Happy Holidays from Wisconsin Nurses Association Board of Directors and Staff

PASS THIS NEWSLETTER ALONG TO A NURSE COLLEAGUE

MEMBERSHIP APPLICATION ON PAGE 2

INSIDE THIS ISSUE:

Membership ........................................ 2
WNA Welcome: ................................. 3
WNA Formally Recognizes Two Award Winners .3
WNA Celebrates 110th Anniversary .......... 3
Progress Report WNA Strategic Plan ........ 4
Wisconsin Nurses Association Updates:
Announcing 2019 WNA Elections Results! .... 6
WNA Membership to Vote Revised WNA
Dues Policy ...................................... 7
WNA Working for You - December 2019 .... 8
Welcome New WNA Members! .............. 10
Upcoming Conferences ........................ 10
Grant Updates .................................. 12
WNA Nurse Practitioner Forum ............. 14
Mutual Interest Groups (MIGs) Updates:
Wisconsin Health Professionals for Climate Action 13
A Time in History Memorialized ............. 16
Legislative Updates ............................ 17
**Membership**

JUST BECAUSE YOU RECEIVED THIS NEWSLETTER DOESN'T MEAN YOU'RE A MEMBER OF WNA.

VISIT WWW.JOINANA.ORG OR COMPLETE THIS APPLICATION.

WNA/ANA Membership Activation Form

**Essential Information**

- **First Name/Last Name**
- **Mailing Address Line 1**
- **Mailing Address Line 2**
- **City/State/Zip**
- **County**
- **Professional Information**
  - **Employer**
  - **Type of Work Setting**
  - **Practice Area**

**Ways to Pay**

Monthly Payment $15.00

- **Check Account**
- **Credit Card**

**Monthly Electronic Deduction/Payment Authorization Signature**

**Annual Payment $174.00**

- **Check**
- **Credit Card**

**Date of Birth**

**Gender Male/Female**

**Credit Card**

**Payment Information**

- **Phone Number**
- **Email Address**

**Current Employment Status** (eg. Full-time nurse)

**Current Position Title** (eg. Staff nurse)

**Required**

- What is your primary role in nursing (position description)?

**Required**

- **Clinical Nurse Staff Nurse**
- **Nurse Manager/Nurse Executive (including Director/CNO)**
- **Nurse Educator or Professor**
- **Not currently working in nursing**
- **Advocacy Practice Registered Nurse (NP, CNM, CRNA)**

**Other nursing position**

**Membership Dues**

- **Clinical Nurse Staff Nurse**
- **Nurse Manager/Nurse Executive (including Director/CNO)**
- **Nurse Educator or Professor**
- **Advocacy Practice Registered Nurse (NP, CNM, CRNA)**

**Dues**

**ANPA Contribution (optional)**

**American Nurses Foundation Contribution (optional)**

**Total Dues and Contributions**

**Credit Card Information**

- **Mastercard**
- **Discover**

**Credit Card Number**

**Expiration Date (MM/YY)**

**Signature**

**Printed Name**

**Signature**

**For assistance with your membership activation form, contact ANA's Membership Billing Department at 800-221-0383 or email us at membership@ana.org**

---

**American Nurses Association**

8515 Georgia Avenue, Suite 400
Silver Spring, MD 20910-3492

**Memberinfo@ana.org**

**www.nursingworld.org**

---

**Wisconsin Nurses Association**

8015 Georgia Avenue, Suite 400
Silver Spring, MD 20910-3492

**info@wisconsinnurses.org**

**www.wisconsinnurses.org**

---

**The Wisconsin Nurse**

The Wisconsin Nurse is published quarterly every March, June, September, and December by the Arthur L. Davis Publishing Agency, Inc. Subscriber rates are available, 608-221-0383.

For advertising rates and information, please contact Arthur L. Davis Publishing Agency, Inc., 517 Washington Street, PO Box 216, Cedar Falls, Iowa 50613. (800) 626-4081, sales@aldpub.com.

NFW and the Arthur L. Davis Publishing Agency, Inc. reserve the right to reject any advertisement.

Responsibility for errors in advertising is limited to corrections in the next issue or refund of price of advertisement.

Acceptance of advertising does not imply endorsement or approval by the Nurses Foundation of Wisconsin of the products advertised, the advertisers or the claims made. Rejection of an advertisement does not imply that a product offered for advertising is without merit, or that the manufacturer lacks integrity, or that this association disapproves of the product or its use. NFW and the Arthur L. Davis Publishing Agency, Inc. shall not be held liable for any consequences resulting from purchase or use of advertisers’ products.

Articles appearing in this publication express the opinions of the authors; they do not necessarily reflect views of the staff, board, or membership of WNA, or those of the American Nurses Association.
WNA Board of Directors and Past Presidents attended a luncheon to celebrate WNA’s 100th Anniversary on Thursday October 24, 2019. As part of the celebration two WNA members were presented with WNA Awards.

Cathy Berry received the “Service to WNA Award” in recognition of her invaluable and consistent support of WNA throughout the years. Cathy served in variety of leadership roles including WNA Treasurer and Board of Directors and membership on WNA councils and committees. She attended many of the WNA Annual Meetings where she provided guidance and healthy recommendations to Bylaw changes and References. She was a constant presence at our conferences and other events. She also was very active and involved in the Eau Claire District. Her support of WNA will always be appreciated.

Margaret Schmelzer received the “WNA Community Service Award” in recognition of her contributions to public and community health in Wisconsin and the nation. Margaret’s leadership roles provided the State of Wisconsin and the U.S. with a nursing focused and driven approach to improving the health of Wisconsin’s and the Nation’s population using her skill set to influence government and policy, academia, and national public health policy development. She lead the development of Wisconsin’s State Health Plan, Healthiest Wisconsin 2010: a Partnership Plan to Improve the Health of the Public (2001); and Wisconsin’s State Health Plan, Healthiest Wisconsin 2020: Everyone Living Better, Longer (2010). It was also announced that beginning in 2019 future WNA Community Service Awards will be called the WNA Margaret Schmelzer Community Service Award.

WNA turned 110 years in 2019. Promotion of our 110 years has been visible through articles appearing in our newsletter, The Wisconsin Nurse that highlighted our history. Sincere thanks to Laurie Glass, WNA Past President and co-author of “Looking Back, Moving Forward - The Wisconsin Nurses Association” for her research and contribution to our celebration. WNA 110th Anniversary banners were visible on our website, social media posts and conferences. The WNA Board invited WNA Past Presidents to a celebration luncheon on Thursday October 24, 2019 in Madison. The Past Presidents that were able to join us were Deborah Schwallie (1997–1999) Donna Warzynski, (1999–2003) Carolyn Krause (2009–2011) Pat Borgman (2011-2013) and Lea Acord (2013-2015). Each Past President shared what they believed was their legacy during their term of office.

It has been a wonderful year for WNA and the Board and staff want to thank you for your support, involvement and membership.
Progress Report WNA Strategic Plan:
Guiding our Commitment to Visibility and Relevance

At the January 18, 2019 WNA Membership Assembly Meeting WNA's Board of Directors and the three Councils updated the 2017 – 2020 WNA Strategic Plan. The Board and the three Councils identified the activities that were to be worked on during this past year.

WNA's Strategic Plan was approved in 2017 with three strategic goals and corresponding objectives. These strategies are as follows:

- **Goal #1: Increase number and engagement of nurses**
  - Objective: RN Profession-wide Engagement

- **Goal #2: Nurse-focused Innovation**
  - Objective: RN-focused innovation for health care improvement

- **Nurse-to-Consumer Relationships**
  - Nurse-to-consumer - relationships across the consumer health and health care journey.

Meeting agendas of the WNA's three Councils, Practice, Education and Research (Tri-Council), WNA Programs of the Strategic Plan, WNA's Board of Directors reviewed and discussed the report at each meeting.

The WNA Board of Directors is pleased to provide a report of the progress made to WNA's Strategic Plan.

**Progress Report 2019 WNA Strategic Plan**

**WNA Strategic Goal 1. Increase number and engagement of nurses.**

**Objective: RN Profession-wide Engagement**

**Programmatic pillar: Policy**

**Activity:** Task Force to evaluate the evidence supporting improvement in quality of care secondary to continuing education. Will be utilizing Recommendation #2 of the 2017 WNA Reference, Continuing Education for Nurses as a Condition of Re-Licensure.

**Structural unit: Tri-Council**

**Programmatic pillar: Policy**

**Activity:** Identify tools that support individual recruitment of WNA members. Promote WNA's advocacy efforts using legislative alert platform, webinars, legislative updates, and testimony.

