



May 2012

HORIZONS

President's Message

The AONE Convention was held in Boston, Massachusetts in March. Thank you for the opportunity to attend this great event. As in the past, this was an excellent conference with topics that were inspiring and motivating. Keynote speakers included Daniel Pink (*New York Times* best-selling author), Dee Dee Meyers (former White House Press Secretary), Susan Hassmiller (Robert Wood Johnson Foundation Senior Advisor for Nursing), John Welton (Dean, School of Nursing, Florida Southern College), and Thomas Goetz (Executive Editor, *Wired Magazine*). In addition, the many break-out sessions offered a variety of topics pertinent to today's healthcare environment and some of the challenges we are facing. In addition, the Chapter Leader Meeting was well attended by the Chapter Leaders across the 50 states, sharing what their organizations and states are doing to move forward in supporting the IOM initiatives, the issues they are currently facing and what they are doing to address them. This was a great time to network across the many states. Region 5 (Illinois, Indiana, Michigan, Ohio, Wisconsin) was recognized for having the highest AONE membership.



WONE held their annual conference at the Osthoff Resort in Elkhart Lake. This was also an excellent conference with great keynote speakers, Rich Bluni (best-selling author of *Inspired Nurse*) and Steve Tyink (vice-president of business innovation for Miron Construction Co. Inc), who were motivating and inspiring, in addition to the many breakout sessions related to current topics and issues in today's healthcare environment. A big thank you goes out to the members who presented and for the participants who attended. Doris Mulder, Nurse Leader of the Year, was recognized at the Thursday noon luncheon. A big thank you to the Program Committee, led by Jean Surguy, for a job well done! Also, thank you to the Marketing Committee, led by Denise Dorpat, for putting on the silent auction and making available the many WONE logo items for purchase. Our conference would not be a success without the involvement of the many members who dedicate their time and energy in the planning, organizing, and implementation of putting this program on. Thank you, all!

WONE held their annual Business Meeting at the Conference, presenting the work and outcomes from our 2011 Strategic Plan as well as presenting the 2012 Strategic Plan. One of the exciting initiatives that were presented during the conference and a goal for 2012 is the implementation of a specialized license plate for nursing. We are hoping to have legislative support to move forward with this initiative which will support the IOM's initiatives related to ongoing education of nurses throughout the state. There is still work to be done related to moving this forward, but we are hopeful that as an organization, we can

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provide more available funding to assist nurses in their continued education and professional development as leaders.

A change that was made and approved by WONE members at the Business Meeting was to eliminate the hyphen from W-ONE and use "WONE" in the future. There was history behind having the hyphen as part of our organization's title when the Nurse Manager and Nurse Executive Organizations merged to become one. With time, it was felt we have been one and no longer need to include the hyphen.

We are excited to offer **two** Leadership Academies this year as a result of the excellent response to our last year's offering. The first offering will be in Eau Claire, Wisconsin at Sacred Heart Hospital, May 21, 22, and August 8. The second one will be held in southeastern Wisconsin, September 17, 18, and December 6. Our goal is to offer the academies at different locations across the state that will allow those new to leadership positions or aspiring to be a leader an opportunity to participate at a location that may be more convenient for travel. Please refer to our website for further details.

This year promises to be an exciting journey as we work in partnership with the various organizations to move forward with the IOM initiatives. Let's get on board and enjoy the ride!

Peg Haggerty
WONE President

Program Committee

The 2012 Conference was a great success. There were 187 attendees and 18 exhibitors. We appreciated your patience with the two speaker changes that was out of our control. We will look at rescheduling the CAH presentation next year. We would like to thank the Marketing and Membership Committees, and WHA for their part in making this successful. Please remember to obtain the CEU's to complete the on-line evaluation that was emailed to you by Lisa Littel. We will also be looking for suggestions of 2013 breakout sessions so please add them to your evaluation or email me.

Jean Surguy
Chair Program Committee



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.

