



August 2004

HORIZONS



President's Message

It is an election year and that presents the challenge and opportunity for all of us to vote. The challenge comes from needing to become well informed so that we can exercise our right and opportunity to select candidates that we believe will best represent our interests. I am seeing this presidential election through new eyes, as I live with a teenager who will be voting for the first time. The good news is that we are discussing with vigor the various views of the presidential candidates. The differences we have though are many as we each consider what is most important to us. I seem to have a slightly more long term view than a young man for whom the biggest concern is which of the candidates may re-institute the draft -- a sobering thought for us all. It is also time to vote as a member of W-ONE. Please remember to cast your votes when you receive your ballot. This is an important way for you to participate in the future of your organization.

Your Board has been discussing our organization's role as well in the political process and how we may become more engaged in influencing those elected. In September, we will be receiving some training in order to learn more about conveying our needs and perspectives to lawmakers. The key message we want to send relates to our belief that the discipline of nursing is responsible for determining appropriate resources, not legislators. We are working to focus our efforts on improving the environment in which nurses provide care utilizing available tools and research such as the *Institute of Medicine's (IOM) Nursing Safety Report*. Another area to communicate with legislators on is in the area of public reporting of quality outcomes in health care. This will become more and more important as information is provided to the public. However, the public needs much more information on how to understand this data as well.

Related to the area of the nurses' work environment and consistent with our strategic plan, we are exploring the opportunity to co-sponsor a speaker on this topic with the Wisconsin Nurses Association at their fall conference. Our hope is to find someone knowledgeable on the IOM Report who may help educate us further in this matter. If we are successful, we will forward the conference information to all members as soon as it is available.

Another area in our strategic plan included investigating the feasibility of an Executive Director position for the organization. This was thought to be of value in order to be able to respond more readily to legislative issues that need a prompt organizational response as well as

....continued on page 2

continued from page 1 -- President's Message ...

to carry out all of our organizational responsibilities on a more timely basis. After researching current information available from other states with this role in place, it became evident that we would require a membership of approximately 350-400 to support the financial commitment necessary for such a position. Given that our current membership is approximately 250, we will not pursue this position at this time.

We hope to see many of you September 15-17, 2004 at the WHA annual conference in Lake Geneva. This is always an important meeting at which we are also able to recognize one of our own as a Nurse Leader of the Year.

Faye Deich, 2004 W-ONE President

An Opportunity to Learn More About Your 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. Let Faye Deich 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 Hospital Association headquarters in Madison unless noted otherwise.

Wednesday, September 15, 8:30 am, WHA Fall Conference in Lake Geneva
Friday, November 19, 10-2:30, WHA



"GROOVY BABY!"

Mark your calendars for the "Biggest and Hippest Woodstock that W-ONE has ever seen."

✿ Radisson ✿ La Crosse ✿ March 30-April 1 ✿

"Hippie"— It is a philosophical approach to life that emphasizes **freedom, peace, love** and a **respect for others and the earth.**

"NurseLeader"—It is a philosophical approach to health care leadership that emphasizes **freedom** to make decisions, **peace** amongst providers of care, creation of environments where nurses and other health care providers **love** their jobs, and a demonstrated **respect for others** and the **world** around us.

Interesting similarities?

Come and find the Hippie and Nurse Leader that are in all of us! There will be "Psychedelic Speakers" as well as "Jive Talk" that will provide massive amounts of information allowing you to feel **"Reborn"** in the profession of nursing.

"PEACE MAN!"

Anyone wanting to be one of the "Psychedelic" speakers please let me know. Let's share our "love" of our profession and our expertise!

Program Chair -- Jeff Euclide
262-670-7509 jeff.euclide@aurora.org



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.

2004 W-ONE Board of Directors: President, Faye Deich; Secretary, Susan Peterson; Treasurer, Janice Giedd; Past President, Gerri Staffileno
2004 W-ONE Board Members: Peg Sebastian, Bev Hoege, Jan Hutchens, Gini Davis, Joan Beglinger, Mary Ann Clark, Diane Strack
Editor: Peggy Ose

Congratulations to Dr. Diane Postler Slattery

Dr. Diane Postler Slattery completed the necessary requirements for becoming a Fellow in the American College of Health Care Executives. She was notified in June that her case studies were accepted. She will be formally inducted as a Fellow at the Annual March meeting of ACHE in Chicago.

