

May 2018

HORIZONS



President's Message

National Nurses Week is May 6-12; a time to celebrate the important role nurses play in health care. The end of National Nurses Week – May 12 – is also of the birthday of Florence Nightingale, who inspired many of us to go into a career in nursing.

As nursing leaders, we play a very important role in how we guide others and influence the patient experience. Nursing leaders are influential, intelligent and vital to leading initiatives to improve the overall quality of care provided to our patients. As you reflect on National Nurses Week, I encourage you to take a few moments between celebrating and inspiring those around you, to reflect on the accomplishments you have made and the inspiration you have provided within the nursing profession.

It has been an exciting past few months with flurries –no pun intended – of exciting activities. We had an excellent time at the WONE Annual Convention in Oshkosh. New members were welcomed at a reception. And, we presented the Nurse Leader of the Year award to Ruth Risley-Gray. It was a wonderful time learning how to be resilient, find clarity in our purpose, and receive vital information as it pertains to Wisconsin legislative updates.

Lastly, I am pleased to announce that WONE membership has officially approved the name change to WONL – Wisconsin Organization of Nurse Leaders. This is an exciting move to promote the values of our organization across Wisconsin to all nursing leaders. WONL is excited to join the 65 percent of affiliates of AONE that have already made the transition. Our board continues to work on opportunities to expand nursing leadership membership across the continuum of care.

As we transition our name to WONL, we are in the process of evaluating new logo opportunities. Our goal is to have logo options available for electronic voting by July. This truly is an exciting time and it is wonderful to see everyone's energy and excitement as we expand and enhance our value for the WONL membership.

Thank you to each of you for your time and dedication in planning our future as meaningful resources to nurse leaders across the state.

Doreen Kluth
WONE President

Happy Nurse's Day from the WONE

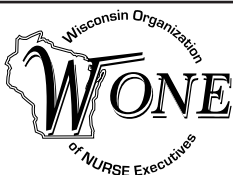
Nurse's day is about celebrating the important role that nurses play in society. The final day of Nurse's week falls on May 12, which is Florence Nightingale's birthday. Florence Nightingale was a leader in nursing as she led others to care for patients all hours of the day as she was known as the "The Lady with the Lamp." Like Florence, you as nursing leaders spend your time inspiring others to greatness in achieving common goals. The Wisconsin Organization of Nurse Leaders would like to thank every nurse who leads with spirit to promote wellness in each of your communities.

Thank you for all that you do!

Nurses License Plate Sales Reach 500!!!!

The WONE continues to market the Wisconsin Nurses' License Plate through various strategies. These efforts have resulted in over 500 plates being sold in the first year. The spokesman for the Department of Transportation informed the WONE of these fantastic sales which have occurred since spring of last year. A minimum number of sales is required by the state and is set at 500 over a three year period. So to achieve this number in such a short period demonstrates the support of Wisconsin's nurses for the plate. This was a critical goal in our marketing effort because the state of Wisconsin could eliminate the plate if the sales' threshold was not met in the future.

The WONE continues to use a variety of advertising strategies but needs to reach out to many more nursing events across the state through our members as well. Promotional booths are present at many conferences across the state. If you are a member of a board, planning committee, health care agency, etc. and would like to promote the plate and use promotional materials, please contact us. A banner, tablecloth and marketing materials are available for conferences and various events. We have promotional materials conveniently located in Madison, Green Bay and Milwaukee. If you would like to assist us in spreading the word and receive promotional materials for an event at your site, please contact Mary Cieslak-Duchek of the WONE @ marycd3@gmail.com.



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.

2018 WONE Board of Directors: President: Doreen Kluth; Treasurer: Sharon Cox; Secretary: Tonja Ramthun; Past President: Joan Beglinger

2018 WONE Board Members: April Hansen, Dennise Lavrenz, Ginger Malone Sue Rees, Tom Veese, Sharon Warden.

WONE 2018 Nurse Leader of the Year Award



The Wisconsin Organization of Nurse Executives (WONE) has selected Ruth Risley-Gray, senior vice president and system chief nursing officer, Aspirus Inc., for its 2018 Nurse Leader of the Year Award.

Ruth has been a member of WONE for 13 years and a member of the WONE Board of Directors from 2015-2017. She has been an active member of the WONE Finance Committee and participated in the WONE Legislative Committee. Along with WONE, she serves on various other boards and committees in the community, including the Blood Center of North Central Wisconsin and the Northcentral Technical College Board of Directors.

Ruth began her health care career in 1976 as a staff nurse at St. Joseph's Hospital in Milwaukee. She quickly moved into leadership positions of increasing authority, serving at several rural, regional and academic health care systems before assuming her current position with Aspirus in January 2014.

