie du Chien
- Linda Masih, Zablocki VA Hospital
- Shawn Callisto, Black River Memorial Home Care
- Patty Bosse, Red Cedar Medical Center
- Lori Barto, Divine Savior Healthcare Portage
- Dawn Brostowitz, Riverview Hospital
- Sandra Jensen, ARMC Amery Regional Medical Center
- Terry Kabitzke-Groth, Aurora Medical Center Grafton
- Jessica Nuutinen, Mayo Clinic-Menominee
- Sue Ripsch, Mercy Health System Janesville
- Mary LaHam, St. Mary's Hospital Madison
- Judith Luedke, Zablocki VAMC
- Michelle Carmody, Aurora Bay Care Medical Center, Green Bay

Our last meeting was November 3, 2015. It was decided at that time that a survey would be sent to all WONE members after approval received at the Board meeting on November 12. Patty and Jessica agreed to take on this survey. They are working with Pam to get this done early February.

We also decided at the last meeting to propose to the board to change our membership criteria to mirror how displayed on the AONE website and to include "aspiring nurse leaders." It is copied below directly from their website.

*"AONE embraces nurse leaders through all levels of their career and all health care organizations. Common AONE member titles include:*

- *chief nursing officer/chief nurse executives*
- *vice presidents of nursing and patient care services*
- *directors of nursing*
- *directors of emergency services, critical care services and other clinical departments*
- *directors of professional practice*
- *nurse managers*
- *nurse consultants*
- *aspiring nurse leaders*
- *deans and faculty in undergraduate and graduate nursing programs*
- *and many other nursing leadership professionals*

*Full Members of AONE are Registered Nurses (RN). This includes nurses in all health care environments who hold, aspire to hold, or function in a leadership role. All RNs are eligible for membership."*

Once approved we will need to update our criteria on our website, brochure and application per the strategic plan.

Membership letters were sent out on December 7 of 2015 and again on January 26 of 2016.

Membership at the end of 2015 was 247 members. Current membership as of 2/8/16 is 138 renewals and 32 new members.

The committee will convene again after we get the survey results to review and compile a report for the board.

Respectfully submitted,  
**Terri Schultz RN MBA**  
**Membership Committee Chair**



Steven Rush  
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## WHA Board Approves Resolution to Support Patient, Prescriber Opioid Education

The misuse and abuse of opioids is a growing problem across the country and in Wisconsin. Drug overdose deaths in Wisconsin have doubled from 2004 to 2013. Recognizing that Wisconsin hospitals have an important role in addressing this public health issue, the WHA Board of Directors unanimously passed a resolution at their December 17 meeting in Madison supporting the efforts of WHA members to raise awareness of this issue. The resolution recognizes and encourages hospitals to develop specific strategies to address the use and abuse of opioids, and create a culture of change that is responsive to this growing epidemic. The resolution also asks hospitals to support educational programs for prescribers, including sharing best practices related to prescribing opioids and about the role prescribers have in educating patients about the safe use of opioids. Therese Pandl, WHA Board chair, addressed the Board by saying, "This is an issue that cuts across all socioeconomic and geographic boundaries. This is an issue that touches every single community in the state of Wisconsin, whether you are from a small rural area or a large urban center. I believe we as a hospital association can make incredible impact in this effort to reduce opioid use and abuse." In presenting the resolution, Steve Rush, WHA vice president, workforce and clinical practice, said WHA staff has been developing executive education programs that provide high-level multi-level guidance on how to address the opioid abuse issue. In addition, WHA has convened a multi-disciplinary stakeholder group that will assess, collaborate and coordinate provider-focused education efforts and programming to avoid duplication. The first WHA webinar on this topic will be in February. More information will be sent to mem-

bers about this education opportunity early in 2016. WHA has created a resource page on opioids: [www.wha.org/opioid.aspx](http://www.wha.org/opioid.aspx)  
View the resolution here:  
[www.wha.org/pdf/WHABoardOpioidResolution2015.pdf](http://www.wha.org/pdf/WHABoardOpioidResolution2015.pdf)

