



August 2006

HORIZONS

President's Message



The "Dog Days" of summer are upon us and we are either running to the great outdoors to bask in the heat or running for the cool of air-conditioned buildings. It often becomes the busiest time of our year as we try to stuff all of our favorite activities into three short months. While this is a slower time for W-ONE as well, activities continue to move forward.

The Wisconsin Nurse Educator Shortage Task Force, formed in March, has continued to meet on a regular basis. Membership includes representatives from nursing practice and academia, hospitals, health care, long term care, and the legislature. Major discussion topics have included faculty educational preparation, current data sources and current initiatives in this state that address both staff nurse and faculty supply. The work of this group will culminate in a final report, identifying current faculty supply and demand estimates as well as strategies to meet projected demand.

On a national note, many states are dealing with this very same issue. Faculty preparation and supply and demand concerns are what keeps many of us awake at night. Other states are also dealing with unionization activities, staffing ratio legislation, conflict with their hospital associations, and the list goes on. As I listen to reports from other states in AONE, I feel very fortunate. We have accomplished much in our state to advance nursing.

Many committees and project groups in W-ONE have also continued their work this summer. The Nominations Committee has been busy preparing a slate of officers and selecting the Nurse Leader for 2006. The Membership Committee is preparing for the Zoomerang Survey that will take place this fall. Web site enhancements are being worked on and the leadership survey data is being collated. Independently, we all do a little bit; together we create a strong organization.

I thank you for all of your contributions. Have a safe and restful summer.

Carol Winegarden, W-ONE President

Update on WHA Quality Measures Team and CheckPoint

The Wisconsin Hospital Association (WHA) Quality Measures Team role is to identify, design and implement measures to be reported on the CheckPoint website. I represent W-ONE on this group and would like to summarize items of interest from the June 2006 meeting.

The committee is in the process of evaluating potential measures or sets of measures to add to the CheckPoint public website. Measures are evaluated using the following criteria:

- Maintain statewide hospital participation (service offered by many WI hospitals, data currently collected, data specifications and benchmarks available)
- National initiatives coordination
- Evidence based focus (impact on improvement, clinician acceptance)
- Stakeholder interest
- Relevance to Wisconsin (pay for performance, safety focus, high volume, high cost, state agenda)

Measure sets were scored against each of the criteria to assist in prioritizing the next measure set to focus on. The Measures Sets that are currently under review include:

- Appropriate Care Measures (combined index using CMS 10 Core Measures)
- Obstetric Care – PeriData Database
- AHRQ QI Indicators
- Mortality using Hospital Standardized Mortality Ratios
- Nursing Care – NDNQI
- IHI Save 100K Lives Campaign Measures
- Cancer Care
- Stroke Care

I will let you know the results of the selection process in the next issue of Horizons.

Respectfully submitted,
Susan Peterson
W-ONE Board Member

W-ONE Program Committee Report

Great news!! We have confirmed Tim Porter-O'Grady as our keynote speaker for 2007 conference in Green Bay. The committee will be meeting in August to start planning the conference. Please send any suggestions for themes or topics for breakouts to me as soon as possible to take to the meeting at jeansu@rmcnet.org or jeansurguy@riponmedicalcenter.com

Respectfully submitted,
Jean Surguy
Chair of Program Committee-W-ONE



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.

2006 W-ONE Board of Directors: President, Carol Winegarden; Secretary, Peggy Ose; Treasurer, Betsy Benz; Past President, Faye Deich
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An Opportunity to Learn More About Your Organization

-- Board Meetings 2006

The W-ONE Board of Directors is again 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 Carol Winegarden (cwinegar@stmgb.org) or Peggy Ose (vpops@rhahealthcare.org) know if you are able to attend a particular meeting. Lunch is provided and we wish to ensure that an adequate amount is ordered. Meetings are at the Wisconsin Hospital Association in Madison unless noted otherwise.

The upcoming meetings are as follows:

August 18 (**CANCELLED**)

September 27
Time to be determined
WHA Annual Convention,
Grand Geneva,
Lake Geneva

November 10
10 am - 2:30 pm
WHA

Marketing Committee Report

The Marketing Committee made a net profit of \$1,323 at the W-ONE Annual convention, which was \$673 more than budget. We would like to thank the members who donated silent auction items and logo items for the raffle. Your contributions and that of the membership who purchased them at the event made this year's fundraising a major success.

Fund raising allows W-ONE to keep membership dues down and fund our projects.

Respectfully submitted
Tim Gengler
Chair of Marketing Committee

Membership Committee Report

As of this time, we have 259 active members. This number is inclusive of 194 renewals, 58 new members and 7 honorary memberships. While this number is up from last year, increasing our membership is a goal of our organization reflected in our strategic plan. We have defined several strategies to address this goal. As in years past, we will be conducting a Zoomerang survey to seek feedback from our members regarding how we might increase our value and better meet the needs of those who belong to W-ONE.

Another strategy is to develop a List serve so that members may easily access each other to share expertise and obtain help through the experience of others in a timely manner. One challenge in determining if our membership is representative of all areas of the state is the lack of information to analyze. We will be looking in the coming year at which elements in a database would be useful.