2012 W-ONE Board of Directors: President, Peggy Haggerty; Treasurer, Sally Lersch; Secretary, Janice Giedd; Past President, Paula Hafeman
2012 W-ONE Board Members: Jan Bauman, Betsy Benz, Constance Bradley, Kathy Dregler, Amy Dwyer, Laura Hieb
Editor: Carol Winegarden

Legislative Committee Update

The Legislative Committee has been very busy the first quarter of 2012 monitoring SB 101 – Expanding overall coverage of oral chemotherapy medications; and SB 313 – Safe Harbor for Infant Bill, which proposes extension of the time from 72 hours to 30 days to leave an infant.

Another significant project we are working on is the Wisconsin Nurses License Plate Bill. This project is being introduced to assure the future of nursing through scholarships, education and recruitment of our current and next generation of nurses. We currently are working on the draft of the License Plate Bill we wish to introduce, as well as establish the fund to support the future of education and scholarships for nurses. If you attended the WONE conference in March, you were able to vote on your license plate design preference.

In the next few weeks, we will be coordinating a meeting with the Department of Transportation to discuss the cost of this initiative which should be a nominal fee in addition to your plate registration, as well as discuss the threshold we need to meet before plates could be printed, along with the structure for the fund development.

Stay tuned, the Legislative Committee will keep you up-dated related to the timeline of this project. The nursing license plate project vision is to both honor the nursing profession and assist in funding programs to strengthen education and leadership opportunities in the profession.

Jan Bauman RN, BSN, MBA
Board and Legislative Committee Member

Nurse Leader Succession Planning Toolkit

Are you prepared for the future....have you identified future nurse leaders, do you have a plan to ensure their success. WONE has a Nurse Leaders Succession Planning Toolkit for you to utilize to be prepared. It can be found on the www.w-one.org under Resources or on the front page.

Membership Committee Report

Membership Update:

202 members have renewed their membership this year, and we have 74 new members for a total of 261 members. This is lower than the past two years, if you have suggestions for the Membership Committee, please contact one of us.

New CNO Orientation:

The third annual orientation for Chief Nursing Officers will be held on May 11 at The Wisconsin Hospital Association. This is an excellent opportunity for new, or not so new, CNOs to learn about WONE, Nursing Practice in Wisconsin, the role of WHA to support Wisconsin hospitals, federal advocacy and much more. If you would like to attend, please contact Judy Warmuth at the Wisconsin Hospital Association at 608-274-1820.

Doris Mulder
Chair Membership Committee

WONE Professional Development Committee

WONE Professional Development Committee would like to remind members about the Nurse Leader / Executive Mentoring Program. The program information, including a list of mentors, is found on the WONE website (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 the nurse leaders who have supported this program by serving as mentors.

The 2012 application process for all scholarships and grants will again be conducted online. Please go to the WONE website (www.w-one.org) after July 1, 2012 for more information and to access the online application forms.

Kathryn Olson, MA, RN, NEA-BC
Chair Professional Development Committee

Photos from Annual Conference



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 home-page link or by typing in your Facebook search box "Wisconsin Organization of Nurse Executives."

Photos from Annual Conference



W-ONE Board Meetings 2012

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

Friday, June 22	1000-1430	Board Meeting, WHA Headquarters
Friday, August 17	1000-1430	Board Meeting, WHA Headquarters
Friday, September 21	TBD	Board Meeting, WHA Annual Conference Marriot Hotel, Madison
Friday, November 16	1000-1430	Board Meeting, WHA Headquarters



Judy Warmuth, WHA Liaison
VP, Workforce Development
Wisconsin Hospital Association
jwarmuth@wha.org
608-274-1820

WHA Update

Licensure surveys

Nurses: The Final Report for the *2010 RN Licensure Survey* has been completed and is available on the Wisconsin Center for Nursing website. The report options include:

- WCN 2010 Wisconsin RN Survey Analysis Executive Summary
- WCN 2010 Wisconsin RN Survey Analysis Report
- WCN 2010 Wisconsin RN Survey Analysis DWD Regional Profiles
- WCN 2010 Wisconsin RN Survey Analysis County Profiles.

The county and regional reports show how RN demographics, education, jobs and pay vary among the areas of the state.

Key findings in the report indicate that most nurses who want to work are working (96%), the mean income for RNs is \$56,787 across the state, and that 28.9% of Advanced Practice Nurses report they currently are not working in a role that requires them to be an APN.