**Structural unit: WNA Board**

**Programmatic pillar: Policy**

**Activity:** Create dialogue among all nurses regarding WNA 2019-2020 Legislative and Regulatory Agenda for Biennium. Provided presentations, legislative updates that explained the use of the “Agenda” to determine support or opposition of legislative proposals.

**Structural unit: Public Policy Council**

**Programmatic pillar: Practice/Education/Research**

**Activity:** Hold more local and regional meetings and educational offerings to increase WNA visibility and engagement around the state.

**Structural unit: Public Policy Council**

**Programmatic pillar: Advocacy**

**Activity:** Promote the ANA/WNA Healthy Nurse Health initiative. Developed resiliency toolkit, held 2019 Healthy Nurse Conference and planning 2020 conference. Adopted a toolkit to create a WNA Policy on Healthy Conferences and Meetings. Utilizing developed materials related to hypertension and hyperlipidemia that are sponsored by the CDC/DHS Grant.

**Structural unit: Workforce Advocacy Council & Healthy Nurse MEC**

**Programmatic pillar: Advocacy**

**Activity:** Develop and seek passage of Workplace Violence Legislation. 2019 Nurses Day at the Capitol had 1,000 nurses/nursing students lobbied their legislator for passage. Provided webinar updates. Organized members to testify for the Senate and Assembly Public Hearings. The bill has passed the Senate. Also met with Governor’s Office Health Policy staff.

**Structural unit: Public Policy & Workforce Advocacy Councils**

**Programmatic pillar: Advocacy**

**Activity:** Worked with APRN Coalition in passage of APRN Modernization Act. 2019 co-sponsored APRN Lobby Day. Seventy APRNs met with their legislators to discuss the legislation. Senate and Assembly Bills have been introduced. There have been many meetings with the authors of the bill and lobbyists from the APRN Coalition and the Wisconsin Hospital Association to discuss differences and worked toward consensus.

**Structural unit: Public Policy Council and NP Forum Mutual Interest Group**

**Programmatic pillar: Professional Development**

**Activity:** Task Force to explore feasibility of WNA providing podcasts or other forms of on-line education. Continue to research.

**Structural unit: Tri-Council**

**Programmatic pillar: Professional Development**

**Activity:** Identify value of WNA Mentorship Services. ANA has launched their program. We will monitor success and determine if there are any gaps that WNA can fill.

**Structural unit: WNA Board of Directors**

**Programmatic pillar: Professional Development**

**Activity:** Actively promote accurate blood pressure measurement and cholesterol guidelines as a standard of practice in WI through partnerships with interprofessional and organizational stakeholders. WNA is an awardee of a CDC and DHS chronic disease and prevention grant. Deliverables include webinars, presentations, hospital system collaboration, county department of health, Heart Health Community of Practice platform.

**Structural unit: Grant staff**

**Programmatic pillar: Professional Development**

**Activity:** Identify tools that support individual recruitment. Exhibit at all WNA conferences, provide webinars, one-on-one assistance communication, provide Future Nurse Leader Awards at five schools of nursing per semester and developing a robust, real-time member networking platform.

**Structural unit: WNA Board of Directors**

**Programmatic pillar: Professional Development**

**Activity:** Promote the use of Patient Centered Team Base Care in the primary and community care setting. WNA was awarded another five-year CDC Chronic Disease and Prevention Grant.

**Structural unit: Grant staff**

**Programmatic pillar: Leadership**

**Activity:** Collect and report on membership data. There has been a 25% growth in membership since 2017. WNA is in the top 15 ANA states with high membership.

**Structural unit: Board of Directors**

**Programmatic pillar: Leadership**

**Activity:** Achieve a 6% Increase WNA membership by 12/31/19. 6.34% increase since August 2018 to August 2019.

**Structural unit: Board of Directors**

**Programmatic pillar: Leadership**

**Activity:** Implemented the WNA APRN Roundtable and implementing the WNA Organizational Affiliate Membership Structure. Recruitment plan adopted and is being implemented.

**Structural unit: Board of Directors and NP Forum Mutual Interest Group**

**Programmatic pillar: Leadership**

**Activity:** Task Force to explore increasing WNA membership recruitment and retention. Evaluating current and future efforts.

**Structural unit: Board of Directors**

**WNA Strategic Goal 2. Nurse-focused Innovation**

**Objective:** RN-focused innovation for health care improvement
WNA Welcome

Programmatic pillar: Policy
Activity: Identify RN-focused health care system and/or organization health improvement strategies that support legislative policies. Refer to WNA Legislative Update that is included in this issue.
Structural unit: Public Policy Council

Programmatic pillar: Practice/Education/Research
Activity: Encourage nurses to be more involved with WNA through lunch and learn sessions in the workplace and other face-to-face contact opportunities (e.g., present the “Beyond the 50%” blood pressure measurement training and new guidelines for lipid management in organizations). Lunch and learn has not emerged.
Structural unit: Tri-Council

Programmatic pillar: Professional Development
Activity: Foster student nurse involvement with WSNA/WNA by partnering with academic institutions. WNA is a preceptor site for UW-Madison, Eau Claire, UW- Oshkosh undergraduate and graduate level nursing students
Structural unit: Board of Directors

Programmatic pillar: Advocacy
Structural unit: Tri-Council

Programmatic pillar: Policy
Activity: Support legislation and regulatory policies that support patient access to safe, quality, and effective care provided by nurses. Refer to WNA Legislative Update that is included in this issue.
Structural unit: Public Policy Council

Programmatic pillar: Practice, Education, Research
Activity: Actively promote accurate blood pressure measurement as a standard of practice in WI through partnerships with interprofessional and organizational stakeholders. On-demand educational offerings being promoted.
Structural unit: WNA Grant

Programmatic pillar: Leadership
Activity: Develop relationships with key consumer driven organizations that promote the role of the nurse. Most active with AARP
Structural unit: Board of Directors

For more information contact WNA at info@wisconsinnurses.org

FOR MORE INFORMATION CONTACT US AT WWW.WPPA.ORG
Thank you for all of those that ran for a WNA Elected Position and for those of you that took the time to vote. We are looking forward to continuing WNA’s work of protecting, promoting, and advancing professional nursing in Wisconsin. We would like to congratulate the winners and we look forward to working with you all for the next two years!

WNA Board of Directors

President
Pamela Macari Sanberg, MS, RN, NEA-BC
Wisconsin Nurses Association, Grant Coordinator
Location: Twin Lakes

Treasurer
Tanya Brueggen, MBA, RN
Gundersen Health Systems, Clinical Manager
Location: Cashton

Directors-at-Large
Julie Olson, DNP, MS, RN, CQIA, CBE
Navitus, Director Population Health and Product Development
Location: Middleton

APRN Representative
Lisa Pisney, RN, MSN, ANP-C
Gunderson Health, Nurse Practitioner
Location: Onalaska

TriCouncil
Teresa Knaak, BSN
Advocate Aurora Medical Center Summit – Intensive Care Unit, Registered Nurse
Location: Oconomowoc

TriCouncil
Kimberly Udlis, PhD, FNP-BC, APNO, FAANP
Marian University, Associate Dean and Chief Nurse Administrator
Location: Fond Du Lac

Workforce Advocacy
Cheryl DeVault, MS, BSN, RN
Rural WI Health Cooperative, Primary Care Manager
Location: Monona

Workforce Advocacy
Bre Loughlin, MS, RN
Epic, Clinical Informatics – Nursing Innovation
Location: Fitchburg

Workforce Advocacy
Name: Suzanne Marnoca, PhD, RN, MSN, CCRN
Retired
Location: Hortonville

Public Policy
Tracy Zvenyach, PhD, NP
Novo Nordisk, Health Policy
Location: Fitchburg

Nominating Committee
Lea Acord, RN, PhD
Retired
Location: Racine

Nominating Committee
Jessica Dale, RN, MSN, BSHM, CCFP, CTP, DNP
Optum, Compassion Manager
Location: Wausau

Nominating Committee
Patricia (Pat) Keller, MSN, RN, NEA-BC
Retired
Location: Birchwood

WNA to ANA Membership Assembly
Linda Gobis, JD, MN, RN
University of Wisconsin Oshkosh, Clinical Associate Professor
Location: Oshkosh

WNA to ANA Membership Assembly
Carolyn Krause, PhD, RN
Retired
Location: Waukesha

WNA to ANA Membership Assembly
Laura Tidwell, MSN, RN, FNP-BC
United Healthcare (Optum), Nurse Practitioner, Housecalls Program, Statewide Traveler
Location: Elkhorn

WNA Councils and Committees:

TriCouncil
Gail Hanson Brenner, MSN, RN
UW-Eau Claire, Clinical Assistant Professor
Location: Eau Claire

Public Policy
Susan Baird, DNP, RN, APNP, FNP-BC
Mercyhealth, Nurse Practitioner
Location: Janesville

Public Policy
Kenneth Stuettgen BSN, RN
Waukesha County, Charge Nurse, 2nd Shift
Location: Hartland

Public Policy
Tracy Zvenyach, PhD, NP
Novo Nordisk, Health Policy
Location: Fitchburg

Full-Time Associate Degree Nursing Instructor
Apply online at: gottlec.edu/ltc-employment/
920.693.1863 | TTY 711

LTC is an Equal Opportunity/Access Employer & Educator
Women, Minorities, & Persons with Disabilities Are Encouraged To Apply
WNA Updates

WNA Membership to Vote Revised WNA Dues Policy

Members attending the June 2019 ANA Membership Assembly voted to approve a new dues pricing concept. Part of the decision was based on the positive results of ANA’s “Value Pricing Pilot” that began in 2013 with seven states followed by expansion in 2016 to 16 other states including WNA.

