



May 2011

# HORIZONS

## President's Message



The AONE held their annual convention and business meeting in April as well. Thank you for supporting Peggy Haggerty, President Elect and myself to attend the convention in San Diego. The chapter leaders from all 50 states met to discuss the IOM Future of Nursing and the role of AONE. Each of the recommendations is being assigned to a special taskforce for nationwide input, each state is being asked to begin working on the recommendations, and W-ONE will keep you updated.

A special thank you to the Program Committee for planning a great convention: Jean Surguy, BSN, MAE, Chair; Lori Cardinal, RN, BSN; Sara Carpenter, RN, MSN, CNL; Marcia Donlon, RN, BSN, MS; Denice Dorpat, RN, MSN, CCRN; Jennifer Frank, BA; Alison Hafeman, BSN, CPHQ; Joan Klehr, RN, BS, MPH; Becky Kordahl, RN, MBA, NEA-BC; Pam Krueger, RN, MSN; Michele Oostdyk, RN, BSN, MS; Diane Otte, RN, MS, OCN; Cindy Schini, RN, and Missy Tate, RN, BSN, MBA.

Thank you to all our members who attended or presented at the conference.



April has been a great month at W-ONE, we held our Annual Convention in Wisconsin Dells, the attendance and engagement of our members was inspiring. Our strategic mission, vision and goals were accepted by our members at our annual business meeting. At lunch on Thursday, we had the opportunity to again recognize Amy Dwyer as Nurse Leader of 2010.

The AONE began with a very interesting keynote session, "The music paradigm" with Roger Nierenberg, who was the "maestro" of the presentation. We sat amongst a symphony orchestra which was used as a metaphor for dynamic organizations and the challenges we face each day. It was a high impact learning experience with a focus on a personal and team journey.

There are a lot of exciting new journeys we are taking as an organization, so read on to learn more about them.

**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.*

### 2011

Friday, June 24	1000-1430	Board Meeting, WHA Headquarters
Friday, August 19	1000-1430	Board Meeting, WHA Headquarters
Wednesday, September 14	TBD	Board Meeting, WHA Annual Conference
Friday, November 18	1000-1430	Board Meeting, WHA Headquarters



**Nurse Leader Succession Planning Toolkit**  
Can be found on the **WONE** website



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.

2011 W-ONE Board of Directors: President, Paula Hafeman; Treasurer, Sally Lersch; Secretary, Janice Giedd; Past President, Peg Ose  
2011 W-ONE Board Members: Ellen Zwirlein, Constance Bradley, Jan Bauman, Amy Dwyer, Suzanne Marnocha, Pamela Maxson-Cooper  
Editor: Carol Winegarden

# Guiding Principles for the Nurse Executive to Enhance Clinical Outcomes in Leveraging Technology

The AONE has developed guiding principles for the nurse executive to enhance clinical outcomes in leveraging technology. The AONE and representatives from Hilrom developed the following guiding principles.

The priorities of the Chief Nurse Executive include:

- Assure there is a governance model that oversees technology initiatives
- Define clear, measurable, clinical outcomes for each technology initiative/project
- Assume ownership of the process roadmap for future work redesign and the relationships that manage the process

The priorities of the Industry partner include:

- Clearly articulate the amount of process work required to achieve the results outlined in the roadmap; fully engage in the change management process
- Stop providing point solutions and provide full solution offerings even if it means partnering with the competition
- Provide open systems that share information/interoperate across vendor platforms with zero tolerance for lack of interoperability

These is a brief summary of the key priorities identified in the guiding principles, please refer to the [www.aone.org](http://www.aone.org) for the complete content.

**Respectfully submitted,**  
**Paula Hafeman**  
**President**

## BSN in Ten

### W-ONE Position Statement

The national trend for states to progress with BSN in Ten is gaining momentum. Graduating nurses with Associate or Diploma degrees would be required to earn their BSN within 10 years of licensure. Nurses who currently possess their ADN or Diploma degrees would be exempted.

