



December 2001

HORIZONS

2001 Nurse Leader of the Year Award

Betsy Benz, the director of St. Vincent Hospital's 7th Floor, recently was named the 2001 Nurse Leader of the Year. The statewide award is in recognition of Betsy's outstanding contributions to nursing and healthcare.

Betsy, who has been an employee at St. Vincent Hospital for more than 15 years, is active in the Wisconsin Organization of Nurse Executives. She served as an original member of the Patient Care Committee from its inception in May 1997 and has been the committee's chair for more than a year. She also provided leadership as that committee successfully joined with the WNA Nurse Practice Council. She has also served on the Legislative Committee. Betsy serves as a representative of W-ONE on the Wisconsin Patient Safety Institute Board of Directors.

Betsy's leadership is evident at St. Vincent Hospital and in the community as well. Last year she took the lead in a hospital-wide effort focused on nursing process improvement. The SWAT (Save Wear and Tear of Nursing) nurse position that is proving such an asset to the hospital was one result. Betsy also was a resource and helped in the implementation of Clinical Pathways and helped develop a Parish Nursing Program.

A graduate of the Chamber of Commerce's Leadership Green Bay (LGB) Program in 2000, Betsy and her LGB work group created public forums. Issues were discussed at these forums such as health care, housing, employment and youth, as well as their impact on diverse populations. A mother of twin five-year-old sons, Jacob and Phillip, Betsy also is a member of the Mother of Twins Club. Betsy credits her husband Steve with making it possible for her to balance career and family.

In letters of support for her nomination, Carolyn Friese, St. Vincent assistant administrator and recipient of the 1999 Nurse Leader of the Year Award, wrote in Betsy's nomination: "...Betsy is known for her values-driven, problem solving, positive and creative leadership here at St. Vincent Hospital and in W-ONE. Betsy balances her success and energy professionally, while finding time and energy to be the mother of five-year-old twins. Betsy is an excellent person."

Betsy also received nomination letters from physicians, co-workers in her department, hospital directors and administrators. In his nomination letter one physician wrote: "I have practiced internal medicine in Green Bay for over 32 years and have found her among the best nurses with whom I've worked. First, she was an excellent staff nurse and, more recently, a floor leader. She works very hard to see that patient care from her team of nurses maintains the highest standards...she always has done her work in a friendly yet professional manner – is very easy to work with and has the respect of doctors, nurses and patients alike. We have been fortunate to have a nurse like her in our hospital."

A nurse who works with Betsy on 7th Floor wrote: "...Serving as a role model, she conducts staff meetings on a positive note while recognizing areas for improvement and seeking staff input to remedy concerns ... Warm, engaging and flexible, she facilitates personal growth and development by encouraging staff to participate in continuing education while providing for staff scheduling. She maintains a calm demeanor which is contagious in the high volume, high acuity area in which we work."

Betsy received her associate degree in nursing from Northeast Wisconsin Technical College in 1986. She then earned a bachelor of science degree in nursing from Marion College in 1993, and her masters degree in organizational leadership and quality from Marion College in 1996.

Congratulations Betsy!



President's Message

Hello W-ONE Colleagues,

I remember my mother clearly saying that the older one gets, the faster the time goes. I also remember thinking, "what does she mean?" Looking back on this past year as your president, I absolutely understand her message. I cannot even begin to describe for you how quickly this year has flown. It has also been a year full of many positive moments as I have watched our organization continue to grow.

Your W-ONE has had a busy and productive year. With your support, we initiated a contract with the WHA for paid secretarial support. Mandy Kalepp is the office manager at WHA and personally assists us. Ms. Kalepp is an excellent person and this partnership has been a true benefit to all of us. We now have a permanent address and telephone number. Inquiries about membership can be facilitated in an easy manner. Other organizations and their members or individuals can find us through the W-ONE telephone number. We can also respond in a more timely manner to questions from legislators and other members of government. Program Committee and Horizons have also benefited from the professional staff at WHA in putting together our conferences and publishing Horizons.

A personal and professional highlight this year was the spring conference, "Lasso the Fun," held in La Crosse. Mark Bostwick and his committee found speakers that truly communicated a message to each of us and entertainment that brought laughter to all. The fall conference focused on patient safety and saw W-ONE presenting its first patient safety showcase and award. Betsy Benz and the Patient Care Committee led this, and we thank them.