Professional Development and Research Committee

The committee met on June 9 and discussed several issues. The purpose of the committee was reviewed and consensus achieved. The committee started working on the strategic plan and defining a mentor program for W-ONE members. A definition was written and program details were identified. The final draft is being worked on and will be taken to the Board in September. After that, it will be taken to the full membership for review.

In addition, a request has gone out to all W-ONE members looking for leadership resources which have helped them in their career. These will be put together on the W-ONE website for all to use.

Membership Report

As of August 2, 2004, the membership status of W-ONE is 264 with 57 of these being new members. Please welcome the following newest members to our organization:

Sally J. Hefti, Director/Manager,
Gunderson Lutheran, La Crosse
Julie M. Slattery, Director/Manager,
Chartwell Midwest Wisconsin,
Middleton
Jane A. Smith, Nursing Home
Administrator, Anna John Nursing
Home, Oneida
Stephanie Lee Swartz, Director/Manager,
Gunderson Lutheran, La Crosse

Dottie Hayden, Membership Chairman

Nursing Recruitment and Retention Committee Report

By Carol Winegarden

The Wisconsin Nursing Leadership Council met in March to outline an action plan for continued work on the strategic plan for nursing. W-ONE assumed responsibility for developing a plan to address the aspects of nurse retention and the development of nurse leaders. The W-ONE Nursing Recruitment and Retention Committee members met and continued work on refining objectives for the goal of retaining the nurse workforce.

After much research and discussion, the Recruitment and Retention Committee members concluded that such a document already exists in the form of the Institute of Medicine (IOM) report entitled "Keeping Patients Safe: Transforming the Environment for Nurses." This document, published in November of 2003, identifies five key strategies:

- 1) Utilizing transformational leadership and evidence-based management
- 2) Maximizing workforce capacity
- 3) Designing work and workspace to prevent and mitigate errors
- 4) Creating and sustaining a culture of safety
- 5) Staying abreast of additional research which will necessitate ongoing change

The IOM report identifies specific recommendations in each of these areas. These strategies, while focused on patient safety, address the essence of the issues that are identified as satisfiers for nurses. The W-ONE Nursing Recruitment and Retention Committee supports the implementation of the IOM strategies in facility practice.

For the complete publication, refer to The National Academies Press:
<http://www.nap.edu/catalog/10851.html>.

W-ONE Communication Tools -- A Review

Two years ago, 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 remains to create new value in membership and engagement in the organization. It is hoped that the existing communication tools help to maintain the engagement of the W-ONE members. However, the tools are only good if our members know about them and use them. To that end, this article is being reprinted to identify for membership existing communication tools and how to access them.

Horizons Newsletter

This newsletter is published quarterly, typically in February, May, August and November/December. As of the last issue, it is sent to all members electronically instead of as a hard copy. All members are invited to submit articles for publication. Any articles to be published are due by the last day of the month preceding the month of publication (example, by July 31 for the August issue). They can be e-mailed to the editor, Peggy Ose at vpops@rhahealthcare.org.

Special Mailings via Email and Postal Service

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

List of Members

Via e-mail, a list of all W-ONE members is periodically distributed along 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.

Web Site

W-ONE news is available on our WEB site which is now www.W-ONE.org. It is updated periodically and includes the latest issues of the *Horizons*.

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 cosponsors the WHA Annual Conference. At both the spring and fall conferences, a W-ONE 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 excellent chance to participate in decisions made for the organization and to gain knowledge about each of the W-ONE committees. The Board typically meets five to six 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

If you cannot make it to the Board meetings, a new service offered to members this year is to send a summary of the meeting minutes to all members. Watch for a periodic email 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.



Update from our WHA Liaison, Judy Warmuth VP Workforce Development

Nursing workforce is an exciting and ever-changing topic. I have highlighted several of the current issues/areas that I think are of interest to W-ONE members. If you have questions regarding any of the items below or any other nursing workforce issues, I would be happy to get a call at 608-274-1820 or a message at jwarmuth@wha.org.

