

May 2002

HORIZONS

President's Message

Dear Colleagues,

I had the opportunity in early April to represent our organization at the AONE Annual Meeting in Florida. The theme was "Lights, Camera...Partners in Action." While last year's meeting was focused on the diagnostics of the nursing shortage, this year's focus centered on opportunities to partner with others to provide health care in the future.

Two major studies made their debut at the conference. One research study conducted by Harris Interactive for NurseWeek and AONE Institute for Patient Care Research and Education, was entitled *In Search of Solutions: Exploring the Career Intentions of Nurses and Their Views on the Work Environment*. The survey was conducted from October 2001 through January 2002, with a 55% return rate from a sample size of 7,600 RNs. As implied by the title, the survey explored the views of nurses related to such issues as the perception of the shortage, promotion of the profession, job satisfaction, quality of work settings, and career intentions. You can download the results of the survey from the NurseWeek website at www.nurseweek.com. You'll find some of the results surprising!

Gary Mecklenberg, Chairperson of the AHA Commission on Workforce for Hospitals and Health Systems, presented their report entitled, *In Our Hands: How Hospital Leaders Can Build a Thriving Workforce*. The report recommends changes that hospitals and leaders must make in order to ensure there are no limitations on necessary health care services now and in the future. The report outlines the recommendations of the Commission in five chapters:

- Foster meaningful work
- Improve the workplace partnership
- Broaden the base
- Collaborate with others
- Build societal support

The report offers a challenge to all organizations to take the lead in changing the environment of health care, while at the same time, offering strategies to accomplish such, and showcasing case studies of successful strategies from various organizations. It is an interesting read and each of your hospitals should have received a copy from AHA. Take a look!

As is customary at AONE, all Presidents of the Affiliated Local Groups (ALGs) meet for a day to hear strategies and the annual plan for AONE. This year, AONE asked for input into the development of a position paper aimed at identifying the "Future State of Nursing." As we all know, there needs to be fundamental changes in the way in which care is delivered, and AONE believes we now need to move into planning the change rather than talking about it. There will be opportunities in the future for all local groups to have input into the development of the final product, so stay tuned for more information.

The ALG meeting also provides an opportunity for organizations to share activities across the country. Most groups are grappling with the same issues as Wisconsin,

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mandatory overtime and staffing ratios. Many states are also developing workforce task group as well as patient safety initiatives, and pushing for legislation to provide education for nurses. I'm proud to say that most states were aware and impressed with Wisconsin's data collection survey combined with license renewals this year.

Our Spring Conference was held April 24-26. I would like to offer congratulations to the program committee on a job well done—truly a home run! Our keynote speakers were Marilyn Moats Kennedy, who spoke of managing change with the demographics of the emerging workforce and Pat Schroeder who spoke "Of Dinosaurs & Butterflies: A Mandate to Change the World." In addition to learning about humor, grassroots organizing, service excellence, and patient safety, we saw our colleagues in glitter and glamour. I'm now competent in shooting craps too!

Please take a moment to reflect whether you might consider increased involvement in the organization. It's time for nominations for members to run for office. Positions open this year include President Elect, Secretary and three Board members. Look for information in this edition as well as a mailing coming out in May. Now is your opportunity to step up to the plate!

Gerri Staffileno
W-ONE President

Do You Know An Outstanding Nurse Leader?

The answer is, of course you do. We are very fortunate to have so many excellent Nurse Leaders in W-ONE. Once a year, you have the chance to nominate a fellow W-ONE nursing colleague for the Nurse Leader of the Year Award. The individual needs to be a member of W-ONE in good standing who has demonstrated creativity in either nursing management or nursing administration. The person is seen as a role model. The person has contributed to the profession of nursing and has promoted healthcare within and outside of his/her own organization. Of course you know someone or several someones who are excellent candidates for the Nurse Leader of the Year Award.

A nomination form is included with this issue of Horizons. Use it to to nominate a colleague for this recognition. There is nothing that exceeds peer recognition. Let a colleague know that you see the individual as a role model.

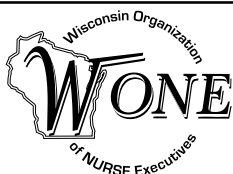
W-ONE Wants You!

