

November 2010

HORIZONS



President's Message

It is my pleasure to introduce Amy Dwyer as the 2010 Nurse Leader of the Year. Currently, Amy Dwyer is the Chief Nurse Executive at Sacred Heart Hospital in Eau Claire. Amy Dwyer has been a nurse since 1976 when she graduated with her Bachelors in Nursing from UW Eau Claire. She also completed her Masters from UW Eau Claire.

She began her career 36 years ago as a new graduate nurse at Sacred Heart and has continued her professional journey to chief nurse executive, holding many different leadership roles throughout the years.

Amy has been an active member of W-ONE since 1996 and is presently on the Board of Directors. There were many letters of recommendation for Amy to be honored as the nurse leader of the year, and I wanted to share a few of them.



Amy's family joined her for the Awards Ceremony at the WHA Convention in Madison.

"Amy has been described as an advocate for patients and nurses as she works to continue the mission of the Hospital Sisters, her commitment to the Sister's core values of respect, care, competency and joy is evident in all she does in the hospital as well as the community."

"Amy was instrumental in the development of a shared decision making model for nurses. The model successfully advances the professional nursing staff ownership of practice and process at Sacred Heart Hospital."



Amy Dwyer, Larry Schumacher, Faye Deich

Amy is a visionary, passionate nurse leader, and it is W-ONE's honor to present her with the nurse leader of the year for 2010. Please join me in congratulating Amy on this honor.

**Respectfully,
Paula Hafeman, RN, MSN, FACHE
W-ONE President**

W-ONE Board Meetings 2010-2011

W-ONE Board of Directors meetings are open to all members.

2010

Friday, November 19 10-1430 Board Meeting, WHA Headquarters

2011

Thursday, January 6 1300-1700 Board Retreat, WHA Headquarters

Friday, January 7 0800-1430 Strategic Planning, WHA Headquarters

Thursday, February 17 1030-1500 Board Meeting, WHA Headquarters

Wednesday, April 6 TBD Board Meeting, W-ONE Spring Conference

Thursday, April 7 TBD Annual Business Meeting, Spring Conference

Friday, June 24 1000-1430 Board Meeting, WHA Headquarters

Friday, August 19 10-1430 Board Meeting, WHA Headquarters

Wednesday, September 14 TBD Board Meeting, WHA Annual Conference

Friday, November 18 10-1430 Board Meeting, WHA Headquarters

Welcome to the Forums

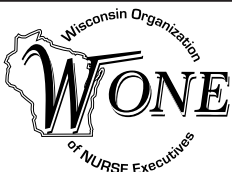
The Forums is an opportunity for you to network and ask questions. Directions for registering are as follows:

Go to www.w-one.org

- ◆ Click on **Forums** box – Upper right corner of screen
- ◆ Answer the security question to **Allow All Content**
- ◆ In the “Welcome Guest” box, click **Register**
- ◆ **Agree** to rules
- ◆ Enter **Your Name** in the User Name
- ◆ Enter a **Complex Password** – Use **at least 1 Cap and 1 Special Character (!@# \$)**
- ◆ Enter any **Security Question** you prefer
- ◆ Click **Create User**
- ◆ Location – **Your Hospital**
- ◆ Home page – Leave blank
- ◆ Change **Time Zone** and
- ◆ **Save**

Your request needs to be approved as it is a Member’s Only site. Carol Winegarden will verify and approve your request. If you have any difficulty or are awaiting approval, contact Carol at carolwi@cmhocontofalls.org.

Happy blogging!



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.

2010 W-ONE Board of Directors: President, Paula Hafeman; Treasurer, Sally Lersch; Secretary, Peg Haggerty; Past President, Peg Ose
2010 W-ONE Board Members: Ellen Zwirlein, Constance Bradley, Jan Bauman, Amy Dwyer, Suzanne Marnocha, Susan Peterson
Editor: Carol Winegarden

Legislative Committee Update

The Legislative Committee met on October 22, 2010 via teleconference to review our plans for the next year and discuss several topics that are being worked on by several committee members. We are planning a visit to the State Capitol on February 17, 2011. The subcommittee members for this project are Marybeth White-Jacobs, Bev Hoege, Jenny Boese, Judy Warmuth as well as Theresa Brauer who will be adding content related to the legislative process.