Our current membership totals 228 with 54 of you being new members. Welcome to our new people and hello to those who have renewed! **You are the most effective method we have found to recruit new members. If there is someone in your organization or in your area who is not a W-ONE member, I urge you to make a personal contact. That "one-to-one" approach is definitely the most beneficial. If you do not have any membership brochures, contact Mandy Kalepp at 608-268-1806, and she will send some to you.**

W-ONE entered the twenty-first century this year with the development of our website. It can be accessed at www.aone.org/local-groups/wone.htm. Included on the site are copies of the Horizons, as well as links to membership and other information.

This year saw a great deal of effort being put into workforce development and addressing the legislative initiative regarding mandatory overtime. W-ONE supported WHA efforts to develop and air a television spot

aimed at recruiting young people into health care careers. Karen Lautermilch and the Legislative Committee provided leadership and direction as several of us testified against the mandatory overtime legislation. It would appear that this bill will not make it to a vote at this time. I urge you to formulate your own position about this concept and be watchful for possible future bills.

Through your Professional Development Committee, a research grant was awarded to nurses at Wausau Hospital to explore recruitment and retention of the more senior nurse in the clinical setting.

Your W-ONE attained a board seat on the Wisconsin Patient Safety Institute (WPSI). Betsy Benz currently fills this position. The WPSI is being modeled after the Institute of Safe Medicine. W-ONE also awarded some financial support to this group.

The Nurse Leader of the Year was awarded to Betsy Benz, Director of Medical/Cardiac Services at St. Vincent Hospital in Green Bay. As your president, it was an honor to present this award. As Betsy's Nurse Executive, it was a thrill to see her receive this well-deserved recognition. I urge you to think about a colleague who you can nominate for this award in 2002. Nominations will be requested next summer.

We are a group of almost 230 people who come together as the voice of nursing leadership for the state of Wisconsin. We have wonderful but minimally paid staff. That means this organization succeeds on the efforts of those who are willing to assume leadership positions. My job as president has been easy because every single committee chair and board member has been willing to share in the tasks that need to be done so that we can grow and thrive. Please turn to the back of the last issue of your Horizons newsletter and note all the people who came together to provide leadership to W-ONE over the last two years. Thank them if you have the chance. Then turn to the back of this issue and note the individuals who are our current officers, board members and committee chairs. Please give them your ongoing encouragement and support.

I want to thank you for the privilege of having served as your president. It has been fun and both personally and professionally rewarding. I am confident that Gerri Staffileno and the new board will continue to serve your needs.

Carolyn Friese, 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.

2001 W-ONE Board of Directors: President: Carolyn Friese; President-elect, Gerri Staffileno; Secretary, Rosemary Ryan; Treasurer, Sue Straub; Past President, Mary Lu Gerke

2001 W-ONE Board Members: Beverly Hoege, Shirley Larson, Peggy Ose, Diane Postler-Slattry, Faye Deich, Marti Klug
Editor: Peggy Ose

Horizons Annual Report, 2001

With this current issue of the Horizons in hand, the membership will have seen four issues in 2001, February, May, August and December. The various committees and their activities have been well represented in each issue. The content ranged from legislative and patient care updates to news about W-ONE and WHA Spring and Fall conferences to the welcome of new members. A major goal of the Horizons publication is to insure that the members see that the voice of nursing leadership (W-ONE) is being heard in key places and that we are influencing legislative decision making. Two major patient care issues that have been reported on are the infection risks of artificial nails and also patient safety initiatives. It is hoped that the information has demonstrated the effectiveness of our organization and also that the information shared has been both helpful and timely.

To date we are within our budget and should end the year under the amount we projected one year ago when the budget was developed. This is in part related to our enhanced relationship with WHA and the availability of clerical and technical support. That relationship has facilitated the timely layout, printing and mailing of each issue of the Horizons. Some of the expense of publication has again been offset by the running of advertisements which started in 2000. This has been an opportunity to disseminate information about available leadership positions to the W-ONE membership and a nice service for both the advertiser and the individuals who may be looking for a position change.

In 2002, we hope to continue to expand the number of advertisements in the newsletter and continue to welcome ideas for new columns, topics for articles or any other suggestions for improvement.

Peggy Ose, Editor

E-mail vpps@rhahealthcare.org

Phone: 715/421-7427

Fax: 715/421-7551

Bylaws Committee Report:

The Bylaws Committee will be meeting in late January or early February and is seeking information from the W-ONE membership as well as committee chairs, for suggested changes. Please submit these requests to Pat Van Acker, RN, Director of Operations, Eagle River Memorial Hospital, 201 Hospital Road, Eagle River, Wisconsin, 54521 or email them to vanpat@hyhc.com.