Board of Nursing Meeting July 29. The Board approved the request of Bryant & Stratton College Department of Nursing to admit students for the first time in January 2005. Bryant & Stratton is located in downtown Milwaukee. The Board asked college officials if they had trouble finding adequate clinical facilities in Milwaukee. The answer was that they had no trouble as they are committed to weekend and evening clinicals to meet the needs of their students. Northland College in Ashland and Maranatha Bible College in Watertown have permission to plan nursing programs, but are not yet ready to admit students. The Board approved an additional position paper titled "*Delegation of Nursing Acts.*" It can be found on the Department of Regulation and Licensing website at: <http://drl.wi.gov/boards/nur/pap/index.htm>

Job Bulletin. WHA has created a new mechanism for members to post positions on the WHA website and in Valued Voice. Named the "Job Bulletin," the listings will be published at no charge once per month in Valued Voice and posted at:

http://www.wha.org/workForce/job_bulletin.aspx.

Call me if you have a position you are interested in posting.

Twin Cities Nurse Contract. In June, the new three-year union contracts went into effect for 13 Twin Cities hospitals that negotiate as a group. Major components of the agreement are:

- across the board increases of 5% first year, 4% second year, 4% third
- differential of 3.5% for bachelor degree, 7% for masters at all levels
- changes to differentials, charge premium, tuition reimbursement and certification

bonus

- procedures for charge nurse input into unit closing processes

The Minnesota Hospital Association reports that negotiations went very well and that people came together with the intention of getting a contract done.

Licensing Fees. The Legislative Audit Bureau (LAB) released a report on licensing fees this month. The Department of Regulation and Licensing is charged with assigning fees based on services used, and has proposed a new methodology which would change some groups fees rather dramatically. The LAB report recommends a careful look at the methodology to be used so that it is understandable to license holders and provides a consistent result over time. Changes would likely be part of the 2005-7 budget discussion. The report is available at <http://www.legis.state.wi.us/lab/reports/04-7Full.pdf>. Of interest in the report is the fact that \$6.8 million collected from license holders has been returned to the State of Wisconsin general fund since 2001.

Marquette Health and Human Services Award. Marquette University has received an award under the Nurse Education, Practice and Retention Program. The award, which totals nearly one million dollars over three years, will support the Wisconsin Nurse Residency Program for new nurse graduates with the purpose of fostering the transition from school to nursing practice. Helping new graduates make the transition to hospital employment and learning what

... continued on page 6

continued from page 5 -- Update from Judy Warmuth

works best will be the focus of the grant. WHA had supported and endorsed the grant proposal and Wisconsin hospitals will be invited to participate along with new nurse graduates.

WHA Convention. The WHA Annual Convention will be held September 15-17 at the Grand Geneva Resort in Lake Geneva. W-ONE's annual meeting will be held at the convention, and I hope many of you will make it for that reason. In addition, there will be a session offered by Dan Gross, CEO of Sharp Memorial Hospital in San Diego on the topic of legislated nursing ratios and the effects of those ratios on hospitals in California. Two Wisconsin CEOs who have recently relocated to Wisconsin from California will react, and Faye Diech will moderate the conversation. This will be an interesting session; we invite you to participate.

Elections. My advice to you always is to become involved in legislative activity and policy related to health and the health care workforce. There is much discussion around the cost of health care, the uninsured and government payment for programs in this year's election activity. These issues generate great questions for those politicians knocking on your door. Ask them if they are worried about a nursing shortage!

Wisconsin Nursing Coalition Report

The Wisconsin Nursing Coalition met on July 22, 2004 at Clement Zablocki VA Hospital in Milwaukee.

Three areas of focus were addressed at the meeting.

A. Wisconsin Nursing Coalition Palliative and End of Life (PELOC)

Dr. Marcos Montagami, Kathleen Ojeda, Joyce MacPherson and Judy Murphy presented the VA Medical Center PELOC Program on caring for patients at the end of life and their families.

Kathleen Ojeda gave a presentation on the nursing education components of the philosophy and principles of palliative care; nursing care of palliative patients; and pain and other symptom assessment and management. Competencies of care assessment were detailed as examples to be used in our facilities. The goals and action plan for improving quality of palliative and end of life care were revised.

B. The white paper on nursing's agenda for health care reform was presented and is to be taken to W-ONE Board. A common position is defining nursing in Wisconsin and how health care reform should be defined to meet patient needs. We also need to address the question of how to redesign nursing education and practice to create an environment to provide for health care needs.

C. Wisconsin Center for Nursing – The Redesign Consortium is looking for funding.

Next meeting – September 23, 2004 in Madison.

