



August 2003

HORIZONS

President's Message

Hello Colleagues,

Hard to believe....it's August already, where did the summer go? It seemed just last week, I was looking forward to the warm weather and now the fall clothing line is out already!



Just like the rest of summer, my message will be short and sweet!

Many activities are occurring within our organization, and I would like to draw your attention to some of them. The Wisconsin Nursing Leadership Council has met several times, and their work is underway. Carol Winegarden and Faye Deich continue as the W-ONE representatives. Please be sure to keep them or any of the Board members informed of opinions or feedback you may have.

The Legislative Committee is anticipating activity to begin this fall around mandatory overtime and staffing ratios. W-ONE and WNA will be participating in a summit in August to prepare a joint white paper regarding staffing ratios. We will keep you informed as developments arise.

The Patient Care Committee has refocused its energies from targeting specific W-ONE patient care issues and quality initiatives to having committee members be active on statewide initiatives. The Committee would then be a conduit to W-ONE members for information related to patient safety and care initiatives. Jan Hutchens is the new Chairperson.

Please take a gander at the new W-ONE website...you can log on to www.w-one.org. The site is now specific for our organization and not linked directly through AONE. We hope the new site will become a flagship for W-ONE communication.

Lastly, I would ask that you all consider attending the WHA/W-ONE Fall Convention, "The Rise of Consumerism" in Lake Geneva, September 24-26, 2003. This conference has always been our opportunity to recognize the Nurse Leader of the Year, which will be announced at the dinner on Thursday evening. The Fall Business Meeting will also be on the morning of September 25, 2003. Hope to see you there!

Gerri Staffileno
W-ONE President

Legislative Committee Update

The Legislative Committee of WONE met in June at WHA in Madison with Karen Lautermilch as chairperson.

The function of this group is to monitor issues being proposed or moving through the legislative process. These issues affect health care and may affect each of your organizations in a different way.

Currently, the legislative committee will focus on three major areas: staffing levels, mandatory overtime and building relationships with legislators.

A two-day summit is being planned at Edgewood College where a multi-focused group will discuss mandatory overtime and staffing ratios. Representatives from legislators, union, WNA, WHA and W-ONE will meet and discuss these issues as a way to better understand perspectives and reach common ground.

The Bill related to mandatory overtime – SB177 under Judy Robson's authorship is included as an excerpt as per the WHA Council on Public Policy Meeting Agenda; June 11, 2003

The bill prohibits health care facilities from requiring employees to continue working after the completion of their previously scheduled shift (8, 10 or 12 hours) or to work more than 40 hours in a week. It allows mandatory overtime in cases of an unforeseeable emergency if all other options have been exhausted, but does not define unforeseeable emergency. The bill prohibits discharging or discriminating against workers who refuse to work overtime or criticize a facility's use of overtime. It allows an affected worker to file a discrimination complaint with DWD or the Personnel Commission and establishes forfeitures of \$1,000 to \$10,000 for health care facilities that violate the bill's anti-discrimination provisions.

The position statement of the W-ONE regarding mandatory overtime is as follows:

The Wisconsin Organization of Nurse Executives (W-ONE) believes that hospitals in the state are responsible for providing a safe environment for the provision of quality patient care. The oversight of operations, which ensure appropriate staffing for patient care in each community, is the responsibility of the respective hospital. Therefore, the W-ONE believes that the provision of appropriate staffing is contingent on the relationship developed between the employer and the employee in meeting the patient care needs of each community. In addition, the W-ONE believes that mandatory overtime should be utilized as a last resort when every other available staffing option has been exhausted. Consequently, the W-ONE does not support Bill SB177 which Bans Mandatory Overtime.

Your feedback is requested by August 15, 2003 to Karen Lautermilch WONE legislative chair at klautermilch@sns.hshs.org or bhoege@ramchealth.org.

Relationship building with legislators is imperative if W-ONE and nursing are to be heard and make known the implications of various proposed pieces of legislation. Five key legislative contacts have been identified and plans are being made to work closely with the Assembly and Senate health chairs, Speaker of the House, Workforce Development chair and the sponsor of the mandatory overtime bill.

The Legislative Committee meets every couple of months at the WHA offices in Madison during the strategically busy portions of the legislative calendar year.

If you are interested in learning more of the legislative process and/or would be interested in joining the group, contact Karen Lautermilch or Bev Hoege.



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.

2003 W-ONE Board of Directors: President: Gerri Staffileno; Secretary, Susan Peterson; Treasurer, Janice Giedd; Past President, Carolyn Frieese
2003 W-ONE Board Members: Peg Sebastian, Bev Hoege, Patricia Schroeder, Jan Hutchens, Nancy Wilde, Gini Davis, Marti Klug
Editor: Peggy Ose

W-ONE: Enhance Communication With and Among Members

Last year, a Zoomerang survey was done by W-ONE to solicit input from the members related to the value of their participation in W-ONE. One recurring theme was the need for strategies to ensure the membership is informed of issues and activities. Therefore, one of the goals of W-ONE for this year is to "Enhance Communication With and Among Members" with one action step being to "identify for membership existing communication tools and how to access." The purpose of this article is to identify those tools.