The Tri-Council for Nursing Issues, the IOM Future of Nursing Report issued last October, and several studies recommend advanced degrees in nursing. Each report cites research that demonstrates better patient outcomes with higher educational preparation for nurses. The IOM report goes on to formally recommend an increase of nurses with BSNs to 80% by 2020.

Members from W-ONE formally met with the Deans from both BSN and ADN programs in Wisconsin last August and agreed to work together to move this initiative forward in our state. It was agreed that professional nursing organizations develop position statements and then work together to develop strategies to move forward. Please refer to the W-ONE web site for the complete BSN in Ten White Paper for background information and references.

#### W-ONE Position Statement

The nursing profession must be academically prepared to meet the complex needs of the patients and communities it serves and function as an equal partner with other health care professions.

W-ONE supports advancing the educational preparation of nurses. We acknowledge that there are multiple access points into the nursing profession, and that educational advancement is encouraged from the point of entry. As a proactive leader, W-ONE embraces a vision of a preferred future where professional nurses earn a bachelor's degree in nursing (BSN) within 10 years of initial licensure.

This cultural change will demand the creation of system pathways in local Wisconsin communities that promote continued nursing education which would serve as a platform for lifelong learning.

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### Program Committee

We had another great convention this year.

A big thanks to the Program Committee and Jennifer Frank and Lisa Littel from WHA for their help. We had several compliments during the sessions about the speakers. We appreciate the support of our vendors who help us be able to bring in the high caliber speakers we offer. We had approximately 240 attendees and 17 vendors.

Please remember to fill out the evaluation that Lisa emailed to you if you want CEU credits and to give us feedback. We take all comments very seriously to improve our program next year. We also want your ideas for topics and speakers you would like to hear in the future.

We look forward to seeing you next year at the Osthoff Resort in Elkhart Lake March 28-30, 2012.

**Respectfully Submitted,**  
**Jean Surguy**



If you are searching for a way to make a difference in your organization or just looking for professional networking and collaborative opportunities, we believe that W-ONE will provide you with a valuable resource in the state of Wisconsin.



For more information, please contact us at  
608.268.1806

You can now follow WONE on Facebook. Keep up on the latest information by linking from the [www.w-one.org](http://www.w-one.org) home-page link or by typing in your Facebook search box "Wisconsin Organization of Nurse Executives."

## 2010 W-ONE Legislative Committee Annual Report

In 2010, the Legislative committee worked to meet the strategic goal established by the board. "Strengthen the ability of W-ONE to influence legislator position on issues related to healthcare."

The committee announced, facilitated or encouraged member to become more active in healthcare advocacy by:

- Participating in WHA's - Hospitals Education & Advocacy Team (HEAT) Campaign. HEAT provides email notification of current issues and a convenient way to contact your legislator. After consideration the committee tabled an initiative for W-ONE to have a separate advocacy software system.
- Encouraging member participation in WHA's Advocacy Day
- Emailing all members a summary statement describing the role of the State Board of Nursing and current legislative topics.
- Outcomes of committee activity in 2010 include:
  - Legislative update and panel discussion at the 2010 W-ONE Annual Meeting: "Hosting Legislators at your Hospital." Special thanks to Jennie Boese, Tim Gengler, Peggy Haggerty and Kris McGarigle for participating in the panel.
  - Proactive approach for responding to legislative issues with a focus on developing reference materials on potential legislative topics: Medical Marijuana Fact Sheet; forwarded the need for an update of the "2005 Guiding Principles of Nurse Staffing" to the BOD.
  - Teleconferences or email communication on the topics of: Healthcare Reform, Transforming Care at the Bedside (TCAB) and Legislative updates. Also forwarded the AONE 2010 Advocacy and Legislative Priorities.
  - Updated bylaws to remove "fundraising" from purpose of Legislative Committee

Active members of the committee in 2010 were:

Mary Cieslak-Duchek, Co-chair

Mary Ann Clark

Kay Kuchta, AONE Liaison

Jan Bauman, Horizon articles, Medical Marijuana Fact Sheet

Joyce Schaefer

Ruth Risley-Gray, Healthcare Reform Update

Theresa Brauer, Legislative Orientation (pending)

Vonda Wall, AORN Liaison

Mary Beth White-Jacobs, Co-Chair

Bev Hoege, Secretary

The committee wants to thank Judy Warmuth and Jennifer Boese of WHA for their input and support.