The WNA Finance Committee and WNA Board of Directors have examined the impact of the Value Pricing Project on WNA. The results show a 25% increase in membership and increase in dues income. Given these results which are similar to the other state nurses associations, the Board will be submitting a proposal for revising WNA’s Dues Policy at the Friday, January 17, 2020 WNA Annual Membership Meeting. The revised dues policy will add the ANA standardized Value Pricing membership dues as a new category for WNA/ANA membership. More information will be forthcoming.

WNA Board of Directors Meeting Highlights

The WNA Board of Directors met on Thursday October 24, 2019 from 9:00 am to 3:30 pm at the WNA Office. Present for the meeting were: President: Linda Gobis, Vice President: Beth Markham, Secretary: Megan LeClair-Netzel, Treasurer: Pam Macari Sanberg, Director-at-Large: Laura Tidwell, Wendy Crary and APRN Representative: Lisa Poincy. Absent/excused: Julie Olson and Adey Tewolde.

Guests: Ginger Malone, WI Organization of Nurse Leaders, Tracy Korn, consulting accountant and Andrea Barber, social media consultant.

The summary of the meeting is as follows:
- Approved Minutes from Friday July 12, 2019 2019 Board of Directors Meeting
- Approved motion to go into and out of closed session.
- Reviewed the progress report on the 2017-2020 WNA Strategic Plan
- Approved motion to accept the Treasurer, President, Vice President and Executive Director Reports.
- Received a formal thank you and check from the Wisconsin Organization of Nurse Leaders regarding WNA’s support of the Nurse License Plate Legislation.
- Approved the motion to delay WNA Mentorship evaluation project pending outcome of current ANA program being implemented this year.
- Developed a more detail strategy for launching the WNA Membership Category for Organizational Affiliates.
- Recognition of the efforts put forth by WNA Nominating Committee.

Next meeting is scheduled for January 17, 2020 and January 18, 2020.

RN, LPN, MH APNP
We are looking for teammates who embrace our values.

Group Health Cooperative of South Central Wisconsin (Madison, WI)

- Patient Centered
- Quality Driven
- Innovation
- Community Involved
- Not for Profit Cooperative

For a complete listing of our career opportunities, visit ghscw.com/careers.

AA/EOE

ADVANCE YOUR NURSING CAREER WITH AN MSN FROM ALVERNO.

Eight MSN tracks available, including two new options:
- Neonatal Nurse Practitioner
- Dual Adult-Gerontology Primary and Acute Care Nurse Practitioner

Learn more at alverno.edu/msn
**Wisconsin Nurses Association Updates**

**WNA Working for You – December 2019**

WNA provides political advocacy, professional development and strategies that support nursing practice, competence, and personal health.

<table>
<thead>
<tr>
<th>Nurse Workforce Health, Rights, &amp; Safety</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>APRN Modernization Act</td>
<td>Legislation has been introduced. 2019 Senate Bill 249 and 2019 Assembly Bill 267 provide for separate licensure for Advanced Practice Nurses based on education, certification and school accreditation criteria. Public hearings pending.</td>
</tr>
<tr>
<td>Workplace Violence Legislation</td>
<td>2019 Senate Bill 163 was passed by the Senate on 11/5/19. It has been sent to the Assembly to be voted on. No date at this time. This bill creates a Class H felony to individuals who cause battery to a nurse.</td>
</tr>
<tr>
<td>Healthy Nurses for Wisconsin MIG</td>
<td>WNA’s Healthy Nurses is a Mutual Interest Group (MIG) is working on a conference for Spring 2020 focusing on resilience.</td>
</tr>
<tr>
<td>Preserving the Nurse Workforce Survey</td>
<td>WNA is watching to see if a legislative proposal will be introduced to stop collecting data regarding Wisconsin’s Nursing Workforce.</td>
</tr>
<tr>
<td>APRN Roundtable</td>
<td>WNA’s APRN Roundtable continues to meet to work on issues related to medical staff bylaws, preceptorships and scope of practice.</td>
</tr>
<tr>
<td>Supporting Resiliency</td>
<td>WNA’s Workforce Advocacy Council is working on the development of a debriefing toolkit to support nurses involved in traumatic workplace events.</td>
</tr>
</tbody>
</table>

| Continued Competence & Conferences      |           |
| WNA serves as a preceptor site for UW-Madison Undergraduate Nursing Students (Fall = 2 students) |

| WNA 2020 Educational Offerings          |           |
| Nurses Role in the Opioid Epidemic in WI Jan. 17, 2020 | Nurses Day at the Capitol March 4, 2020 Madison |
| Healthy Nurse Conference March 28, 2020, Elkhart Lake | APRN Clinical and Pharm Conference, April 24, 2020 Madison |

**Appropriate Nurse Staffing & Nurse Shortage**

<table>
<thead>
<tr>
<th>Topic</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Healthcare Workforce Planning</td>
<td>The Wisconsin Council on Medical Education and Workforce (WCMEW), of which WNA is a member, focuses on healthcare workforce data and nurse care delivery design models.</td>
</tr>
<tr>
<td>RN Workforce Report</td>
<td>The Wisconsin Center for Nursing’s has released the 2018 RN Workforce Report. Go to: <a href="https://wicenterofnursing.org/">https://wicenterofnursing.org/</a></td>
</tr>
<tr>
<td>Patient-Centered Team-Based Care</td>
<td>WNA developed a conceptual model that describes the benefits of using team based care for the care of populations with chronic disease can be found on WNA’s website.</td>
</tr>
<tr>
<td>Future Nursing Leader Award</td>
<td>WNA’s awarding five Future Nurse Leader Awards for the Fall 2019 semester.</td>
</tr>
<tr>
<td>Nurse Faculty Shortage</td>
<td>WNA and ANEW is looking at options for developing legislation to secure allocation of $10 million to financially support nurses interested in becoming nurse educators.</td>
</tr>
</tbody>
</table>

**Patient Safety/Advocacy**

<table>
<thead>
<tr>
<th>Topic</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Team-Based Care &amp; Hyperlipidemia</td>
<td>WNA’s Clinical Expert Hyperlipidemia Panel is completing recommendations for health care organizations and teams that support decreasing the incidence of hyperlipidemia in WI.</td>
</tr>
<tr>
<td>Opioid Epidemic</td>
<td>WNA’s Opioid Task Force will be working on education guidelines for RNs and nursing students in relation to identifying nurses’ role in addressing Wisconsin’s Opioid Epidemic.</td>
</tr>
<tr>
<td>Mandatory CE for nurses</td>
<td>WNA is working on a legislative strategy that calls for mandatory CE for nurses as part of relicensure.</td>
</tr>
<tr>
<td>Reducing hyperlipidemia</td>
<td>WNA is developing learning tools and an awareness campaign to prevent, treat and reduce hyperlipidemia.</td>
</tr>
<tr>
<td>Healthy Hearts Initiative</td>
<td>WNA is working with others to provide an on-line platform that will connect health professionals to identify strategies to improving cardiovascular disease in WI. Go to: <a href="https://wisconsin-heart-health-cup.mn.co/">https://wisconsin-heart-health-cup.mn.co/</a></td>
</tr>
</tbody>
</table>

**North Shore Healthcare**

**43 WISCONSIN LOCATIONS!**

Now hiring LPNs and RNs

We are the right career choice for you!

