

W-ONE BOARD MEETING MINUTES

Thursday, January 8, 2009

1300-1700

WHA Headquarters

Madison, Wisconsin

Present: Jan Bauman, Betsy Benz, Mary Cieslak-Duchek, Amy Dwyer, Jeff Euclide, Tim Gengler, Paula Hafeman, Peg Haggerty, Beverly Hoege, Pam Maxson-Cooper, Doris Mulder, Peggy Ose, Mary Beth White-Jacobs, Jean Surguy, Carol Winegarden, Ellen Zwirlein, Judy Warmuth

1. The W-ONE Board Meeting was called to order at 1:15 PM by President, Peggy Ose. There were introductions for new members.
2. Minutes from the November 21, 2008 Board Meeting were approved with the following corrections:
page 3 eliminate last bullet
Change title from "Agenda" to "Minutes"
3. Treasurer's Report was presented by Betsy Benz. Highlights of the 2008 year-end budget report were:
 - Actual income was \$90,976 (budget \$85,100) and exceeded budget mostly due to Horizons and position postings on website.
 - Actual expenses were \$73,532 (budget \$104,460) less than budgeted due to budgeted dollars for the WCN conference not being spent (conference was not held)
 - W-ONE is doing very well financially and we try to keep our overall income around \$25,000 to maintain our not-for-profit status. Areas that dollars could be spent are for research, education, leadership development, etc.
 - Our current net worth at year end is \$115,442

The 2008 year-end budget was approved and accepted as presented to file for Audit

Betsy then reviewed line by line the proposed 2009 budget which will be reviewed again after the strategic planning meeting.

4. Updates for Strategic Plan
 - A. An update on the leadership goal of mentoring was presented by Jeff Euclide. Highlights of Jeff's report were:
 - The mentoring packet is reflective of the Board's feedback from the September 17, 2008 meeting and is a toolkit for mentors and mentees which follows AONE's Leadership Competencies.
 - The mentoring packet is the action step for Goal 2 (W-ONE will implement strategies to enhance the development of nurses holding and aspiring to managerial leadership roles) of our 2008 Strategic Plan.
 - Jeff recommended the mentoring packet be available on our Website. In addition, Board members could put their CV online with their picture and could be paired based on mentee's interest. This would be a starting point in hopes the mentoring program would grow.
 - Key points of discussion and suggestions by the Board were:
 - Update references to be more current (within 5 years)
 - Recommend mentors receive a current resource book for being a mentor

- This could be opened up to the non W-ONE members
 - Suggest Board members become mentors
 - Strategies for being an effective mentor should be presented at an upcoming Conference
 - An article in *Nursing Matters* would help publicize the program and be a mechanism to get this out to Graduate Programs in Leadership
 - The task force will put together a communication plan
 - Include the mentoring program as a continuing goal
- B. Leadership Academy – Jan Giedd was unable to attend and present; however, Pam Maxson-Cooper reported that the first session of the Leadership Academy is on schedule and will be presented in March. Jan Giedd is planning to do an article on the Academy for *Horizons*.

5. Committee Reports – **(Please send electronically to Secretary, one to Historian, one to Horizons)**

- A. Bylaws report was presented by Peggy Ose for JoAnn Appleyard. The following changes were presented for approval:
- 3.1,D1 (Special Meetings of the Organization)- p. 6 suggest that members will be notified by email if they have an email address, otherwise it will be by postal mail.
 - 5.9 (Committee on Recruitment and Retention) p. 20 section eliminated
 - 8.1A 1-6, (Voting at Business Meetings) p. 23 - were reformatted to numbers with the addition of #2 related to electronic ballot and electronic email notification.
 - 10.3A (Mail Voting on Issues) p.26 – revised to include email.

A motion was made and carried for approval of the revisions to the bylaws.

B. Horizons

Paula Hafeman reported that Horizons continues to receive Ads. She asked if someone would be interested in taking over Horizons before she takes on the role of President next January. Carol Winegarden offered to take over the Horizons if someone else would take over the work on the Website. Paula said she would continue to work in the development of the Website with a new vendor over the course of this year, in hopes someone would be willing to take over the responsibility by the end of the year. She would work with the individual in making a smooth transition. There was a suggestion to put an ad in Horizon for this position.

C. Legislative –

Mary Beth White-Jacobs and Mary Cieslak-Duchek updated the Board on the work of the Legislative Committee. Key highlights from their report were:

- The committee is trying to be more proactive with issues
- They are working on putting together toolkits on staffing ratios and mandatory overtime
- Will refer to WHA's toolkit on Nurse Fatigue and hours of work
- They will update W-ONE's current position statement on staffing ratios and other position papers as new information comes out.
- Judy Warmuth shared she attended a Reactor Panel and the focus was on the nursing shortage, difficulty in filling Advanced Nurse Practice Roles, low hospital volumes resulting in nurses being sent home. In addition, the need for data related to the nursing workforce is essential.