Horizons Newsletter

This newsletter is published quarterly, typically in February, May, August and November or December. It is automatically sent to all members. All members are invited to submit articles and/or editorials for publication. Any articles published are due by the last day of the month preceding the month of publication, for example by January 31 for the February issue. They can be e-mailed to the editor, Peggy Ose at vpps@rhahealthcare.org.

Special Mailings Via E-Mail and Postal Service

When time-sensitive news needs to be disseminated between issues of Horizons, or input of the members is being sought (including voting for Board members and officers), special mailings are distributed to all members.

Members may also take advantage of using e-mails to post questions to or gather information from other members. Shannon Nelson, our WHA support person would be happy to send out a "broadcast e-mail" to all members by request. She may be reached at snelson@wha.org. E-mails are limited to those requests going to "all members." Questions posed to specific groups of members are the responsibility of the requesting member.

List of Members

Via e-mail, a list of all W-ONE members will be distributed annually in the fall, with the facility at which each member is employed, e-mail address, phone numbers, etc. This is sent to facilitate networking among W-ONE members.

Website

W-ONE news is available on our website which is now www.w-one.org. It is updated periodically and includes the latest issue of Horizons. We will continue to work on our website and hope to provide an electronic means for discussion of issues among members.

Conferences

Each spring there is an educational conference sponsored by W-ONE. Brochures are sent to all members and reminders are printed in Horizons. In the fall, W-ONE co-sponsors the WHA Annual Convention. At both the spring and fall conferences, a W-ONE business meeting of all members is scheduled. These are excellent sources of the latest W-ONE information and perfect opportunities to network with your colleagues.

Board Meetings

All W-ONE members are invited to attend each Board Meeting. They are an opportunity to provide input into decision-making for the organization and to gain knowledge about each of the W-ONE committees. The Board typically meets 5-6 times each year, including at the spring and fall conferences mentioned previously. The dates, times and places are published in the Horizons.

Board Meeting Summaries

A new service offered to members this year, is to send a summary of the Board meeting minutes to all members. So watch for a periodic e-mail update from our secretary.

Participation on Committees

All members have an opportunity to serve on the various working committees of W-ONE. They are listed on the back of each issue of the Horizons with the chairperson noted. Feel free to contact the chairperson of any committees on which you would like to participate.

It is our hope that the above communication tools will serve our members well and meet your needs for information. As always, feel free to contact any member of the Board or the Horizons editor with any suggestions for improvement.

2003 Scholarship is Awarded

The recipient of the 2003 graduate scholarship is Michelle Peterson who is currently working at Riverview Hospital in Wisconsin Rapids. She will receive a \$1,000 award.

Michelle is currently enrolled at Concordia University -Wisconsin in the Family Nurse Practitioner Master of Science in Nursing track. She is hoping to graduate May of 2004.

Her professional goals include, graduating from Concordia with her Master of Science in Nursing degree and successful completion of the FNP certification exam. She would like to gain family practice experience in the Wisconsin Rapids area. She enjoys caring for the rural population and she hopes to impact patient care in Wisconsin through education and health maintenance information that she can provide to patients.

Congratulations Michelle.

Mark Your Calendar and Save the Date...

W-ONE Annual Convention

Date: Wednesday, April 28-Friday, April 30, 2004

**Location: KI Convention Center/Regency Suites in
Green Bay, Wisconsin**

Wisconsin Nursing Coalition Report

The Wisconsin Nursing Coalition (WNC) met on July 24 at the WNA office in Madison. This group has membership from 30 different organizations and 9 separate agencies, all representing nursing in a variety of capacities. Thank you is extended to Mary Lu Gerke who most recently served as W-ONE's representative. Goals of the WNC are to focus on issues of common interest and work together to improve care for patients.

Areas of focus in WNC include:

- Palliative and End of Life care with development of an action plan due at the 9/18/03 meeting.
- The issue of increased demand for nurses with emphasis on recruitment, retention and redesign.
- Assessment of emergency preparedness with a request for all healthcare personnel to assess your personal knowledge of preparedness with EPIQ @ www.publichealthplanet.org by 8/19/03.
- Public policy items including the nurse ratio bill, mandatory overtime and refinement/cleanup of the APNP statute.

Anna Kopp of the Department of Workforce Development presented information with the expectation that healthcare practitioners will be educated using an apprenticeship model in the future. This model of learning has been used by the trades for centuries and would change the nursing education process that is currently in place.

As the various healthcare professions work to recruit individuals and retain current practitioners, online education and the apprenticeship model for additional education may be more widely practiced.

As the current W-ONE representative to the coalition, I will write a quarterly article about the activities of this group for the Horizons.

Feel free to contact me with any questions or concerns at 608-524-6487, ext. 1002.