Patient Care Committee Report for Horizons -- July 2004

The following are summaries of patient care related initiatives or committees on which W-ONE members are involved.

Mary Beth White-Jacobs (whitejacobsm@blackriverhospital.com) participates on each of the following: WHA Medical and Professional Affairs Council (MPA) and WHA Quality Measures Team (joined November 2003). No report at this time.

Jan Neuman (neumanjl@centurytel.net) - A Lift-Free Program has been adopted by Rusk Country Memorial Hospital and Nursing Home in conjunction with their Workers Compensation Carrier - United Heartland. The program focuses on promoting proper body mechanics, the use of lift equipment and injury prevention. The end goals are to be "lift-free" and have zero staff injuries due to patient lifting and transfers facility-wide. To achieve these goals, the committee has recommended:

- a review of equipment inventory and the ordering of needed equipment within the hospital and nursing home.
- hands-on skills labs by the Physical Therapy department staff and Workers Comp Representative
- hospital and nursing home-wide staff education on the "Lift-Free Program" and injury prevention.

Future plans are to have an annual skills lab, add this to new employee orientation and conduct an annual performance improvement assessment and program evaluation.

Pat Van Acker (vanpat@hyhc.com) participates on the Vilas County Community Health Improvement (CHIP) Committee Subgroup – Dental Access & Services. No report at this time.

The Patient Care Committee continues to focus on the goal of keeping current our list of member involvement on statewide and community initiatives/committees related to patient care and/or safety. If you have become part of any such initiative or committee, contact Pam Aud at WHA or Jan Hutchens at Franciscan Skemp Healthcare, La Crosse, at 608-785-0940 or email hutchens.janice@mayo.edu.

Jan Hutchens, Chair – W-ONE Patient Care Committee

Ministry Health Care, one of the Midwest's largest health care systems, teams caring professionals with leading-edge technology to bring a full continuum of high quality care to north and central Wisconsin and eastern Minnesota. Currently, we are recruiting for the following position to join us at Howard Young Medical Center in Woodruff, Wisconsin:

VICE PRESIDENT Patient Care Services

As the Senior Nurse Executive for Howard Young Medical Center, you will be responsible for providing leadership and direction and evaluating all aspects of patient care services. You will also participate in decisions at the Administrative level, which will directly affect delivery of nursing resources and patient care. The VP also serves as the Nurse Executive with direct accountabilities for the strategic planning of nursing services and is accountable for all nursing functions within the hospital through the ongoing evaluation of nursing practice and patient care delivery models.

To be considered, we require a proven background of progressively responsible and broad-based clinical and administrative experience of at least seven years duration. A Bachelor's Degree in a related field and valid Wisconsin RN license is required. A Master's Degree in Business, Health Care, or related field is preferred. In addition, you must exhibit critical thinking skills, demonstrated leadership qualities, be values oriented, and display a confident presentation style.

Howard Young Medical Center offers a competitive salary and generous benefits. For more information on the position listed above, please contact: Donna Padilla, Witt/Kieffer, Ford, Hadelman, Lloyd Corporation, 2015 Spring Road, Suite #510, Oak Brook, IL 60523.

Phone: 630/575-6135

Fax: 630/990-1382

Email: donna@wittkieffer.com

Please visit our "Find a Job" pages on our website at: www.ministryhealth.org



Howard Young Medical Center
MINISTRY HEALTH CARE

Where caring makes the connection

Equal Opportunity Employer

W-ONE Legislative Committee Report

The W-ONE Legislative Committee met on July 16, 2004 at the Wisconsin Hospital Association (WHA) Building in Madison.

Legislative Update:

Eric Borgerding, WHA, provided an update on State legislative issues:

Legislature – no bills are currently being voted on; the focus is on the upcoming elections, which will influence 2005 agendas. The Senate majority is currently held by republicans, which probably will not change. The Senate Majority Leader Mary Panzer, “a friend to health care,” however, faces a challenge in the primary from Representative Glen Grothman (West Bend) who is running on TABOR, which ultimately can negatively impact Medicaid. The Legislature will deal with the 2005-2007 budget proposals starting February, 2005.

Fundraisers are being held around the state to support the legislators.

Transparency issue – there is strong interest in getting more information to the public related to health care quality and cost in order to show value. CheckPoint is currently sending hospital data and is being well received.

