



## **25<sup>TH</sup> ANNUAL SYMPOSIUM**

*for Nursing Leaders & Executives of  
Long-Term & Post-Acute Care Continuum,  
Assisted Living & Hospice*

**FEBRUARY 25-27, 2019**

Grand Geneva Resort & Spa, Lake Geneva, WI

*Presented by...*



WI Director of  
Nursing Council

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## ***From the President***



**W**hat a year it has been! I'm so looking forward to joining everyone for the 25th Symposium at the Grand Geneva Resort. We've all had to step up our game to meet the tide of changes. This year's theme, *Get Your Game On*, reflects that together, we've got this! We can help each other. We will learn, grow, and inspire each other.

Join nursing leaders from around the state. You'll meet those who have been where you are, asked the questions you ask, and have gotten through the situations you face. You will *Get Your Game On* together.

Mindy Meehan BSN, RN, DNS-CT

*President, Wisconsin Director of Nursing Council – Education Forum, Inc.*

*Presented by:*



**WI Director of  
Nursing Council**

# Listen to Inspirational Keynote Speakers...



## **Keep Calm and Carry On: Learning to THRIVE During Changing Times** Dr. Linda Shell

Bring calm to the storm. Dr. Shell will encourage you to challenge traditional patterns of thought and see the world from a perspective that reframes stress, change, and failure to hope, optimism and opportunity.

*"This was by far one of the best talks that I have heard on this topic. Very inspiring and real! This was exactly what I needed to hear and I appreciate the skills and tips given."*



## **Growth through the Gift of GAB: Improving People, Performance, and Productivity with a Smile** Conor Cunneen, the Irishman Speaks

In a highly informative and interactive program, Chicago-based Irishman Conor Cunneen demonstrates how to create a great patient experience AND a great work environment through the Gift of GAB.

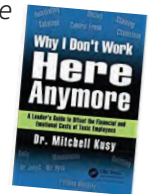
*"Conor Cunneen was fantastic when he spoke to our 235 nurses. He nailed it on all levels: Learning, laughter, leadership, and always reminding us to keep the patient at the centre of our care." ~ Association of Registered Nurses*



## **Toxic Behaviors in Healthcare: Team Strategies to Improve Respectful Engagement and the Patient Experience** Dr. Mitchell Kusy, Author of "Why I Don't Work Here Anymore"

Dr. Kusy is an international speaker and author. His evidence-based keynote is insightful and valuable. You'll leave with tools that can be implemented immediately.

*"I had the pleasure of not only reading Dr. Kusy's latest book, "Why I Don't Work Here Anymore", but hearing him. At some point in time we all work with a toxic person and Dr. Kusy's knowledge on how to identify these individuals, work with these individuals and their different behaviors, and continue moving forward in your own career have been an exceptional lesson. I think this will be a game changer!"*



## *And learn from the experts about...*

- **Wound Care Topics**
- **CMS/Survey Preparedness**
- **Patient-Driven Payment Models**
- **Toxic Behaviors**
- **Phase 3 Readiness**

### *So who should come to this Symposium?*

*Directors of Nursing, Assistant Directors of Nursing, Administrators, Nursing Executives, Assisted Living Nursing Leadership, Hospice, Nurse Managers, Nurse Educators, Wound Care Nurses, & MDS Nurses*