**Respectfully Submitted,**

**Mary Beth White-Jacobs and Mary Cieslak-Duchek, Co-Chairs**

## Update on WHA Quality Measures Team and CheckPoint

Susan Peterson  
W-ONE Board Representative  
April 2011

The WHA Quality Measures Team met on March 18, 2010. Some of the key discussion points were:

### New Stroke Measures

WHA staff are developing a data reporting screen Target preview period will be early June 2011 with an anticipated go live date for CheckPoint in June.

### SCIP

Urinary Removal and Perioperative Temperature Management Measures approved by the WHA board in February as additions to CheckPoint WHA staff are building the data display and will communicate to Quality leaders.

### Mortality and Readmission data:

30-day rates for both measures posting was approved by the WHA board in February. WHA staff are building a data display to include a Wisconsin average as the comparative Preview period planned for summer 2011 with a go live time frame of 3rd quarter 2011

### Hospital Acquired Infections - CLABSI

The Measures Team to study results in 3rd quarter 2011

Communication about this newly proposed measure sent to Quality and Infection Control contacts

WHA staff building data display screens Anticipated go live date is late 2011 or early 2012

### Employee Immunization Rates

There has been a request to post flu vaccine rates to CheckPoint

This measure will not be added at this time per an evaluation by the team however, hospitals are advised that this measure is gaining interest

### Error Prevention Measures

There was a recommendation that a small group be formed to complete a formal evaluation and review for possible retirement of these measures

If you have any questions or comments, please do not hesitate to contact me at [slpeterson922@aol.com](mailto:slpeterson922@aol.com)

## Nursing Leadership Academy

W-ONE is happy to announce that the next offering of the Leadership Academy will be held at the Mead Hotel in Wisconsin Rapids on October 13 and 14, with a follow up day to be held November 7 at the same location. The initial offering of the Academy was held in 2009 with very positive comments. The purpose of the Leadership Academy is to bring together staff nurses and new managers from diverse practice environments to participate in interactive sessions that build leadership competencies and skills. A mentor will facilitate the integration of these skills into practice.

The curriculum for the two days will include the following topics: self as leader, circle of influence, systems thinking, quality and patient safety, evidence-based practice, principles of communication, conflict mediation, and leading teams through change.

The sessions will be interactive sessions, with application of the material in practice. We are limiting the participation to 30 individuals, one individual from each hospital. We will reopen the requests for additional participants from hospitals if we do not have 30 participants in the initial registration.

The Leadership Academy is a collaborative effort between the Wisconsin Organization of Nurse Executives, Wisconsin Center for Nursing, and Wisconsin Nurses Association. Nursing contact hours will be provided to participants. Watch for more details to come via the brochure.

## Bylaws Amended at Annual Meeting

The W-ONE membership voted to amend the Bylaws during the Annual Business Meeting on April 7, 2011. The amendments were primarily editorial in nature and are summarized below:

- Article II, Mission, was amended to reflect the current mission statement as adopted by the Board at the 2011 Strategic Planning Meeting.
- Article III, Vision and Values, was amended to reflect the current vision and values statements as adopted by the Board at the 2011 Strategic Planning Meeting.
- Article V, Membership, was amended to reflect the current official name of The Joint Commission.
- Article X, Committees, section 10.2, Board Liaisons and Special Committee/Task Forces, was amended to clarify the purpose of the Board Liaison position and the role of special committees and task forces. In addition, the length of service for Board Liaisons was specified (not to exceed 5 years, unless otherwise defined) as well as their voting status at Board Meetings (non-voting). In this section it was also clarified that chairs of special committees and task forces may be asked to attend Board of Director Meetings, but will have non-voting status.