Other related issues – Gregg Underheim, Chairman of Health Committee, can be expected to introduce bills on nurse-to-patient ratios and overtime use. Everyone should stay tuned for updates and the potential need to contact our legislators.

Board of Nursing Workforce Development Update:

Jodi Bloch, WHA on behalf of Judy Warmuth

Workforce Issues

There is a significant shortage of Radiology Technicians. Programs have been added to Northeast Wisconsin Technical College and Moraine Park.

Board of Nursing: (BON)

BON Agenda – The Board met on July 29, 2004 where items of interest included

applications and approvals for BSN programs in Beaver Dam and an ADN Program at Bryant & Stratton College in Milwaukee. The Practice Committee is expected to review and revise three position papers including telephone triage, a final review of delegation of nursing acts and practicing below licensure level.

Health Care Advocate Newsletter

People willing to develop relationships with legislators (elected officials) can sign up using the form in the Health Care Advocate newsletter. Constituents count. Opinions are valuable. Nurses are in a good position due to knowledge of health care and the positive opinions held by the public about nurses.

W-ONE Board Meeting Update:

Karen Lautermilch provided update:

Karen Lautermilch presented the idea of inviting representative Vukmir to the November Board meeting. The W-ONE Legislative Committee will invite Representative Vukmir, develop an agenda with talking points for the Board to use, and educate Board members in September. Karen Lautermilch will invite Jodi Bloch or Anne Lucas of WHA to speak on advocacy in September. Initial education will consist of “do’s and don’ts” of speaking with representatives from an organizational perspective, roles and expectations. Future education (suggestions for annual education) will consist of an overview of the legislative process; update on issues near and dear to health care; and issues and position statements regarding overtime and workforce. Suggestions for an education session at the annual convention were discussed.

Suggest, obtain and use the WHA Grassroots Toolkit for current information and tips on legislative interactions. Contact WHA for access to the Toolkit -- or you can find it on the website at www.wha.org.

The next meeting will be in September, 2004.

W-ONE Board of Directors 2004

President

Faye Deich
Assistant Adm./Chief Nursing Officer
Sacred Heart Hospital
900 West Clairemont Avenue
Eau Claire, WI 54701
Hospital: 715/839-4131
Fax: 715/839-4458
fdeich@shec.hshs.org

Secretary

Susan Peterson
Dir., Quality Improvement and Risk Management
The Wisconsin Heart Hospital
10000 W. Bluemound Road
Wauwatosa, WI 53226
Hospital: 414/778-7815
Fax: 414/778-7821
speterson@twhh.org

Treasurer

Janice L. Giedd
Patient Services Division Mgr.
St. Joseph's Hospital
2661 County Hwy. I
Chippewa Falls WI 54729
Hospital: 715/726-3342
Fax: 715/726-3302
jgiedd@sjcf.hshs.org

Past President

Gerri Staffileno
VP, Hospital Operations/Nurse Executive
Columbia St. Mary's - Ozaukee Campus
13111 N. Port Washington Rd.
Mequon, WI 53097
Hospital: 262/243-7364
Fax: 262/243-7416
gstaffil@columbia-stmarys.org

Board Members

Joan Beglinger
VP, Patient Care Services
St. Marys Hosp. Med. Ctr.
707 South Mills Street
Madison WI 53715
Hospital: 608/258-6735
Fax: 608/259-5327
joan_beglinger@ssmhc.com

Mary Ann Clark
Nurse Executive
Cumberland Memorial Hospital
1110 Seventh Avenue
Cumberland WI 54829
Hospital: 715/822-2741
Fax: 715/822-2740
maryannclark@cumberlandmemorialhospital.com

Gini Davis
Mgr. of Quality Enhancement
Aurora Medical Center-Oshkosh
855 N. Westhaven Drive
Oshkosh WI 54904
Hospital: 920/456-7607
Fax: 920/456-7601
gini.davis@aurora.org

Jan Hutchens
Adm., Med/Ophthal. Serv.
Franciscan Skemp Healthcare
700 West Avenue, South
La Crosse WI 54601
Hospital: 608/785-0940
Fax: 608/791-9429
janice.hutchens@mayo.edu