### *Thank You to our Gold Sponsor...*



### *Our Silver Sponsor...*



### *And our Bronze Sponsors*

**Phillips Total Care Pharmacy**  
**Thrifty White Pharmacy**

***Your support is what makes this work!***

# Get Your Game On!

## Schedule at a glance...

### Monday, February 25

7 am <i>Coat Check</i>	Registration Open at Coat Check across from Salon C
7:30 - 8:45 am	Breakfast Buffet available at Chop House
8:30 am <i>Salon A &amp; B</i>	Welcome and Open Remarks
8:45 - 10 am <i>Salon A &amp; B</i>	<b>KEYNOTE:</b> <b>Keep Calm and Carry On:</b> <b>Learning to THRIVE During Changing Times</b> <i>Dr. Linda Shell DNP, MA, BSN, RN, DNS-CT</i>
10 - 10:15 am	Break
10:15 - 11:15 am <i>Salon A &amp; B</i>	BREAKOUT: <b>Legal Implications in LT/PAC for Wound Care Providers</b> <i>Dr. Joyce Black, PhD, RN, CWCN, CPSN, FAAN   Professor, College of Nursing, University of Nebraska Medical Center</i>
<i>Salon C</i>	BREAKOUT: <b>Mealtime Success: Understanding Common Challenges and Identifying Opportunities to Improving Eating-Related Outcomes in Older Adults</b> <i>Andrea Gilmore-Bykovskiy, PhD, RN   Assistant Professor the UW-Madison School of Nursing and Alzheimer's Disease Research Center</i> <i>Nicole Rogus-Pulia, PhD, CCC-SLP   Assistant Professor   Division of Geriatrics and Gerontology, UW-Madison School of Medicine and Public Health</i>
11:15 - 11:30 am	Break
11:30 - 12:30 pm <i>Salon A &amp; B</i>	BREAKOUT: <b>Seeing the Survey Through the Eyes of a Surveyor</b> <i>Leslie Mahoney, RN, BSN   CEO, SAVVY on the SOM</i>
<i>Salon C</i>	BREAKOUT: <b>Show Me Tissue Distortion and I'll Show You Shear &amp; Friction</b> <i>Dr. Joyce Black, PhD, RN, CWCN, CPSN, FAAN   Professor, College of Nursing, University of Nebraska Medical Center</i>
12:30 - 1:45 pm <i>Maple Lawn</i>	Lunch & Annual Meeting

1:45 - 3:15 pm  
**Salon A & B**

**The Patient-Driven Payment Model (PDPM):  
What Nurse Leaders Need to Know**

*Judi Kulus, MSN, MAT, RN, NHA, RAC-MT, DNS-CT | VP of Curriculum Development, American Association of Directors of Nursing Services (AADNS)*

3:15 - 3:30 pm

Break

3:30 - 4:30 pm  
**Salon A & B**

BREAKOUT:

**New-Age 'Behaviors' in LT/PAC: Managing Mental Health and Preparing for Phase 3**

*Dr. Jennifer Stelter, Psy.D., CDP, CADDCT, CCTP | Operations Director of Clinical Programs, Alden Management Services*

**Salon C**

BREAKOUT:

**Pressure Mapping Technology – Taking the Guess Work Out of Pressure Redistribution**

*Amanda Bradley BSN, RN | Regional Director of Education  
Samantha Hopp, RN, BSN | Pressure Mapping & Restorative Nurse, Dove Healthcare*

6:30 pm

**Game Night: Nursing Fued Hospitality Night**

*Sponsored by Health Direct Pharmacy*

8:30 pm

DJ at Evolve Lounge

*Sponsored by Phillips Total Care Pharmacy*

## Tuesday, February 26

7 am  
*Coat Check*

Registration Open at Coat Check across from Salon C

7:30 - 8:45 am

Breakfast Buffet available at Chop House

8:30 - 9:45 am  
**Salon A & B**

**KEYNOTE:**

**Growth through the Gift of GAB: Improving People, Performance, and Productivity with a Smile**

*Conor Cunneen - Irishman Speaks*

**Overall, the dress code is casual.  
We do, however, suggest you dress in layers!**

**Huge halls are difficult to heat to every person's preference.**

**If you get cold, you can add a layer,  
if you're warm, you can take a layer off.**

9:45 - 10 am	Break
10 - 11:45 am <i>Salon A &amp; B</i>	<b>Dialysis: It's All About Teamwork</b> <i>Vicky Griffin BSN, RN   Infection Preventionist / Nurse Consultant Wisconsin Department of Quality Assurance</i>
11:45 - 1:00 pm <i>Maple Lawn</i>	Networking Lunch
1:00 - 2:00 pm <i>Salon A &amp; B</i>	<b>Is It Pressure or Something Else?</b> <i>Steven Antokal, RN, BSN, CWCN, CCCN   Director of Clinical Education, DermaRite Industries, LLC.</i>
2:00 - 4:30 pm <i>Forum</i>	<b>Exhibitor Showcase located in the Forum</b>
6 - 8 pm <i>Maple Lawn</i>	Banquet Dinner and Scholarship Raffle Fundraiser
8 pm	DJ at Evolve