Soon you will be receiving a letter from your Nominations Committee. We will be looking for **your** interest in being more actively involved in **W-ONE**. Would you be interested in being on the slate as the President Elect or the Secretary or a Board position? If not one of those, how about becoming a member of one of your committees?

The pay is FANTASTIC! You will have the chance to lead your organization by providing your vision, strategies, ideas and skills. Your effort will be rewarded through seeing positive change in **your** organization. You will have the chance to spend time with 20 or so other really terrific nurse leaders. You will have a reason to travel to Madison about five times a year. The shopping and restaurants are really nice!

Everyone's plate is full both personally and professionally. It is easy to say, "I just don't have the time." If you don't make the time to build **your W-ONE**, the outcome could be that no one would have the time and soon there would be no W-ONE. The voice of nursing leadership in Wisconsin could grow quiet and then become non-existent.

Please watch for the letter. **W-ONE WANTS YOU!**



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.

2002 W-ONE Board of Directors: President: Gerri Staffileno; Secretary, Rosemary Ryan; Treasurer, Janice Giedd; Past President, Carolyn Friese
2002 W-ONE Board Members: Beverly Hoege, Vicki George, Patricia Schroeder, Faye Deich, Marti Klug, Nancy Wilde
Editor: Peggy Ose

Nurse Leadership Award Nomination

I request that the W-ONE Committee on Nominations and Recognition consider:

NAME _____

TITLE _____

INSTITUTION _____

for the 2002 Nursing Leadership Award.

Having reviewed the criteria for this Award, I believe this candidate has met them in the following ways.
(limit 500 words)

Return to:
W-ONE
Attn: Shannon Nelson
5721 Odana Road
Madison, WI 53719

SUBMITTED BY:
Name _____
Title _____
Institution _____
Address _____

Telephone _____

PLEASE RETURN BY JUNE 1, 2002

An Opportunity to Learn More About Your W-ONE Organization !!

The W-ONE Board of Directors is 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. Please let Gerri Staffileno know if you are able to attend a particular meeting. Lunch is provided and we wish to ensure that an adequate amount is ordered. All meetings are at the Wisconsin Health and Hospital Association in Madison.

Remaining W-ONE Board Meetings in 2002:

Friday, May 17, 2002/WHA 0930-1400

Friday, July 19, 2002/WHA 0930-1400

Wednesday, September 18, WHA Fall Convention/Green Bay TBA

Friday, November 15, 2002/WHA, Fall Retreat

Annual Spring Conference Marketing Committee Report

WONE logo items were a hot commodity at our Annual Spring Conference. Sale items included fleece pullovers, denim shirts, umbrellas, pens, golf balls, brief cases and portfolios. The silent auction featured sports memorabilia. Rosemary Ryan had the highest bid on the Jim Flanagan autographed football, and Diane Peters had the winning bid on the autographed picture collection of Jim Flanagan. Mark Bostwick walked away with the Robin Yount limited edition pennant. The lucky winners of the raffle items were:

Relaxation Basket	- Kitty Burbey, St. Vincent Green Bay
Aroma Basket	- Diane Bindl
Earrings	- Linda McIntyre, Red Cedar Medical Center, Menomonee
Golf Bag	- Mark Bostwick – No Kidding!!!
Necklace	- Kitty Burbey, St. Vincent Green Bay

A great big thank you to the members of the Marketing Committee for all the work.

If you are interested in purchasing any of the W-ONE logo items, contact Roberta Johnson at rajohnson@covhealth.org.




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As a recipient of the U.S. News & World Report's Best Hospital Badge and an affiliate of CHC - Community Health Care, we're actively involved in the community and invite you to help us serve the needs of the people of north central Wisconsin.

Join our team and receive regular, market-driven, performance-based pay increases, continuous opportunities for additional compensation, tuition assistance, flexible scheduling with NO mandatory overtime and much more.

Bylaws Update

The Bylaws committee met March 8 in Sauk City. The following is a summary of proposed changes which were approved by the Board and were discussed at the W-ONE Spring Conference in Milwaukee:

The Mission and Vision from the application brochure was moved to the Bylaws. The Articles were renumbered.