All suggestions will be considered by the committee for revisions or deletions as needed. Thanks.

Marketing Committee Annual Report

"Lasso the Fun" was a great success at our 2001 W-ONE Spring Conference. Thanks to all of you, we were able to raise over \$2000 for our organization through drawings and the sale of logo items. New this year was a silent auction for several special items.

Our logo items included nightshirts with our "Lasso the Fun" theme, fleece pull-overs, note pads, brief cases, pens, lunch bags, post-its and stress grips.

Our website was launched this year at www.aone.org/local-groups/wone.htm as a local group affiliate of AONE.

Our most recent website activity for the month of October indicates the following:

- W-ONE Home page - 95 hits
- Board and Committee- 27 hits
- Membership - 27 hits
- Horizons Newsletters - 70 hits
- Contact W-ONE - 20 hits

Based on the above numbers, the website is helping us to reach more members and potential new members on a real time basis. Please let us know if you have any suggestions to make the site even more useful.

W-ONE Spring Conference

Plans are beginning to take place for the Spring W-ONE Conference, to be held April 24-26, 2002 in Milwaukee at the Pfister Hotel.

The Program Committee is hard at work developing an agenda and special events. To make early room reservations at the Pfister, call 414/273-8222. Rates are \$139 single, \$159 double, \$189 single suite, \$209 double suite.

Nursing Leadership Needed

Wisconsin has a critical void in relevant information about nurses practicing in our state. In nursing and in management, good outcomes are achieved by obtaining the appropriate amount and the right information to make accurate decisions. In this time of health care workforce and nursing shortage, data is crucial for state, regional, and individual planning, as well as policy development.

Over the last year, a public/private collaboration has been formed to develop a means to obtain accurate, timely and usable data on Wisconsin's nursing workforce. The Wisconsin Nursing Coalition, the Wisconsin Nurses Association (WNA), the Wisconsin Health and Hospital Association (WHA), in collaboration with the Department of Workforce Development (DWD), the Department of Health and Family Services (DHFS), and the Department of Regulation and Licensing (DoRL) have developed a web-based survey to provide information on the RN workforce.

All RNs have been notified of the need to participate in this survey with their license renewal information sent out by DoRL on November 26, 2001. Instructions on accessing the survey were included. RNs will have until March 15, 2002 to participate in the survey.

As nurse leaders, it is important that we complete the survey and that we encourage and provide information and assistance to nurses in our organization to ensure completion of the survey. W-ONE, WNA, and WHA will have access to this data that will provide the information needed to design strategies to address the impending nurse shortage.

As a nurse leader, you are encouraged to do the following:

- Communicate the importance of the survey to all RNs on staff through your Intranet, employee newsletters, bulletin boards, paycheck stuffers, unit meetings, etc.; and
- Provide access to a computer at your hospital so RNs can complete the survey at the workplace.

A copy of the survey (pages 5-8) and Frequently Asked Questions (page 9) are included in this issue of the Horizons for your review and dissemination.

Welcome New Members

W-ONE announces the following members who are new to the organization since the last issue of the Horizons newsletter. Please extend a warm welcome when you see these individuals and help them learn and take advantage of the benefits of belonging to W-ONE.

Kathleen Mahaffey, Manager Surgical Services, Sinai Samaritan Medical Center, Milwaukee
Ross Workman, Nurse Manager, Columbia Hospital, Milwaukee
Rita Wisneski, Unit Director, St. Marys Hospital Medical Center, Madison
Kathy Markofski, RN, ICU/Cardiac Services, Appleton Medical Center
Jody DeRosa, Director/Surgical Intermediate Care Department, St. Marys Hospital Medical Center, Madison
Timothy Gengler, Center Leader, Howard Young Health Care, Woodruff
Frank Romano, Director, Cardiac Care, Wausau Hospital
Caprice Vanderkolk, Program Director, SSM Health Care of Wisconsin, Madison

We welcome you to W-ONE and look forward to your future contributions to the W-ONE organization.

Could You Use A Fabulous Free Getaway?

The best way to increase membership in W-ONE is through its members. The Membership Committee will be asking you, as a current member, to invite a colleague(s) to join the organization. As a recruitment incentive, a "Get Away" gift certificate valued at \$250 to the hotel/bed and breakfast of your choice or a cash gift valued at \$250 will be awarded to the star recruiter. To participate in this 2002 Recruitment Offer, watch for details included in the membership brochure application mailing.

