



November 2005

HORIZONS

Congratulations to Nurse Leader of the Year - 2005



Congratulations to Carol Winegarden, Assistant Administrator, Patient Care Services at St. Mary's Hospital, Green Bay on being recognized as the 2005 W-ONE Nurse Leader of the Year. Carol was selected from a field of nominees based on her significant contributions to health care as a nursing leader. The award was presented in September at the Wisconsin Hospital Association Annual Convention in Wisconsin Dells.

Nominees for the award are evaluated for their contributions to the nursing profession and the health care field. In addition to participating in activities of the Wisconsin Organization of Nurse Executives, criteria for selection include displaying creativity in nursing leadership, promoting the nursing profession, sharing of knowledge and expertise, demonstrating positive interdepartmental relationships and participating in civic and health-related activities.

Carol has been a very active member of W-ONE, serving on the Nurse Recruitment and Retention Committee and as the W-ONE representative on the Wisconsin Nursing Leadership Council for Strategic Planning. Most recently, she was elected to the President-Elect position and will begin serving as President in 2006. Her efforts with the Wisconsin Nursing Leadership Council, along with those of many other leaders from various nursing organizations across the state, resulted in a vote to incorporate the Wisconsin Center for Nursing in September of this year. This Center will assist nurses to have key information about the current status of nursing so that we can strategically plan to provide sufficient nurses for the future health of the residents of the State of Wisconsin.

Carol has also played a pivotal role at St. Mary's Hospital. She led a commitment to customer service initiative within her hospital, achieving significant improvement. Other accomplishments include establishing a midwifery program and an inpatient palliative care program. She has also been very involved in her community, serving on the MSN Advisory Board for Bellin College of Nursing who recently established an MSN program. As Chair of the Unity Hospice and Palliative Care Management Committee, she aided in their efforts to initiate a capital campaign to develop a residential hospice program.

In nominating her for this award, James Coller, Administrator, St. Mary's Hospital said, ". . . She is called upon to be the 'conscience'

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and guide to our organization on many quality care matters. Carol always puts the best interest of patients and families first in her work. Her colleagues and subordinates respect her as a role model and mentor." Dr. Ashok Rai shared this, "I have witnessed strong leadership traits in Carol that I hope to one day possess myself. Carol has created an ideal team here at St. Mary's, based on her leadership model of respect and caring. When tough decisions need to be made, it is common to hear her say 'what is right for the patient?' This attitude of 'patient first' has gained her the respect of an entire institution of caregivers."

Carol received her BSN at Alverno College in 1982 and her Masters at the University of Hawaii at Manoa in 1994. She holds her certificate in Nursing Administration--Advanced from the American Nurses Credentialing Center. She has served in several other leadership positions including Chief Nursing Officer at Hilo Medical Center, Hilo, Hawaii and Director of Inpatient Surgery at Froedtert Hospital in Milwaukee.

Our most sincere congratulations go out to Carol on the attainment of this most significant honor and achievement!!!

President's Message



In other news, as we are drawing to the close of 2005, I would like to share an update on our strategic plan. We expect very soon to be mailing two copies of our paper "Principles for Acute Care Staffing" to every hospital in the state of Wisconsin. In addition, we are developing a survey tool for registered nurses in non-management roles to determine why there is a lack of interest in pursuing non-clinical leadership positions. We then anticipate using the results to develop a nursing leadership development proposal for W-ONE. Lastly, the Wisconsin Center for Nursing has become a reality with a vote to incorporate in September. W-ONE will have a seat on this organization's Board of Directors. Initially, we will appoint someone to this seat, as this individual needs to begin serving in January 2006. In the future, we will come to you, our members, for the method of selecting our representative to this organization.