A fact sheet was developed on Medical Marijuana by Joyce Schaefer at the request of the W-ONE Board members to educate health care providers on the pros and cons of marijuana use in the medical setting. Assembly Bill 554 and Senate Bill 368 were introduced into Wisconsin Legislature under the support of Representative Mark Pocan (D-Madison) and Senator Jon Erpenbach (D-Waunakee). The legislation was very similar to what other states have in place, however the session ended prior to these bills getting passed. This legislation will now have to be re-introduced and depending on how elections go in the fall, it is uncertain what kind of support this legislation will get. This fact sheet will be posted on the website for your review www.w-one.org.

The discussion related to Health Care Reform came to a conclusion that we needed to focus our efforts on nursing care quality and coordination as it relates to the future of nursing. Some members of the committee had attended the Littlefield Lecture this past month and felt it was very informative and delivered a number of key messages. Several members of the committee will review the Institute of Medicine report on "The Future of Nursing" and write a short summary of each chapter for review at our December meeting. Ruth Risley-Gray also provided her fact sheet on the Health Care Reform Update.

A fact sheet was presented on the Wisconsin Board of Nursing (BON) by Ann Popelars. In review of the information provided, it discusses the BON functions, memberships and services it provides to its customers. The BON:

- Assumes a leadership role in regulating the nursing profession and education of nurses
- Addresses regulatory issues and takes action against nurses who have violated the law
- Sets and regulates minimum standards that are necessary for safe practice.

The WHA report by Jenny Boese was related to the "Rural Hospital Protection Act – H.R. 6346." This legislation was developed by WHA along with Ron Kind (D-Wisconsin) and Rep. Sam Graves (R-Missouri) to ensure certain provider taxes for Critical Access Hospitals (CAHs) are treated as an allowable cost for purposes of Medicare cost reports and therefore, Medicare reimbursement. H.R. 6346 requires Medicare to recognize that health care provider taxes, like Wisconsin's new Critical Access Hospital assessment, are real costs to CAHs, and when determining allowable costs for purposes of Medicare reimbursement, the Act would prohibit the Medicare program from offsetting against a provider tax certain payments that a CAH receives from the State, including increased Medicaid payments. Jenny also discussed the various study committees that several members of healthcare organizations are participating on this year.

The W-ONE Legislative Committee is working diligently to keep you up to date and informed on any potential legislation as well as the process for the House and Senate Committees. If you would like more information or would like to attend the visit at the Capital in February, please contact me or a member of the Legislative Committee.

Respectfully submitted,

Jan Bauman RN BSN MBA
Legislative Committee member
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W-ONE Professional Development and Research Committee Horizons November 2010

The 2010 application process for all scholarship grants has now closed. The 2011 scholarship grant information and online applications will soon be found on the W-ONE web site (www.w-one.org).

Respectfully submitted,
Kathryn Olson, RN, BSN, MA, NEA-BC
Professional Development and Research Chair W-ONE
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Wisconsin Nursing Coalition Report

By Bev Hoege

The Wisconsin Nursing Coalition (WNC) met Thursday, September 23, 2010 in Madison.

Major topics included planning for the 2011 WNC retreat. The planned date is February 17, 2011 with location to be announced. Topics will focus on Wisconsin Nurses Association's (WNA) 2010 Reference Report #5 - Validating and Valuing Nursing's Contributions to Quality Care Via Data Collection and Reporting of Nurse Sensitive Indicators with Dr Norma Lang as a major contributor. Usage of the electronic health record (EHR) is critical to collecting accurate timely data without increasing the nurses' workload. The effect of Centers for Medicare and Medicaid payment on reimbursement for care is also a factor.

The Planning Committee for the retreat will also address topics surrounding nurse sensitive indicators, challenges in using EHR reporting, linkage between public health/community health and acute care to obtain nurse centered indicators across the continuum of care and nurse fatigue.

The topic of nurse fatigue is being updated with information from the Federal Aviation Association with stricter standards for pilots coming out, while the Department of Transportation is now requiring sleep studies. There is a good Journal of Nursing Association article on fatigue along with the issue of 12-hour shifts with an aging workforce. A registered nurse workforce report was presented at the WNA Convention in October 2010.

Campaign for Better Healthcare Blue Ribbon Commission, sponsored by the Coalition of Wisconsin Aging Groups is an advocacy group for seniors. Nino Amato, the new president of the group plans to form a task force on patient centered care. There will be four sub-groups: quality, prevention, technology and providers. Nursing is requested to be at the table.