Jackie Lee, Membership Committee Chair



2001 REGISTERED NURSE WORKFORCE SURVEY

EDUCATION INFORMATION

1. What is your educational preparation in nursing? Complete all levels of education that apply.

	CNA	LPN	Nursing Diploma	AD	BA/BS(N)	MA/MS (N) NP, CNS, CRNA, CNM, other (circle one)	Ph.D. (Nursing or Other)
Year Education Completed							
Educational Institution (see codes below):							

EDUCATIONAL INSTITUTION CODES

- | | | |
|---|---|---|
| <p>TECHNICAL COLLEGES</p> <p>01 Blackhawk TC, Janesville
 02 Chippewa Valley TC, Eau Claire
 03 Fox Valley TC, Appleton
 04 Gateway TC, Kenosha
 05 Lakeshore TC, Cleveland
 06 Madison Area TC, Madison
 07 Mid-State TC, Wisconsin Rapids
 08 Milwaukee Area TC, Milwaukee
 09 Moraine Park TC, West Bend
 10 Nicolet Area TC, Rhinelander
 11 Northcentral TC, Wausau
 12 Northeast Wisc. TC, Green Bay</p> | <p>13 Southwest Wisc. TC, Fennimore
 14 Waukesha County TC, Pewaukee
 15 Western Wisc. TC, La Crosse
 16 Wisc. Indianhead TC, Ashland</p> <p>COLLEGE / UNIVERSITY</p> <p>17 Alverno Coll., Milwaukee
 18 Bellin Coll. Of Nursing
 19 Cardinal Stritch Univ., Milwaukee
 20 Carroll Coll./Columbia Coll.
 21 Concordia Univ., Mequon
 22 Edgewood Coll., Madison
 23 Marian Coll., Fond du Lac
 24 Marquette Univ., Milwaukee</p> | <p>25 Silver Lake Coll., Manitowoc
 26 UW-Eau Claire
 27 UW-Green Bay
 28 UW-Madison
 29 UW-Milwaukee
 30 UW-Oshkosh
 31 Viterbo Univ., La Crosse</p> <p style="text-align: center;">DIPLOMA PROGRAM</p> <p>32 Wisc. Hospital Based Diploma Program</p> <p style="text-align: center;">OTHER</p> <p>97 Wisc. program not listed
 98 Program in another U.S. State
 99 Program outside U.S.</p> |
|---|---|---|

2. Are you Master's prepared **and** willing to work as a nursing educator?..... Yes No
 If Yes,

Would you be willing to work (check one response only):

- Part-time
- Full-time
- Part or full-time
- Unsure

3. Does your current position require licensure as a registered nurse?..... Yes No

4. Are you currently practicing nursing **in Wisconsin**? Yes No
 (e.g., patient care, population health, nursing education, nursing management, quality assurance, etc.)

If No,

a) Please indicate the primary reason:

- | | |
|---|---|
| <ul style="list-style-type: none"> <input type="checkbox"/> Practicing nursing outside Wisconsin <input type="checkbox"/> Retired <input type="checkbox"/> Job stress (physical, other) <input type="checkbox"/> Working in another field <input type="checkbox"/> Seeking work or temporarily inactive <input type="checkbox"/> Salary | <ul style="list-style-type: none"> <input type="checkbox"/> Shift/hours <input type="checkbox"/> Lack of career advancement <input type="checkbox"/> Returning to school <input type="checkbox"/> Family obligations <input type="checkbox"/> Other (describe) _____ |
|---|---|

b) Do you plan to **return** to a **part-time** position in the practice of nursing in the next 12 months?..... Yes No
 Do you plan to **return** to a **full-time** position in the practice of nursing in the next 12 months?..... Yes No

If you are not currently practicing nursing in Wisconsin, your survey is complete.

5. Do you **plan to leave** the practice of nursing within the next 12 months? Yes No
 If Yes,

Please indicate the primary reason:

- | | |
|---|--|
| <ul style="list-style-type: none"> <input type="checkbox"/> Retirement <input type="checkbox"/> Job stress (physical, other) <input type="checkbox"/> Career change <input type="checkbox"/> Relocation | <ul style="list-style-type: none"> <input type="checkbox"/> Shift/hours <input type="checkbox"/> Lack of career advancement <input type="checkbox"/> Returning to school <input type="checkbox"/> Family obligations |
|---|--|

Salary

Other (describe) _____

6. Generally, how many hours per week do you work in the field of nursing? (Include all nursing positions.)

- Less than 36 hrs./wk.
- 36-40 hrs./wk.
- 41-45 hrs./wk.
- More than 45 hrs./wk.