Our Mission - to be the premier health and services provider & employer in each of the communities we serve using our core values of:

- Trust, Engagement, Competence, Respect and Passion

To learn more about exciting career opportunities please visit website NSHOREHC.COM

**EDGECWOOD COLLEGE**

www.edgewood.edu

**Offering the Following Online MSN & DNP Programs:**

- Administration
- Adult-Gerontology CNS
- Clinical Nurse Specialist
- Education
- Executive Leadership
- Family Nurse Practitioner
- Primary Care Adult-Gerontology NP

Enrolling in the fall, spring, or summer. Start today!

Contact Janna Boehm

608.663.2232, jboehm@edgewood.edu

**NOW HIRING NURSES!**

Registered Nurses
- Nurse Informatics
- RN Case Managers
- Home Health RNs
- Oncology LPNs
- Bilingual RNs
- Clinic LPNs
- Surgery
- Emergency
- Triage

We offer opportunities to help our nurses grow professionally.

Contact us at ProHealthCare.org/Careers
### YOU WERE REPRESENTED September – mid November

<table>
<thead>
<tr>
<th>Program</th>
<th>Activity</th>
<th>WHERE</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership</td>
<td>WNA Executive Committee Meeting</td>
<td>Conf Call</td>
<td>9/4</td>
</tr>
<tr>
<td>Advocacy</td>
<td>Sponsored webinar on Workplace Violence Legislation (WPV)</td>
<td>Webinar</td>
<td>9/10 &amp; 11</td>
</tr>
<tr>
<td>Advocacy</td>
<td>Attended WI Board of Nursing Meetings</td>
<td>DSPS</td>
<td>9/12</td>
</tr>
<tr>
<td>Grant</td>
<td>Healthy Hearts Partners Meeting to plan 2020 Symposium on Heart Health</td>
<td>WNA</td>
<td>9/13</td>
</tr>
<tr>
<td>Advocacy</td>
<td>Testified at Senate Committee public hearing on WPV Nurses Bill</td>
<td>State Capitol</td>
<td>9/17</td>
</tr>
<tr>
<td>Advocacy</td>
<td>Testified at Assembly Committee public hearing on WPV Nurses Bill</td>
<td>State Capitol</td>
<td>9/18</td>
</tr>
<tr>
<td>Education</td>
<td>WNA Task Force meeting(s) on RN role in opioid epidemic</td>
<td>WNA</td>
<td>9/20</td>
</tr>
<tr>
<td>Grant</td>
<td>Sponsored webinar on new Lipid Management Guidelines</td>
<td>Webinar</td>
<td>9/23</td>
</tr>
<tr>
<td>Grant</td>
<td>Contracted Partners Meeting to Work on Goals of 2019 Grant</td>
<td>MetaStar</td>
<td>9/24</td>
</tr>
<tr>
<td>Advocacy</td>
<td>WNA Workforce Advocacy Council Meeting</td>
<td>Conf Call</td>
<td>9/24,10/8</td>
</tr>
<tr>
<td>Advocacy</td>
<td>Provided legislative update to WI Center for Nursing Board of Directors</td>
<td>WNA</td>
<td>9/26</td>
</tr>
<tr>
<td>Advocacy</td>
<td>Presented update on APRN legislation to Northwoods Conference attendees</td>
<td>Wausau</td>
<td>9/27</td>
</tr>
<tr>
<td>Leadership</td>
<td>WNA NP Forum Board of Directors Meeting</td>
<td>Wausau</td>
<td>9/27</td>
</tr>
<tr>
<td>Advocacy</td>
<td>WNA APRN Roundtable meeting</td>
<td>Wausau</td>
<td>9/28</td>
</tr>
<tr>
<td>Advocacy</td>
<td>Meeting with Legislators and WHA Lobbyist to discuss APRN Legislation</td>
<td>State Capitol</td>
<td>10/2</td>
</tr>
<tr>
<td>Education</td>
<td>WNA Public Policy Council Meetings to plan pre-Nurses Day at Capitol 2020</td>
<td>Conf Call</td>
<td>10/3</td>
</tr>
<tr>
<td>Leadership</td>
<td>Interview with WISN TV reporter on Nurse Safety in Parking structures</td>
<td>WNA</td>
<td>10/7</td>
</tr>
<tr>
<td>Education</td>
<td>WNA Healthy Nurse Conference Planning Committee Meeting</td>
<td>Conf Call</td>
<td>10/7</td>
</tr>
<tr>
<td>Education</td>
<td>WNA Public Policy Council Meeting to review legislative proposals</td>
<td>Conf Call</td>
<td>10/7</td>
</tr>
<tr>
<td>Advocacy</td>
<td>Legislator visits to share communication regarding WPV Legislation</td>
<td>State Capitol</td>
<td>10/9</td>
</tr>
<tr>
<td>Advocacy</td>
<td>Mtg withlegis Staff to discuss strategies for Workplace Violence Bill</td>
<td>State Capitol</td>
<td>10/9</td>
</tr>
<tr>
<td>Advocacy</td>
<td>Testified at Assembly public hearing on bill to expand APRN practice.</td>
<td>State Capitol</td>
<td>10/16</td>
</tr>
<tr>
<td>Advocacy</td>
<td>WNA sponsored APRN Legislation Update</td>
<td>Webinar</td>
<td>10/16</td>
</tr>
<tr>
<td>Advocacy</td>
<td>Meeting APRN Bill Sponsor to discuss language changes</td>
<td>State Capitol</td>
<td>10/18</td>
</tr>
<tr>
<td>Advocacy</td>
<td>Meeting with Amer. For Prosperity lobbyist to ask support of APRN Bill</td>
<td>State Capitol</td>
<td>10/23</td>
</tr>
<tr>
<td>Advocacy</td>
<td>Mtg with Governor’s Health Policy Staffer to discuss Workplace Violence Bill</td>
<td>State Capitol</td>
<td>10/23</td>
</tr>
<tr>
<td>Leadership</td>
<td>WNA Board of Directors Meeting</td>
<td>WNA</td>
<td>10/24</td>
</tr>
<tr>
<td>Leadership</td>
<td>WNA celebration of 110 years with WNA Past Presidents</td>
<td>Madison</td>
<td>10/24</td>
</tr>
<tr>
<td>Education</td>
<td>WNA Task Force meeting(s) on RN role in opioid epidemic</td>
<td>WNA</td>
<td>10/25</td>
</tr>
<tr>
<td>Advocacy</td>
<td>Meeting of the APRN Coalition</td>
<td>Conf Call</td>
<td>10/28</td>
</tr>
<tr>
<td>Grant</td>
<td>Meeting with Grant partners to continue implementation of Grant goals</td>
<td>DeForest</td>
<td>10/29</td>
</tr>
<tr>
<td>Grant</td>
<td>Meeting with Rock Co. Public Health Department to discuss Grant</td>
<td>WNA</td>
<td>10/30</td>
</tr>
</tbody>
</table>

Leadership: Posted on results of WNA Poll on nurse safety in coming and leaving work  
Webinar 11/3

Grant: Meeting with Mercy Health System to assist with Team Base Care for HTN  
Janesville 11/4

Advocacy: WNA Public Policy Council Meeting to review legislative proposals  
Conf Call 11/4

Education: WNA sponsored Fall Policy Conference for select Schools of Nursing  
Fond du Lac 11/7

Education: Healthy Nurse Conference Planning Committee Meeting  
Conf Call 11/11

For more information go to [www.wisconsinnurses.org](http://www.wisconsinnurses.org) or info@wisconsinnurses.org
Welcome New WNA Members! 8/14/19 – 11/14/19