Lastly, it has been an incredible experience serving as your President. Much has happened of which I am very proud. We are fortunate to have a very engaged Board of Directors and Committee Chairs who continually give of their time and talents to make our organization better. W-ONE is becoming an organization that others look to for opinions and positions on important nursing issues. I want to thank you for all of your support the past two years and ask you to continue your commitment as Carol Winegarden takes the lead as your President. I would also encourage any of you considering how you can be involved to make the commitment to start with membership and active participation on a W-ONE Committee. The networking and support of our members is the best part of this organization, and you can find it by working in a small group with a particular focus. Join us as we continue to create the future for nursing leadership across Wisconsin!

Faye Deich, W-ONE 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.

2005 W-ONE Board of Directors: President, Faye Deich; Secretary, Peggy Ose; Treasurer, Janice Giedd; Past President, Gerri Staffileno
2005 W-ONE Board Members: Joan Beglinger, Mary Ann Clark, Peg Haggerty, LeRoy Randy, Susan Peterson, Diane Strack
Editor: Gini Davis/Peggy Ose

An Opportunity to Learn More About Your Organization -- Board Meetings 2006

The W-ONE Board of Directors is again excited to invite the members of W-ONE to any and all Board Meetings for which you can be available. Attending a Board meeting is an excellent opportunity to learn about your W-ONE organization and also the issues facing us on a statewide and national level.



Let Carol Winegarden or Peggy Ose know if you are able to attend a particular meeting. Lunch is provided and we wish to ensure that an adequate amount is ordered. Meetings are at the Wisconsin Hospital Association in Madison unless noted otherwise.

The upcoming meetings are as follows:

Thursday and Friday, January 19 & 20 Strategic Planning	10:00-4:30	WHA Headquarters
Friday, February 24	10:00-4:30	WHA Headquarters
Wednesday, April 26	TBD	W-ONE Spring Conference April 26-28 Kalahari Resort, Wisconsin Dells
Friday, June 16	10:00-4:30	WHA Headquarters
Friday, August 18	10:00-4:30	WHA Headquarters
Wednesday, September 27	TBD	WHA Annual Convention Grand Geneva Lake Geneva, Wisconsin
Friday, November 10	10:00-4:30	WHA Headquarters

WHA - new location

The Wisconsin Hospital Association has moved, so W-ONE has new addresses:

Mailing address:

Wis. Organization of Nurse Executives
PO Box 259038, Madison, WI 53725-9038

Street address/Shipping address:

Wis. Organization of Nurse Executives
c/o Wisconsin Hospital Association
5510 Research Park Drive, Madison, WI 53711

A map to WHA's building is available at: www.wha.org/about/whamap.pdf

The W-ONE phone and fax numbers have **remained the same:**

Phone: 608-268-1806 Fax: 608-274-8554

Legislative Update by Joan Roehling

The Legislative Committee of W-ONE met on Wednesday, September 21, 2005, at the Kalahari Resort, Wisconsin Dells, WI.

The Legislative handbook is being revised to reflect the current legislative process and suggestions on how to make legislative contact including various forms of correspondence, face-to-face, via the telephone, email, etc. Jenny Boese, WHA legislative liaison, Wendy Damm and Beverly Hoege are also revising the handbook to include WHA's current information.

Plans for a session at the Spring Conference are being developed to include "how to" testify at legislative hearings. Many times, opinions are sought from nursing leaders about a given topic; however, due to inexperience, fear, or time constraints, it can be difficult to obtain people willing to testify. Jenny Boese, Judy Warmuth and the Legislative Committee members are planning to provide a session to the membership which, hopefully, will result in more individuals being willing to testify when needed. Stay tuned for more developments.

Judy Warmuth presented legislative issues facing the current legislators. Senator Judy Robson is again circulating a bill in support of mandatory overtime. A request is being made to have the membership contact your senator and encourage him or her NOT sign on to support the bill.

Other issues with which WHA is involved include medical malpractice caps; nursing faculty qualifications; nursing loan fund eligibility; UW – tech transfer of credits: dental hygiene practice standards; and the AP/NP clean up bill.

Jenny Boese gave a HEAT update. There are 5 goals identified for HEAT this year. They are:

- 1) Identify a point person at each hospital
- 2) Increase HEAT membership at each hospital
- 3) Work with WHA
- 4) Schedule presentations at hospitals about HEAT
- 5) Increase legislative contacts.