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7. In the next 12 months, do you plan to reduce your work hours in nursing?..... Yes No
If Yes,

Please indicate the primary reason:

- Job stress (physical, other)
- Salary
- Shift/hours
- Returning to school
- Family obligations
- Other (describe) _____

PLACE OF WORK INFORMATION

8. Please list the following information for your **primary** place of work as a nurse in Wisconsin (i.e., where you spend the most time).

Primary Place of Work (Select from **Place of Work Codes** on page 3.)

City _____

County _____ Zip Code _____

a) What specialty best describes your work at this site? (Select from **Specialty Codes** on page 3.)

b) Indicate the number of years employed at this site. (Round to nearest whole year.)

- 0-2 years
- 3-5 years
- 5-10 years
- More than 10 years

c) Check the category that best describes your employment status.

- Hourly employee
- Salaried employee

d) Is this an external pool/staffing agency placement? Yes No

e) How would you characterize your position?

- Part-time
- Full-time

f) Generally, how many hours per week do you work at this site?

- Less than 36 hrs./wk.
- 36-40 hrs./wk.
- 41-45 hrs./wk.
- More than 45 hrs./wk.

g) In the past month, did you work at this site more than 40 hrs./wk.? Yes No

If Yes,

- i. On average, how many hours above 40 hrs./wk. did you work? (Round to nearest whole hour.) _____ hrs./wk.
- ii. Check the response that best applies:
 - I was assigned to work more than 40 hrs./wk. and was paid overtime.
 - I was asked and agreed to work more than 40 hrs./wk. and was paid overtime.
 - I am a salaried employee, worked more than 40 hrs./wk., and was not paid overtime.
 - I am an hourly employee, worked more than 40 hrs./wk., and was not paid overtime.

9. If you have a **secondary** place of work as a nurse in Wisconsin, please list the following information.

Secondary Place of Work (Select from **Place of Work Codes** on page 3.)

City _____

County _____ Zip Code _____

a) What specialty best describes your work at this site? (Select from **Specialty Codes** on page 3.)

b) Indicate the number of years employed at this site. (Round to nearest whole year.)

- 0-2 years
- 3-5 years
- 5-10 years
- More than 10 years

c) Check the category that best describes your employment status.

- Hourly employee
- Salaried employee

d) Is this an external pool/staffing agency placement? Yes No

e) How would you characterize your position?

- Part-time
- Full-time

f) Generally, how many hours per week do you work at this site?

- Less than 36 hrs./wk.
- 36-40 hrs./wk.
- 41-45 hrs./wk.
- More than 45 hrs./wk.

g) In the past month, did you work at this site more than 40 hrs./wk.? Yes No

If **Yes**,

- i. On average, how many hours above 40 hrs./wk. did you work? (Round to nearest whole hour.) _____ hrs./wk.
- ii. Check the response that best applies:
 - I was assigned to work more than 40 hrs./wk. and was paid overtime.
 - I was asked and agreed to work more than 40 hrs./wk. and was paid overtime.
 - I am a salaried employee, worked more than 40 hrs./wk., and was not paid overtime.
 - I am an hourly employee, worked more than 40 hrs./wk., and was not paid overtime.

PLACE OF WORK CODES

- | | |
|--|---|
| 01 Assisted living | 11 Hospital--Psychiatric/AODA |
| 02 College Health Services | 12 Hospital--Rehabilitation |
| 03 Community health agency (e.g. Red Cross, parish health) | 13 Hospital-VA |
| 04 Community health center/rural health clinic | 14 Individual private practice |
| 05 Education--Collegiate | 15 Non-health-care business/corporation |
| 06 Education--Technical | 16 Nursing home |
| 07 Elementary/secondary school | 17 Outpatient clinic |
| 08 Health care business/corporation (e.g., insurance co.) | 18 Public health agency, state or local |
| 09 Home health care | 19 Government agency, state or local |
| 10 Hospice | 20 Other, please specify _____ |
| 11 Hospital--General medical – surgical (GMS) | |