Beverly Hoegel

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W-ONE Patient Care Committee Recommendations Approved by the Board of Directors

At the June 27 meeting, the Board of Directors approved recommendations for a change in the focus of the Patient Care Committee (PCC). After meeting in June, the Patient Care Committee members recommended changing the committee focus from that of targeting specific W-ONE patient care issues and quality initiatives to having the members of this committee be active on statewide initiatives related to these goals. The information would then be funneled back to the PCC and subsequently to all W-ONE members.

This would be achieved by:

1. Gathering a list of various committees/teams that are working on patient safety/care issues/initiatives from the following:
 - a. WHA
 - b. WPSI
 - c. Metastar
 - d. Wisconsin Rural Health Co-op
 - e. Committee member assigned to give brief updates on JCAHO standards.
2. Sending the list to all PCC members to allow them to express their interests and identify any activities within which they are currently involved. At this time, PCC members would be asked to renew their commitment to participating on the PCC.
3. Developing a template with guidelines for the summary reports that each member will submit back to the PCC chair. The summary will include:
 - a. What the group is doing
 - b. Recommendations
 - c. Next meeting
 - d. Contact people
 - e. Websites
 - f. Encourage response from members
 - g. Future direction of committee/workteam
4. Assigning a committee member the responsibility of "Compiler" of this data who will work with our WHA support person to put together a compilation of summaries.
5. Sending the summaries out quarterly by e-mail to all W-ONE members.
6. Publishing a bullet point summary in Horizons.
7. Changing the role of the PCC chair to that of reviewer of the compiled data before distribution.

The PCC will meet two times a year - most likely at the spring and fall conferences. If another W-ONE member has ideas to share on a certain topic, she/he may share that information with the PCC member on the specific committee/work team. The committee/work team member will then share this in his/her summary report or send it out to all W-ONE members as a special report. The member will also share the summary with the committee/work team on which he or she is participating. We will plan to distribute the first summary by the end of 2003.

As part of the redesign, we also plan to discontinue the "Innovations in Patient Safety" recognition award. So much is being accomplished in the area of patient safety that choosing only one project is increasingly difficult.

Jan Hutchens will assume the role of the Committee Chair in the fall. Doris Mulder will plan to assume the role in approximately one year, followed by Ellen Zwirlein. Betsy Benz will remain on the committee and report the WPSI Board activity to this group as well as to the W-ONE Board and Horizons.

The Patient Care Committee members are optimistic that we will be able to better serve you as members with these changes. So much great work is going on through statewide initiatives and within organizations. Our goal is to share as much of this as possible with you as members. We also welcome your thoughts and feedback about the changes we are undertaking. If you have any comments or suggestions, please feel free to contact Betsy Benz or Jan Hutchens.

Warm Welcome to New Members

The new members joining our organization since the last issue of Horizons was published include the following:

Leanne Diemer, Nurse Executive, The Monroe Clinic, Monroe
Christine Gall Fitz Verploegh, Director/Manager, Children's Hosp. of Wi.-Fox Valley, Neenah
Barbara Hetzel, Manager, Aurora Sinai Medical Center, Milwaukee
Julie Karczewski, Director/Manager, Froedtert Hospital, Milwaukee
Linda Neuenschwander, Director/Manager, Mercy Health Systems, Janesville
Sharon Powers, Director/Manager, Wausau Hospital, Wausau
Deborah Segrin, Director/Manager, Aurora Health Care-St Luke's Medical Center, Milwaukee
Eldon Setterlund, Director/Manager, Saint Joseph's Hospital, Marshfield
Joyanne Singer, Director/Manager, Holy Family Memorial, Manitowoc
Patricia Vorwald, Clinical Manager, Hudson Hospital, Hudson

Please welcome and support these new members and include them in networking opportunities.

Update on Wisconsin Patient Safety Institute/Mark Your Calendar

Wisconsin Patient Safety Institute will be holding our Fifth Annual Patient Safety Forum at the Oconomowoc Olympia Resort on November 13. Please watch for further details on the conference. If you have questions or would like to participate in any of the worthy activities of WPSI, please contact A.B. Orlik at WPSI at 608-283-5497 or e-mail patientsafety@wismed.org

Betsy Benz

Bylaws Committee

The Bylaws Committee will meet at the end of August to review the W-ONE bylaws and revise if needed. Please get any suggestions for changes to Pat Van Acker, Committee Chairperson.

WHA Annual Convention

By now, you should have received the convention agenda for the WHA program, "The Rise of Consumerism in Health Care." The conference will be held September 24-26 at the Grand Geneva Resort in Lake Geneva.

Note that one of the sessions is a presentation by the RN Coordinator from the smallest magnet hospital--Southwest Vermont Medical Center. The center has 99 beds. Members of W-ONE might want to encourage your CEOs to attend and find out more about Magnet status. Note also the W-ONE Board meeting scheduled from 4:30-6 p.m. on Wednesday, September 24 to which all W-ONE members are invited.

If you haven't received a copy of the convention brochure, download a copy from the WHA website at www.wha.org.

Judy Warmuth, RN
WHA VP, Workforce Development

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Member Checklist

- Please contact Bridget Gifford whenever you have a change in either employment or residential address to guarantee timely mailings. e-mail bgifford@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.

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