There also was a lively discussion by the membership regarding whether the hyphen used in the acronym for the Wisconsin Organization of Nurse Executives (W-ONE) should be discarded, becoming WONE. It was noted that although the Bylaws states the acronym is W-ONE, much of our public literature lists it as WONE. Since there are historical reasons for the hyphen dating back to when the original nurse executive organization merged with the state organization representing nurse managers, it was decided to table this for a more in-depth consideration at next year's Annual Business Meeting. If eliminating the hyphen is proposed as an amendment in 2012, the Bylaws Committee will publish a Horizons article in advance to educate the membership about the issue.

If anyone wants an electronic or hard copy of the current W-ONE Bylaws, please contact the Bylaws Committee Chair, Jo Ann Appleyard at [jaa5@uwm.edu](mailto:jaa5@uwm.edu) or at 414-229-5760.

**Respectfully submitted,  
Jo Ann Appleyard, Chair Bylaws Committee**

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## W-ONE Professional Development and Research Committee Horizons May 2011

W-ONE Professional Development and Research Committee has established the Nurse Leader / Executive Mentoring Program as a service to our members. The program information, including a list of mentors, is found on the W-ONE web site (<http://www.w-one.org>). Please take a look if you are interested in developing a mentoring relationship in your professional career. Several members have pursued this career opportunity, and the feedback received has been positive. Thank you to those board members who have supported this program by serving as mentors.

The 2011 application process for all grants will again be conducted online. Please go to the W-ONE web site (<http://www.w-one.org>) after June 15, 2011 for more information and to access the online application forms.

Respectfully submitted,

**Kathryn Olson, RN, BSN, MA, NEA-BC  
Professional Development and Research Chair W-ONE  
Director Patient Care Services  
Ministry St. Joseph's Hospital  
Marshfield, WI  
[Kathryn.Olson@ministryhealth.org](mailto:Kathryn.Olson@ministryhealth.org)**



Judy Warmuth, WHA Liaison  
 VP, Workforce Development  
 Wisconsin Hospital Association  
[jwarmuth@wha.org](mailto:jwarmuth@wha.org)  
 608-274-1820

## WHA Update

### WONE Spring Conference

Congratulations to WONE for another great conference. Strong presentations, interesting vendors and the opportunity to interact with many of you make this event a highlight for me.

### New Chief Nursing Officer Orientation

On May 20, WONE and WHA will offer a day of introduction and orientation for those new to the Chief Nursing Officer role. The program is full with 16 new or relatively new CNOs participating. Public policy in Wisconsin, quality and quality reporting in Wisconsin, and the Wisconsin framework for nursing practice are among the topics to be explored. This will be the second offering of this program. Last year's participants were highly enthusiastic about both the learning opportunity and the chance to meet other new hospital nurse leaders.

### Health Information Technology Grant Program

Madison and Milwaukee Technical Colleges are recipients of similar grants designed to create individuals to help implement electronic medical records in hospitals and physician office practices. These grants are designed to help individuals with either a professional health or an information technology background move into EMR implementation positions. To date, many of the enrollees have been incumbent workers interesting in changing roles with their current employer. These grants will next be provided in on-line or electronic formats to reach interested individuals outside of Madison and Milwaukee. Information can be found at: <http://matcmadison.edu/hit> and [http://matc.edu/matc\\_news/2011\\_HIT\\_Online\\_Grant1.html](http://matc.edu/matc_news/2011_HIT_Online_Grant1.html)

### TCAB

Transforming Care at the Bedside-Wisconsin version is off and running. Watch for information and stories about staff nurses creating change and making a difference on their own units.