Ms. Boese will compile a toolkit for point people at hospitals. We should be watching for HEAT alerts related to the issue of medical malpractice caps as the bill is formed and introduced.

The next Legislative Committee meeting is scheduled December 9, 2005 at WHA office in Madison.



Holy Family Memorial

Medical Excellence, Community Commitment

Vice President of Patient Care Services

Holy Family Memorial, in Manitowoc, Wisconsin, has retained Quick Leonard Kieffer to recruit a Vice President of Patient Care Services.

Reporting to the President and Chief Executive Officer, the Vice President of Patient Care Services will be responsible for overall administrative management and daily operations of all inpatient nursing units, Diagnostic Imaging, Laboratory, Pharmacy, Therapies and Behavioral Health, Cardiovascular, Oncology, Orthopedic, and Women's Service Lines. This individual will participate actively in strategic planning, formulating standards of practice, policies and procedures, resource management, and performance improvement. He or she will also serve as the Chief Nurse Executive for the Network.

This is an extraordinary opportunity for an astute administrative leader to join the senior team at an organization that is consistently ranked among the top healthcare systems in the country.

Interested candidates, please contact Pat Ahern, Principal,
at Quick Leonard Kieffer.

Phone: 312/876-9800. E-mail: pahern@qlksearch.com.

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Mark Your Calendar For a "Wild" W-ONE Convention

Mark your calendar for the jungle safari-themed 2006 W-ONE Annual Convention. This year's convention is scheduled for April 26-28, 2006, at the Kalahari Resort in Wisconsin Dells.

Barbara Mackoff, MA, PhD, will open the convention as the keynote speaker. She will explore how exceptional leaders understand and learn to use their own experiences as leaders, and translate them into powerful habits of mind for leading and inspiring others. Dr. Mackoff is a widely acclaimed expert on the psychological dimensions of effective leadership – on how great leaders think.

Dr. Mackoff's presentation will be followed by a variety of interesting breakout session topics and the opportunity to network, see old friends and make some new ones.

Important items to note:

- Group discounts of \$50.00 per person for facilities that have 5 or more staff registered to attend.
- A "guest meal" registration option for the Thursday night meal and entertainment.
- Nursing CEUs will again be offered, thanks to Aurora Health Care.
- And, last but certainly not least, for the third consecutive year, the convention registration fee will be held to \$200.00 per person. This is thanks in great part to the support given by the exhibiting vendor companies who participate in the convention. To ensure this trend continues beyond 2006, **W-ONE needs your help.** We are in need of vendors to exhibit at the convention. It is vendor support that allows W-ONE to continue to offer a better convention each year and maintain the reasonable registration fee. The vendor exhibit fee is \$1,000.00, which includes one full convention registration. They will have access to almost 150 of Wisconsin's nurse leaders while they are present and can exhibit throughout the day on Thursday, April 27. Your role in this is to make initial contact with a vendor. Once you get him/her to understand the benefits of exhibiting, forward his/her name and contact information to Jennifer Frank at jfrank@wha.org. If that vendor commits to exhibit at the convention, you will receive a \$100 DISCOUNT off of your registration fee (that's 50%!).

You do not need to be a W-ONE member or an RN to attend, so bring a co-worker who has responsibility for leading nurses to attend as well. Registration information will be distributed through the mail in February and will be available on the W-ONE website at www.w-one.org at that time as well. Watch for more information.

Professional Development Committee Update

The next deadline for scholarship applications is April of 2006. While that seems far away, please be thinking of those co-workers and colleagues that you would like to encourage to apply....or, perhaps you personally are ready to return to get that advanced degree. The application materials are available on the W-ONE Web site. I would also like to take this opportunity to welcome Kathy Drengher from Aspirus Wausau Hospital as the new chairperson of the Professional Development Committee. Welcome Kathy!!! She is taking over the reigns of this committee from Diane Postler-Slattey, also from Aspirus Wausau Hospital. Diane has moved into the Chief Executive role at Aspirus, so has stepped down from her role as chairperson of this committee. We thank Diane for all of the hard work and achievements she accomplished as chairperson and wish her much success in her new role.