As the first Aspirus system CNO, she had the vision and goal to unify and standardize nursing practice across the Aspirus system. She helped create a Professional Practice Model and developed a System Practice Council and System Quality and Patient Safety Council. In addition to the system standardizations, she also implemented the enterprise-wide electronic health record, Epic, to standardize clinical practice and other business functions.

"Ruth's ability to plan and execute strategy has led to improved care for our patients, enhanced professional practice of our nurses, and developed an infrastructure to build a pipeline of future nurse leaders for our health system," said Lisa K. Rowe-Pelinski, vice president, quality improvement and patient safety. She also noted, "As a nurse executive and leader, Ruth is incredibly generous with her time and expertise. Ruth's knowledge of the industry, and her experience, has led her to be a valued board member with Northcentral Technical College and numerous other community organizations."

Aspirus President/CEO Matt Heywood said he couldn't think of a more deserving leader. "Ruth is incredibly passionate about nursing and about constantly elevating the care we provide to those who choose Aspirus," he said. "I'm proud to have her on our executive leadership team, and I look forward to the many more contributions she will make to our system and the communities we serve."

About the Award

Each spring, the Wisconsin Organization of Nurse Executives (WONE) honors a Wisconsin nurse leader who has made significant contributions to nursing and nursing leadership, to WONE, and to his/her place of employment and community. Each award recipient selected for this annual recognition meets the following criteria:

- Is a member in good standing of WONE;
- Has provided service to WONE through participation in special or standing committees or through elected offices;
- Demonstrates creativity in nursing leadership;
- Promotes the profession of nursing and nursing leadership within the organization and the community, serving as a role model, mentor and coach to others;
- Demonstrates nursing leadership by sharing knowledge and expertise through presentations in seminars, formal course offerings and/or publications;
- Develops positive relationships with other disciplines, including administration and medicine;
- Demonstrates compassion and spirit toward patients, families, and colleagues; and
- Participates in a broad range of civic and health care-related organizations, and is a political activist for nursing and health care.

Legislative Committee Updates

Key legislation that we will continue to monitor in 2018 will be the APRN Modernization Act Senate Bill (SB) 497 and the companion Assembly Bill (AB) 568. These two bills were referred to the Health Committees but the timeline for hearings ran out before the end of the session. They continue to work on the language of the proposed bills.

The CNA Legislation (AB432) did not pass last session. This legislation was in regards to the number of hours required for CNA training, instructional and clinical. Basically they wanted to reduce the hours to mirror Federal requirements. Seventy five hours with sixteen hours of clinical instruction, the current requirement in Wisconsin is 120 hours. What are your comments in relation to the reduction in hours? A couple of key things to ponder are the following. Considering the shortage of Certified Nurse Assistants, should we reduce the hours to encourage more people interested in the field to enroll in class and get them into the workforce quicker? Can the employer ensure they have a grounded orientation before they are assigned a team of patients/residents? Is it feasible for organizations to add time, if needed, to their in-house orientation of CNAs? What would be your argument to sustain the 120 hours requirement for CNA training? I would like to hear your thoughts and opinions regarding the training hours either way. You can e-mail me at the address below.

The Emergency Detention and EMTALA alignment bill passed last session. This bill reconciles Wisconsin's detention law and federal EMTALA requirements for emergency detentions of individuals who are mentally ill, drug dependent, or developmentally disabled. The following article clarifies a number of key points of conflict between Wis. Stat. §51.15, and federal laws related to EMTALA and HIPAA. Coyne, S., O'Connor, M., Kammerzelt, J., Guthrie, C., (2018, April 18). Wisconsin Legislature Amends Emergency Detention Statute. Retrieved from <https://www.quarles.com>.

Would you like more information about the Legislative process? On the legislative homepage you will find a guide of typical procedures in the Wisconsin Legislature and it is designed to help you participate in legislative activities.

Legislative homepage: <http://legis.wisconsin.gov>

You can observe legislative sessions on the Wisconsin Eye: <http://www.wiseye.org/>

Who is your legislator? The easiest way to find your legislator is to access the legislature's homepage at <http://legis.wisconsin.gov>.

Jan Bauman jbauman@dshealthcare.com
Legislative Chair

Professional Development Committee Update

On behalf of the Professional Development Committee, I am proud to announce that the RN Educational Scholarship Program will once again offer four \$1,000 RN to BSN scholarships and one \$1,000 Advanced Leadership Degree scholarship for the 2018 – 2019 academic year. Advanced degree eligibility has been expanded to include MSN, MBA, MHA, MS in Organizational Leadership, DNP or PhD programs of study. Candidates applying for the advanced degree scholarship must have a BSN degree. Membership in WONE and/or AONE is recommended, however, not required.