Tina Anderson  
Lori Anderson  
Lisa Andler  
Celestia Apineru  
Lauren Ayvazzadeh  
Samantha Baenen  
Elizabeth Bailey  
Vicki Bailey  
Martine Batson  
Olivia Bauer  
Jason Beasley  
Laura Beaus  
Cynthia Bennett  
Sara Beringer  
Amanda Bischel  
Brea Bonafield  
Jeremy Brehm  
Michelle Brown  
Kimberly Carolfi  
Janelle Carreon  
Dena Casey  
Mary Cekja-Rivet  
Carol Chaparas  
Dana Cherney  
Christine Cobb  
Sauer  
Melissa DeGoede  
Tiffany Dorton  
Kimberly Edlebeck  
Lisa Engelhardt  
Corinne Engen  
Kimberly Ernstmeyer  
Michele Evers  
Abby Fabian  
Pamela Feucht  
Shawna Finnegan  
Jackie Fitzgerald  
Kinzie Frascello  
Theresa Fuerst  
Stephanie Fuhs  
Elizabeth Giesen  
Hilda Graham  
TAYLOR Grandt  
Olivia Grassmann  
Josephine Green  
Reginald Green  
Beth Hafgoflou  
Lori Hagen  
Corey Hallett  
Lauren Hanline  
Amy Hanneman  
Patrick Hassemer  
Nicole Heding  
Suzanne Heinrich  
Traci Heintzelman  
Malina Herber  
Christina Hermsen  
Spencer Heywood  
Michelle Hinchcliff  
Anna Hjortland  
Sheila Hospidales  
Christina Hoyt  
Jim Hudson  
Sheila Huile-Dittmann  
Monica Humphrey  
Donnalee Hustedt  
Gloria Jacobson  
Ousman Jarra  
Christina Jensen  
Sharon Jenson  
Julianne John  
Jessica Johnson  
Karen Jones Gibbs  
Tracy Joosten  
Kelly Kerster  
Lisa Kersten  
Speropolus  
Janice Kuiper Pikna  
Nichole Lamberty  
Alaina Landerud  
Caryn Lange  
Claire Leeds  
Dana Lehrer  
Cheryl Lemke  
Stephanie Lindquist  
Britta Lothary  
Kristi Luerschow  
Theresa Maas  
Kelly McAmber  
Karalyn Marie  
Adrienne Markiewicz  
Maggie McClurg  
Wanda Meeteer  
Rachel Melby  
Tiffini Montgomery  
Jean Muckian  
Laurie Mueller  
Paul Mundt  
Lisa Netkow  
Jodi Nickel-Kleisch  
Krista Nielsen  
Eri Niles  
Amanda Norris  
Melissa Oberle  
Nicole Oleszak  
Carolyn Ortega  
Carmen Papenfuss  
Deborah Pessoa  
Rachel Pleifer  
Kristine Phillips  
Danielle Plambeck  
Nicholas Poquette  
Lynn Posick  
Michele Probst  
Amber Prochnow  
Holly Puhl  
Kathryn Rapala  
Emily Razavi  
Barbara Reimer  
Liesette Rendell  
Stephanie Reneau  
Rebecca Retter  
Jessica Reyes-Roberson  
Kristin Roesler  
Kelly Rounds  
Clarissa Rueckert  
Colleen Salscheider  
Samantha Scafidi  
Tammy Schladweiler  
Jewel Schneider  
Brooke Schott  
Cheryl Schultz  
Stephen Scoville  
Yolanda Smith  
Traci Snedden  
Christine Somberg  
Deborah Steberg  
Jennifer Steigerwald  
Erin Stonecipher  
Kenneth Stuegten  
Megan Suszek  
Julie Taktos  
Susan Therin  
Tayla Thomas  
Claire Tighe  
Sarah Tomsen  
Tracy Towne  
Kaylee Treesh  
Julie Vandre  
Kim Von Asten  
Andrew Walbrun  
Diane Walcheske  
Brittany Walker  
Lisa Walters  
Karl Walther  
Alli Weil  
Stephanie Werner  
Nikki Willms  
Melody Wilson  
Angela Wissink  
Andrea Wlodarczyk  
Brianna Wolf  
Becky Wolfe  
Sandra Woolweber  
Colleen Worth  
Jordan Young  
Emily Zander  
Jennifer Zemple  
Mary Jean Zirnhelt  
Lori Zurawski

Advance your NURSING CAREER

We’ve expanded our degree programs to give you more choices and ways to earn an advanced degree.

[i’m] changing the world one patient at a time. It’s possible.
Upcoming Conferences

Conference Registration Opens February 2020

Poster Display Opportunity
Don’t miss this exciting opportunity to display and discuss your work with nearly 400 of your APRN colleagues!

34TH ANNUAL APN PHARMACOLOGY & CLINICAL UPDATE
APR MONONA TERRACE
23-25 MADISON, WISCONSIN

The Wisconsin Nurses Association NP Forum invites practicing APRNs and APRN students to submit an application summarizing their scholarly project or research for inclusion as a poster display during their conference on Friday, April 24 at the Monona Terrace in Madison.

More information and Online Application:
https://wisconsinnurses.org/aprn-poster/

Don’t delay! Application deadline: January 31, 2020

Learn more about the conference at: http://bit.ly/2020-conference
Questions? Contact Megan at 608-221-0383 ext. 203 or megan@wisconsinnurses.org

ADVANCES IN HEALTH CARE BEGIN HERE.

Be The Difference with the Marquette University College of Nursing’s innovative graduate programs and advanced degrees.

Specialties and degrees include:
- Adult-Gerontology Acute or Primary Care NP — M.S.N., Post-M.S.N., Certificate, D.N.P.
- Adult-Gerontology Clinical Nurse Specialist — M.S.N., Post-M.S.N., Certificate
- Nurse Anesthesia — D.N.P.
- Nurse Midwifery — M.S.N., Post-M.S.N., Certificate
- Pediatric Acute or Primary Care NP — M.S.N., Post-M.S.N., Certificate, D.N.P.
- Dual Pediatric Acute and Primary Care NP — M.S.N., Post-M.S.N., Certificate, D.N.P.

Additional degree options include:
- Ph.D. in Nursing
- Health Care Data Analytics — M.S.
- Direct Entry M.S.N. for non-nursing graduates
- Direct Entry M.S.N. for non-nursing graduates with an A.D.N.

Learn more about Marquette’s graduate nursing programs at marquette.edu/grad-nursing.

WEDNESDAY, MARCH 4, 2020
MONONA TERRACE & CONVENTION CENTER
MADISON, WI

HEALTHY NURSES FOR WISCONSIN CONFERENCE 2020
SMALL CHANGES. BIG RESULTS.
BUILDING RESILIENCE
MARCH 28, 2020
ELKHART LAKE, WI

In Partnership
American Nurses Association
Healthy Nurse, Healthy Nation™

VITERBO UNIVERSITY
STRENGTHEN YOUR SKILLSET
ONLINE OR ON-CAMPUS

BACHELOR DEGREES
- B.S.N. Degree Completion Online
- B.S.A. in Health Care Management Completion Online
- B.S.A. in Organizational Management Completion Online

MASTER’S DEGREES
- M.S. in Nutrition Sciences Online
- M.S. in Mental Health Counseling
- M.B.A. in Health Care Leadership Online
- M.B.A.

DOCTORAL DEGREES
- Ed.D. in Counselor Education and Supervision
- Doctor of Nursing Practice (post BSN and MSN entry)
- D.N.P./M.B.A. Dual Degree

www.viterbo.edu
Grant Updates

Know the signs of a stroke!

**BE FAST**

**BALANCE**
- Goddess loss of coordination or balance

**EYES**
- Sudden change in vision

**FACE**
- Sudden weakness on one side of the face or facial drop

**ARM**
- Sudden arm or leg weakness or numbness

**SPEECH**
- Sudden slurred speech, trouble speaking or trouble understanding speech

**TERIBLE HEADACHE**
- Sudden onset of a terrible headache

**TIME TO CALL 9-1-1**
Every second counts!

---

Stroke is a leading cause of death and disability in the United States—but it doesn’t have to be. Stroke is preventable and treatable. October 29, 2019 was World Stroke Day, a time dedicated to raising awareness about stroke signs, symptoms, and risk factors. Visit the Paul Coverdell National Acute Stroke Program website to learn more about improving stroke care in communities nationwide.

---

In 2012 and 2017, it was found that nurses in Wisconsin indicated that they were being physically, verbally, and sexually assaulted in the workplace. This was an important finding for our Workforce Violence Bill, but Wisconsin Nurses’ Association wanted to dig deeper on the issue of Wisconsin nurses’ perception of safety when arriving or leaving their workplace. A survey was created to determine if Wisconsin nurses felt safe in relation to the location of where they parked their car.

To find out more about perception of nurse safety, WNA created a short survey. The questions on the survey included:
- What shift do you work?
- What city do you work in?
- On a scale of 1-5, how safe do you feel when arriving and leaving work (1 = not safe; 5 = safe/no concerns)?
- What preventative measures are used when arriving and leaving work?

Space for opened ended comment

This survey was open from September 30th – October 7th. To increase participation, WNA sent out an electronic message to all WNA members inviting them to participate. Other nurses were invited through WNA’s social media sites Facebook, Twitter and Linked-In.

**Results**

There were 182 responses, and the respondents resided throughout Wisconsin, and worked in a variety of settings and shifts. For deeper insight, comparisons between geographic regions and reports of safety were also measured.