SPECIALTY CODES

- | | | | |
|------------------------|-----------------------|--------------------------|----------------------------|
| 01 Administration | 10 General Practice | 18 OB/GYN/Women's health | 26 Psych/Mental Health |
| 02 AIDS | 11 Geriatrics | 19 Occupational Health | 27 Public/Community Health |
| 03 Anesthesia | 12 Home Health | 20 Oncology | 28 QA/Utilization Review |
| 04 AODA | 13 Hospice Care | 21 Orthopedics | 29 Rehabilitation |
| 05 Correctional Health | 14 Medical-Surgical | 22 Parish Health | 30 School/College Health |
| 06 Critical Care | 15 Neonatal | 23 Pediatrics | 31 Teaching |
| 07 Dialysis | 16 Neurology | 24 Peri-Operative | 32 Transplants |
| 08 Emergency Care | 17 Nursing Management | 25 Primary Care | 99 Other-describe _____ |
| 09 Family Health | | | |

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CERTIFICATION INFORMATION

- 10. Do you have certification from any national professional certification organization?..... Yes No
- 11. Are you certified by the American College of Nurse-Midwives?..... Yes No
- 12. Are you a Nurse Practitioner **and** certified by the American Academy of Nurse Practitioners, the American Nurses Credentialing Center, the National Certification Board of Pediatrics Nurse Practitioners, or the National Certification Corporation for OB/GYN and Neonatal Nursing Specialties?..... Yes No
- 13. Are you a Clinical Nurse Specialist, certified by the American Nurses Credentialing Center? Yes No
- 14. Are you a Psychiatric Nurse? Yes No
(Psychiatric Nurses are RNs with a Master’s degree in Psych/Mental Health and 3,000 hours of post-graduate supervised experience.)

OPTIONAL INFORMATION

This information will help us understand Wisconsin’s workforce needs. Please complete it if possible. Thank you.

Are you Hispanic/Latino? Yes No

What is your race?

- Native American/American Indian/Alaskan Native
- Asian
- Black/African American
- Native Hawaiian or other Pacific Islander
- White

Please select one:

- Male
- Female

Thank you for completing this survey.

2001 Registered Nurse Workforce Survey Frequently Asked Questions

What is the Registered Nurse Workforce Survey?

Wisconsin law requires the Department of Health and Family Services, Bureau of Health Information, to collect information from health care providers licensed in Wisconsin. Completion of the 2001 Registered Nurse Workforce Survey is mandatory for all Wisconsin-licensed registered nurses.

Who supports the 2001 Registered Nurse Workforce Survey?

This data collection activity is supported by the Wisconsin Nurses Association, the Wisconsin Nursing Coalition, the Wisconsin Health and Hospital Association, the Wisconsin Health Care Association, the Wisconsin Homecare Organization, the Wisconsin Association of Homes and Services for the Aging, the Wisconsin Association of Local Health Departments and Boards, the Department of Health and Family Services, the Board on Health Care Information, the Department of Regulation and Licensing, the Department of Workforce Development, the Department of Corrections, and the Department of Public Instruction.

What will the Registered Nurse Workforce Survey be used for?

The Registered Nurse Workforce Survey collects information about Wisconsin's nursing workforce that will be used by public policymakers, nursing organizations and health care organizations to develop effective strategies to assure an adequate nursing workforce in Wisconsin.

Who is affected by this requirement?

The 2001 Registered Nurse Workforce Survey is mandatory for all registered nurses holding a Wisconsin license.

Will people be able to identify my personal responses?

No. To maintain the anonymity of your responses, no information that can identify you will be released.

What data will be released?

Data collected through this survey will be released in the form of summary statistics and public use files.

When will the survey begin?

The data collection for this survey begins November 26, 2001.

How long do I have to complete the survey?

The 2001 Registered Nurse Workforce Survey will be available online November 26, 2001, through March 8, 2002.

How do I complete the Registered Nurse Workforce Survey?

The 2001 Registered Nurse Workforce Survey is a Web-based electronic survey. The survey will be available online at <http://www.dhfs.state.wi.us/healthcareinfo/RN>. Please click on "Access the survey," enter your Wisconsin nursing license number, enter your birth date, and complete the survey, answering all questions.

How do I complete the Registered Nurse Workforce Survey if I do not have access to the Internet?

The Bureau of Health Information will have a Call Center available for RNs to complete the survey by telephone, Monday - Friday, 6:30 a.m. - 5:30 p.m. The Call Center number is 1-800-301-9628. The Call Center is not available on weekends.

How long will it take to complete the survey?

It will take approximately 15 minutes, or less, to complete the survey.

What if I have trouble completing the survey?

If you have difficulty completing the survey, please call the Bureau of Health Information Call Center at 1-800-301-9628 to complete the survey by telephone.

I don't live in Wisconsin and I don't practice in Wisconsin either, but I've received your notice regarding the 2001 Registered Nurse Workforce Survey. Should I complete the survey?