There was discussion in preparation for Representative Sandy Pasch on points we feel are important for her to hear. Some of these points were:

- Legislation against mandatory overtime has been identified as a way to address patient safety – we believe that voluntary and mandatory would both relate to this issue.
- We feel we do a good job of monitoring this and would not like this to be a legislative directive.
- We would like to hear more about what the driving force is in this move.
- We would like to hear more about Representative Pasch's views on mandatory overtime and staffing ratios.

Representative Pasch arrived and was introduced by Mary Cieslak-Duchek. Peggy Ose shared our mission, vision, values, and goals and provided background about our organization.

Highlights of Representative Pasch's visit are:

- She was Assembly Woman for District 22 in Milwaukee
- Spent most of her career in community mental health nursing and has a degree in bioethics
- Representative Pasch ran for office because of frustration with the lack of access to healthcare for patients
- She is on the Health and Health Reform Committees and Vice-Chair of Public Health
- Her Initial priorities are for
 - Mental health parity – great weaknesses at local level.
 - Availability of mental health care – without this, there is increased use of ERs.
 - Would like to see a continuum of care for this patient population.
 - Also looking at crises in spending, duplication of resources, lack of service – want to look at doing things better.
 - Her perspective on the nursing shortage was that Milwaukee has been blessed in having many schools and being able to produce a number of nurses – The bigger issue is why do nurses drop out and how do we keep them in nursing.
 - Aging faculty was identified as a big issue due to less pay; will need to look at attrition rate of other teachers/faculty and how we compare to other professions.
 - Representative Pasch expressed concern that we cannot lower our standards as a way to fill the gap.
 - She shared that she and Senator Robson will be working together in gathering workforce data.

Points the Board shared with Representative Pasch were:

- Some facilities have implemented some programs that have helped in retention such as residency programs and mentoring. There are efforts in Wisconsin to improve healthful practice environments, i.e. increase shared governance, increase technology to keep nurses healthy and safe, and a commitment to retain nurses.
- We have a position statement on mandatory overtime that does not support mandatory overtime legislation. We have put programs in place to monitor our staffing and only in rare emergent exceptions would we require someone to stay. Representative Pasch agrees that mandatory overtime should not be a policy and should be used only as an exception.

- The bill needs to reflect safety of patients, nurses, and organizations.
- We believe that voluntary overtime should be monitored as well.
- Hearings that have been held have mostly had staff from state hospitals present which may be reflective of different healthcare environments.
- Due to quality initiatives we are already transparent in reporting quality data to various regulatory agencies which is reported publicly.
- We have addressed the issue of staffing ratios and have a position statement on this. We believe that this should not be legislated but rather a decision based on patient acuity and various other factors. Quality care is reflected by appropriate staffing ratios.
- We would like to see solutions to sky-rocketing health care costs and the increased use of high cost resources for those who are uninsured or underinsured.
- We are seeing patients wait until they are very sick to get healthcare due to their inability to afford to come in sooner
- We continue to see low reimbursements from Medicare and Medicaid
- We offered to share our position papers with Representative Pasch and encouraged her to use us as a conduit for information.

D. Marketing

Tim Gengler reported their committee is starting to prepare for the spring convention. MaryBeth White-Jacobs volunteered to do the jewelry shopping this year.

E. Membership

Doris Mulder reported there have been 104 memberships that include both renewals and new. The committee is planning on meeting after this meeting.

F. Professional Development

Judy Warmuth updated the group for Kathryn Olson related to Aligning Forces for Quality. WHA hired an individual who will coordinate this initiative. The purpose is to involve nursing in quality. In addition, WHA is committed to development of learning modules related to quality. Kathryn continues to be a representative on this initiative and is the liaison to W-ONE.

G. Program

Jean Surguy reported they have not had a meeting but will be meeting in the near future. The following are highlights from her report:

- Jean shared the number of attendees at our previous spring conferences. They are budgeting for 169 participants for the 2009 spring conference.
- The committee is planning to do a phone conference with Tim Porter O'Grady to discuss what he would like to present. The hope is that he will present at two sessions.
- Requests for the research posters for the conference have been sent out.
- Some of the themes being considered for the conference are the Wizard of Oz, Grease, Gone with the Wind, a Hawaiian Luau, etc.
- The Nurse Leader for 2009 will present at the conference noon luncheon on Thursday.
- Reminder the dates for the spring conference are April 29-May 1.