**Summary Highlights**

- The majority of nurses who answered worked first shift/days, 108 of the 182 respondents (62.8%).
- Variable and rotating shift schedules contributed of 30 respondents (17.4%).
- Measuring safety, majority of nurses reported feeling “fairly safe” 62 (37.4%) and “safe” 67 respondents (37.4%) traveling to and from their car. Only three (1.7%) respondents reported not feeling safe and 34 (19%) respondents “some safety concerns.”
- In regards to safety precautions the majority nurses, 36% reported carrying their keys, phone, or pepper spray, 26% walked with a co-worker, 10.5% awareness of surroundings, 5% walking with security, 4% parking close to the building, 3% walking in a well-lit area and approximately 2% reported walking fast.
- There were 10% of respondents reporting that took no precautions.

WNA wants to acknowledge the contributions to the survey development and analysis to Jennifer Hoffman and Rachel Waldron, UW-Madison Senior Level Undergraduate Nursing Students.

---

Results of WNA Quick Poll – Perceptions of Nurse Safety Coming and Leaving Work

Bellin Health in Northeastern WI IS HIRING!

Bellin Health has a rich history, a great future and a powerful story. Help us continue to serve a community and an entire region of people by providing better care.

To apply, or view qualifications and experience required, please view positions online at:

www.jobs.bellin.org
Nurses in Wisconsin joined the kick off initiative for Climate Action to be held on November 16 at Aurora Conference Center Milwaukee. No longer are people denying the serious issues. Now Wisconsin health care professionals are seeking more ways to lower the impact. This kick off for the Wisconsin Health Professional for Climate Change will provide the science of human health effects and plans for our state. Join your local or state efforts to make a difference. This article also describes the role of one nurse with her union and information for Wisconsin Environmental Health Network conference in March.

CLIMATE AND HEALTH CONFERENCE

The speakers from across the health care spectrum will help attendees learn about how the climate crisis is affecting the health of their patients. The conference will feature a special guest lecture from, Lt. Governor Mandela Barnes addressing what Wisconsin is doing to mitigate and adapt to climate change. The conference will also include a panel discussion on climate change and equity in the morning. In the afternoon, sessions will focus on how to communicate climate and health science to the lay public via a media relations training workshop and will end with a brainstorming session on how health professionals can get involved to help reduce greenhouse gas emissions, improve health, and reduce health care costs.

How Amazing to Care as a Career.

At Aspirus, nurses get every opportunity to advance their skills, deepen their experience and make a real impact in a culture that thrives on excellence and collaboration.

- Stability of financially strong and growing health system
- Healthy work environment with a commitment to quality
- Competitive compensation and benefit package
- High value on growth with generous ongoing education program
- Continuous opportunity for advancement
- Exceptional work-life balance

Aspirus has been recognized by U.S. News Healthcare as a Top 25 Health System.

Learn about career opportunities at one of our 8 hospitals and over 60 clinics in Central WI and Upper MI.

Visit aspirus.org/careers

Contact Me:

Julie Riemer RN, BSN
Talent Delivery Partner
715-847-2383
Julie.Riemer@aspirus.org
APRN ROUNDTABLE UPDATE

By Dr. Tina Bettin DNP, MSN, RN, FNP-BC, APNP, FAANP

The APRN Rountable provides a mechanism for APRNs from across the state to formally meet to dialogue and develop reports related to issues and trends that impact the practice, education, research, workforce and leadership of Advanced Practice Registered Nurses. The Roundtable is open to APRN regional groups (this includes, CNM, CNS, CRNA and NP), graduate schools that prepare APRNs, employers of APRNs and groups that educate APRNs, as well as propose an intent to meet face to face to have a robust discussion with consensus on some points of the topic. The meetings are held in the central part of the State to increase participation from the entire State.

On September 28, 2019, APRN Roundtable met in the Wausau area. The general inpatient psychiatric unit, child and adolescent psychiatry,embedded psychiatric ambulatory clinics and psychiatry consult liaison service. Elective rotations are also available focused on mental health and HIV, mental health and LGBTQ, student mental health and community partners.

Shortage of mental health professionals is a crisis, particularly for youth, and more so for low-income families,” said Julie Raaum, director of the University of Wisconsin-Milwaukee College of Nursing on the program, which will be targeted specifically toward psychiatry mental health nurse practitioners.

The program will be a structured, supervised year of clinical practice and continuing education at community-based settings to prepare mental health nurses to provide care to underserved populations in the Milwaukee area. The residency will train four nurse practitioners, and offers mentored learning in nursing in the central part of the State to increase participation from the entire State."

Nurse practitioner postgraduate residency program, beginning in January 2020. Funds will allow the Medical College to partner with the University of Wisconsin-Milwaukee College of Nursing on the program, which will be targeted specifically toward psychiatry mental health nurse practitioners.

The program will be a structured, supervised year of clinical practice and continuing education at community-based settings to prepare mental health nurses to provide care to underserved populations in the Milwaukee area. The residency will train four nurse practitioners, and offers mentored learning in nursing.

"We have been saying for some time that this is an exciting time for advanced practice nursing. This next year there are numerous changes and potential changes that will influence APRN practice in the future.

Most of you know that there is the APRN Modernization Act in the Wisconsin State Legislation. This legislation will provide title protection for each of the four APRN roles, which is not the case right now. The legislation will also provide for prescriptive authority for CNM and bring CNM under the same statutes as the other APRNs. It will require new Rules to be written as N8 will no longer be valid. Please keep posted for upcoming Legislative hearings.

Federally, there are a number of changes and proposed changes for 2020. First, President Donald Trump signed an executive order on October 3, 2019 entitled “Protecting and Improving Medicare for Our Nation’s Seniors.”

"This partnership provides additional clinical training, building compassionate nurse leaders."

"UWM launched its Psychiatric Mental Health Nurse Practitioner certificate program in January 2019,” said Kim Litwack, dean at UWM’s College of Nursing. “This partnership provides additional clinical training, building on our solid educational platform preparing highly educated practitioners immediately prepared to meet the increased need for mental health services of the state.

Family nurse practitioners are independently licensed advanced practice nurses, whose scope of clinical services includes primary care for adults and children of all ages. This program is for nurse practitioners who have been practicing 18 months or less and are seeking a specialty in psychiatry and mental health.

Students can apply request application details by contacting Medical College of Wisconsin recruiter Gabrielle Pollard at gpollard@mcw.edu.

University of Wisconsin-Milwaukee College of Nursing and Medical College of Wisconsin Establish a Nurse Practitioner Residency Program

Thinks thanks a $1.7 million, four-year grant from the federal Health Resources and Services Administration, the Medical College of Wisconsin Departments of Psychiatry and Behavioral Medicine and Medicine will launch a nurse practitioner postgraduate residency program, beginning in January 2020.

The program will be a structured, supervised year of clinical practice and continuing education at community-based settings to prepare mental health nurses to provide care to underserved populations in the Milwaukee area. The residency will train four nurse practitioners, and offers mentored learning in nursing.

"University of Wisconsin-Milwaukee College of Nursing and Medical College of Wisconsin Establish a Nurse Practitioner Residency Program

"We have been saying for some time that this is an exciting time for advanced practice nursing. This next year there are numerous changes and potential changes that will influence APRN practice in the future.

Most of you know that there is the APRN Modernization Act in the Wisconsin State Legislation. This legislation will provide title protection for each of the four APRN roles, which is not the case right now. The legislation will also provide for prescriptive authority for CNM and bring CNM under the same statutes as the other APRNs. It will require new Rules to be written as N8 will no longer be valid. Please keep posted for upcoming Legislative hearings.

Federally, there are a number of changes and proposed changes for 2020. First, President Donald Trump signed an executive order on October 3, 2019 entitled “Protecting and Improving Medicare for Our Nation’s Seniors.”

This executive order is at the following website https://www.federalregister.gov/documents/2019/10/08/2019-22073/protecting-and-improving-medicare-for-our-nations-seniors.

Within the executive order, there are three sections that pertain to nurse practitioners and reduce regulatory barriers. The order will also evaluate payment disparities based on licensure. The Executive Order charges the Secretary of Health and Human Services to make changes within one year of the Order to the following areas which impact NPs:

Section 5(a): Issue a proposed regulation that would “eliminate burdensome regulatory billing requirements, conditions of participation, supervision requirements, benefit definitions, and all other licensure requirements of the Medicare program that are more stringent than applicable Federal or State laws require and that limit professionals from practicing at the top of their profession.”

Section 5(c): Conduct a comprehensive review of regulatory policies that create disparities in reimbursement between physicians and non-physician practitioners and propose a regulation that would, to the extent allowed by law, ensure that items and services provided by clinicians, including physicians, physician assistants and NPs, are appropriately reimbursed in accordance with the work performed rather than the clinician’s occupation.

Section 10: Propose regulatory changes to the Medicare program to reduce the burden on providers and eliminate regulations that create inefficiencies or otherwise undermine patient outcomes.

