



August 2017

HORIZONS

President's Message



Disruptive change. This is a term we are all familiar with. It is a phenomenon many of us have experienced during our tenure as health care leaders. As the summer passes, and it becomes increasingly clear that political considerations are going to take precedence over any serious bipartisan efforts to address health care in a constructive manner, I am struck by the importance of WONE asserting meaningful voice, wherever possible, in the change process. There is no profession better positioned to contribute meaningfully to understanding the consequences of changes to the system at the point of care. I have a feeling, as the saying goes, "we ain't seen nothin' yet." The uncertainty in the health care environment compels me to stick with my theme from my last Horizon's message: member engagement.

I have been encouraged in recent months as colleagues have contacted me to discuss running for elected office or a board position within WONE. I detect a growing interest in our members in contributing their time and talent to shaping our future direction. In the conversations I've had, I have offered several suggestions. I'd like to share them more broadly with all of you this month. First, yes, yes, yes...if you are tempted at all to get involved, take the leap. We need you! Many of us, myself included, were not elected the first time we placed our name on the ballot. While it's disappointing, if it happens to you, do not let it discourage you. There are a number of other ways to get involved that often can lead to elected office or a seat at the board table down the road.

The work of our committees is significant and diverse. One of the recent changes our membership made to our bylaws was to place term limits on committee chairpersonships. This was to ensure that the regular turnover of leadership will allow us to tap the talents of our many capable members and keep the organization fresh and vibrant. Committee members, with the exception of the Nominations Committee, are volunteers who connect with the Chair and let their interest in joining be known. Committee Chairs, with the exception of the Nominations Chair, are appointed by the Board and have a seat at the board table. Most often, chairs come from committee membership. Individuals who have been serving on a committee express interest in becoming the future chair and are mentored by the chair to be her/his successor. This is a wonderful way to get involved and ultimately participate at the board level if an elected position is not in the cards.

The 2017 ballots for elected positions have been sent to members. Please vote! And consider coming forward yourself in the next election cycle. Check out the WONE website to familiarize yourself with our many committees. There is likely a committee whose work would be of interest to you. All of the Chairs and their contact information are listed. Touch base and learn more about their work. Join!

In November, the Board will engage in strategic planning for 2018. We have been working hard to assign strategic priority to those things that are most important to our members. Understanding what today's nurse leaders need from

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their professional association and delivering in a high quality way requires engagement from our members. There's no time like the present to take that first step. The influence of nurse leaders has never been more critical.

Post Script: Many of you are aware that my husband, Brad, was awaiting a liver transplant. On June 28, we got the call. He received his transplant at UW Hospital and has had a flawless course. He was out of the hospital on post op day 7 and all of his lab values are normal. He looks and feels like a new person. His surgeon told him he is recovering at the 95th percentile for people his age (69). I cannot let the experience pass without thanking all of you who sent prayers and well wishes our way. I also have to share that I have never been more proud of our profession. The extraordinary professionalism we were treated to: expertise, compassion, team work was unsurpassed. The tender support, with which new nurses were mentored by their more seasoned colleagues, was heartwarming. Effective nursing leadership makes exceptional practice at the point of care possible. There is truly no more meaningful work. If you are inclined, please say a prayer for our continued recovery and for the family whose selfless generosity, during a time of great personal tragedy, gave us the gift of life. Thank You!

Joan Ellis Beglinger
WONE President

New Members since August, 2017

- Lindy Fabry, Director/Manager, Reedsburg Area Medical Center, Reedsburg
- Jason Fratzke, Nurse Executive, Mayo Clinic Health System-Franciscan Healthcare, La Crosse
- Shelly Lancaster, Pre Licensure Program Director & Assistant Dean, UW Oshkosh
- Rana Limbo, Consultant, Associate Director, Gundersen Medical Foundation, Inc. La Crosse
- Kayla Moreno, Director/Manager, William S. Middleton Memorial Veterans Hospital, Madison
- Dawn Pauli, RN, Aspiring Nurse Leader, Aurora Health Care, West Bend
- Jenna Lynn Peters, RN Admissions Director, Woodside Lutheran Home, Green Bay
- Jessica Thomey, Director/Manager, Froedtert & Medical College of WI, Milwaukee
- Lori Wittig, Director/Manager, Moundview Memorial Hospital & Clinics, Friendship
- Ann Zenk, Vice President, Workforce & Clinical Practice, Wisconsin Hospital Association, Madison

Professional Development Committee

The WONE Educational Scholarship Program will offer four \$1,000 BSN scholarships and one \$1,000 MSN/DNP/PhD scholarship for the 2017-2018 academic year. Interested candidates may access additional information and application forms directly from the WONE website at <http://w-one.org/professional-development/>. Online application submission is due by August 25. Recipients will be notified by mid-October.