The Recruitment and Retention Committee was added as a committee and the duties of the committee outlined.

The Finance committee was eliminated as a committee since it is no longer in existence.

The committee chairs were defined as voting members on the board.

Rules and Regulation changes include:

The elimination of Finance Committee and the addition of the Recruitment and Retention Committee with respective duties.

Further delineation of duties of various committees and positions.

Many editorial changes were made.

The Historian and Horizons Chairpersons are members of the Board and their ex-officio status will be removed.

Chairperson of the Nominations Committee will notify candidates of the election results prior to the fall meeting

An adjustment was made regarding cost centers with the deletions of the Finance Committee and the addition of the Recruitment and Retention Committee.

The summary of the Bylaws changes were presented to the membership at the Business meeting during the Spring Conference.

Respectfully submitted,

Pat VanAcker, Chairman Bylaws Committee

W-ONE 2002 New Members

Virginia K. Davis, Dir., Nursing (currently in transition), (Home) 2866 Westmoor Ct., Oshkosh 54904	920-231-0136
Maxine DesJarlais, OR Supervisor, Langlade Mem. Hospital, 112 E. 5 th Ave., Antigo 54409	715-623-9284
Candace Grohskopf, Dir., Emergency Serv., St. Nicholas Hospital, 1601 N. Taylor Dr., Sheboygan 53081	920-459-8300
Barb Haag-Heitman, Dir., Amb. Womens Serv., St. Francis Hospital, (home) 551 E. Lake Hill Ct., Whitefish Bay	4149631506
Bobbi Illig, Dir., Home Health & Hospice, St. Nicholas Hospital, 1601 Taylor Dr., Sheboygan 53081	920-457-0720
Cathleen Kelling, Dir., Rehabilitation Serv., St. Nicholas Hospital, 1601 N. Taylor Dr., Sheboygan 53081	920-459-4680
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Patricia Stubbe, Dir., Med. Surg., St. Nicholas Hospital, 1601 N. Taylor Dr., Sheboygan 53081	920-459-8300
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Marcie Talbott, Dir., Emergency Serv., Luther Midelfort-Mayo Health System, 1221 Whipple St., Eau Claire, 54703	715-838-3212
Barbara Harlos, RN, Clinical Manager, Gundersen Lutheran Med. Ctr. (home)613 10 th Court, Onalaska 54650	608-783-6262
Nancy Fellenz, Clinical Manager, Partners Health System, 225 Memorial Dr., Berlin 54923	920-361-1313
Pamela Mork, Clinical Manager, Partners Health System, 225 Memorial Dr., Berlin 54923	920-361-1313
Monica Goldin, RN, Co-Manager, Partners Health System, 225 Memorial Dr., Berlin 54923	920-361-5508
Marilyn Dehling, RN, Clinical Manager, Partners Health System, 225 Memorial Dr., Berlin 54923	920-361-1313
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Patricia Keller, Clinical Director, Luther Midelfort, 1221 Whipple Street, Eau Claire, WI 54702	715- 838-6375
Collene Gorell, Clinical Director, Luther Midelfort, 1221 Whipple Street, Eau Claire, WI 54701	715-838-6719
Nancy Rasmussen, Quality Resource Mgr, Langlade Memorial Hosp., 112 E. Fifth Avenue, Antigo, WI 54409-2796	715-623-9317
Debra J. McCann, Dir., Clinical Svcs., Community Mem. Hosp., (Home) N108 W17143 Hawthorne Drive, Germantown, WI 53022	262-255-7687
Terry Slawny, Director, Nursing Operations, Community Memorial Hospital, Menomonee Falls, WI 53051	262-252-3018
Laura John, Clinical Nursing Dir. Comm. Mem. Hosp., W180 N8085 Town Hall Rd., Menomonee Falls, WI 53051	262-257-3569
Lynn Cardinal, Adm. Supervisor, Comm. Mem. Hosp., W180 N8085 Town Hall Road, Menomonee Falls, WI 53051	262-257-3502
Kendall W. Hicks, Vice President, Hudson Hospital, 400 Wisconsin Street, Hudson, WI 54016	715- 377-5100
Lynn A. Hunt, Dir., Orthopedic/Surgical Svcs., Sacred Heart Hosp., (home) N4802 430 th St., Menomonie, WI 54751	715-235-2325
Carol Mohr, Asst. Dept. Dir. of Orth. Surg., Sacred Heart Hospital, 900 W. Clairemont Avenue, Eau Claire, WI 53701	715-839-4351