Remember these regulatory changes are coming within the next year, there are recommend changes. Please stay posted as this will impact your practice. Also, this regulation does not direct States to become full practice authority but it reduces some regulatory barriers.

Secondly, MedPAC, which is a nonpartisan legislative branch agency that provides the U.S. Congress with analysis and policy advice on the Medicare program, has recommended eliminating “incident to” billing. A reminder that “incident to” billing is when the service is provided by an APRN or PA, but billed under the physician in order to get a higher reimbursement rate. There are very specific conditions that need to be met to bill this way, unfortunately most of the time these conditions are not being met, but still being billed as “incident to.” This is Medicare fraud. MedPAC feels “a service is a service” no matter who preforms it. MedPAC estimates that implementing the recommendation would reduce Medicare spending by $50 million to $250 million in the first year and $1 billion to $5 billion over the first five years, as compared to current law https://www.medical economics.com/news/medpac calls-end-incident-billing. This has been presented to Congress, but Congress has not acted on it.

Another proposed change is regarding student documentation. As you may remember about one year ago, the documentation piece for student was interpreted that only training physicians could document on the patient’s chart. This despite the fact that APRN students are already licensed as Registered Nurses. The Centers for Medicare and Medicaid (CMS) has proposed a revision of the documentation guidelines to address the different documentation requirements between teaching physicians and nurse practitioner preceptors that occurred with the interpretation one year ago. Again, stay tuned.

CMS finalized a rule on reforming programs to promote program efficiency and burden reduction. Within this final rule, there is a section which revised the conditions of participation for psychiatric hospitals. This revision authorized nurse practitioners to record progress notes for psychiatric patients who are under the NPs care.

As mentioned, changes are a coming. Please stay tuned and keep informed as these and other changes will more than likely impact your practice. It does appear most of these changes are beneficial to NPs.
Love: Preserving Meaning

By: Dr. Mary Ellen Wurzbach

Love is kind, patient, gentle, strong, resilient, honorable, trustworthy and trusting. It is all of these and more. Those who love nurture this feeling and watch it grow. One expression of love builds on another until love becomes second nature and effortless.

But, in nursing what is love?

Love is preventing the loss of meaning in life. It is protecting faith, hope and meaning. This is a great challenge among nurses when they are faced with many hurdles. How does one prevent the loss of meaning in life for another? There are many ways.

Presence is essential - an essential “being with” and “being for” another. In essence, always being there when another is needed for solace, comfort or to meet everyday challenges and to preserve meaning. Meaning is what a person believes it to be. Loss of meaning is devastating. Being the presence that prevents a loss of meaning is the essence of love.

Presence may be expressed in a variety of ways, some more tangible, some less so. The tangible aspects of presence are physical availability, psychological availability and social availability. The less tangible aspects are those that maybe the most important such as supporting another’s faith in one. Simply expressing love with small acts of kindness. These may be tangible and intangible.

But, how does one prevent the loss of meaning? One can coach, one can advise, one can remain mute under certain circumstances. One can teach that no matter what is lost there is are still many aspects of life that may be accessed to remedy that which is lost. Or, teach that it may be a loss of experiences that give meaning. One may teach that there are always more aspects of life - more life experiences that one can recall and recognize - that come from any loss as long as meaning is maintained - that losses may be supplanted with more things, experiences, and relationships.

Burnout is defined by the World Health Organization (2019) as a syndrome produced by chronic, workplace stress characterized by a combination of exhaustion, increased mental distance from one’s job, feelings of negativism related to one’s job and reduced productivity. This syndrome is often present among health-care professionals. For myself, after many years of practice with many patients, I have come to believe that the epiphrase of primary prevention we can provide for our clients is that of the primary prevention of a loss of meaning. Providing for them the presence sometimes identified with love - the presence during life’s trials and tribulations to prevent the loss of life’s meaning. This is a major goal of the health professions, I believe, although seldom expressed or possibly even understood or recognized by practitioner or patient.

For patients, loss of meaning might mean chronic illness; losing a loved one, experiencing a death of a goal in life, loss of face, or loss of social position. Meaning represents different things to different patients. Symbolic interactionism is a theory that says one cannot understand another unless one understands the meaning an experience has for them.

Most health professionals recognize only tangentially that it is the loss of meaning in life that we are all trying to prevent in our clients - preventing them from losing their self-respect, hope, love, faith - preventing them from experiencing such devastating loss that they lose will to continue life. I believe it to be our highest calling.

The conclusion I have come to have is that love is presence and presence is primary prevention of the loss of meaning. As health care professionals this is our talent, our charge and our achievement.
This year marks the 75th Anniversary of the US Cadet Nurse Corps. The Cadet Nurse Corps was created in 1943 under the auspices of the U.S. Public Health Service as a way to recruit young women into nursing during World War II. It offered young women a free education—tuition and books, a stipend, uniforms, and a sense they were contributing to the war effort. When they graduated from nursing school they were committed to work for at least two years in a military, civilian, Indian Health Service or Public Health Service hospital. By the time the program closed in 1948, about 124,000 nurses were graduates of the program. Schools of nursing had to meet various criteria to participate in the program. Overall 1125 nursing schools participated, 23 of those schools were in Wisconsin (there were 25 schools total at that time).

**Wisconsin is home to the only known U.S. Cadet Nurse Corps memorial.** The memorial, in Veterans Freedom Park in LaCrosse, WI, was dedicated on July 9, 2018. Veteran Louie Ferris spearheaded the effort to fund, plan, and build the memorial. The memorial consists of a six foot statue, two concrete benches and two brass plaques with the history of the Corps. The statue was designed by David Oswald of Sparta WI from a photograph of Cadet Nurse Marian Stellick Pavela who joined the Nurse Cadet Corps in 1944. Pavela was a 1947 graduate of St. Francis Hospital School of Nursing in LaCrosse who also worked at St. Francis Hospital for 31 years. Pavela was able to attend the dedication of the memorial. She passed away July 30, 2019 at the age of 93. One bench is dedicated to all cadet nurses but the other bench is dedicated to Muriel Gasper Doll, also a 1947 graduate of St. Francis Hospital School of Nursing.

Veterans Freedom Park also has memorials to World War I veterans, Korean War Veterans and a Vietnam War memorial is being built. The park is a hidden gem, and worth a visit.
Legislative Updates

WNA Legislative Update 11/10/19

WNA's Public Policy Council has been spending time reviewing legislative proposals. Below is a summary of the bills that WNA has a position.

Assembly Bill 126 & 2019 Senate Bill 126
Relating to: Creating a nonrefundable individual income tax credit for certain expenses incurred by a family caregiver to assist a qualified family member. (FE)

Support - WNA Position: Support

Status: No action in either house.

Assembly Bill 139 & Senate Bill 134
Relating to: reporting of naloxone administration by ambulance service providers.

Support - WNA Position: Support

Status: No action in either house.

Assembly Bill 162 & Senate Bill 155
Relating to: participation in the Volunteer Health Care Provider program by agencies serving homeless individuals.

Support - WNA Position: Support

Status: No action in either house.

Assembly Bill 175 & Senate Bill 163
Relating to: creating bodily harm to harm a nurse and providing a penalty.

Active Support - WNA Position: Oppose

Status: Assembly Action: 10/17/19 Passed out of the Committee on Health held a Public Hearing 7/10/19.

Senate Action: Scheduled for full vote of the Senate 11/5/19. 9/19/19 - Passed out of the Committee on Insurance, Financial Services, Government Oversight and Courts.

Assembly Bill 238 & Senate Bill 225
Relating to: diabetes care and prevention plan

Support - WNA Position: Support

Status: Assembly Action: 10/8/19 - Received the SB 225 which was passed by the Senate. Waiting for the bill to be scheduled for a vote by the full Assembly.

Senate Action: 10/8/19 - Passed the full Senate. 9/19/19 - Exec’d out of the Senate Committee on Health. Public Hearing 7/10/19.

2019 Assembly Bill 242 & 2019 Senate Bill 227
Relating to: establishing a Palliative Care Council.

Support - WNA Position: Oppose

Status: No action in either house.

JOIN THE BIOLife TEAM!

NOW HIRING
LPN - Eau Claire, WI
- Part-Time, 25 Hours / Week
- Benefits Starting Day 1
- 401K Plan

To learn more and apply, visit www.takedajobs.com, search Req #R0041071

WNA Legislative Update continued on page 18
Amendment 1 . Assembly Public Hearing 8/14/19  .

