

August 2009

HORIZONS



President's Message

As I prepare this report for the August Horizons, numerous activities are underway to continue the work of our organization, achieve our goals and thereby, fulfill our mission. Ballots are being readied for electing 3 new Board members, a Treasurer, and 2 Nominations Committee members. Thanks to those of you who agreed to be added to the ballot. We are fortunate as an organization that members are willing to serve! Voting will again be on-line this year. Please watch your email closely so you can participate in the election process. If you can take a moment to vote when the email comes, you won't have to remember to go back later and run the risk of it slipping your mind. That comes from the "voice of experience" who has often failed to go back to that email I thought I'd get to at a later time.

In addition to elections, the Board and Committee Chairs continue to work actively on the strategic plan and make good progress. The mandatory overtime legislation has yet to make it out of committee. This is due largely to the articulate verbal and written testimony delivered by the nurse leaders in Wisconsin. Thanks to everyone who played a role in this process, including Mary Beth White-Jacobs, Mary Cieslak-Duchek, Judy Warmuth, and the Legislative Committee for guiding us through the process. We appreciate you. Now that the budget is passed, the legislation could resurface, so we need to remain vigilant. Also related to our goal to provide safe and healthful practice environments is our continued utilization of the AONE Guiding Principles. Look for 'Excellence in Nurse/Physician Relationships' to be highlighted in this issue.

Great progress has also been made on the design and implementation of a mentoring program. Thanks to Jeff Euclide and Kathryn Olson for their leadership in this area. Watch for an article authored by Jeff in the next issue of Nursing Matters. Also watch for information about the mentorship program on the W-ONE website.

Speaking of the website, Paula Hafeman has been working hard to improve the website and create a list serve to enhance networking. In addition, Doris Mulder and the Membership Committee have displayed great effort to assist members with integration into W-ONE with a resultant all-time high in membership numbers of 261.

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These are just some of the highlights. Please visit the website at www.W-ONE.org to review progress on our other strategic initiatives.

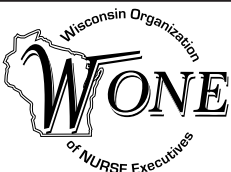
I know everyone has been working hard for W-ONE and your respective organizations. While we have always been faced with many challenges in healthcare, it seems they are coming faster and more furiously. Challenging state and local budgets, patient safety initiatives, productivity benchmarking, maintaining current programs while developing new ones and nurturing staff and physician relationships are necessary work in all of our environments. We could all work 24/7 and still have unattained goals. So, acknowledge that, choose your battles, let some things go, support each other and spend some time during the lovely summer days left to take care of yourselves and enjoy what you really want to do.

Also, remember that September 23-25, 2009 are the dates of the WHA Annual Conference in Lake Geneva. Our W-ONE Board meeting is on Wednesday, September 23. As always, all members are invited to attend these meetings. This is a wonderful way to learn more about W-ONE and get hooked on its value to you as a nurse leader. The WHA Annual meeting is also important in that it is the venue at which the Nurse Leader of the Year is announced and we can applaud the accomplishments of one of our colleagues. I hope to see you there.

**Respectfully,
Peg Ose
W-ONE President**

W-ONE Board Meetings 2009

Wednesday, September 23	9-11 a.m.	Board Meeting Evergreen 2 Ballroom WHA Annual Convention Grand Geneva Lake Geneva
Friday, November 20	10-1430	Board Meeting WHA Headquarters Madison



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.

2009 W-ONE Board of Directors: President, Peggy Ose; President-elect: Paula Hafeman; Treasurer, Betsy Benz; Secretary, Peg Haggerty
2009 W-ONE Board Members: Ellen Zwirlein, Doris Mulder, Jan Bauman, Janice Giedd, Amy Dwyer, Susan Peterson
Editor: Carol Winegarden

Membership Committee Report

It is time for an update on our membership numbers as an organization. As of June 2009 we have 272 members; 217 of these are renewals and 55 are new members. This compares positively with previous years and is the highest number of members in our organization since 2004 when I became involved with the committee. It is also a 6% increase over last year's member numbers.

The members of the committee are actively working to add value to our membership. Earlier this year we surveyed 2008 members who had not renewed in 2009. That feedback was evaluated by the committee and action plans developed. Currently we are making contact with the 55 new 2009 members and gathering information on their experience as a new W-ONE member and getting their input for future planning.

