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**Edited by the IONE Public  
 Relations Committee**  
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 Ruth Slabach, Webmaster

### PRESIDENT'S CORNER



Thank you for the opportunity to serve as your 2006 IONE President. It was an honor to represent such a dynamic organization of nurse leaders. As many of you experienced at the annual meeting in October, it is truly fun, informative, and relaxing to spend time with each other. Using appreciation of what IONE membership does is how we began to plan for 2006 at the board retreat in January. Again in October we heard more than one speaker suggest that "Appreciative Inquiry" is a great technique to use as an impetus to move organizations forward and to build on your strengths. IONE has much strength. Let me focus on four of our greatest strengths and our achievements in these areas during the past year.

**First is Education.** Congratulations to our Program Committee members for doing an outstanding job of planning educational seminars in March and October. The subject matter was pertinent to our daily practice as we heard about safety issues, legislative forecasts, innovative leadership, and the use of humor in our daily lives. These educational programs bring us together as members in a formal setting at least twice each year. I

encourage you to plan on attending our 2007 educational conferences slated for March 9<sup>th</sup> at Primos West, Plainfield and October 17<sup>th</sup> -19<sup>th</sup> at Brown County Inn. The fall meeting was absolutely phenomenal this year inclusive of speakers, dinners, flamingo fiesta, vendors and YOU, the attendees. This year we experienced our largest attendance ever at the fall meeting as we welcomed 165 registrants. This is a 35% increase in attendance over 2005. Another education initiative in 2006 was for IONE to work in partnership with IUPUI to develop a nurse manager's curriculum. When this program is completed it will be offered as an educational option for development of new nurse leaders within our organizations. The work related to this effort will continue into 2007.

**Second is Scholarship.** We provided five scholarships to nurses in the Master's in Nursing Administration programs across the state. In addition, we awarded a total of \$28,000 in scholarship awards from our license plate fund. Since 2003, we have been very proud of the monetary impact of the license plate program that has increased our ability to award more scholarships and grants. In January, the American Organization of Nurses Executives (AONE) requested that we write an article to be placed in the national publication, *Voice of Nursing Leadership*, to share our license plate program with the other chapter leaders and membership of AONE. Our program was an exemplar of a scholarship or fundraiser program that could be duplicated in other states. Another opportunity was presented to us this year from Johnson & Johnson to hold a one time Nursing Gala in fall 2007. All monies raised at this gala

*Continued next page*

## Thank you to the 2006 IONE Board of Directors

### Executive Committee

Marijane Smallwood, President  
Louise Neufelder, President-Elect  
Anita Ivankovig, Secretary  
Joni Perkins, Past President  
Linda Webb, Treasurer  
Theresa Cordes, Member-at-Large  
Tonya Chernesky, Member-at-Large  
Billie Joe Fritch, Member-at-Large  
Teresa Burns, Member-at-Large

### Committee Chairs

Linda Bechinski, Bylaws  
Linda Webb, Finance  
Bernie Wallace, Legislative  
Joni Perkins, Nominating  
Jennifer Embree, Program  
Cindy Pendlum, Program  
Maria Shirey, Public Relations  
Tonya Chernesky, Scholarship  
Beverly Myers, License Plate

### District Presidents

Gwynn Perlich, Central  
Doug Farber, Central Southwest  
Jeanette Huntoon, Midwestern  
Mary Jo Regan-Kubinski, Northern  
Bridget Johnson, Northeastern  
Valynda Laird, Southeastern  
Ann White, Southwestern

would be dispersed throughout the state in the form of scholarships and grants. Meetings were held in all areas of the state to seek participation and support for this event. At the time of this writing, sponsorship is still being sought to meet the minimum commitment to hold the event. The IONE board approved to sponsor one table for this event.

### **Next is Legislative Involvement.**

Special thanks to Bob Morr and Ken Stella as they worked to keep our organization updated regarding IHHA initiatives and legislative issues throughout 2006. Representatives of IONE attended the combined meeting of interested professionals from various nursing organizations to hear an update on the nursing compact in February. The compact legislature will be reintroduced in 2008. Our use of the electronic mailing serves to keep the membership apprised and gives the ability to quickly respond to legislative issues throughout the year. I would like to recognize the excellent job that Bernadine Wallace, Legislative Chairperson, has done to keep the membership mailing list up to date. This is not an easy job and I appreciate her tenacity and continuous updating of this large file.