Please share this opportunity with current or aspiring nurse leaders. Membership in WONE and/or AONE is recommended, however, not required.

Submitted by:
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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.

2017 WONE Board of Directors: President: Joan Beglinger; Treasurer: Sharon Cox; Secretary: Tonja Ramthun; President-Elect: Doreen Kluth

2017 WONE Board Members: Teresa Feidt, April Knutson, Sue Rees, Tom Veaser, Mary Beth White-Jacobs

APRN Toolkit Now Available on the WONE Website

The Advanced Practice Registered Nurse (APRN) Toolkit is now available on our website at <http://w-one.org/toolkits/aprn-toolkit/>. This toolkit provides nurse leaders with valuable resources to support the utilization and expansion of APRNs in a variety of practice settings. As our healthcare delivery systems change, it is more important than ever for APRNs and leaders to stay well-informed of the legislative and regulatory changes that impact APRN practice.

Led by Tom Veeseer, CNO Ascension Wisconsin and Laura Hieb, CNO Bellin Health System, Inc., a group of APRNs representing multiple specialties and roles across the continuum of care identified current practice issues to address in the toolkit. The toolkit is organized into the following categories: Licensure, Accreditation, Credentialing, and Education; Legislative Issues; Rule, Regulations, and Bylaws; and Impact on Practice. Each category contains links to additional information. Highlighted are stories of APRNs influencing healthcare delivery including a hospitalist program in a critical access hospital, telemedicine in a rural care setting, and leading system-level change in pain management.

Work is in progress to review the toolkit content with key stakeholder groups to ensure a comprehensive and valuable resource is available to leaders. Additionally, our goal is to communicate the work being done through WONE to support utilization of APRN practice and to facilitate collaboration and alignment of strategy with other professional nursing organizations. The following organizations provided valuable feedback on the toolkit:

- Ascension Medical Group – Mary Beth McDonald, Wisconsin Market COO
- Ascension Medical Group Long Term Care - Bernie Flores, Geriatric Nurse Practitioner
- WNA APRN Forum - Tina Bettin, DNP, President
- Wisconsin Center of Nursing update scheduled in September

Future work includes contact with the Wisconsin Association of Clinical Nurse Specialists and graduate nursing education programs to ensure a balance approach to the various APRN roles is represented within the toolkit.

For more information or if you are interested in contributing to this toolkit, contact [Tom Veeseer](#) or [Peggy Lutz](#).

WONE-Nursing Leadership Academy (WNLA)

WNLA 2 was recently held at Bellin College and what a fantastic event it was. As evidenced by the evaluations, all attendees were inspired in leadership, concepts and activities. To date, a total of 40 aspiring leaders attended sessions 1 and 2.

Our two fall sessions are on the horizon: Aspirus is hosting in Wausau and Gundersen hosting in La Crosse. Deadlines for applications are quickly approaching, so don't miss out. During a time of fiscal constraints, I'd like to point out that the Nursing Leadership Academy is truly a worthy event for the small cost of attendance. Not only do the attendees get three solid days of content, they also produce a project that brings value back to their work environment. To top that, there are four conveniently and strategically placed sessions to minimize travel costs. Keep in mind; this is for all settings within healthcare and not just hospital/acute care. I encourage my fellow leaders to evaluate their upcoming/newly hired aspiring leaders and consider enrolling them.

Terry Kabitzke-Groth, BSN, MS, RN, VP/CNO
WONE Chair Nursing Leadership Academy

Announcing a new WONE Position Statement

A WONE Value Proposition Task Force worked over the past year to develop a Position Statement (approved by the WONE Board in June 2017). This Position Statement is titled "The Value Proposition of Nursing" and identifies that the value of nursing must be realized for healthcare to achieve the outcomes desired. The next steps are for the task force to work with some volunteer organizations on developing the value proposition specific to their needs and develop a tool kit of how the value proposition can be utilized to support nursing in various settings. Development of a PowerPoint that our members can use to forward the value proposition in their organizations will also be developed.

You may use this link to access the new WONE Position Statement. <http://w-one.org/w-one-positions/>

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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 Kim Franzen, 920/433-8918, kimberly.franzen@hshs.org
- If you are interested in being a part of a specific committee, contact the committee chair.

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