### Articles on Nurse Staffing

Four recent articles on the impact of nursing on patient care outcomes provide interesting evidence on nursing role and contribution.

They are:

*Nurse Staffing Effects on Patient Outcomes.* Medical Care. Blegen, M. and others. April 2011

*Nursing Staffing and Inpatient Hospital Mortality.* The New England Journal of Medicine. Needleman, J and others. March 17, 2011

*Linking Nursing Work Environment and Patient Outcomes.* Journal of Nursing Regulation. Trinkoff, A. and others. April 2011

*Quality and Cost Analysis of Nurse Staffing, Discharge Preparation, and Postdischarge Utilization.* Weiss ME and others. Health Services Research *online*, 2011.

Enjoy spring in Wisconsin. As always, feel free to call or message me with questions or thoughts.

Judy Warmuth, Vice President, Workforce  
 Wisconsin Hospital Association

## Call for W-ONE Board Members

Dear W-ONE Members:

We are looking for a few strong nursing leaders. You may be the one we are searching for to serve W-ONE. It's time to elect new officers and committee members for several positions. If you are interested in being placed on the ballot, please indicate your interest by marking the position of interest. You may also nominate another person, be sure they are in agreement!

\_\_\_\_\_Treasurer (two year commitment, must be an AONE member)

\_\_\_\_\_Board of Directors -- there are three open positions (two year term)

\_\_\_\_\_Nominations Committee -- there are two open positions (two year term)

Name \_\_\_\_\_

Title \_\_\_\_\_

Agency \_\_\_\_\_

Preferred mailing address \_\_\_\_\_

\_\_\_\_\_

Telephone \_\_\_\_\_

E-mail address \_\_\_\_\_

Please return the completed application  
no later than **June 30, 2011**.  
**Thank you!**

**RETURN TO:**  
**W-ONE**  
**PO Box 259038**  
**Madison, Wisconsin 54725-9038**

**Fax: 608-274-8554**

## Nurse Leader of the Year

The Wisconsin Organization of Nurse Executives honors a Wisconsin nurse leader each fall. Criteria for selection of the Nurse Leader of the Year include the following:

1. A member in good standing of the Wisconsin Organization of Nurse Executives.
2. Has provided service to the Wisconsin Organization of Nurse Executives through participation in special or standing committees or through elected offices.
3. Has demonstrated creativity in nursing management/administration.
4. Has promoted the profession of nursing and nursing management within the institution and the community; serves as a role model, mentor and coach to others.
5. Has demonstrated nursing leadership by sharing knowledge and expertise within and outside the institution through presentations in seminars, formal course offerings and/or publications.
6. Has developed positive intra-institutional relationships with other disciplines including administration and medicine.
7. Demonstrates compassion and spirit toward patients, families, colleagues, and subordinates.
8. Participates in a broad range of civic and health care related organizations; a political activist for nursing and health care.

### Nurse Leadership Award Nomination

Due Date: June 30, 2011

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

Name \_\_\_\_\_  
Title \_\_\_\_\_  
Institution \_\_\_\_\_  
Address \_\_\_\_\_  
City, State, Zip \_\_\_\_\_

**for the 2011 *Nurse Leader of the Year* Award.**

Having reviewed the criteria for this award, I believe this candidate has met them in the following ways:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

#### RETURN TO:

W-ONE  
PO Box 259038  
Madison, WI 53725-9038

Fax: 608-274-8554

#### Submitted by:

Name \_\_\_\_\_  
Title \_\_\_\_\_  
Institution \_\_\_\_\_  
Address \_\_\_\_\_  
City, State, Zip \_\_\_\_\_  
Telephone: \_\_\_\_\_

**Please return by June 30, 2011**

## W-ONE Board of Directors 2011

### President

Paula Hafeman  
Chief Nursing Officer  
St. Vincent Hospital  
Green Bay, WI 54307-3508  
(W) 920-433-8204  
(H) 920-371-8244  
Fax: 920-431-3215  
[phafeman@stvgb.or](mailto:phafeman@stvgb.or)