Our Membership committee has been small, but new members have come forth and we look forward to a productive remainder of the year. Look for our survey in later September and please offer your suggestions; we need and look forward to hearing from you!



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2006-2007 Strategic Plan Update- Leadership Survey Update

The W-ONE Goal II, "W-ONE will implement strategies for enhancing the development of nurses holding or aspiring to managerial roles," has a first action step to develop a plan for implementation of a selected recommendation from the IOM Report. This action step was carried out by sending a nurse leadership survey to W-ONE membership hospitals to explore the factors that influence Wisconsin nurses' attitudes toward pursuing nursing leadership positions within the hospital setting. Staff nurses and nurse leaders were surveyed from 39 responding hospitals with 1,150 returns. The results are very interesting and currently being analyzed for the Board's reaction at the September meeting. We plan to use the results in conjunction with the WHA focus group results to develop an action plan. More to come.

Respectfully submitted
Tim Gengler



Update from WHA



Judy Warmuth, WHA Liaison
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Board of Nursing. At the last Board of Nursing meeting, a new nursing program was granted permission to admit students. Aurora University of Aurora, Illinois had requested permission to admit BSN completion students at its Williams Bay Campus in southeastern Wisconsin. This is an existing nursing program that will expand its service area to include Wisconsin. Implementation will be immediate with a plan for students to be admitted this fall. Aurora offers its courses in a live classroom setting, a format that they feel many students prefer over other non-traditional formats.

This program is the seventh new program to admit students in Wisconsin in the last several years (Bryant & Stratton, Herzing, Northland, Maranatha, Carroll & Silver Lake are the others). With the increased enrollment of existing programs, Wisconsin has made progress toward offsetting a future nursing shortage.

Julia Nelson, RN has been appointed to the Board of Nursing to replace Jackie Johnsrud who has completed her second four-year appointment. Julia works at Prairie du Chien Memorial Hospital, where she is the Performance Improvement Coordinator. Two other appointments are expected, an RN and a LPN.

The Board is planning to introduce legislation that will require fingerprinting of new licensees. WHA has heard reports that the pilot project requiring fingerprinting of Nurse Aides has been a problem for hospitals and nursing homes. If you have interest or concern about this pending legislation, please contact me.

Shari Busse from the Wisconsin Bureau of Quality Assurance (BOA) reviewed caregiver abuse and neglect for the Board. The Board has been concerned that some RN practice cases they have reviewed should also have been reviewed under the Caregiver Rules enforced by BOA. Shari agreed that there could be cases for any license holders that should be reported to both the licensing board and the Bureau. WHA will be sending out a reminder to members on this issue, but in the meantime, if you have a staff member, licensed or unlicensed who may have committed abuse or neglect of a patient, remember these cases must be reported to the Bureau of Quality Assurance as well as the appropriate licensing agency.

Certified Nursing Assistants. The contract for CNA testing and Registry maintenance will expire next year. That contract is currently held by Promissor. There have been many issues with this contract. BOA has assembled a committee to make recommendations into the Request for Bids that will go out to all vendors. If your institution has a CNA training program or if you have had concerns about the service provided by the current vendor, please contact me.

BOA is also revising the administrative rule that governs CNAs, feeding assistants and medication aids (HFS 129). WHA has specifically asked that the registry be changed to include an indication that a complaint has been filed or that an investigation is under way for an individual on the list. The very lengthy process of investigation has resulted in hospitals employing CNAs that have committed neglect or abuse in another setting.

Nurse Leaders. The WHA Foundation has agreed to fund a repeat of the Nurse Leadership Succession Project that we offered last year. The Nurse Leader program allowed 77 potential nurse leaders to attend a one-day program encouraging them to consider a career in leadership and offering guidance and advice while introducing them to other potential leaders. Feedback on this program has been very positive, both from the attendees and from those of you who sent nominees to the program. Later this fall, you will again be asked to nominate a participant. Please identify a nurse you might nominate and send to this program. Creating the next generation of nurse leaders is an important activity for all of us.

Medication Reconciliation Project

In the past year the Pharmacy Society of Wisconsin (PSW) and the Wisconsin Hospital Association (WHA) formed a project team to analyze the process of medication reconciliation. One of the goals of the project team was to develop and disseminate medication reconciliation information and tools so that hospitals can successfully perform this process.

The project team recognized the diversity and individuality of each institution. In their decision to assist members with medication reconciliation, the team decided to recommend a list of key components that they believe should be incorporated into any medication reconciliation tool that is being used by an institution. The project team has also identified key process components that may be used to develop procedures for medication reconciliation at your institution.

In addition, examples of various medication reconciliation that are currently being used around the State of Wisconsin is provided. The institutions listed on their web site have provided these tools for reference and review. Each institution and its corresponding tool are listed along with a resource individual to contact if more information is desired.

The address of the web site is: www.pswi.org/reconciliation.htm

Respectfully submitted,
Judy Warmuth, WHA Liaison

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- 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 Paula Hafeman, 920/433-8204, phafeman@stvgb.org.
- If you are interested in being a part of a specific committee, contact the committee chair.

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