Peg Sebastian
Vice President & CNO
Mercy Health System Corp.
1000 Mineral Point Avenue
Janesville WI 53548
Hospital: 608/741-6974
Fax: 608/755-6999
psebastian@mhsjvl.org

Diane Strack
VP, Nurse Executive
West Allis Memorial Hospital/
Aurora Health Care
8901 W. Lincoln Avenue
West Allis WI 53227
Hospital: 414/328-6820
Fax: 414/328-8536
diane.strack@aurora.org

Beverly Hoegel
Nursing Coalition Member Rep.
Executive Vice President
Reedsburg Area Medical Center
2000 North Dewey Avenue
Reedsburg, WI 53959
608/524-6487
Fax: 608/524-6566
bhoegel@ramchealth.org

W-ONE Committee Chairs 2004

Program

Chair: Jeff Euclide
V.P., Nurse Executive
Aurora Medical Center-Hartford
1032 East Sumner Street
Hartford, WI 53027
Hospital: 262/670-7509
Fax: 262/670-7620
jeff.euclide@aurora.org

Bylaws

Patricia Van Acker
Administrator
Eagle River Memorial Hospital
201 Hospital Road
Eagle River, WI 54521
Hospital: 715/479-0326
Fax: 715/479-0280
vanackerp@hyhc.com

Legislative

Karen Lautermilch
Asst. Adm., Patient Care Exec.
St. Nicholas Hospital
1601 North Taylor Drive
Sheboygan, WI 53081
Hospital: 920/459-4623
Fax: 920/452-8336
klautermilch@sns.hshs.org

Beverly Hoegel
Nursing Coalition Member Rep.
Executive Vice President
Reedsburg Area Medical Center
2000 North Dewey Avenue
Reedsburg, WI 53959
608/524-6487
Fax: 608/524-6566
bhoegel@ramchealth.org

Professional Development

Diane Postler-Slattery
Chief Patient Care Executive
Wausau Hospital
333 Pine Ridge Boulevard
Wausau, WI 54401
Hospital: 715/847-2988
Fax: 715/847-2108
dianes@waushosp.org

Marketing

Tim Gengler
V.P., Nursing
Wausau Hospital
333 Pine Ridge Boulevard
Wausau, WI 54401
Hospital: 715/847-2436
Fax: 715/847-2108
timg@waushosp.org

Nursing Recruitment and Retention

Carol Winegarden
Asst. Adm., Patient Care Svcs.
St. Mary's Hospital Med. Ctr.
1726 Shawano Avenue
Green Bay WI 54303
Hospital: 920/498-4604
Fax: 920/498-1861
cwinegar@stmgb.org

Membership

Dottie Hayden
Nurse Manager-Obstetrics
Myrtle Werth Hospital
2321 Stout Road
Menomonie, WI 54751
Hospital: 715/233-7636
Fax: 715/233-7557
hayden.dottie@mayo.edu

Historian

Shirley Larson
Division Manager
Clement Zablocki VA Medical Center
5000 West National Avenue
Milwaukee, WI 53295
Hospital: 414/384-2000
ext. 42845
Fax: 414/383-8010
shirley.larson@med.va.gov

Horizons

Editor: Peggy Ose
Vice President-Patient Services
Riverview Hospital
PO Box 8080
Wisconsin Rapids, WI 54495-8080
Hospital: 715/421-7427
Fax: 715/421-7551
vpps@rhahealthcare.org

Patient Care

Jan Hutchens
Adm., Med/Ophthal. Services
Franciscan Skemp Healthcare
700 West Avenue, South
La Crosse WI 54601
Hospital: 608/785-0940
Fax: 608/791-9429
janice.hutchens@mayo.edu

Betsy Benz

WPSI Representative
Director, Clinical Improvement
St. Vincent Hospital
PO Box 13508
Green Bay, WI 54307
Hospital: 920/431-3063
Fax: 920/431-3249
betsy.benz@stvgb.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 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.

WHA Contact

Pam Aud
Wisconsin Hospital Association
5721 Odana Road
PO Box 44992
Madison, WI 53744-4992
Work: 608/274-1820
Fax: 608/274-8554
E-mail: paud@wha.org

WHA Liaison

Judy Warmuth
V.P., Workforce Development
5721 Odana Road
PO Box 44992
Madison, WI 53744-4992
Work: 608/274-1820
Fax: 608/274-8554
E-mail: jwarmuth@wha.org