

August 2011

HORIZONS



President's Message

While summer may be a quieter time for most organizations, not true of W-ONE. There has been a lot of activity preparing for the Academia-Nurse Leader Summit on August 12, and the Nurse Leader Academy in October 13 and 14. If you are not familiar with the Nurse Leader Academy, I encourage you to visit our website at www.w-one.org for more information and the application process for new or aspiring nurse leaders. Also posted on our website is a Nurse Leader Succession Planning Toolkit to assist you with identification of nurse leaders at risk of leaving their roles, assess the competencies of new and aspiring leaders and tools to identify and develop nurse leaders for those positions at risk.

Thank you for all the nominations for Board of Directors (3), Treasurer, Nomination Committee (2) positions and Nurse Leader of the Year. The Nominations Committee is hard at work reviewing the nominations, preparing the ballot and selecting the Nurse Leader of the Year.

We will be holding our next W-ONE Board meeting at Grand Geneva Resort, Lake Geneva on September 13 prior to the WHA Annual Convention "Looking Toward Tomorrow's Health Care." You are welcome to join us at the Board meeting in Lake Geneva.

Please click on the W-ONE Facebook page and share questions and discussions on topics of interest to you!

Respectfully,
Paula Hafeman, RN, MSN, FACHE, W-ONE President

W-ONE Board Meetings 2010-2011

W-ONE Board of Directors meetings are open to all members.

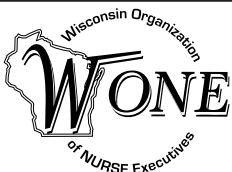
2011

Wednesday, September 14	1000-1200	Board Meeting, WHA Annual Conference
Friday, November 18	1000-1430	Board Meeting, WHA Headquarters





Nurse Leader Succession Planning Toolkit
Can be found on the WONE website



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.

2011 W-ONE Board of Directors: President, Paula Hafeman; Treasurer, Sally Lersch; Secretary, Janice Giedd; Past President, Peg Ose
2011 W-ONE Board Members: Ellen Zwirlein, Constance Bradley, Jan Bauman, Amy Dwyer, Suzanne Marnocha, Pamela Maxson-Cooper
Editor: Carol Winegarden



If you are searching for a way to make a difference in your organization or just looking for professional networking and collaborative opportunities, we believe that W-ONE will provide you with a valuable resource in the state of Wisconsin.



**For more information, please contact us at
608.268.1806**

You can now follow WONE on Facebook. Keep up on the latest information by linking from the www.w-one.org home-page link or by typing in your Facebook search box "Wisconsin Organization of Nurse Executives."

Update on WHA Quality Measures Team And CheckPoint Susan Peterson, W-ONE Board Representative August 1, 2011

The WHA Quality Measures Team met on June 3, 2011. Some of the key discussion points were:

Changes to current Check Point measures

- Acute MI – Thrombolytics within 30 minutes: This measure will be removed as there are only 5 state hospitals reporting, with smaller than reportable sample sizes.
- Error Prevention Measures were evaluated. Surgical site marking and pre-procedure verification will be continued. Inappropriate abbreviations will be discontinued as the majority of hospitals in the state are in a high performing level so this measure is not likely to drive further improvement. Medication Reconciliation will be studied further with the help of a small group to include team members and hospital site representatives.

New measures initiatives

- The plan for posting stroke measures to Check Point include: increasing the number of hospitals committed to reporting and providing participating organizations a preview of the data in mid-August with a goal of posting publicly in early September.
- A Hospital Acquired Infections-CLABSI measure is being prepared for Check Point posting. The plan is to post a standardized risk adjusted rate beginning with the ICU only population. The goal is to post four quarters of data by late 2011 or early 2012.
- Other Hospital Acquired Conditions such as All Cause and Potentially Preventable Readmissions are under review.

If you have any questions or comments, please do not hesitate to contact me at susan.peterson@phci.org.

Nursing Leadership Academy

I am happy to announce that the next offering of the Leadership Academy will be held at the Mead Hotel in Wisconsin Rapids on October 13 and 14, with a follow up day to be held November 7 at the same location. The initial offering of the Academy was held in 2009 with very positive comments. The purpose of the Leadership Academy is to bring together staff nurses and new managers from diverse practice environments to participate in interactive sessions that build leadership competencies and skills. A mentor will facilitate the integration of these skills into practice.

The curriculum for the two days will include the following topics: self as leader, circle of influence, systems thinking, quality and patient safety, evidence-based practice, principles of communication, conflict mediation, and leading teams through change. The sessions will be interactive sessions, with application of the material in practice. We are limiting the participation to 30 individuals, one individual from each hospital. We will reopen the requests for additional participants from hospitals if we do not have 30 participants in the initial registration.

The Leadership Academy is a collaborative effort between the Wisconsin Organization of Nurse Executives, Wisconsin Center for Nursing, and Wisconsin Nurses Association. Nursing contact hours will be provided to participants. The Nursing Leadership Academy application can be found at www.w-one.org.

W-ONE Professional Development Committee Report July 2011

W-ONE Professional Development Committee is pleased to announce that the 2011 information and application documents for all scholarships and research grants are now available online at: www.w-one.org

Please take time to review the materials and submit your application online. Scholarship deadlines are September 15, 2011, and the research grant deadline is October 15, 2011.

Please take a look at the Nurse Leader / Executive Mentoring Program information also found at www.w-one.org if you are interested in pursuing a mentoring relationship in your professional career. The W-ONE Mentoring Program pairs an aspiring or new nurse leader (Mentee) with an accomplished nursing leader (Mentor). This relationship enables the mentee to develop an understanding of career progression, and the skills and abilities required for successful leadership. Thanks to all the nursing leaders who have agreed to serve as mentors in this program.