Regulatory and legislative updates:

- The School Nurse group reported on an administrative rule proposal requiring school nurses to have a BSN, with a public health background. It has been heard at four hearings, with a vote scheduled for October 9, 2010
- The Impaired Professional Program is being revised under Secretary Jackson's direction, with more employer and Employee Assistance Program involvement and monitoring of the professional using National Council on State Boards of Nursing guidelines. The current program is not effective
- Advance practice nurses (APN) are developing a consensus document on APN practice. Topics to include are standardized licensure, accreditation, certification and education.

The next meeting is in Madison, November 18, 2010.



Judy Warmuth, WHA Liaison
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WHA Update

Plans for the Wisconsin **Transforming Care at the Bedside** (TCAB) Initiative are advancing. Recruitment of hospitals to join the project will begin in January with the initial in-person project meeting for participating teams scheduled for March at a mid state location. Hospital TCAB projects will run for 18 months commencing in March.

This project will be done as part of the Robert Wood Johnson Foundation, Aligning Forces for Quality Grant held by the Wisconsin Collaborative for Healthcare Quality. It will be administered by the Wisconsin Hospital Association with Stephanie Sobczak and Judy Warmuth coordinating the program. Hospitals will pay no registration fee to join the project and will be asked to enroll a medical surgical nursing unit. Watch for more information or call Stephanie or Judy (608-274-1820) with questions.

The first results of the **Wisconsin Registered Nurse Survey** were released in October. This initial RN Survey Summary can be found on line at: http://worknet.wisconsin.gov/worknet_info/Publications/nurseSurveyPublication.pdf. Although more nurses report working in hospitals than in the 2001 survey, the percentage working in hospitals has declined. Less than half of all employed RNs reported working in hospitals in 2010. This is a significant change for nursing. Hospitals have traditionally been thought of as the chief employer of nurses and while many nurses still work in that setting, RN employment in other settings is growing. Nurses in Wisconsin are older and less diverse than the overall Wisconsin workforce. Further analysis of the data will be done and reported by the Wisconsin Center for Nursing. Additionally, organizations will be able to request data from the Department of Workforce Development.

On-line reporting of births and birth registration will begin in Wisconsin in 2011. The plan is that all birth hospitals will go live on the system during the first two weeks of January. In preparation, the Office of Vital Records will be scheduling hospital training in November and December. Project Manager for the Statewide Vital

Records Information System Project is Jovy Swanton at
Joseph.Swanton@dhs.wisconsin.gov

The **Wisconsin Board of Nursing** is reviewing its process for monitoring nursing education programs. Discussion has included what constitutes monitoring, whether schools should be routinely visited, and how to appropriately follow schools with NCLEX pass rates below the national average. At the October meeting, the Education Committee of the Board heard presentations by three programs on probation (Southwest Technical College, Milwaukee Technical College and Moraine Park Technical College) but did not determine final policy regarding how long a school may remain on probation nor what steps would be taken if a school would exceed a such a time limitation.

In October, the Institute of Medicine (IOM) released a report on nursing. **The Initiative on the Future of Nursing Report** includes eight recommendations: 1. Remove scope of practice barriers. 2. Expand opportunities for nurses to lead and diffuse collaborative improvement efforts. 3. Implement nurse residency programs. 4. Increase the number of nurses with baccalaureate degrees to 80% by 2020. 5. Double the number of nurses with doctorates by 2020. 6. Ensure that nurses engage in lifelong learning. 7. Prepare and enable nurses to lead change to advance health and 8. Build an infrastructure to collect and analyze health care workforce data. The work of the study was funded by Robert Wood Johnson Foundation. That funding is continuing to support regional coalitions charged with implementing the recommendations.

The **2010 WHA Workforce Report** will be out mid-November. Here is a preview of the information in that report: The RN vacancy rate reported by Wisconsin hospitals (3.6%) is the lowest in the 10-year history of the WHA personnel survey.

Please feel free to contact me with any questions at jwarmuth@wha.org and have a happy holiday season.

A handwritten signature in black ink that reads 'Judy Warmuth'.

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- 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 Carol Winegarden, 920/846-3444, carolwi@cmhocontofalls.org.
- If you are interested in being a part of a specific committee, contact the committee chair.

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2010 W-ONE Nurse Leader of the Year

Amy Dwyer

Chief Nurse Executive, Sacred Heart Hospital
Eau Claire



W-ONE President Paula Hafeman presented the award to Amy at the WHA Convention in Madison.



Amy Dwyer, Larry Schumacher and Faye Deich.



Amy's proud family joined her at the awards ceremony in Madison.