Our next meeting is scheduled for Friday, October 9, at 1200 at the WHA offices in Madison.

Doris Mulder, Chair

New Member List – W-ONE 2009

1. Daniel H. Adams, Nurse Executive, Memorial Medical Center, Inc. Ashland
2. Tammy Albelo, title unknown, Aurora Memorial Hospital, Burlington
3. Carla Bahr, Director/Manager, Aspirus Wausau Hospital, Wausau
4. Jamey S. Bina, Clinical Manager, Gundersen Lutheran, La Crosse
5. Carole J. Borland, Director/Manager, William S. Middleton Memorial Veterans Hospital, Madison
6. Andrew Bowman, Director/Manager, Sacred Heart, Eau Claire
7. Dawn M. Brostowitz, Director/ Manager, Riverview Hospital, Wisconsin Rapids
8. Mary K. Brown, Director if Surgical Services, Reedsburg Area Medical Center, Reedsburg
9. Kitty Burbey-Reed, Director/Manager, St Vincent Hospital, Green Bay
10. Margaret F. Callahan, Dean, Marquette University, Milwaukee
11. Renee Clark, Clinical Nursing Coordinator, student, Fort Healthcare, Fort Atkinson
12. Kellie Connor, Director/Manager, Community Memorial Hospital, Oconto Falls
13. Sarah L. Currie Director/Manager, Children's Hospital of Wisconsin, Milwaukee
14. Marcia L. Donlon, Nurse Executive, Holy Family Memorial, Manitowoc
15. Pam C. Dregney, Director/Manager, Reedsburg Area Medical Center, Reedsburg
16. Amy L. Fogeltanz, Director/Manager, Aurora Medical Center, Manitowoc, Two Rivers
17. Hope Fox, Nurse Executive, The Wisconsin Heart Hospital, Wauwatosa
18. Gwen G. Gaddis, Director/Manager, Community Memorial Hospital, Oconto Falls
19. Terri A. Harmon, Director/Manager, Beloit Memorial Hospital, Beloit
20. Derek A. Henning, Director/Manager, Community Memorial Hospital, Oconto Falls
21. Sue K. Irle, Director/Manager, Osceola Medical Center, Osceola
22. Eric A. Joncas, Asst. Supervisor, Red Cedar Medical Center, Menomonie
23. Jason Keffeler, Director/Manager, Aspirus Wausau Hospital, Wausau
24. Heidi Kirshbaum, Director/Manager, Prairie du Chien Memorial Hospital, Prairie du Chien
25. Heather M. Kleinbrook, Director/Manager, Stoughton Hospital, Stoughton
26. Timothy R. Klunk, Executive Director, CNO, Children's Hospital of WI-Fox Valley, Neenah
27. Colleen M. Koski, Director/Manager, Community Memorial Hospital, Oconto Falls
28. Connie L. Koutouzos, Nurse Executive, Bay Area Medical Center, Marinette
29. Pamela M. Kuehl, Director/Manager, Fort Healthcare, Fort Atkinson
30. Terri Langer, Director/ Manager, Reedsburg Area Medical Center, Reedsburg
31. Patricia A. LuCore, Director/Manager, Sacred Heart Hospital, Eau Claire
32. Beth A. Liebhardt, Director/Manager, The Wisconsin Heart Hospital, Wauwatosa
33. Penny L. Lobenstein, RN Shift Coordinator, Reedsburg Area Medical Center, Reedsburg
34. Laura K. Magstadt, Nurse Executive, Howard Young Health Care, Woodruff
35. Suzanne K. Marnocha, Director/Manager, UW Oshkosh, Oshkosh
36. Bobbi McGhee, Nursing Supervisor, Aspirus Wausau Hospital, Wausau

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New Member List – W-ONE 2009 (continued from page 3)