**Last is Membership.** Without members, we have no purpose, so growth is essential to the life of our organization. In 2006, we have experienced continued growth of IONE membership with a total of 307 members at the end of October. Encourage your colleagues who are nurse leaders to consider being a member of IONE in 2007 as we continue to be a dynamic, collaborative, and innovative group of nurse leaders. The other encouragement that I would like to offer is for each of you to think about being an active member of IONE by joining a committee in 2007 or consider being a candidate for the board in 2008.

IONE membership represents nursing leaders from all areas of the

state and I appreciate your support of me as your President for 2006. The time has passed quickly and now it is time to change leaders as we do every year at this time. It is my pleasure to pass over the gavel to Louise Neufelder as your 2007 IONE President. It was an awesome experience and I thank you for the opportunity!

Best regards,  
Marijane Smallwood, RN, MSN  
IONE President 2006



Pictured left to right: Louise Neufelder and Marijane Smallwood at the 2006 President's Dinner.

IONE 2006 Theme . . .  
Shaping the Future of  
Healthcare through  
Innovative Nursing  
Leadership

## DISTRICT UPDATES

### NORTHEAST IONE (NEIONE)

submitted by  
Bridget Dolohanty-Johnson,  
MSN, APRN, BC  
President, NEIONE

The Northeast Indiana Organization of Nurse Executives (NEIONE) will be presenting its annual educational conference on May 18<sup>th</sup>, 2007 at the Essenhaus Inn & Conference Center at 240 US 20, Middlebury, Indiana 46526. The phone number of the Essenhaus Inn is 1-800-455-9471. The conference will run from 8:00 am to 4:00 pm. The Essenhaus is known for its wonderful food, shopping, bakery, and beautiful setting in the heart of northeast Indiana. The area is home to many Amish families. The web address for more information on the area is [www.essenhaus.com](http://www.essenhaus.com). This location is within 15 minutes of Shipshewana, Indiana —home of more shopping, a huge flea and antique market, and beautiful scenery.

Our theme *Aspire to Inspire: Reaching Beyond Ourselves* will encompass how Nurses and Nursing stretch outside the normally accepted parameters of what a nurse is and does. Our keynote speaker will be Ann Ryder who is a journalist and news reporter from the Indianapolis area. Ms. Ryder is an incredibly dynamic and well-known speaker who worked with Mother Teresa in India. She will share some of the teachings she learned during her mission work.

The cost for the conference is \$50.00. Dollars raised will go for nursing scholarships in the NEIONE district. So save the date, and we will be getting out registration information in March. The program will provide a great learning opportunity along with wonderful networking, superb food, and a serene setting.

### NORTHERN IONE (NIONE)

submitted by  
Mary Jo Regan-Kubinski, PhD, RN  
President, NIONE

The Northern Indiana Organization of Nurse Executives (NIONE) continues to partner in order to meet our goals and improve our effectiveness. A successful partnership with Nursing 2000 North allows members the opportunity to participate in Shadow Days and events for prospective faculty. NIONE contributed two (\$1,000) scholarships at the Nursing 2000 Scholarship Dinner in September 2006. The recipients of the NIONE awards were Jamie Treash from Saint Mary's College and Nichole Rose from Indiana University South Bend. IONE member Jan Bingle gave the keynote address *The Passion within Nursing*.

Another focal point for discussion and sharing is Evidence Based Practice. With a number of our members working in Magnet Hospitals, and more facilities seeking that status, it is important that research be incorporated in a systematic way in our agencies. Sharing and building upon the expertise that exists among our members will foster collaboration and continued success!

Discussions among members at our meetings continue to be most informative. There is consensus that the open and frank sharing of ideas and concerns is a valuable asset of membership and participation.

### DISTRICT CHANGES

Over the past year, the IONE Board has been working to get more involvement from the Northwest and Western districts. After much discussion with some of the membership in both these districts, it was decided more involvement might be accomplished by combining the districts with adjacent areas.

Effective August 2006, the Northwest district was combined with Northern IONE, all of the counties except Boone in the Western district will now be combined with Midwestern IONE, and Boone will be part of Central IONE. If you reside in these counties, you should be receiving information from your newly assigned district president regarding local meetings for your 2007 district.

