



August 2008

HORIZONS

President's Message



It is that important time of year again when several board members, officers, and nomination committee members are elected. My thanks to those of you who agreed to run for a position. A strength of our organization is that many individuals give of their time and talents. The representation from big and small, rural and urban, clinical and academia adds to our diversity and positive decision making. Ballots will be sent via e-mail this year instead of on paper, so do watch your e-mail closely so you can participate in the election process.

My thanks also for the opportunity to attend the 41st Annual AONE Meeting in Seattle. Peg Haggerty, Secretary, and I thoroughly enjoyed the conference and the setting. The conference was aptly titled "Visionary Vistas: the Freedom to Explore." The opening session was presented by Dr. Raymond Kurzweil, a futurist and leader in innovation and technology. He had emergency surgery a few days before the conference so he was unable to be there in person. Instead, he did the presentation from home via some virtual 3-D magic. He looked so real, some attendees didn't realize it was not a live person on stage. Talk about high tech!!

There were opportunities in the break-out sessions to hear best practices from the Transforming Care at the Bedside (TCAB) initiative. The content was generally practical and contributed to enhancing a culture of safety within our organizations. Ideas like involving patients and families on safety committees, implementing a "just culture" and hourly rounding were discussed. As part of the hourly rounds, caregivers are to check on the 5 P's: Potty, Pain, Possessions (within reach), Pumps and Position. The hourly rounding resulted in enhanced patient satisfaction and safety, improved staff efficiency and less call light activation. I thought it a great idea for all of us to consider implementing.

There was also a consistent emphasis on the role of the nurse leader as one who "breaks down barriers." There was also acknowledgement of what a difficult role nursing leadership is and much support was given for nurse leaders. The rapidity of change and the tremendous desire to go back to a simple, less complex and chaotic time was identified. One speaker emphasized the need to take care of ourselves and bring joy and meaning back into our work. She noted that "we cannot weave the future out of ourselves." But, probably my favorite thought from the conference is that for the next 10 to 15 years, we need to be like "sewer rats.....fast, adaptable, and tough."

....continued on page 2

President's Message - *continued from page 1*

Of course, being an election year, the meeting would not be complete without an update on the upcoming Presidential election and its impact on health care. The lively debate was interesting and informative and underscored the need to keep up with the issues and how the various views will affect us and our patients.

The conference ended with a guitarist, Mike Rayburn, who asked the "What If" question. His session was titled "Take a Step Beyond" and he offered practical advice in a humorous way, asking;

What If?

What If We Tried That?

What If We Could?

What Would it Look Like?

He stated if we commit to a goal, write it down and take action, the universe will come to our aid. So, have fun with thoughts and creative ideas as a means to achieve greatness. His presentation was an uplifting way to end the program.

I look forward to seeing many of you at the WHA Annual Conference in Green Bay in September. Remember our board meeting is on Wednesday, September 17. As always, all members are invited to attend board meetings. It is an excellent way to learn more about the organization and be involved. Enjoy the remaining weeks of summer and strive to have meaning and joy in your life!

Respectfully,
Peg Ose
W-ONE President

Professional Development and Research Committee Report

The application **deadline** has been extended to **September 8** for two of the 2008 W-ONE Scholarship and Research Grants. The application process for the grants will be conducted online this year. Please go to the W-ONE web site (<http://www.w-one.org>) for more information and to access the online application forms.

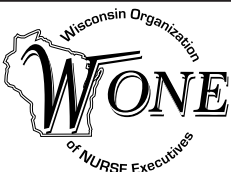
The two \$1,000 grants available include:

- Research project
- BSN grant

All applications should be e-mailed by September 8, 2008.

The MSN grant is closed for 2008, and the recipient will be announced in September. Please contact Kathryn Olson, chair, for more information if needed.
(kathryn.olson@ministryhealth.org)

Respectfully submitted by
Kathryn Olson, Chair



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.

