

November, 2007

HORIZONS

Congratulations to the 2007 Nurse Leader of the Year



Carol Winegarden and Tim Gengler

Congratulations to Tim Gengler, Vice-President and Chief Nursing Officer at Aspirus Wausau Hospital on being selected as W-ONE's 2007 Nurse Leader of the Year. Tim has been in nursing over 30 years and was Vice President at Howard Young Medical Center and Hospital Administrator for Eagle River Memorial Hospital prior to joining Aspirus. Tim received his BSN from UW-Oshkosh and his

MSN from Marquette University. He's currently certified in Nursing Administration from The American Nurses Credentialing Center.

Tim's involvement in W-ONE spans over 20 years. He has been a Board member, a member of both the Nominating and Legislative Committees and has been the Marketing Committee Chair for the past five years. Tim has represented W-ONE locally, leading groups toward achieving strategic goals and nationally on the AONE Nominating Committee for Region V. Most notably, Tim led a team to achieve one of W-ONE's goals in 2006 by completing a research project. As principle investigator for W-ONE's Leader Survey, Tim received responses from 1,150 Wisconsin RN staff and leaders regarding perceptions about leadership roles. The results are being used to guide W-ONE's nursing leadership development.

Tim is a proficient public speaker, providing numerous formal presentations for professional and public engagements. He has also published articles in both *Nursing Management* and *The Journal of Nursing Administration*.

Tim is actively involved with his community. He is on the Board of the Rhinelander Lion's Club and serves as an Assistant Leader for the Boy Scouts. Tim serves as the chair of the Health Sciences Degree Program Advisory Committee for UW-Stevens Point and as chair of the North Central Technical College Nursing Advisory Board. Actively involved in his church, Tim has served as the chair for the Committee on Education for Rhinelander Catholic Central Schools for eight years.

Tim has been successful in leading his organization to achieve Magnet Status for Aspirus in 2005.

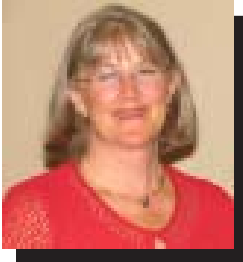
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2007 Nurse Leader of the Year - continued from page 1

Tim received many letters of support for his nomination. One specific letter best describes Tim. It states, "What I admire most in Tim is his humility in taking all of his successes in stride. He is truly a leader in that he works to make sure his staff have the resources they need to do their jobs, he builds bridges and breaks down barriers that get in the way of success. I am proud to be his colleague."

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

President's Message



It has been my pleasure to represent you as President these past two years. We have been a very busy organization, accomplishing many things. I am including my Annual report to AONE, which covers the majority of our accomplishments this year (page 3).

I want to take this opportunity to thank the members of the Board, committees and task groups. It is with your help and guidance that were able to meet the needs of our membership. It was my desire to leave this post with W-ONE in a position of financial stability and respect. Together I believe we have accomplished this.

As I pass the baton to Peggy Ose, I am assured of continued energy and commitment to achieving even greater things. Thank you.

Carol Winegarden, W-ONE President

W-ONE Professional Development and Research Committee

The W-ONE scholarship applications were reviewed for 2007. The following recipients were awarded \$1,000 toward their educational programs:

Julie Baeten
2799 – Friendly Circle
Green Bay, WI 54313

Julie is enrolled in the BSN program at UW Green Bay. She is currently working at St. Mary's Hospital in Green Bay. She hopes to pursue the MSN degree after completion of her BSN.

Pamela O'Neil
1631 – Pershing St.
Appleton, WI 54911

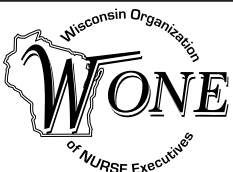
Pamela is enrolled in the BSN program at UW Green Bay. She is currently working for Appleton Cardiology Associates. She hopes to pursue the MSN degree after completion of her BSN.

Sandra Schaffer
524 – Woodside Ave.
Ripon, WI 54971

Sandra is enrolled in the UW Oshkosh MSN family nurse practitioner program. She is interested in providing care to the underserved in the rural setting, promoting healthy lifestyles and hopes to pursue the DNP degree in the future.

Congratulations!

Respectfully Submitted, Kathy Olsen, Chairperson



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.