### President-Elect

Peg Haggerty  
VP of Patient Care Services  
Columbus Community Hosp.  
1515 Park Avenue  
Columbus, WI 53925  
(W) 920-623-1269  
(H) 920-210-6488  
Fax: 920-623-3546  
[phaggerty@cch-inc.com](mailto:phaggerty@cch-inc.com)

### Treasurer

Sally Lersch  
St. Vincent Hospital  
835 S. Van Buren Street  
Green Bay, WI 54307  
(W) 920/433-8934  
Fax: 920-856-6446  
[sally.lersch@stvgb.org](mailto:sally.lersch@stvgb.org)

### Past President/ Nominations - WHA Liaison

Peggy Ose  
Vice President-Patient Services  
Riverview Hospital  
PO Box 8080  
Wisconsin Rapids, WI 54495-8080  
(W): 715-421-7427  
Fax: 715-421-7551  
[vpps@rhahealthcare.org](mailto:vpps@rhahealthcare.org)

### Liaison, Leadership Academy/ Secretary

Janice Giedd  
Assistant Administrator, Chief  
Nursing Officer.  
St. Joseph's Hospital  
2661 County Hwy. I  
Chippewa Falls, WI 54729  
(W) 715-726-3342  
Fax: 715-726-3302  
[jgiedd@sjcf.hshs.org](mailto:jgiedd@sjcf.hshs.org)

### Board Members

Pamela Maxson-Cooper  
Nursing Consultant  
Froedtert Health  
9200 W. Wisconsin Avenue  
Milwaukee, WI 53226  
(W) 414-530-8786  
(H) 262-965-4408  
[pmaxson@fmlh.edu](mailto:pmaxson@fmlh.edu)

Ellen Zwirlein, RN  
Director, Nursing/RT/Pharm  
Memorial Hospital  
705 East Taylor Street  
Prairie du Chien, WI 53821  
(W) 608/357-2000  
Fax: 608/357-2100  
[zwirleie@pdcmemorialhospital.org](mailto:zwirleie@pdcmemorialhospital.org)

Jan Bauman  
VP, Patient Care Services  
Divine Savior Healthcare  
2817 Pinery Road  
Portage, WI 53901  
(W) 608-742-4131  
[jbauman@dshealthcare.com](mailto:jbauman@dshealthcare.com)

Amy Dwyer  
Chief Nursing Officer  
Assistant Adm.-Patient Services  
Sacred Heart Hospital  
900 W. Clairemont Avenue  
Eau Claire, WI 54701  
(W) 715-839-4268  
Fax: 715/839-4458  
[adwyer@shc.hshs.org](mailto:adwyer@shc.hshs.org)

Suzanne Marnocha  
Undergraduate Program Dir.  
Univ. of WI Oshkosh College  
of Nursing  
800 Algoma Boulevard  
Oshkosh, WI 54901-8660  
(W) 920-424-1028  
Fax: 920-424-0123  
[Marnocha@uwosh.edu](mailto:Marnocha@uwosh.edu)

Constance Bradley, RN, MSN,  
NEA-BC  
Nurse Executive  
Columbia St. Mary's  
2025 E. Newport Avenue  
Milwaukee, WI 53211  
(W) 414-961-3613  
Fax: 414-961-3813  
[cbradley@columbia-stmarys.org](mailto:cbradley@columbia-stmarys.org)

## W-ONE Committee Chairs 2011

### Membership

Doris Mulder  
Vice President  
Beloit Health System  
1969 West Hart Road  
Beloit, WI 53511  
(W) 608-364-5530  
(H) 608-362-2816  
Fax: 608-363-5797  
[dmulder@beloitmemorialhospital.org](mailto:dmulder@beloitmemorialhospital.org)