Additional information and application forms will be available via the WONE website by late May. Online application submission is due by mid-August. Recipients will be notified by mid-October.

Please share this opportunity with current or aspiring nurse leaders.

Verna Seitz, MS, RN, NEA-BC
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Membership Committee Update

It was a delight to meet and visit with so many of you at the Spring Conference in Oshkosh. The Membership Committee is pleased to announce our current membership is at 182 members strong; 140 renewal & honorary members and 42 new members. This is only up a few since our conference so ask that you continue to encourage your colleagues to join us in making a difference for nursing leadership in Wisconsin. Our goal is to increase our membership by 15% this year putting us at 260 members or higher.

At our annual meeting in Oshkosh, our WONE membership voted and Wisconsin Organization of Nurse Executives (WONE) will be changing to Wisconsin Organization of Nurse Leaders (WONL) moving forward. As a result, the Membership Committee will be working with Marketing and Communications team regarding our new logo and messaging moving forward. We are delighted to expand our reach and title to be more encompassing of our various leadership roles within nursing.

Please encourage your nurse leader colleagues to join WONL and help us to raise the bar high in Wisconsin for our profession. Wishing you all a wonderful Nurses Week!!

Teresa Lindfors, FACHE, RN, CNO/VP Patient Services

New Members since January, 2018

- Mary Benson, Dir/Mgr, Froedtert & The Medical College of WI, Menomonee Falls
- Sherry Caplan, Nurse Exec/VP/CNO, Mayo Clinic Health System, LaCrosse
- Melissa Coniber, Dir/Mgr, Wm. S. Middleton Memorial Hospital, Madison
- Cherilyn Everson, Dir/Mgr, Black River Hospital, Black River Falls
- Cory Fink, Dir/Mgr, Wm. S. Middleton VA Hospital, Madison
- Chloe Fisher, Dir/Mgr, Aspirus Wausau Hospital, Wausau
- Melissa Fisher, Dir/Mgr, SSM Health St Mary's Hospital, Madison
- Mary Freitag, Dir/Mgr Lakeview Medical Center, Rice Lake
- Renee Glesner, Clinical Nurse Educator, Door Co Med Center, Sturgeon Bay
- Annye Graff, Director/Manager, Bellin Health, Green Bay
- Gwen Haight, Dir/Mgr, Door County Medical Center, Sturgeon Bay
- Kim Hall, New Lisbon
- Lisa Harton, Dir/Mgr, ThedaCare, Appleton
- Christina Hendrickson, Dir/Mgr, Monroe Clinic Hospital, Monroe
- Jeremy Holm, Dir/Mgr, Bellin Health, Green Bay
- Melissa Ann Jordan, Nurse Exec/VP/CNO, Aurora at Home, Milwaukee
- Susan Kassner, Bellin Health, Green Bay
- Amber Koplitz, Aurora Medical Ctr-Washington Co., Hartford
- Nicole Kovarik, Dir/Mgr, Beloit Health System, Beloit
- Cindy Larson, HSHS St. Nicholas Hospital, Sheboygan
- Hugh Leasum, HSHS St. Vincent Hospital, Green Bay
- Jennifer Loesch, Nurse Exec/VP/CNO, River Falls Area Hospital, Allina Health, River Falls
- Sarah Lynn Mayne, Dir/Mgr, Wm Middleton VA Hospital, Madison
- Terri L. Meyers, Dir/Mgr, HSHS St. Mary's, Green Bay
- Diana Mueller, Dir/Mgr, Aspirus Langlade Hospital, Antigo
- Heather Poker, Dir/Mgr, SSM Health St Mary's Hospital, Madison
- Judith Schlieckau, MSN, WHNP-BC
- Kristie Statz, Dir/Mgr, SSM Health St Mary's Hospital
- Cindy Terpstra, Dir/Mgr, Beloit Health System, Beloit
- Gerianne Thielemann, Dir/Mgr, Wm Middleton VA Hospital, Madison
- Sandy Vandertie, Dir/Mgr, Door County Medical Center, Sturgeon Bay
- Jody L. Weisse, Dir/Mgr, HSHS-Eastern WI Division, Green Bay
- Melissa Wolters, Dir/Mgr, Beloit Health System, Beloit

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- ! Please contact Marcia Egle whenever you have a change in either employment or residential address to guarantee timely mailings. E-mail megle@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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