H. Nominations

Carol Winegarden shared there was nothing to report. She will be going off the nominations committee, and Paula Hafeman will be the new Chair in her role as President-Elect.

I. Historian

Shirley Larson was unable to attend – there was no report.

6. Standing Reports

A. AONE Update

Peggy Ose reported on the AONE Chapter Leader's Meeting in Boston. The following are highlights from her report:

- Peggy provided a brief summary of highlights of the major topics from the meeting including the economy, budget deficit, unemployment, democratic controlled Congress, lifting restrictions, mandatory overtime definition, and staffing ratios.
- There is a bill that has been introduced that included a new definition of supervisors that defines a supervisor as one who hires and fires a large percentage of his/her time. This has not yet been voted on.
- Peggy shared that each state participating in the meeting talked about the negative impact of the economy on their state budgets with the exception of Kansas, who shared they have continued to do well.
- Other topics discussed at the meeting were human resource challenges, concerns about not having positions for new graduate hires, concerns related to education funds being cut, and sharing of quality and patient safety Initiatives.
- Peggy Ose encouraged the Board to explore AONE's Website as they are a wealth of information.
- An AONE Bylaws change was presented at the AONE meeting related to nominating committee. It has been an elected position in the past. This has caused some problems as new members may not necessarily have the broad knowledge of members and potential qualified candidates. The proposed new change will be that this position will be an appointed position based on an individual's prior involvement in AONE and in their chapters.
 - The Executive Summary from the meeting included the following key points:
 - Most hospitals are experiencing a capital crunch and deferring projects
 - There has been a change in the number and mix of patients seeking care
 - More physicians are seeking employment with hospitals
 - Stress on federal budgets are impacting Medicare/Medicaid
 - Many nursing centers are closing due to budget cuts
 - Continues to be nursing workforce issues
 - There are ongoing challenges for non-profit hospitals

B. Wisconsin Nursing Coalition

Bev Hoege reported there will be a retreat on Jan. 29th and all are invited to participate. The retreat is from 8:00-3:15 and costs \$35. The Board voted to approve the registration be covered by W-ONE for any members or Co-Chair participation.

The retreat will be Held at Sheraton Hotel in Madison, Wisconsin. Some of the topics to be covered are mandatory overtime and staffing ratios

Bev shared there is a fee for participation in Wisconsin Nursing Coalition which is due by Feb. 1st. Both Shirley Larson and Bev Hoege would like to continue on this Committee. The Board approved their continued participation.

C. Wisconsin Nursing Leadership Council/Wisconsin Center for Nursing

Pam Maxson-Cooper reported the first session of the Leadership Academy is coming up in March. Jan Giedd will be submitting an article for Horizons. The Brochure is being put together and will be sent out shortly.

J. WEB Site update included in Horizon's Report (see above).

K. IHI Report

Betsy Benz reported on the following:

- The IHI Conference in December was well attended. There are three short term challenges: a. implementation of surgical safety check list, b. catheter-associated infections (reduce the time between insertion and discontinuing), and c. increase CFO's buy-in into quality strategies.
- Betsy shared highlights of a speaker who was very visionary and talked about the need to change our focus from disease management to prevention.
- The skin-care breakdown initiative is wrapping up.

L. Medical and Professional Affairs

Doris Mulder reported there was no meeting.

M. WHA CheckPoint Quality Measures Team - no report

N. WHA Report

Judy Warmuth and Jenny Boese reported on the following:

- There has been agreement on the Hospital Assessment Tax package and we will be seeing more activity in the near future. There will be educational webinars on this in the future. We will be looked to for support of this initiative.
- Judy Warmuth shared a PowerPoint presentation related to fatigue. Fatigue at Work continues to be a growing issue. The presentation was put together by the Safety Partnership Committee (DHFS committee sponsored by Workers Comp).
- Judy will provide a link to these slides
- Judy was asked by her colleagues what WHA should be doing as the feeling was WHA should be active on the issue of worker fatigue. We currently have a position paper on this and we (as a Board) feel we are addressing the issue in our workplaces. We agreed that we would not like to see legislation on this. Judy asked for any ideas or advice on what she and WHA could do relative to WHA.

7. The Board was asked to review/revise "Action Grid" and share any changes at tomorrow's strategic planning meeting.

8. Faye sent a report as the Liaison for WHA Board. She shared that WHA is doing a great job especially related to getting stipulations and safeguards into the Hospital Tax Assessment Bill. There was also discussion at the WHA Board meeting on the Fatigue policy and they endorsed the concepts.

9. New Member orientation was provided by the Board Officers.

10. Meeting adjourned at 4:45 for dinner.

11. Next Meeting:
Strategic Planning – January 9 – 0700-1430

Respectfully submitted,

Peggy Haggerty