2008 W-ONE Board of Directors: President, Peggy Ose; Past President: Carol Winegarden; Treasurer, Betsy Benz; Secretary, Peg Haggerty
2008 W-ONE Board Members: Doris Mulder, Jan Giedd, Ellen Zwirlein, Joan Beglinger, Jeff Euclide, Pamela Maxson-Cooper, Doris Mulder
Editor: Paula Hafeman

Update on WHA Quality Measures Team And CheckPoint

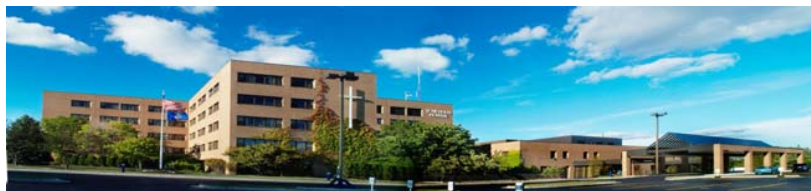
The WHA Quality Measures Team met on June 27 to discuss the next steps in adding new measures to CheckPoint. The selected AHRQ (Agency for Healthcare Research and Quality) Inpatient Quality Indicators, primarily volume and mortality date, will be added to the website by September. A couple months after that, the HCAHPS data will be added.

As part of Phase 5 expansion of CheckPoint, Perinatal Data is to be added in first quarter CY 2009. The PeriData will consist of 6 measures that are currently part of the required field entries including breast feeding, C-Section rates, an infant composite and deliveries with forceps. For the first time, CheckPoint will also include a "hospital profile" along with the PeriData at the suggestion of consumer groups. This profile will include information about hospital services available such as an NICU, a Code Pink protocol and Lactation Services.

The remaining Phase 5 measures will be added according to the timeline below. These include the remaining SCIP measures as currently reported on the CMS Hospital Compare website, the new outpatient measures, and stroke measures yet to be defined.

Measure	Estimated Implementation Date
SCIP	End of Q2 2009
Outpatient Surgery	End of Q3 2009
ER Transfer (AMI)	End of Q3 2009
Hospital Acquired Infections	Q1 or Q2 of 2010
Stroke	Q1 or Q2 of 2010

**Respectfully submitted by
Susan Peterson, W-ONE Board Representative**



Coordinator, Orthopedic/Surgical/Rehab

St. Nicholas Hospital, a not-for-profit, acute care Catholic hospital, located in beautiful Sheboygan, WI is currently recruiting a professional, motivated, candidate for the Coordinator, Ortho/Surgical/Rehab department. Position will provide direct supervision and scheduling of nursing services; coordinate in-services; and develop policies and procedures; develop and implement performance improvement plan; manage the human resources of the department; preparation and maintenance of operating budget; and will provide hands on care as unit may require.

The qualified candidate will possess a BSN degree, valid WI RN licensure, 2-3 years acute care orthopedic nursing and previous leadership experience. Orthopedic nursing certification preferred.

We offer professional development opportunities and progressive salary and benefits package. Interested and qualified candidates should submit their resume and salary requirements to:



St. Nicholas Hospital

Human Resources, 3100 Superior Avenue, Sheboygan WI 53081



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

WHA Update

RWJ Summit on Nursing Capacity

Wisconsin was selected to have a team attend this summit in Washington DC last month. Ten members of "Team Wisconsin" have returned and continue to work to address this issue. The priority issue for the team is collection of a nursing data set that will provide an accurate assessment of supply and demand.

This information is the necessary first step in designing strategies to address capacity in schools for new RNs, advanced practice nurses and nurse faculty. Lea Acord, Director of the Wisconsin Center for Nursing is the team leader.

Nurse Leader Succession

Thanks to all of you who responded to my request for information regarding this program. Sixty nurse leaders responded to my simple email question asking which nursing leadership strategy WHA should pursue. Over three quarters of you requested a repeat of the program done in the past. I am so pleased that the WHA Foundation has agreed to again fund this program. In late fall, you will get an invitation to nominate a potential nurse leader to attend this program designed to create interest and enthusiasm for a leadership career in nursing.

Wisconsin Board of Nursing

The board continues to monitor 10 nursing programs due to low NCLEX pass rates. At this month's meeting, they received reports from Bryant and Stratton, Carroll College and Moraine Park Technical College. In general, the Board believes the monitored programs are making progress.