Respectfully submitted,
Kathryn Olson, RN, BSN, MA, NEA-BC
Professional Development and Research
Chair W-ONE
Director Patient Care Services
Saint Joseph's Hospital Ministry Health
Care
Marshfield, WI



Nurse Leader Succession Planning Toolkit
Can be found on the WONE website

Membership Committee Report Doris Mulder

2011 continues to be a great year for W-ONE membership numbers. We are again over 300 members strong this year with 74 new members and 242 renewal members for a total of 316. The membership committee has not met over the summer, but will be meeting in the fall. If you have suggestions for this committee please let us know.

Your Membership Committee includes:

- **Ellen Zwirlein**, Board Member Prairie du Chien Memorial Hospital
- **Rosemary Seffens** Luther Midelfort Oakridge
- **Sara Carpenter** Gundersen Lutheran
- **Linda Masih** Zablocki VA Hospital
- **Kristi Hund** Stoughton Hospital
- **Teresa Schultz** Rogers Memorial Hospital
- **Shawn Callisto** Black River Memorial Home Care
- **Patty Bosse** Red Cedar Medical Center
- **Lori Barto** Divine Savior Healthcare
- **Dawn Brostowitz** Riverview Hospital
- **Doris Mulder**, Chair Beloit Health System

You can contact Doris Mulder by e-mail at dmulder@beloitmemorialhospital.org or any of the Membership Committee members.

Wisconsin Nursing Coalition Meeting Report May 26, 2011

1. Nurse Summit on Validating Nursing's Contributions to Care Outcomes
 - a. Occurred on February 17, 2011, sponsored by WNA.
 - b. Key points:
 - i. Use of the IOM Future of Nursing Report
 - ii. Meaningful use of data and transparency
 - iii. Patient's duty/responsibility requires health literacy
 - iv. Need to create/define the business case for nursing
 - v. Use of workforce data within multiple projects statewide
 - c. Both the Summit and the IOM report are advocating for standardized language to describe nursing's contribution, role, and responsibility/accountability in the rapidly changing health care delivery system.
 - d. A road map of actions needs to be identified, designed and implemented to better utilize and demonstrate the value that nurses contribute to improving patient care in Wisconsin.
2. The IOM Report: Building the Future of Nursing in Wisconsin was held on May 2, 2011 with key note addresses by Peter Buerhaus and Ellen Murphy. (presentations can be accessed at: http://wisconsinnurses.org/WCN_WNA_Conference.php) This educational event was sponsored by the Wisconsin Center for Nursing, the Wisconsin Nurses Association, and the Wisconsin Nursing Coalition—of which W-ONE is a member. The intent was to mobilize the conference participants to develop a statewide plan for implementation of the IOM recommendations in Wisconsin. Key organizations and nurse leaders in the state will be meeting to clarify a direction for the outcome of this conference.
3. Transitioning Care at the Bedside; Wisconsin project. Judy Warmuth provides updates to the WNC. Judy provides articles for the W-ONE membership in each issue of Horizons.
4. WNA is collaborating with the Medical Society on end of life issues. WNA's fall conference will focus on Palliative Care.

Submitted by: Shirley A. Larson, RN, MSN



Judy Warmuth, WHA Liaison
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WHA Update

Lifting restriction for minors

About a year ago, the Department of Labor issued restrictions on the use of lifting equipment by individuals under the age of 18. These restrictions had implications for training programs and for employment of youth in patient care areas where use of patient lifts were is a job requirement. Just this month, DOL modified that ban by outlining conditions under which youth can use patient lifting equipment. Those conditions can be found at <http://www.dol.gov/whd/FieldBulletins/index.htm>. Senator Kohl was very helpful in this effort. If you communicate with his office, it would be nice to thank him for that work.

Flu immunization - AHA position

Soon it will again be flu season and hospitals will be working to encourage staff to be immunized. The American Hospital Association has recently released a patient safety position statement on employee immunization. The AHA states:

"To protect the lives and welfare of patients and employees, AHA supports mandatory patient safety policies that require either influenza vaccination or wearing a mask in the presence of patients across health care settings during flu season. The aim is to achieve the highest possible level of protection."

The position statement in its entirety can be found at: <http://www.aha.org/aha/advisory/2011/110722-quality-adv.pdf>

ICD 10 Implementation

ICD 9 has been in use for almost 30 years, but limitations in that system have prevented assigning new codes for rapidly changing medical treatments and technology advancements. Effective October 1, 2013, hospitals will need to use ICD 10 for all encounters and discharges. The new system begins with approximately 68,000 codes compared to approximately 13,000 in the old system. Changing to the new system will require a coding staff that has a greater understanding of health care and health care terms. It will also require changes in practitioner documentation. WHA has a task force working to assure that hospitals are prepared to meet this new requirement. For further information, contact Debbie Rickelman at drickelman@wha.org. AHA has also prepared an executive briefing on the topic.

Trauma system

The Wisconsin Trauma System recently participated in an Assessment by the American College of Surgeons. This four day event included input from all components of the system. A final report will be returned to the state in about eight weeks. It is likely that recommendations will suggest statutory and rule changes around participation in the system.

I hope that you are all having a good summer. Please contact me with questions or comments.

A handwritten signature in cursive script that reads 'Judy Warmuth'.

Judy Warmuth, Vice President, Workforce
Wisconsin Hospital Association

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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 Carol Winegarden, 920/846-3444, carolwi@cmhocontofalls.org.
- If you are interested in being a part of a specific committee, contact the committee chair.

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