2007 W-ONE Board of Directors: President, Carol Winegarden; President-Elect, Peggy Ose; Treasurer, Betsy Benz; Secretary, Peg Haggerty
2007 W-ONE Board Members: Ellen Zwirlein, Joan Beglinger, Jeff Euclide, Lynn Frank, Pamela Maxson-Cooper, Doris Mulder
Editor: Paula Hafeman

In loving memory of Julie MacDonald

The Wisconsin Organization of Nurse Executives would like to take this opportunity to express our condolences to the family, colleagues and friends of Julie MacDonald. Julie's spirit, vision and strong commitment to our organization will continue as we reflect on and remember the wisdom, leadership and compassion that she shared with us.

W-ONE has sent a memorial gift in her memory to the Nursing Scholarship Fund at Saint Joseph Mercy Health System.



Annual Chapter Leaders Meeting Information Sharing Report 2007

Chapter Name	Wisconsin Organization of Nurse Executives (W-ONE) Region V
Number of Members	279 (up 8% from 2006)
State RN Vacancy	6%
Turnover Rate	10.6% (Voluntary and Involuntary)

(Data from WSHHRA–Wisconsin Society for HealthCare Human Resource Administrators 12/31/05)

Major Chapter Initiatives

1. W-ONE member participated as keynote and panel speakers for WHA in a Nursing Leadership Succession Program. Five programs were held statewide.
2. W-ONE participated in a Nurse Educator Shortage Task Force. A report was presented back to the Board of Nursing.
3. W-ONE holds a seat on the Wisconsin Center for Nursing board. We are working in collaboration with the Center to create a business plan for a Nurse Leadership Academy.
4. The W-ONE Board of Directors is creating evidence-based principles for structuring hours of work in the practice environment.
5. A Zoomerang study was completed to assess membership needs and implementation of the previously circulated "Guiding Principles for Acute Care Staffing" and "Elements of a Healthful Practice Environment."
6. Three \$1,000 scholarships were awarded.
7. W-ONE's Legislative Committee provided education on testifying at our annual convention and Representative Terry Moulton attended a board meeting to discuss health care issues.
8. Timothy Gengler, CNO from Aspirus Wausau Hospital and Region V Nominating Committee member for AONE, was selected as the 2007 W-ONE Nurse Leader of the Year. This award was presented at the WHA annual convention and awards banquet in September.

Practice Trends

- ◆ Predominant non-union.
- ◆ Legislative activity regarding ratios, overtime, and hours of work have not materialized to date. Most legislative activity was suspended until the budget was passed on 10/25/07. An expected hospital tax did not materialize, however a \$200 million raid on the Injured Patients and Families Compensation Fund did. The Wisconsin Medical Society is planning to take action to prevent this.

Comments:

It has been my pleasure to represent the Wisconsin Organization of Nurse Executives. I will continue to serve as Past President as Peggy Ose takes over the office of President in 2008.

Submitted by:

Carol Winegarden, President W-ONE

Assistant Administrator, CNO, St. Mary's Hospital Medical Center, Green Bay, Wisconsin

Legislative Committee Report

The W-ONE Board and Legislative committee met with Representative Terri Moulton (R) Chippewa Falls, at the September 19, 2007 board meeting. Rep. Moulton, a member of the Health and Public Health committees, presented an overview of his involvement in the healthcare legislative process including worksite wellness and Electronic Health Record tax benefits to businesses and healthcare organizations. In addition he spoke about healthcare reform and the need for a multifaceted approach to a solution.

The members present provided information related to several current and potential issues that will affect the practice of Nursing and provision of healthcare issues/ topics included:

- ◆ Mandatory overtime
- ◆ Staffing Ratios (W-ONE supports acuity-base staffing)
- ◆ Aging Nursing Faculty and relationship to low salaries and limited grant programs
- ◆ Accurate data collection on the nursing workforce
- ◆ Hospital reimbursement rates
- ◆ Caregiver regulatory burdens including time requirements for documentation and data collection and reporting
- ◆ HIPAA constraints on sharing patient information needed for care.