WI Board of Nursing Considers Several Important Changes to Practice Rules  
At the January 14 Wisconsin Board of Nursing (BON) meeting, several items relating to nursing practice were discussed. The first agenda item was a public hearing on Clearinghouse Rule 15-099 related to renewal, reinstatement and standards of practice. Related to license renewal and reinstatements, the sections of N2.40 and N 2.41 have been revised to address issues related to late fees, license renewals after five years of last licensure (lapsed license), evidence of a refresher course, and the granting of a limited license in order to allow the licensee to complete the clinical portion of the refresher course. Related to standards of practice, sections of Chapter 6 were revised to clarify the ability of an LPN to receive a delegated act from an RN. It also clarified that a "provider" means a physician, podiatrist, dentist, optometrist or advanced practice nurse provider. Additionally, 6.02 (11) was amended to read "R.N." means a registered nurse licensed under ch. 441, Stats. or a nurse who has a privilege to practice in Wisconsin under s. 441.50 Stats. The same was done for LPN language. This clarifies that nurses may be working in Wisconsin as a part of the compact, and their actual license is issued through another state. The next agenda item resulted in considerable time and discussion. This item was follow-up discussion and possible revision to the November 12, 2015 draft text which amended N8, relating to advanced practice nurse prescribers. BON Chair Jeff Miller initiated the discussion by sharing that he had met with

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key stakeholders over the past month, including WHA, WMS, Wisconsin Academy of Family Medicine, and Rep. John Nygren's office. The three areas of N8 Miller identified as needing additional consensus were 1) the ability of APNPs to order stimulant medications (Ritalin, Adderall, etc.) for the treatment of ADHD, 2) the language allowing APNPs to order treatments, therapeutics, and testing, and 3) the language around collaborative agreements between an APNP and MD.

1) ADHD discussion: This revision adds to the list of exceptions for APNPs to prescribe the meds, within the existing language where it currently states it may be done for the treatment of hyperkinesis, including ADHD (added language). Miller explained further this is not increasing or expanding what an APNP can prescribe, but clarifying that it is already being done under the hyperkinesis exception.

2) Treatment, therapeutics and testing: Miller explained that in his discussions with stakeholders that he did not identify any major concerns or objections with this change (broadening of language to allow for more general terms of treatments and therapeutics.)

3) Collaboration agreements: Miller explained to the Board that it was never the intent of the Board to remove the collaboration process, or agreements, but the feedback he has received from stakeholders is that it might appear so. Miller recommended to the Board that the existing N8 language around collaborative agreements be maintained. Steven Rush, WHA vice president, workforce and clinical practice, spoke at the meeting, saying, "WHA thanks the Board of Nursing for including us with other key stakeholders in these very important discussions. With the expanding and increasing roles NPs serve on the health care team, it is important to preserve the collaborative agreements, perhaps now more than ever. Collaboration is a cornerstone of any team, and any attempt to eliminate or weaken that collaboration could negatively impact our WHA member's ability to deliver the high-quality care that currently is being delivered across the state." Chairman Miller called for a vote, and the Board voted unanimously to accept the revisions that reflected the input from stakeholders. Miller anticipates that a public hearing on these changes will occur at the March 10, 2016 Board of Nursing meeting.

*Steven Rush, WHA*

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## APP (Advanced Practice Provider's) Update:

Work surrounding the role of APP's within the state continues. As more organizations utilize APP's, the need for support and clarity exists. If you have lead APP's within your organization or if you want to learn more about what is happening on the National Scene with APP's, save the date for the Advanced Practice Provider (APRN & PA) Leadership Summit. Date: September 15-17, 2016 in Boston MA. You can register on-line at: [www.APPexecutives.org/app-leadership-summit/summit/registration](http://www.APPexecutives.org/app-leadership-summit/summit/registration)

You can also learn more through the National Organization for APP's at [appexecutives.org](http://appexecutives.org). This national organization is a great resource for current practice surrounding APP's.

*Laura Hieb, CNO*

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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](mailto:paud@wha.org) or 608/268-1806.
- Submit articles for publication in the next issue of Horizons to Kay Baranczyk, 920/848-6322, [kay.baranczyk@hshs.org](mailto:kay.baranczyk@hshs.org).
- If you are interested in being a part of a specific committee, contact the committee chair.

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