Yes. Please complete the survey.

I am on a temporary leave of absence. Should I complete the survey?

Yes. Please complete the survey.

I am permanently retired from working as a nurse in any capacity, and receive no income associated with my nurse's license. However, I do some volunteer work as a nurse. Should I complete the survey?

Yes. Please complete the survey.

Where can I get more information?

You can call the Bureau of Health Information Call Center at 1-800-301-9628, Monday - Friday, 6:30 a.m. - 5:30 p.m., or e-mail us at: askbhi@dhfs.state.wi.us.

Legislative Committee Update

The Senate Committee and the Assembly Health Committee held a series of hearings on the Mandatory Overtime bill during the months of September and October, 2001. The following people represented W-ONE at the hearings:

Betsy Benz; Chair, Patient Care Committee	Carolyn Friese, President
Bev Hoege; Board Member, Legislative Committee Member	Karen Lautermilch; Chair, Legislative Committee
Diane Postler-Slattry; Board Member	Peg Sebastian; Member, W-ONE
Kay Wipperfurth, Member, Legislative Committee	

The committee prepared a follow-up letter that has been sent by our President, Carolyn Friese, to all legislators on behalf of W-ONE (see copy of the letter below). We encourage you to utilize the letter as a "blueprint" to develop your own letter to send to your Representative and Senator. In addition, we have confidence that you will continue to dialogue with your legislators about the real issue at hand, 'the workforce shortage'.

Draft Letter to Legislators

Dear

Health care is about and for people. Health care cannot take place unless there are people to provide it 7 days a week, 365 days a year. We know that the people who choose to work in hospitals are special; that has never been more obvious to our communities or to our nation as it is in these difficult times. Our employees bring more than skill to work with them each day, they bring care and concern for their patients and for their fellow workers. The severe shortage of health care workers is a cause of great concern for our employees. There is a very real threat of even deeper shortages over the next three to five years. For that reason, we continuously strive to find better ways to serve our patients while meeting the personal and professional needs of our valuable health care staffs.

Quality patient care is the top priority of Wisconsin's health care organization. Quality patient care depends upon having patient care providers available all shifts, all days. Mandatory overtime is a symptom of a much larger problem—a workforce shortage.

The Wisconsin Organization of Nurse Executives (W-ONE) opposes a ban on unavoidable overtime because it does not address the larger issue of health care workforce shortages. The shortage in Wisconsin is compounded by the fact that we have an aging population and the average age of our nurses is 47 years old. They will retire faster than they can be replaced, which will lead us to the crisis shortage situations that are a reality on both coasts and in Texas. Unlike the nursing shortages of the 1970's, this worker shortage is deeper and includes all providers of direct patient care.

Health care providers use unavoidable overtime only after all other strategies for ensuring patient care have been exhausted. The use of unavoidable overtime is not the preference of either the employer or the employee. Unforeseen circumstances may force health care providers to require staff to work outside of their normally agreed-upon schedules. These circumstances include:

- Unexpected high occupancies from outbreaks of illness or major accidents;
- Unanticipated staff absences from unforeseen personal circumstances; such as illness, jury duty, family emergencies;
- Unusually high patient acuity levels;
- Weather related problems;
- Disasters and other emergencies that cannot be anticipated.

The overtime ban would add another obstacle between healthcare employees and employers at a time when it is crucial that resources are focused on creative problem solving to address the critical workforce issues due to the aging workforce and shortage of healthcare professionals to meet the needs of Wisconsin's aging population.

If unavoidable overtime is banned, what could happen?

- Overtime becomes a regulatory issue that creates negative employee/employer relations, instead of bringing employees together with employees to develop professional collaborative approaches.
- Resources are diverted from positive solutions to a solution that at best will do nothing to address the underlying issues and root causes.
- Increase cost of health care delivery due to another regulatory burden
- Decrease the attractiveness of the career with continued negative attention

The legislation as proposed negates the current right to individual employees to negotiate a contract by automatically inserting language into a contract without the consent of the employee. Regulation of hours by the government is an invasion of the contract between employees and employers. Unavoidable overtime is not only an issue for health care but it impacts other public health providers such as: emergency government workers; police; fire departments; and other services that require employees to work over and above regular hours to meet unanticipated needs of the community. Sound public policy should only protect those who cannot protect themselves. Employers and employees do protect themselves and their patients through their legitimate contract negotiations.