The Board also reviewed and approved a document on 'RN administration of Propofol for Moderate Sedation.' That document will be posted on the Department of Regulation and Licensing's website.

The Board has determined that certification in Oncology Nursing did not meet the standard for certification as an APNP in Wisconsin. And the Board heard that complaints about nurses that are opened as cases continue to take nearly two years to be investigated and resolved.

Best Practices: On-Boarding

The AHA is planning a best practices publication and seeking examples of hospitals that do a great job of successfully integrating new employees into their facilities. If you have a program you would be willing to share with me (and with AHA), please let me know. It would be great to have Wisconsin well represented in the publication.

W-ONE Board of Directors 2008

President

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

Secretary

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

Treasurer

Betsy Benz
Director, Quality Care Mgmt.
St. Mary's Hospital Med. Ctr.
1726 Shawano Avenue
Green Bay, WI 54303
(W) 920/498-4236
Fax: 920/498-3506
bbenz@stmgb.org

Nursing Coalition

Member Representative
Beverly Hoegge
Executive Vice President
Reedsburg Area Medical Center
2000 North Dewey Avenue
Reedsburg, WI 53959
(W) 608-524-6487
Fax: 608-524-6566
bhoegge@ramchealth.org

Board/Membership

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

Board Members

Ellen Zwirlein, RN
Dir. of 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

Joan Beglinger
VP, Patient Care Services
St. Mary's Hospital
700 South Park Street
Madison, WI 53715
(W) 608-258-6735
(H) 608-798-1388
Fax: 608-259-5327
joan_beglinger@ssmhc.com

Jeff Euclide
VP/Nurse Executive
Aurora Medical Center of
Washington County
1032 East Sumner Street
Hartford, WI 53207
(W) 262-670-7509
(H) 262-224-0886
Fax: 262-67007620
jeff.euclide@aurora.org

Pamela Maxson-Cooper
CNO-VP Patient Care Services
Froedtert Hospital
9200 W. Wisconsin Avenue
Milwaukee, WI 53226
(W) 414-805-2601
(H) 262-965-4408
Fax: 414-805-7790
pmaxson@fmlh.edu

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

W-ONE Committee Chairs 2008

Bylaws

Jo Ann Appleyard, PhD, RN
SWIFT Nurse Educator Project
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

Legislative Co-Chairs

Anne Paremski
Franciscan Skemp Healthcare
700 West Avenue South
La Crosse, WI 54601
(W) 608-392-2677
(H) 608-526-3731
paremski.anne@mayo.edu

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

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

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

Nominations

Carol Winegarden
Assistant Administrator,
Patient Care Services
St. Mary's Hospital Med. Ctr.
1726 Shawano Avenue
Green Bay WI 54303
(W) 920-498-4604
Fax: 920-498-1861
cwinegar@stmgb.org

Historian

Shirley Larson
Division Manager
Clement Zablocki VA Med. Ctr.
5000 West National Avenue
Milwaukee, WI 53295
(W) 414-384-2000
ext. 42845
Fax: 414-383-8010
shirley.larson@va.gov

Horizons

Editor: 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.org

W-ONE Rep./IHI WI Node

Betsy Benz
Director, Quality Care Mgmt.
St. Mary's Hospital Med. Ctr.
1726 Shawano Avenue
Green Bay, WI 54303
(W) 920/498-4236
Fax: 920/498-3506
bbenz@stmgb.org

Program/ Center for Nursing Representative

Jean Surguy
Vice President Patient Services
Ripon Medical Center
933 Newbury Street
Ripon, WI 54971
(W) 920-748-9159
(H) 920-926-9747
Fax 920-748-0452
jeansu@rmcnet.org

Liaison, CheckPoint/ Quality Measures

Susan Peterson
Dir., Quality Improvement
The Wisconsin Heart Hospital
10000 W. Bluemound Road
Wauwatosa, WI 53226
(W) 414-778-7815
Fax: 414-778-7821
speterson@twhh.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 Paula Hafeman, 920/433-8204, phafeman@stvgb.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

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