37. Carol J. Metcalf, Director/Manager, Riverview Hospital, Wisconsin Rapids
38. Sara J. Meyerhofer, Team Leader, Oconto Hospital, Oconto
39. Clinton D. Miller, Nurse Executive, Spooner Health System, Spooner
40. Rachael L. Miszewski, Director/Manager, Aurora Memorial Hospital Burlington
41. Jan M. Morse, Director/Manager, Aurora Memorial Hospital of Burlington, Burlington
42. Kenneth E. Nelson III, Director/Manager, Aurora Lakeland Medical Center, Elkhorn
43. Jan L. Neuman, Nurse Executive, Rusk Co. Memorial Hospital, Ladysmith
44. Cheryl A. O'Grady-Ritchie, Director/Manager, Ripon Medical Center, Ripon
45. Judy Pielhop, Director/Manager, Sacred Heart, Eau Claire
46. Karen J. Purcell, Director/Manager, Columbia St. Mary's, Milwaukee
47. Angela A. Rodriguez, Nurse Executive, Lakeview Specialty Hospital, Waterford
48. Linda K. Schoulte, Manger, Prairie du Chien Memorial Hospital, Prairie du Chien
49. Jenette R. Simonson, Director/Manager, Black River Memorial Hospital, BRF
50. Rachel L. Snow, Director/Manager, Aspirus Wausau Hospital, Wausau
51. Marsha Stolte, Director/Manager, Reedsburg Area Medical Center, Reedsburg
52. Tina L. Strandlie, Director/Manager, Stoughton Hospital, Stoughton
53. Karen Thoftne, Nurse Executive, Sauk Prairie Memorial Hospital & Clinics, Prairie du Sac
54. David S. Woodland, Director/Manager, Winnebago Mental Health Institute, Winnebago
55. Heidi Ziemendorf, Director/Manager, Columbia-St. Marys, Milwaukee
56. Mary C. Zwygart-Stauffacher, Interim Dean, UW Eau Claire CNHS

06-16-09

W-ONE Professional Development and Research Committee Horizons August 2009

The 2009 application deadline for the scholarships and grants has been extended. Please go to the W-ONE web site (<http://www.w-one.org>) for more information and to access the online application information and forms.

Respectfully submitted,

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WHA Update

The Wisconsin legislature has not taken action on the bills aimed at Banning Mandatory Overtime in healthcare facilities (SB 108 and AB 152). WHA has not seen any proposed amendments, nor have the Senate or House committees moved to vote on the bills. It is still a great idea to communicate with your state legislator on this topic. Paul Merline and I are keeping in contact with the authors and will inform W-ONE members if actions (of any type) seem likely.

WHA is watching several other pieces of legislation including bills to license radiographers, grant prescriptive authority to psychologists and license dietitians. In each case, there is concern that additional workload at the Department of Regulation and Licensing could reduce service levels and prolong licensing times.

At the federal level, there is much conversation about workforce issues, but it is unclear how they will play out. There has been press indicating that the Employee Free Choice Act may be amended to include secret ballot elections within a very short timeframe after presenting authorization cards. Even if this rumor is correct, WHA would still have concerns about mandatory arbitration clause of the act. There is also some possibility that a successful health care reform bill may include workforce items, but this is also rumor at this stage.

Federal money for workforce, especially nursing is already available. Five hundred million dollars has been allotted to HHS' Health Resources and Services Administration (HRSA), to for health care workforce. The funds are expected to train approximately 8,000 students and credentialed health professionals by the end of fiscal year

2010. Information can be found on the HRSA website at <http://www.hrsa.gov/grants/default.htm>

The Department of Regulation and Licensing's Impaired Professionals Task Force has completed its work and forwarded recommendations to the Secretary of DRL. Secretary Jackson is expected to respond with a recommended program in the near future. She will also discuss the program at the WHA Workforce Council meeting on August 14..

Nursing workforce data will be collected with this year's RN renewal. As part of the 2009-2011 budget process, Senator Judy Robson successfully introduced both a data collection requirement and a funding mechanism for collection and reporting. A work group under the guidance of the Department of Workforce Development is reviewing questions from the last survey as well as questions from the recommended National Nursing Minimum Data Set and will recommend the final survey questions.

And finally, you might find an article in the most recent issue of Nursing Outlook of interest. A review in the Chronicles of Higher Education of the article "What Newly Licensed Registered Nurses Have to Say About Their First Experiences," says that the report paints a grim picture of the disconnect many new nurses say they feel between the idealistic expectations they had when entering nursing school and the reality they find on the job. It can be found in Nursing Outlook, July/August, 2009, P 194-203.

Hope you are having a great, if cool, summer.
Judy Warmuth, WHA

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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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