The board and committee requested information on the best way to interact with our representative. Rep. Moulton suggested the following:

- ◆ Invite local legislators to a listening session in your district or at your organization.
- ◆ Avoid the use of form letters of mass emails
- ◆ Make a personal contact
- ◆ Invite legislators to your organization to see firsthand the business and operation of healthcare.
- ◆ Develop and submit position statements outlining the facts that affect your stand and the effects of potential legislation.
- ◆ Attend and testify at hearings. Contact your legislator prior to the hearing to assist with preparation on issue.

Every member of W-ONE, not only Board and Committee Members, have a stake in the legislation that is presented and enacted. Your voice and knowledge can assist our legislators to focus on issues that will enhance rather than hinder health care. Contact W-ONE or the Legislative Committee if you are interested in becoming more active in this important professional responsibility.

Submitted by:
Mary Beth White-Jacobs RN BSN MHA
Legislative Committee Co-Chair
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The Legislative Committee met with WONE Board on September 19, 2007, to hear Representative Terry Molten from Chippewa Falls.

He emphasized the importance of five key points: personal contacts are valuable; letters even if only a couple of key sentences about why or how an issue impacts the writer are more meaningful than a form letter; participation with listening sessions to share view points and learn information are useful; position statements from WONE are helpful; and attendance and participation in legislative hearings is beneficial.

The idea of contact with your legislator can be scary, however, as healthcare leaders, it is imperative to reach out to them and share our perspectives. Each time a contact is made, the effort will be appreciated by the legislator and your comfort level will increase as well.

Other legislative issues presented by Judy Warmuth included: an invitation by e-mail is being sent for a 45 minute webinar on union activity; Representative Hines is proposing a bill on mandatory continuing education of 24 credits over two years for nurses, with 70,000 nurses in the state this is a huge financial impact; legislative committee to develop a position paper; discussion is occurring surrounding the topic of posting nurse:patient ratios.

The process of legislation continues to be fascinating topic. Next meeting is Friday, December 7, 2007, at 1 p.m. at Wisconsin Hospital Association – Madison.





Judy Warmuth, WHA Liaison
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WHA Update

Mandatory Continuing Education

It is likely that a bill will be introduced this session that mandates continuing education for nurses in Wisconsin. The WNA Education Council has done a review of the literature on this topic, which was presented at the WHA convention last week in La Crosse. There is little evidence that mandating participation in education improves nurses' knowledge or skill, or improves patient outcomes. Despite this, 23 states have an educational mandate for nurses and an additional 15 states have other requirements related to competency for relicensure.

License renewal

Just a reminder that RN license renewal notification will be sent after the first of the year, and will only be a reminder postcard, not an application. The Department of Regulation and Licensing is doing this to encourage on-line renewal and fee payment. The notices are normally mailed in November, so the time-line for license renewal will be much shorter this time around.

Webinar on Union Activity

WHA offered a webinar on union activity this month with positive feedback from attendees. This is a 45-minute program, viewable from your desktop. I am willing to repeat or offer the content more locally. Please let me know if you or your facility is interested.

Wisconsin Schools of Nursing

Wisconsin has a growing number of nursing schools--19 AD Programs with an additional one in planning; 15 baccalaureate entry programs with one more in planning; and six BSN completion programs with one more in planning. Total enrollments have grown dramatically, as have graduations. A significant number of programs are struggling with NCLEX pass rates that are below the acceptable standard set by the Wisconsin Board of Nursing, perhaps related to the rapid growth.

On-line Clinical Site Listing

The La Crosse Health Care Consortium is part of a group that is pilot testing an on-line system that lists all nursing clinical placements available in the region. This system was originally developed in Oregon, and is designed to assure the most efficient and effective use of this limited resource. The pilot is proving to be hard work with some bumps encountered at the data entry stage, but it will provide us with a good example of regional work on this issue and help the rest of the state determine if the Oregon software is a useful product.

Membership Committee Report

You will be receiving your Membership Renewal letter in the first weeks of December. The cost for W-ONE Membership will not be increased for 2008, but will remain at \$100.00 for Regular Members and \$50.00 for Full-time Students.

The Membership Committee has not met in this past quarter, but will be considering electronic membership notification and renewal options at their next meeting.

You are encouraged to renew your membership and continue to be a part of W-ONE.

Respectfully submitted,
Doris Mulder
Membership Committee Chair

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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 Paula Hafeman, 920/433-8204, phafeman@stvgb.org.
- If you are interested in being a part of a specific committee, contact the committee chair.

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