In other news, we have an available mentor for a new W-ONE member. The mentor has over 30 years of health care experience and would certainly help someone newer to a nursing leadership role learn the ropes of health care and of W-ONE. Contact Kathy at kathyd@aspirus.org if you are interested in establishing a relationship with a seasoned health care professional.

Bylaws Committee Update

Effective this month, Mary Ann Clark will become the new chairperson of the Bylaws Committee. Mary Ann is the Nurse Executive at Cumberland Memorial Hospital. We would like to welcome Mary Ann as the chairperson of this committee. We would also like to thank Pat Van Acker, Administrator at Eagle River Memorial Hospital, for the many years she dedicated to this position and this committee. Pat has served W-ONE very well and kept our bylaws in tip-top shape. Thank you, Pat; we sincerely appreciate your work!

Report From WHA

Judith F. Warmuth



Registered Nurse Survey - The Department of Workforce Development will be conducting a survey of the RN workforce in Wisconsin in conjunction with RN license renewal. Notice of the survey will be included in license renewal notices to be mailed after Thanksgiving. The survey can be completed on-line or by telephone. The survey is of variable length and includes questions on up to three employers, plans for retirement or to reduce or expand hours. It also inquires about employment outside of nursing and outside of Wisconsin, with a goal of determining who might be recruited to return to nursing practice in Wisconsin.

The Wisconsin Hospital Association asks that hospitals facilitate completion of the survey by supporting on-line access to and completion of the survey within the work place. WHA will be provided routine updates on completion rates for the survey and will pass these rates on to our members.

Nurse Succession Project -The WHA Foundation has funded a project designed to encourage nurses to consider a career in leadership and management. The project will ask the nurse executive at each Wisconsin hospital to identify a nurse within his/her organization who has potential for leadership. Identified nurses will be invited to participate in one of five regional one-day sessions designed to encourage entering into a leadership career and offer beginning strategies for building such a career. Letters will be sent to nurse executives in the near future with more information.

On-Line Clinical Site Negotiation - The Fox Valley Workforce Alliance has submitted a grant proposal to develop an on-line system for clinical education sites and health occupation programs to offer, select and negotiate clinical education opportunities. The proposal would investigate several versions of software in use in other states and in Canada. This will be a fun project to watch for if it gets funded.

Medically Related Actions by Advanced Practice Nurse Practitioners (APNPs) and Physicians Assistants (PAs) (AB 683/SB 354) - These identical bills authorize Advanced Practice Nurse Practitioners and Physicians Assistants to perform functions and/or order specific procedures that may not have been clearly indicated or authorized in previous legislation. An example is the completion of contagious disease reports. Representative Vukmir introduced the Assembly Bill. The bills have been referred to their respective health committees; however, no hearings have been scheduled as of this time. <http://www.legis.state.wi.us/2005/data/AB-683.pdf>

Certified Registered Nurse Anesthetists - Both the Medical Examining Board and the Board of Nursing are considering the scope of practice of Certified Registered Nurse Anesthetists (CRNAs). This consideration has evolved from Governor Doyle's request to CMS that Wisconsin opt out of physician supervision of CRNAs.

Mandatory Overtime - Judy Robson again introduced legislation restricting the use of mandatory overtime in health care. WHA sent a memo to each member of the Legislature, requesting that members not sign on to or endorse this legislation. The Senate bill can be found at <http://www.legis.state.wi.us/2005/data/SB-371.pdf>. The bill was introduced with more limited support than in previous years.

As always, I am happy to hear from nurse leaders about the above items, or any other topic. Please call me at 608-274-1820 or message me at jwarmuth@wha.org

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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 Gini Davis, 920/456-7607, gini.davis@aurora.org.
- If you are interested in being a part of a specific committee, contact the committee chair.

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