Support - WNA Position: Support community-based prevention services including screening, nutrition, immunizations, family planning, violence prevention and health education across the life-span. This bill permits a pharmacist to prescribe and dispense hormonal contraceptive patches and self-administered oral hormonal contraceptives, subject to limitations described in the bill.

Status: Assembly Action: 11/7/19 – Passed the Assembly. 10/30/19 – Exec’d out of the Committee on Health . 10/8/19 – Received SB 332

2019 Assembly Bill 377 and 2019 Senate Bill 347

Support - WNA Position: Support requiring sexual abuse prevention education. (FE)

Support - WNA Position: Support community-based prevention services including screening, nutrition, immunizations, family planning, violence prevention and health education across the life-span. This bill changes the age for purchasing cigarettes, tobacco products, or nicotine products from 18 to 21, and imposes a minimum age for purchasing vapor products, and providing a penalty. (FE)

Status: No action in either house.

2019 Assembly Bill 422 & 2019 Senate Bill 364

Support - WNA Position: Support: Inclusion of certain contraceptives, extending the time limit for limitations described in the bill.

Status: Assembly Action: 11/7/19 – Passed the Assembly. 10/30/19 – Exec’d out of the Committee on Health . 10/8/19 – Received SB 332

2019 Assembly Bill 358 and 2019 Senate Bill 332


Support - WNA Position: Protect the rights and safety of patients in and across all health care settings. This bill requires the Department of Justice to establish a data bank, to be known as the Wisconsin Sexual Assault Kit Tracking System, for the purpose of providing victims of sexual assault access to information about the status of any sexual assault kit the victim has provided.

Status: Assembly Action: 10/8/19 – Passed Executive SB 332 that was passed by the full Senate on 10/8/19 with amendment: Senate Amendment 1.

Senate Action: 10/8/19 – Passed by the full Senate. 10/3/19 – Exec’d out of the Senate Committee on Insurance, Financial Services, Government Oversight and Courts. 9/19/19 – Public Hearing.

Support - WNA Position: Support community-based prevention services including screening, nutrition, immunizations, family planning, violence prevention and health education across the life-span. This bill specifies that the term “smoking,” for purposes of the general prohibition under current law against smoking in indoor locations, includes inhaling or exhaling vapor, including nicotine.

2019 Assembly Bill 462 and 2019 Senate Bill 418

Support - WNA Position: Support community-based prevention services including screening, nutrition, immunizations, family planning, violence prevention and health education across the life-span. This bill requires the Department of Health Services to implement a suicide prevention program, coordinate suicide prevention activities with other state agencies, administer grant programs involving suicide prevention, and perform various other functions specified in the bill to promote efforts to prevent suicide. The bill authorizes two positions in DHS for implementing the suicide prevention program, one of which is the director of the suicide prevention program.

Status: Assembly Action: 11/7/19 – Passed by the Assembly. 11/1/19 – Exec’d out of the Assembly Committee on Health. 10/29/19 – Public Hearing.

2019 Assembly Bill 525 & 2019 Senate Bill 503

Support - WNA Position: Support: The amendment removes this . The Senate Action: 10/8/19 – Received SB 332

2019 Assembly Bill 526 & 2019 Senate Bill 520

Support - WNA Position: Support community-based prevention services including screening, nutrition, immunizations, family planning, violence prevention and health education across the life-span. This bill requires the Department of Health Services to implement a suicide prevention program, coordinate suicide prevention activities with other state agencies, administer grant programs involving suicide prevention, and perform various other functions specified in the bill to promote efforts to prevent suicide. The bill authorizes two positions in DHS for implementing the suicide prevention program, one of which is the director of the suicide prevention program.

Status: Assembly Action: 11/7/19 – Passed by the Assembly. 11/1/19 – Exec’d out of the Assembly Committee on Health. 10/29/19 – Public Hearing.

2019 Assembly Bill 527 & 2019 Senate Bill 543

Relating to: requiring continuing education on suicide prevention for physicians, psychologists, social workers, marriage and family therapists, professional counselors, and substance abuse counselors and requiring the exercise of rule-making authority. (FE) Requiring 2 hours of CE for first time renewal. Nurses are not included.

WNA Position: Watch. Does not require RN CE.

2019 Assembly Bill 527 & 2019 Senate Bill 543

Waiting to be scheduled for a vote by the Senate.

Support - WNA Position: Support: Relating to: requiring continuing education on suicide prevention for physicians, psychologists, social workers, marriage and family therapists, professional counselors, and substance abuse counselors and requiring the exercise of rule-making authority. (FE) Requiring 2 hours of CE for first time renewal. Nurses are not included.

WNA Position: Watch. Does not require RN CE.
Support - WNA Position: Support community-based prevention services including screening, nutrition, immunizations, family planning, violence prevention and health education across the life-span. This bill requires the Department of Public Instruction to establish a competitive grant program to award grants for the purpose of supporting peer-to-peer suicide prevention programs in public, private, and tribal high schools.

Status: Assembly Action: 11/8/19 – Passed by the Assembly. 10/29/19 – Exec’d out of the Committee on Education. 10/24/19 – Public Hearing.

Senate Action: Received the bill from the Assembly. To be scheduled for a vote by the Senate.

2019 Assembly Bill 529 & 2019 Senate Bill 506

Relating to: grants to support peer-to-peer suicide prevention programming and making an appropriation. (FE)

Support - WNA Position: Support community-based prevention services including screening, nutrition, immunizations, family planning, violence prevention and health education across the life-span. This bill requires the Department of Public Instruction to establish a competitive grant program to award grants for the purpose of supporting peer-to-peer suicide prevention programs in high schools, granting rule-making authority, and making an appropriation. (FE)

2019 Assembly Bill 530 & 2019 Senate Bill 504

Relating to: grants for suicide prevention programming and making an appropriation. (FE)

Support - WNA Position: Support community-based prevention services including screening, nutrition, immunizations, family planning, violence prevention and health education across the life-span. This bill requires the Department of Health Services to award grants to organizations or coalitions of organizations, including cities, villages, towns, and counties, for suicide prevention programming. A grant recipient must contribute matching funds or in-kind services having a value equal to at least 20 percent of the grant amount.

Status: Assembly Action: 11/7/19 – Passed by the Assembly. 10/29/19 – Exec’d out of the Committee on Local Government. 11/1/19 – Assembly Amendment 1 adopted. 10/22/19 – Public Hearing.

Senate Action: 11/8/19 – Received by the Assembly. To schedule for a vote in the Senate.

2019 Assembly Bill 531 & 2019 Senate Bill 496

Relating to: requiring that student identification cards include contact information for suicide prevention hotlines. (FE)

Support - WNA Position: Support community-based prevention services including screening, nutrition, immunizations, family planning, violence prevention and health education across the life-span. This bill provides that, if a school board, operator of an independent charter school, or governing body of a private school, or an institution of higher education (college), issues identification cards to, respectively, pupils or college students, the school board, operator, or governing body, or the college, shall include on the identification card certain contact information for suicide prevention and crisis support hotlines.

Status: Assembly Action: 11/7/19 – Passed by the Assembly. 11/1/19 – Exec’d out of the Committee on Education with Amendment Assembly Amendment 1 that deletes “general wellness” and substitute “mental health wellness as it pertains to suicide prevention” 11/1/10 Referred to Committee on Rules. 10/24/19 – Public Hearing.

Senate Action: Received by the Assembly. To be scheduled for a vote in the Senate.
Openings available throughout Wisconsin

Come Explore a Nursing Career in Kidney Care!

CLINICAL MANAGERS, REGISTERED NURSES, & PATIENT CARE TECHNICIANS (CCHT)

Benefits
- Paid Training for Non-Dialysis Nurses or Technicians
- Tuition Reimbursement
- Clinical Advancement Programs
- Sundays Off
- Very Competitive Pay
- Best in Class Benefit Package including: medical, vision, dental, 401k, etc...

If interested, please contact one of our representatives below or visit job.fmcna.com/Wisconsin

Ebony Moore
856-667-7537
Ebony.Moore@fmc-na.com

Kim Davie
256-770-7754
Kim.Davie@fmc-na.com

FRESENIUS MEDICAL CARE
An Equal Opportunity Employer.

---

Mount Mary University

Prepare yourself for leadership with Mount Mary’s fully accredited* RN to BSN completion program.

Program features include:
- All classes available online
- Accelerated, 8-week classes allow for faster degree completion
- Competitive and affordable tuition
- Access to collaborate with healthcare organizations in the region
- CCNE Accredited*

*The baccalaureate degree program in nursing at Mount Mary University is accredited by the Commission on Collegiate Nursing Education (www.ccneaccreditation.org).

Learn more at mtmary.edu/RNtoBSN.