We share a common mission with you as legislators: we care deeply about the welfare of our communities. We do not feel that a legislative ban on overtime is the answer, but we know that we must work together to find long term solutions to the issue that we face today: a shortage of workers in health care. WONE represents nurse executives statewide. Contact me if you would like to explore initiatives that can help build tomorrow's health care workforce.

Sincerely,
Carolyn G. Friese, President, Wisconsin Organization of Nurse Executives

WNA - W-ONE Patient Care Committee Annual Report

The Patient Care Committee has had a wonderful year. We spent a fair amount of time focused on setting up our first annual "Excellence in Patient Safety Award." We received 10 applications. We were pleased to see a variety of responses from diverse groups. We recognized each of the applicants with a letter to them, to their administration, their legislators and offered a press release announcing their involvement in patient safety efforts. Poster presentations of the application responses were displayed at the WHA fall conference as well as the WNA conference. Also a compilation of the responses was distributed.

We would like to recognize and thank those who participated in the award. The following people/groups/dept./ organizations submitted entries:

Name of Project: 4 Star Program
Contact person: Laura Tesch
The staff of 9LM, a cardiac medical floor at St. Luke's Medical Center

Application of Sigma to Reduce Medical Errors
Contact Person: Pamela Maxson-Cooper
Name of Organization: Froedtert Hospital

Name of Project: Correct Patient Identification
Contact Person: Carol Winegarden, RN
Name of Organization: St. Mary's Hospital Medical Center

Name of Project: Meds Recopied Every 3rd Day
Contact Person: Karen Hansen
Name of Organization: St. Vincent Hospital

Name of Project: Child Passenger Seat Inspection
Contact Person: Barb Theis
Name of Organization: Juneau County Health Department

Name of Project: Post-Pyloric Feeding Tube Placement in Critically Ill Adults
Contact Person: Sandra Menting, MS, RN
Name of Organization: Aurora Healthcare, Milwaukee

Name of Project: Triangle Medical Emergency Information Project
Contact Person: Pamela Minden
Name of Organization: Edgewood College Nursing Department

Name of Project: Fall Reduction in Acute Care
Contact Person: Kirsten Alberts RN, MSN
Name of Organization: Meriter Health Services—Meriter Hospital

Name of Project: Yellow T-Shirt
Contact Person: Cheryl Johnson RN, Dir. Rehab
Name of Organization: Sacred Heart Hospital, Eau Claire

Name of Project: Infection Control Response Guide
Contact Person: Ronnie Peterson, RN
Name of Organization: ATTIC ANGEL PLACE

Another very successful activity of the committee included our collaboration and merging with WNA's Nurse Practice Committee. Our joint efforts have brought a much broader perspective to our discussions and activities. We look forward to another exciting year coming up as we focus on collaborating with many health care disciplines, as well as identifying and communicating patient safety initiatives. You are encouraged to utilize the Internet as an abundant resource for websites on patient safety. You may wish to start by using the WHA website at www.wha.org, go to Patient Safety, the links are all listed. Another excellent resource is the Wisconsin Patient Safety Institute's website www.patient-safety@wismed.org. As always, we encourage and welcome new members to join the Patient Care Committee. If you are interested in joining us, please e-mail Betsy Benz at bbenz@stvgb.org or call 920/431-3063. Once again, thanks to the committee members for their dedication and commitment to patient care.

Happy Holidays !!
Betsy Benz

Treasurer's Annual Report

Fiscal year 2001 has been a good year. We had budgeted an essentially break even budget, but we have actually had a small profit. It is primarily due to the fact that we have not had as many unplanned requests for funding. (i.e. Nursing Coalition, National Organizations, etc). We are \$2000 under budget in that category. We have also seen an increase in our interest income as we have moved some additional money into a CD.

This was the first year for the increase in membership dues. It has not hurt our membership and, in fact, we had an increase in membership. This allowed us to develop a relationship with WHA for purchased services, primarily for Program, Membership and Horizon committees. This has decreased the time commitment for the chairs of those committees.

The annual audit of the books was completed. As of November 11, 2001, WONE has the following assets:

M&I Checking Account -	\$17,894.47
Equico Investment Account -	\$29,817.00
M&I CD -	\$10,000.00
Total	\$57,711.47

The budget FY 2002 was finalized at the November Board of Directors meeting.

I thank all committees for their continued diligence in managing their expenses. We continue to see a significant number of phone conferences instead of requiring travel for all committee meetings.

Respectfully submitted,
Sue Straub, Treasurer

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Member Checklist

- Please contact Mandy Kalepp whenever you have a change in either employment or residential address to guarantee timely mailings.
e-mail mkalepp@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.