



November 2003

HORIZONS



W-ONE Nurse Leader of the Year

W-ONE honored Gerri Staffileno as the 2003 Nurse Leader of the Year in September at the WHA/W-ONE fall conference. Gerri had the distinction of being nominated by her Medical Center Leadership and a co-member of W-ONE. She was nominated by Therese Pandl, Executive Vice President and CEO of Columbia St. Mary's and by Carolyn Friese, Assistant Administrator, St. Vincent Hospital, Green Bay. Ms. Pandl wrote, "Gerri epitomizes positive relationships within nursing, with medical staff, departments and campuses. She is a credit to nursing leadership in her behavior and communication."

"Gerri has done so much for so long for W-ONE," reflects Ms. Friese.

Gerri is Senior Director, Hospital Operations, for Columbia St. Mary's, Milwaukee. She is a graduate of Mercy Medical Center School of Nursing, Alverno College, and Keller Graduate School of Management. She has been a member of WCNM and W-ONE for 11 years, serving as a Board Member, Secretary and President for the past two years.

Gerri describes her own nursing leadership as successful "by involving staff" and being available to all nurses all shifts. She was recognized by others with the following:

- Gerri challenges nursing leadership to become more involved and to be ongoing learners.
- By her example, she encourages us to demonstrate a passion for patient care.
- She encourages us to support each other as we promote nursing and health care in our communities.
- She sees the organizational big picture but also balances the needs of individuals.
- She uses a skillful blend of humor and understanding of work relationships to accomplish goals.
- She demonstrates a willingness to accept new challenges and responsibilities.

Gerri has shared her knowledge, skill, expertise and humor in her work place and for W-ONE leadership roles. Many have benefited from their relationships with Gerri. Now, W-ONE has an opportunity to recognize her and say thank you for her many contributions to our profession of nursing.

*Shirley A. Larson, RN, MSN
Chair, Nominations Committee, 2003*



Gerri accepts award at convention.

President's Message

Dear Colleagues,

With fall upon us and winter lurking around the corner, I always feel re-energized to be really productive during this time of year. It seems that with all the excuses of why we should enjoy the warm weather of summer gone, it's time to get busy. And busy W-ONE has been! You should have received an e-mail outlining the outcome of the W-ONE/WNA Summit that was held in August where a joint white paper was developed regarding mandatory overtime and staffing levels. Overall, membership was very supportive of the position, and we look forward to bringing a united front to the Legislators this fall. I would like to take the opportunity to clarify one point in the position paper for which we did receive feedback. Several members questioned the ambiguousness of the word "crisis" in the statement, "Mandatory overtime will only be used to address a crisis or when the hospital or health care organization declares a disaster in an emergency situation." The task force felt that we could not define what a crisis was because it has different meanings for different settings. Depending upon the size of your hospital or availability of resources, you may have a critical situation that a hospital in a different city may not experience. To define it narrowly might jeopardize the support many members would give.



Gerri and some of her supporters at convention.

For those who were unable to attend the Fall Conference in September and thus missed the Fall Business Meeting, I have an update to the strategic plan. Committees have been busy implementing action plans to the goals. Here are a few highlights:

- √ The decision has been made to revise the structure and focus of the Patient Care Committee. (Goal 1)
- √ We will be conducting another Zoomerang survey of members this fall (Goal II)
- √ A joint white paper regarding Mandatory Overtime and Staffing Levels was developed with WNA (Goal IV)
- √ W-ONE continues to participate in the Wisconsin Leadership Council (Goal IV)
- √ Our website has been updated to W-ONE.org (Goal V)
- √ We have begun to e-mail Board Meeting updates to all members after each meeting (Goal V)
- √ Existing communication tools for members was identified in the August issue of Horizons (Goal V)

As I will be leaving the office of President in December, this message will be my last to you. What a whirlwind way to end a term of office! I am so honored to be named as the 2003 Nurse Leader of the Year, and I thank you all for that award. For me, it is the icing on the cake of a very fulfilling and educational two years. As I reflect back on the last two years, I have thought about what was important to me as a Nurse Leader and identified three things: good role models, my relationships with people and the opportunity to be challenged and grow. On my journey from Board member to President of W-ONE, I have been blessed to find all three elements. The time I have spent on the W-ONE Board has yielded many valued relationships and certainly opportunities to learn and grow. I would like to thank the Board for all its hard work over the last two years and the support they have given me. I look forward to continued success of our organization.

Many thanks to outgoing Board members.... Patty Schroeder, Marti Klug and Nancy Wilde. Congratulations to new elected Board members... Diane Strack, Joan Beglinger and Mary Ann Clark and returning Treasurer Jan Giedd.

**With warmest regards,
Gerri Staffileno
President**



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.