### SOUTHWESTERN IONE (SWIONE)

submitted by  
Ann White, PhD, MBA, CNA, RN  
President, SWIONE

Our fourth annual management and leadership conference will be held Wednesday, March 21, 2007 at the University of Southern Indiana campus in Evansville. Our presenter for the day is Dr. Jo Manion who will be speaking on creating a positive health care workplace. Dr. Manion is the author of several books on this topic.

The SW district has received word that we have received a grant from the Indiana Organization of Nurse Executives to assist in the funding of a project with WNIN, the public broadcasting organization in southern Indiana. The SWIONE district was approached by corporate sales of WNIN to sponsor a town hall forum on the nursing profession. WNIN is the local public broadcasting television and radio station that serves the southwest region of Indiana. The town hall forum will include interviews and day-in-a-life presentations of nurses in various nursing careers (hospital, community, advanced practice, hospice, education, and leadership). A panel of nurse leaders will discuss issues in nursing and respond to questions from the audience. Members of the SWIONE district would also man the phones to answer questions phoned in by viewers. A local news anchor has agreed to serve as moderator for the 1-hour town hall forum on nursing that is scheduled for May 2007 during National Nurses Week.

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## RETENTION STRATEGIES THAT WORK

How can nurse leaders create a simple yet personalized gift for this holiday season? One idea may be the gift of time and this can be achieved through the creation of an easy yet unique handmade gift. Here is how it goes:

### 1. **Select your workgroup.**

Identify members of your direct report workgroup. Deciding to recognize your direct reports makes this strategy more manageable and meaningful.

### 2. **Gather the information.**

Sometime prior to the holiday season, give each of your direct reports a sheet of paper with the name of each peer in the identified workgroup. Ask each participant to identify 1 to 3 outstanding qualities for each of their peers in the direct report group (*i.e.* all the nurse managers reporting to a nursing director).

### 3. **Recruit an assistant to help.**

Seek the help of an assistant to collate the outstanding qualities identified for each individual in the workgroup. In a Word document formatted into bookmark-like columns 2 in. x 6 in. wide, type in bullet format the positive qualities identified for each individual. Print the bookmarks on white paper (or other color if desired).

### 4. **Cut, mount, and laminate.**

Using a paper cutter or scrap booking scissors, cut the white bookmarks and use a glue stick to attach them to a larger (3 in. x 8 in) colored cardstock paper. Laminate the whole bookmark.

5. **Distribute bookmarks.** At the annual holiday luncheon with your direct reports, recognize each person for their positive qualities. Remind members of your team of their collective talents and of the need to re-read the bookmark during the course of the year.

## Sample of completed bookmark

### Jane Smith

These are the positive qualities that make you a significant contributor to the success of our team:

- Energetic
- Committed
- Honest
- Dependable
- Funny
- Resilient
- Hopeful
- Trustworthy
- Quality-minded
- A real mentor

**Today we celebrate you!!!**

December 15, 2006

IONE wishes all its current and prospective members a happy, safe holiday season

*Continued from page 3*

## SOUTHEASTERN IONE (SEIONE)

submitted by  
Valynda Laird, RN, BSN, MSM,  
CNA-BC

The Southeastern Chapter of IONE met on August 25<sup>th</sup>. The group has been actively working to increase attendance and participation. Due to the efforts of many members, we had a near record attendance at this meeting. A membership committee was formed to further focus on this work. An update was shared in regard to the recent IONE activities. Time was spent reviewing and updating the bylaws. The group discussed successful recruitment and retention initiatives at each organization. A special holiday celebration is being planned for December 2006. All are encouraged to bring a peer.

## CENTRAL IONE (CIONE)

submitted by  
Gwynn Perlich, MSN, RN

CIONE held three district meetings this year, developed a recruitment brochure for the district, and was the lead sponsor for a statewide conference held in June.

The recruitment brochure was engineered in an effort to have a document that reflects the goals of the Central district. It will enable us to have something to hand out to potential members at various events. We envision the organization as a way to mentor and develop emerging nurse leaders.

Two of our meetings were educational in nature. The one held in April featured a speaker from the Indiana Organ Procurement Organization (IOPO) to discuss organ donation after cardiac death. Our September meeting was a discussion of the process to bring two cultures together. The highlight of the year was the statewide conference held in June and attended by 170 participants.