### Bylaws

Jo Ann Appleyard, PhD, RN  
Director, Undergraduate Program  
UW-Milw. College of Nursing  
P.O. Box 413  
Milwaukee, WI 53201  
(W): 414-229-5760  
Cell: 414-731-9241  
Fax: 414-229-3382  
[jaa5@uwm.edu](mailto:jaa5@uwm.edu)

### Legislative Co-Chairs

Mary Cieslak-Duchek  
Dir. of System Nursing  
Integration  
Aurora Health Care  
3000 W. Montana  
Milwaukee, WI 53201  
(W) 414-647-6493  
(C) 262-385-0122  
Fax: 414-647-6389  
[mary.cieslak-duchek@aurora.org](mailto:mary.cieslak-duchek@aurora.org)

Mary Beth White-Jacobs  
Director, Patient Care Services  
Black River Memorial Hospital  
711 West Adams  
Black River Falls, WI 54615  
(W) 715/284-1304  
Fax: 715/284-7166  
[whitejacobsm@brmh.net](mailto:whitejacobsm@brmh.net)

### Professional Development

Kathryn Olson  
Director Patient Care Services  
Saint Joseph's Hospital  
611 St. Joseph Avenue  
Marshfield, WI 54449  
(W) 715-387-7592-  
(Fax) 715-387-7616  
[kathryn.olson@ministryhealth.org](mailto:kathryn.olson@ministryhealth.org)

### Marketing

Tim Gengler  
Chief Nurse Officer  
Aspirus Wausau Hospital  
333 Pine Ridge Boulevard  
Wausau, WI 54401  
(W) 715-847-2436  
Fax: 715-847-2108  
[timg@aspirus.org](mailto:timg@aspirus.org)

### Historian

Shirley Larson  
Retired  
N6921 Sandstone Dr. So  
Mauston, WI 53948  
(H) 608-847-4210  
(C) 414-617-9229  
[slarson42@mediacommb.net](mailto:slarson42@mediacommb.net)

### Horizons/Website

Carol Winegarden  
Director of Quality and Medical  
Staff Services  
Community Memorial Hospital  
855 South Main Street  
Oconto Falls, WI 54154  
(W) 920-846-3440 Ext. 1328  
(C) 920-373-5085  
[carolwi@cmhocontofalls.org](mailto:carolwi@cmhocontofalls.org)

### Program/ Center for Nursing Representative

Jean Surguy  
VP/CNO  
Mile Bluff Medical Center  
1050 Division Street  
Mauston, WI 53948  
(W) 608-847-2990  
[jsurguy@milebluff.com](mailto:jsurguy@milebluff.com)

### Nursing Coalition Member Representative

Beverly Hoegel  
Executive Vice President  
Reedsburg Area Medical Center  
2000 North Dewey Avenue  
Reedsburg, WI 53959  
(W)608-524-6487  
Fax: 608-524-6566  
[bhoegel@ramchealth.org](mailto:bhoegel@ramchealth.org)

### Liaison, Checkpoint/ Quality Measures

Susan Peterson  
Vice President, Chief  
Quality Executive  
Waukesha Memorial Hospital  
725 American Avenue  
Waukesha WI 53188  
(W) 262-928-2127  
Fax: 262-928-7810  
[susan.peterson@phci.org](mailto:susan.peterson@phci.org)

### 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](mailto: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](mailto:carolwi@cmhocontofalls.org).
- If you are interested in being a part of a specific committee, contact the committee chair.

### WHA Contact

Pam Aud  
Wisconsin Hospital Association  
5510 Research Park Drive  
PO Box 259038  
Madison, WI 53725-9038  
Work: 608/274-1820  
Fax: 608/274-8554  
E-mail: [paud@wha.org](mailto:paud@wha.org)

### WHA Liaison

Judy Warmuth  
V.P., Workforce Development  
5510 Research Park Drive  
PO Box 259038  
Madison, WI 53725-9038  
Work: 608/274-1820  
Fax: 608/274-8554  
E-mail: [jwarmuth@wha.org](mailto:jwarmuth@wha.org)