2003 W-ONE Board of Directors: President: Gerri Staffileno; Secretary, Susan Peterson; Treasurer, Janice Giedd; Past President, Carolyn Frieser
2003 W-ONE Board Members: Peg Sebastian, Bev Hoege, Patricia Schroeder, Jan Hutchens, Nancy Wilde, Gini Davis, Marti Klug
Editor: Peggy Ose

W-ONE Bylaws

Recommended Revisions 2003

Several changes to our W-ONE Bylaws were discussed, voted on and approved at our fall meeting. The Bylaws on the website will be updated to reflect those approved changes.

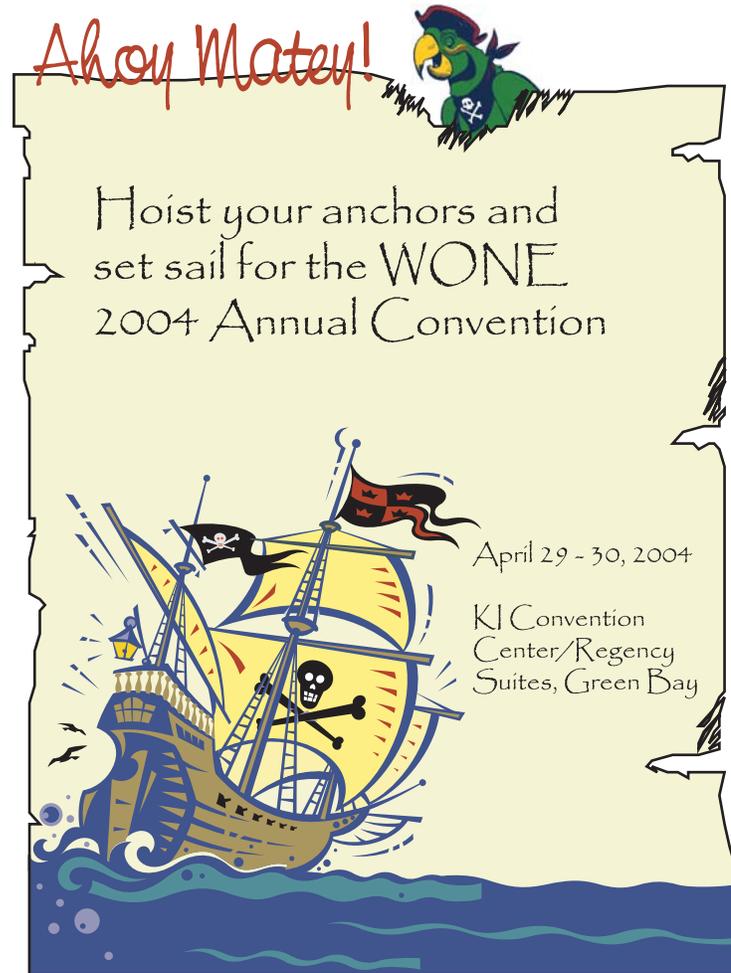
ADDED: the word "electronic" before mail in all sentences that talk about mail voting as there has been discussions to do this with the next balloting period.

(Article VII, 7.5 Voting, D, E.; Article VIII, 8.3 Election and Term, A)

ADDED: Article VIII, 8.2 Officers, C. Executive Council members (officers) need to be AONE members as per the WONE Chapter Affiliation Agreement with AONE.

ADDED: Article IX, 9.7 Quorum, Make present statement, "A quorum shall consist of no less than five(5) members of the Board" label A.,,,,,,ADD: B. Voting Committee Chairs are not considered part of the quorum.

ADDED: Article X, 10.1 Committees, A. Eligibility, 2. to read: Board members shall not serve as committee chairs with the exception of the Nominating



Committee(Past President and President-Elect shall chair on alternating year.) UNLESS ABSOLUTELY NECESSARY.

CORRECTION: Article X, C. Duties, 1 Reference to Rules and Regs should read Article V, 5.2D.4
Article X, C Duties, 3 Reference to By-laws should read Article XIV,

CLARIFICATION/ADDED: Article X, C Duties, 5, Added nursing in front of recruitment to clarify.

CHANGE FOCUS OF THE PATIENT CARE COMMITTEE: Article X, C Duties, 9 to read: The duties of the Patient Care Committee will be to:

- actively participate on statewide initiatives related to patient care and quality.
- summarize the activities of the respective projects.
- communicate the activities to members quarterly and as needed throughout the year.

CHANGE: Article XI, to ORGANIZATIONAL COMMUNICATIONS

LABEL: A. The issues and actions of the Organization will be communicated to membership via newsletter and/or the website.

ADD: 1. Newsletter – editors or a management group appointed by the Board will be responsible for publishing and distributing the newsletter.

2. W-ONE Website – maintained by WHA with W-ONE liaison input.

REMOVE: Article XIV, 14.1 By-laws, A. Remove reference to Rules and Regs – (not needed)

ADDED: Article XIV, 14.2 Rules and Regulations, add reference (Article IX, 9.1)

ADDED: 8/2003 to Revised date

RULES AND REGULATIONS REVISED TO REFLECT BYLAW CHANGES.

Membership Committee Report

The membership of W-ONE for 2003 totals 251 members. We had 65 new members and 76 members who did not renew in 2003.