It is good news that this valuable report is finished and published. It can be found at: http://www.wisconsincenterfornursing.org/2010_wi_survey_analysis_report.html

The *2012 RN* survey data entry period has ended with over 81,000 nurses responding. The survey had a mean completion time of 13 minutes with the mode of 11 minutes. Hopefully the report on this newest survey will be available soon. It will again offer a look at the entire RN workforce and allow for comparison with 2010 information.

The *2011 LPN* survey report is expected to be available this fall. Wisconsin is unique in its nursing data collection, especially the full census of the LPN workforce.

Physicians and Osteopathic Doctors:

Workforce information for these two groups was collected on a voluntary basis with their most recent renewal. A preliminary report is available on the AHEC website at: http://www.ahec.wisc.edu/WHWDC/PhysicianSurvey_PrelimRpt_2012-3-15.pdf

Results from this survey indicate that of all physicians holding a Wisconsin license, 69.5% have a Wisconsin address and 64% are providing patient care. Age, gender, medical school and specialty information are provided in the preliminary report with more to come.

Physician Assistants: This workforce survey was also done on a voluntary basis with the most recent renewal. Results will be posted on the AHEC website (above) as they become available.

It is good news to have this beginning level of workforce data available for Wisconsin health care workforce planning.

Medicaid Pay for Performance

Wisconsin hospitals will be included in the Department of Health Services new Medicaid Pay for Performance (P4P) Program. Beginning July 1, 2012, DHS will withhold 1.5% of the payable amount for all inpatient and outpatient claims submitted for fee-for-service Medicaid recipients. Hospitals will have an opportunity to earn back these funds based on how well they perform on a set of performance measures. In addition, if hospitals do not earn all of their withheld funds back, that money would become available in a bonus pool.

The performance measures include the following:

1. Hospital readmissions;
2. Mental health follow up visits;
3. Asthma care for children;

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4. Surgical infection prevention index;
5. Initial antibiotic for community-acquired pneumonia; and
6. Health care provider influenza vaccination (Reporting only).

New TCAB cohort to kick off in September

Chief Nursing Officers will receive an email from WHA inviting participation in the next Wisconsin cohort of Transforming Care at the Bedside (TCAB) set to kick off in September.

BSN Completion Programs

Increasing the number of nurses prepared with a bachelor's degree in nursing is a recommendation of the 2010 Institute of Medicine Report: The Future of Nursing and a goal of the Center for Nursing's Wisconsin Action Coalition. The Wisconsin Hospital Association is developing a list of completion programs

available to nurses in Wisconsin. The plan is to create a resource for employers encouraging nurses to return to school and for nurses seeking options for their degree completion efforts. WONE members can assist in the effort by emailing program names and information to jwarmuth@wha.org. Individuals willing to serve as an advisor to this project are also being recruited.

As always, please contact me if you have questions or comments.

Wishing you all a great Wisconsin spring



Judy Warmuth, vice president, Workforce Wisconsin Hospital Association

Nominations are Now Open

Nominations are now open for the 2012 Nurse Leader of the Year. We have many great nursing leaders in our state. Consider nominating a colleague for this honor.

Nominations are also open for the WONE Board for 2013. Board seats available include President-Elect, Secretary, Board of Directors and Nominations Committee. We are seeking a few nursing leaders to join our great team.

You can submit your nomination electronically from the WONE website www.w-one.org under the "Resources / Forms" tab or by hard copy attached to this issue of Horizons.

Call for WONE Board Members

Dear WONE Members:

We are looking for a few strong nursing leaders. You may be the one we are searching for to serve WONE. 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!

_____President-Elect (one year term)

_____Secretary (two year term)

_____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 29, 2012**.

Thank you!

**RETURN TO:
WONE
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 29, 2012

I request that the WONE Committee on Nominations and Recognition consider:

Name _____

Title _____

Institution _____

Address _____

City, State, Zip _____

for the 2012 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:

WONE
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 29, 2012

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Member Checklist

- Please contact Pam Aud whenever you have a change in either employment or residential address to guarantee timely mailings. E-mail paud@wha.org or 608/268-1806.
- Submit articles for publication in the next issue of Horizons to Carol Winegarden, 920/846-3444, carolwi@cmhocontofalls.org.
- If you are interested in being a part of a specific committee, contact the committee chair.

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