Press Release from Gov. Scott McCallum

For Immediate Release - April 30, 2002

Contact: Tim Roby (608) 266-8110

Governor Announces Results of Nursing Survey

Findings will help develop strategy for solving health care workforce shortage

MADISON - Gov. Scott McCallum announced today the findings of the first Web-based survey of registered nurses in Wisconsin, which he said would help the state understand and respond to emerging shortages of nurses in the health care system.

Gov. McCallum said 63 percent of registered nurses responded to the survey, which addresses topics such as the hours worked by registered nurses, the reasons nurses are leaving the workforce, the aging health care services workforce and the education of registered nurses.

"It is vital that we develop a plan of action that will address the labor shortage that is threatening Wisconsin's health industry," Gov. McCallum said. "This survey will give us a better understanding of the shortage we face and allow us to make better decisions on building our health care workforce."

Statistics from the Department of Regulation and Licensing indicate the overall number of registered nurses in the state is growing, increasing from 58,625 in 1993 to 68,594 in 2001, but the demand for nurses has outpaced growth. The survey showed that 82 percent of Wisconsin's licensed registered nurses are working in nursing positions in the state.

The 2001 Registered Nurse Workforce Survey was developed through a public-private partnership that included the departments of Health and Family Services (DHFS), Workforce Development (DWD), and Regulation and Licensing (DRL). Private organizations that partnered to develop, implement and market the survey are Wisconsin Health and Hospital Association, Wisconsin Health Care Association, Wisconsin Association of Homes and Services for the Aging, and the Wisconsin Nursing Coalition.

Among the key findings in the survey are:

Aging of the nursing workforce:

- The average age of registered nurses practicing in Wisconsin is 44.7 years. This is older than the average age for employed RNs nationally (43.3 years in 2000) and reflects the national trend of an aging workforce in nursing.
- The proportion of registered nurses age 50 and older in various work settings was 54 percent in nursing education, 44 percent in nursing homes, 40 percent in public/community health, 32 percent in outpatient clinics and 26 percent in hospitals.
- The issue of an aging workforce is particularly relevant in nursing education, since more than half of Wisconsin's nurse educators are age 50 or older. As nurse educators reach their 50s and 60s, their approaching retirement has serious implications for the capacity of Wisconsin's educational system to increase the supply of registered nurses in the state.

Overtime in the nursing workforce:

- Of all registered nurses working in nursing positions in Wisconsin, 43 percent (an estimated 24,406) worked overtime in the past month.
- Of these RNs who worked overtime in the past month, 61 percent (an estimated 14,990) were paid for their overtime.

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- Of the RNs who worked and were paid for overtime in the past month, 77 percent reported that their employer asked them and they agreed to work overtime. Paid overtime was more often requested and agreed to (rather than assigned) in all primary work settings, including hospitals, nursing homes, public health, clinics and nursing education.

Plans to reduce work hours in next year:

- Thirteen percent of registered nurses practicing in Wisconsin (an estimated 7,684) planned to reduce their work hours in the next 12 months.
- Job stress was mentioned most frequently as the primary reason for planning to reduce work hours, reported by 34 percent of the RNs who planned to reduce hours. By age, the most frequently reported primary reasons for planning to reduce work hours were family obligations for RNs under age 40, job stress for RNs age 40 to 59, and retirement or semi-retirement for RNs age 60 and older.

Plans to leave nursing practice:

- Three percent of registered nurses practicing in Wisconsin (an estimated 1,781) planned to leave nursing practice in the next 12 months.
- Among these RNs, the most frequent primary reasons reported were retirement and job stress.