Surveys were sent to all new members and also those who did not renew. The results of these surveys are being reviewed by the Membership Committee to determine what activities of W-ONE are beneficial and serve to encourage individuals to join and stay as active members. Conversely, we will look at reasons why individuals leave the organization and what we might do to make one's membership more beneficial and encourage long term participation.

The total percentage of hospitals in Wisconsin represented by our membership at this time is 66%. We also have a small representation from schools of nursing, nursing homes, home care and other institutions. We have approximately 107 nurse executive/administrators and 132 nurse managers/directors. Peer contact continues to be one of our most effective recruitment tools.

Membership application/renewal forms will be sent out in November. Please watch for them to arrive in your mail soon. Again there will be an incentive for early renewal.

We appreciate all of your efforts to keep W-ONE a strong and vital organization for nursing leaders in Wisconsin!

Dottie Hayden
Chairman, Membership Committee

Wisconsin Nursing Leadership Council for Strategic Planning Update - November 2003

The leadership council has been hard at work since April creating a statewide strategic plan outlining solutions for the nursing shortage in Wisconsin. Our work has culminated into the development of five specific goals addressing healthcare system redesign and health policy, education, practice, workforce issues and creating a Center for Nursing.

Workgroups with broader nursing representation have been recently established to clarify and finalize measures of success, objectives, and action plans. The product of all this planning will be presented at the 3rd Annual Conference of the Wisconsin Nursing Redesign Consortium to be held on December 4, 2003 in Waukesha. You will have an opportunity to review the work done thus far and provide much needed input during the World Café afternoon session.

Please contact Carol Winegarden at cwinegar@stmgb.org if you would like a copy of the conference flyer. We value your input and hope to see you there.

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Patient Care Manager

Children's Hospital of Wisconsin (CHW) is offering an outstanding opportunity to become part of their leadership team as a **Patient Care Manager** for their 32 bed **Intermediate Care Unit**. The range of ages and acuity of patients admitted to this unit contribute to it being both a challenging and extremely rewarding environment.

The candidate will manage all aspects of patient care delivery, fiscal administration and professional development while providing support and innovative leadership.

One of only 14 pediatric Level I Trauma Centers in the US and a major teaching affiliate of the Medical College of Wisconsin, CHW is a premier and standard-setting leader in the delivery of pediatric clinical service, education and research.

Requirements include a BSN, advanced degree (or in progress), plus critical care and supervisory experience. Visit www.chw.org. Contact CHW's recruiting partner at info@caphgroup.com, call 414-212-2842, or call Marilyn Luke, RN at 414-266-6138

WHA Update From Judy Warmuth VP Workforce Development

Board of Nursing

The Wisconsin Board of Nursing held a special meeting on October 10, 2003 to discuss their current requirements for nursing faculty and alternative models of clinical instruction. Present as observers were representatives from Marquette University, UW-Milwaukee, UW-Eau Claire, Edgewood College, and Marian College. A large packet of submitted testimony was reviewed. Board members discussed a broad range of possibilities, including more restrictive as well as less restrictive rules. No decisions were made at the meeting, and any action will need to be taken at a future regular meeting. There was good dialogue and an appreciation for the issues raised by schools of nursing and the Wisconsin Hospital Association.

Statewide RN Curriculum

The Wisconsin Technical College System has announced a new curriculum for the Associate Degree in Nursing program. Effective fall of 2004, the program is aligned across the state, which means no matter where or how

it is delivered – online or face-to-face – it has the same course titles, numbers, credits, descriptions, competencies (skills) and performance standards. The new design should make it easier for students to take time off, resume, and transfer within their nursing program.

The program will be a one-plus-one program which means that at the end of the first year, students will be eligible to sit for the Practical Nurse licensure exam. This new curriculum may mean that more LPNs present to hospitals looking for positions and that your employees who are enrolled as nursing students may request LPN positions as they move through their programs.

Working with a Mature Nursing Workforce

Judy Warmuth, Susan Landphier and Mary Ann Pozarski presented a session on the aging nature of the RN workforce at the WNA convention held recently in Eau Claire. I would be available to present a similar session which reviews the demographics of the nursing population as well as the total population of Wisconsin, discusses issues created by the aging of both populations and presents some possible strategies for helping RNs stay in the workforce.

Nurse Aide Testing

For a year now, testing of Nurse Aides has been done by a group named Promissor. There have been issues with cost, scheduling of tests, availability of test sites and some questions about the test itself. After a fair amount of study, the Technical College System and Department of Workforce Development have announced some changes that may improve the process for students. The test will no longer be timed. Tests will be scheduled by half day to reduce student waiting time. The content of the skills exam will be changed.

The Technical College Districts had not allowed their facilities to be used as test sites. They have now reversed that decision and each district may choose to participate or not. If testing is an issue in your area, contact your local Technical College and encourage them to become a test site.

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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 Peggy Ose, 715/421-7427.
- If you are interested in being a part of a specific committee, contact the committee chair.

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