## AONE HAPPENINGS

### **GUIDING PRINCIPLES FOR ACQUISITION AND IMPLEMENTATION OF INFORMATION TECHNOLOGY**

AONE recognizes the importance of acquisition and implementation of information technology (IT). To that end, a workgroup has been convened to address these IT issues. Nurse leaders representing AONE and various IT companies such as Cerner, Siemens, Eclipsys, and GE Medical recently gathered for a 2-day session to create guiding principles for the role of the nurse executive in this vital process. The guiding principles may be downloaded from the AONE website at [www.aone.org](http://www.aone.org).

### **AONE AND HFMA ANNOUNCE AUDIO WEBCONFERENCE – WHO SUPERVISES YOUR EMPLOYEES ACCORDING TO THE NLRB**

AONE has partnered with the Healthcare Financial Management Association (HFMA) to sponsor an upcoming audio web conference. The web conference scheduled for December 19, 2006 from 2:00 to 3:15 pm (EST) will include an informational roundtable that will discuss the recently released rulings by the National Labor Relations Board (NLRB). The NLRB ruled on when charge nurses and other employees may be considered supervisors under the National Labor Relations Act. To learn more about how to register for this most important web conference, log on to [www.aone.org](http://www.aone.org).

### **THE BUSINESS OF CARING NEWSLETTER**

AONE has partnered with HFMA to produce a new newsletter entitled *The Business of Caring*. The newsletter includes:

- Sample business proposals and staffing plans.
- Case studies of specific operational changes that improve quality and efficiency.
- Talking points on “hot” business topics, such as pay-for-performance.
- Easy-to-understand explanations of financial terms
- Tips for seasoned nurse managers on various management issues.

A one-year subscription (12 issues) is \$76 (\$60.80 for AONE members). A sample issue is available from the AONE website at [www.aone.org](http://www.aone.org).



# IONE EVENTS

## FALL CONFERENCE HIGHLIGHTS

The IONE Fall Conference was held October 11, 12, and 13, 2006 at the Brown County Inn in Nashville, Indiana. A record 165 nurse leaders attended, surpassing our 2005 attendance figures by 35%. The participants networked with colleagues at the informative educational sessions and the various social events. The following are pictures from the various venues.



Above: Pictured from left to right are Lynn Turner and Jennifer Embree, members of the Program Committee.

IONE recognized Ken Stella, president of the Indiana Hospital & Health Association (IHHA) for his many years of service to IHHA. Upon his upcoming retirement, IONE recognized Ken as a special friend of nursing and a strong supporter of IONE. Since 1984, Ken has been president of IHHA, the principal statewide advocate for hospitals, health systems, and other health care providers committed to improving the health status of the community. Ken's health care insight comes from his 30 years of experience in healthcare administration, including 10 years served as administrator of Morgan County Memorial Hospital in Martinsville. A native of Danville, Illinois, Ken earned his baccalaureate degree and his Master in Health Administration degree from Indiana University. IONE wishes Ken a happy retirement and thanks him for his friendship over the years.



Above: Pictured is Ken Stella, FACHE

## EDUCATIONAL OPPORTUNITIES

### State Offerings

- **IONE Spring Conference 2007** on March 9, 2007 at Primos West in Plainfield, Indiana. For more information call Jennifer Embree at 812.276.1212 or email [jembree@dunnmemorial.org](mailto:jembree@dunnmemorial.org).
- **IONE Fall Conference 2007** October 17, 18, and 19, 2007 at Brown County Inn in Nashville, Indiana. For more information call Jennifer Embree at 812.276.1212 or email [jembree@dunnmemorial.org](mailto:jembree@dunnmemorial.org).
- **4<sup>th</sup> Annual Nursing Leadership Conference** sponsored by Southwest Indiana Organization of Nurse Executives in collaboration with the University of Southern Indiana College of Nursing and Health Professions featuring Dr. Jo Manion March 21, 2007. Call 812.464.198 or 800.467.8600 or email [pgraul@usi.edu](mailto:pgraul@usi.edu).

### National Offerings

- **AONE Aspiring Nurse Leaders Institute Session III** January 21-24, 2007, Ft. Lauderdale, Florida. Contact [www.aone.org](http://www.aone.org).
- **40<sup>th</sup> AONE Annual Meeting** April 12-16, 2007, Washington, D.C. Contact [www.aone.org](http://www.aone.org).