Retention at primary work setting:

- Among registered nurses practicing in Wisconsin, 38 percent (an estimated 21,349) have been at their primary work setting for more than 10 years, and 27 percent (an estimated 15,492) have been there less than three years.
- Longer-term retention of registered nurses was highest in hospitals and nursing education settings. Forty-seven percent of RNs working in hospitals, and 39 percent of RNs working in nursing education settings, had worked at the same site more than 10 years.
- Work settings with the highest percentage of registered nurses who had worked at the site less than three years were outpatient clinics (33 percent), nursing homes (32 percent), and public/community health settings (30 percent).

Location of nursing education:

- Seventy-six percent of RNs practicing in Wisconsin received their basic nursing education in Wisconsin, 19 percent in another state and 1 percent outside the U.S.
- Seventy-seven percent of RNs practicing in Wisconsin received their highest level of nursing education in Wisconsin, 19 percent in another state and 1 percent outside the U.S.

Additional information on the 2001 Wisconsin Registered Nurse Workforce Survey is available in Health Counts in Wisconsin: Registered Nurse Workforce Data 2001, on the DHFS Web site at: <http://www.dhfs.state.wi.us/provider/nurses.htm>

Opportunity for Student Nurses

I wanted to share with you a wonderful opportunity for students to participate in the Milwaukee CHIP program during the summer. There is a stipend for students who participate. Housing is also provided. If you know a student who might be interested, please take a look at the application which can be found at:
www.milwaukeeahec.org

If a student is interested in participating in this program, please contact Virginia Thomas at the Milwaukee AHEC, 414-226-2432 (x225).

Community Health Internship Program (CHIP)

The MAHEC collaborated with the City of Milwaukee Health Department to implement the Community Health Internship Program (CHIP). CHIP serves as the Milwaukee component of the WAHEC Innovative Partnerships with Local Health Departments' Statewide Initiative. CHIP involved the staff and resources of the MAHEC, the City of Milwaukee Health Department, UWMSMCC, UW-Milwaukee School of Allied Health, UW-Milwaukee College of Letters and Science, Marquette University School of Dentistry and Nursing. 2000-2001 - The program provided 17 health professions career students with an opportunity to participate in an six-week community health internship. The internship required each participant to develop and complete a community health research project involving a component of the City of Milwaukee Health Department. The interns participated in research seminars, field trips and other public health activities. The program concluded with a luncheon and participant poster presentations.

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Horizons Legislative Report

Strategic Goals for 2002

1. Communicate/educate the membership about pertinent legislative information
2. Collaborate with WNA Public Policy Council as well as WHA to decrease duplication of efforts related to legislative health care issues, and to increase our visibility and influence
3. Increase the visibility of nursing/health care in the media
4. Build relationships with legislators
5. Actively participate in issues related to workforce development

Legislative Issues Update

Mandatory Overtime

The mandatory overtime bill won Senate approval in February. Subsequently, it was sent to the Joint Finance Committee. Although it is doubtful that further action will be taken, it is important to note that it will very likely be reintroduced in some form or another following the election.

Senate Hospital Ban on Construction

At the WNA Public Policy Council on April 27, 2002, we will propose that the W-ONE Legislative Committee work collaboratively with WNA to oppose the ban. We are currently working on the issue in collaboration with the WHA.

Proposal to the Board

At the March meeting, the Legislative Committee made a motion and received W-ONE Board approval to evaluate the following proposal. The motion read as follows: "There is a need for a strong voice to address the contextual and political issues affecting the Profession of Nursing. Be it resolved that the Board take a proactive approach and evaluate the consequences of a structural change to the organization by hiring an Executive Director to serve as a recognized voice for the W-ONE, and ultimately for the profession of nursing in the state of Wisconsin."

The board approved the motion with the following considerations/recommendations.

- Retain the services of a lobbyist
- Consider several state leadership groups joining together with one Executive Director at the helm
- Strengthen our alignment with the AONE

The following committee was formed to review the recommendations:

- Co-chairs: Bev Hoege and Nancy Wilde
- Committee members: Gerri Staffileno; Diane Postler-Slatery, and Carol Winegarden

If you are interested in working on the committee, please contact Bev Hoege or Nancy Wilde.

W-ONE Board of Directors 2002

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W-ONE Committee Chairs 2002

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Member Checklist

- Please contact Shannon Nelson whenever you have a change in either employment or residential address to guarantee timely mailings.
e-mail snelson@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.