## REMINDER

The IONE Legislative Committee offers a warm welcome to all new members. To ensure you receive legislative information, please notify our committee chairperson, Bernie Wallace of your email address. You are encouraged to work with your information technology departments to ensure emails from [bwallace@mgh.net](mailto:bwallace@mgh.net) can come through your firewalls. Don't miss out on our forwarding of timely and valuable legislative information!

## NURSES' LICENSE PLATES

We have created a new brochure to promote our nurses' license plate. You should begin seeing the new brochure in the BMV branches soon. This is another step in our marketing strategy for our license plate. See a sample of the brochure on page 8 of this newsletter. For additional information about the license plates, contact Bev Meyers at [bmeyers@egh.org](mailto:bmeyers@egh.org).

## PROJECTS

### SWIONE Hosts IONE Mixer

Growing our membership has been a major strategic goal for IONE. In keeping with this goal, the Southwestern district of IONE, SWIONE, hosted its second annual IONE Mixer event held on October 24, 2006 at the new Central Library in downtown Evansville. The event planned to introduce nursing leaders to the benefits of membership in IONE, AONE, and the Southwestern district attracted 36 participants, 18 of whom were not current members of IONE. For information about planning a similar event in your district, contact Kathleen Exline, Chair of the SWIONE Mixer Event at [kathleen\\_exline@deaconess.com](mailto:kathleen_exline@deaconess.com).



Members of the SWIONE Mixer Event Planning Committee pictured left to right: Ann White, Sarah Claycomb, Judi McCutchan, Jeanne Braun, Maria Shirey, Kathleen Exline.

## MEMBERSHIP RENEWAL NOTICES

Membership renewal notices have been mailed. Please remit your renewal notices with your check made out to *IONE/Indiana Hospital & Health Association* no later than January 31, 2007. For questions, contact Melissa Long at 317.423.7731 or at [mlong@inhha.org](mailto:mlong@inhha.org).

## SCHOLARSHIP COMMITTEE

The IONE Scholarship Committee awarded scholarships at the IONE Fall Conference to Evelyn Bertram (Ball State University), Lori Grimm (University of Southern Indiana), Joy Higgins (Indiana Wesleyan University), Liz Lucas (University of Indianapolis), and Beverly Senter (IPFW). Each award recipient is recommended by their Dean/Chairperson of the School/Department of Nursing and receives a \$2,000 award. Eligible individuals must have an earned BSN, be licensed and working or residing in the state of Indiana, maintain a 3.5 GPA in the Master's program, have employment history focused toward a leadership position, hold an entry level management position in nursing, demonstrate leadership skills/abilities, and preferably be an IONE member.



Presents  
The  
Indiana Nurses' Plate



Show your Support  
For Nursing in  
Indiana

Your purchase of a Nurses' Plate will contribute \$25.00 to the Nurses' Plate Fund. All proceeds from this fund allow IONE to:

- Provide financial assistance to other organizations working to recruit people into the nursing profession.
- Provide financial assistance to other organizations working to improve nursing on behalf of all nurses in Indiana.
- Provide a way for everyone to display pride in the profession of nursing.

#### ABOUT IONE

The Indiana Organization of Nurse Executives is a not-for-profit association of Indiana Nurse Leaders headquartered in Indianapolis, IN. Current membership is 200+ active members.

IONE created the Nurses' License Plate as a tribute to nursing in Indiana. All monies raised through plate sales are returned to Indiana in the form of recruitment of more nurses to Indiana and by assisting others in making Indiana a place where a career in nursing brings fulfillment, respect, and growth. Contributions of \$10,000 to \$30,000

have been made to this cause each year since the plate was created.

All matters related to nursing and healthcare issues are of concern to IONE. Education and development of nursing leaders is one of the organization's primary activities. It is nursing leadership which influences and sets the standard for the quality of nursing care.

Promoting the profession of nursing as a career is another priority focus. Scholarships are awarded annually by IONE to nurses pursuing advanced degrees in nursing.

A third priority of work for IONE is to collaborate with other healthcare organizations and legislative bodies as we work together to improve healthcare in Indiana.

**Thank you for your support.**

Visit us on the Web at:

[www.indianaone.org](http://www.indianaone.org)