## Wednesday, February 27

7 am <i>Coat Check</i>	Registration Open at Coat Check across from Salon C
7:30 - 8:45 am	Breakfast Buffet available at Chop House
8:30 - 9:30 am <i>Salon A &amp; B</i>	<b>Nursing Staff Under F725</b> <i>Christine Vause   Centers for Medicare &amp; Medicaid Services, Long Term Care Survey Branch 2</i>
9:30 - 9:45	Break
9:45 - Noon <i>Salon A &amp; B</i>	<b>CLOSING KEYNOTE WORKSHOP:</b> <b>Toxic Behaviors in Healthcare: Team Strategies to Improve Respectful Engagement and the Patient Experience</b> <i>Dr. Mitchell Kusy Corporate Psychologist, Professor, Antioch University Graduate School of Leadership &amp; Change Fulbright Scholar, Organization Development</i>
<i>Includes a 15 minute Break at 10:45</i>	

# It really is all here!

- Top-notch information
- Hot-button issues
- National experts

# Get Your Game On!

## *The Programs...*

*Monday, February 25*

### **KEYNOTE**

#### **Keep Calm and Carry On: Learning to Thrive During Changing Times**

*Dr. Linda Shell DNP, MA, RN | Achiever, Arranger, Activator, Learner, Connector at LindaShell.com*

The field of aging services is ever changing and filled with challenges and chaos for all levels of staff. Many are hopeful they can just survive the tumultuous environment from day to day. Research indicates that those with increased levels of resilience not only survive in such environments, but THRIVE when equipped with powerful leadership skills, resulting in increased work performance, job satisfaction and reduced turnover. What is resilience and how does one become resilient? Why has resilience become an essential characteristic for navigating the field of aging services? This session will discuss the concept of resilience and provide essential strategies and tips for building resilience in both self and others... and learning to THRIVE.

#### **BREAKOUT: Legal Implications in LT/PAC for Wound Care Providers**

*Dr. Joyce Black, PhD, RN, CWCN, CPSN, FAAN | Professor, College of Nursing, University of Nebraska Medical Center*

Wound care is completed by several types of providers, ranging from LPNs to wound care specialists. This talk will address legal exposure for the facility who uses their own employees for wound care, the role of a wound team, the need for policy and procedure and setting appropriate referral mechanisms. Legal exposure when outside wound care providers are used will also be addressed.

#### **BREAKOUT: Mealtime Success: Understanding Common Challenges and Identifying Opportunities to Improving Eating-Related Outcomes in Older Adults**

*Andrea Gilmore-Bykovskyj, PhD, RN | Assistant Professor the UW-Madison School of Nursing and Alzheimer's Disease Research Center  
& Nicole Rogus-Pulia, PhD, CCC-SLP | Assistant Professor in the Departments of Medicine and Surgery and Affiliate faculty in the Department of Communication Sciences and Disorders at the University of Wisconsin-Madison*

This program will provide an overview of challenges and strategies to improve



mealtime experiences and eating-related outcomes among older adults, and particularly those living with cognitive impairment. To achieve this, the program will provide a comprehensive overview of the anatomy and physiology of swallowing and how aging influences swallowing physiology, as well as guidance regarding interpretation and implementation of speech-language pathology recommendations in addition to presenting environmental and caregiver-directed strategies to optimize the eating experience for older adults.

### **BREAKOUT: Seeing the Survey Through the Eyes of a Surveyor**

*Leslie Mahoney, RN, BSN | CEO, SAVVY on the SOM*

Did you ever wonder how surveyors plan for your survey? Why do the surveyors show up and seem to zero in on your vulnerabilities? How do they know which residents to review? We all wish we could feel totally prepared and avoid the knot in your stomach when someone says, “the state just walked in.” We can help. STOP wishing and find out!

Learn how to use the tools you already have in the same way the surveyors use them to prepare for your survey. Be ready for the Entrance Conference even if the survey starts on a weekend. Learn how surveyors determine compliance for regulations like Food and Nutrition Services, Abuse, Competency and Resident Focused Care.

### **BREAKOUT: Show Me Tissue Distortion and I’ll Show You Shear & Friction**

*Dr. Joyce Black, PhD, RN, CWCN, CPSN, FAAN | Professor, College of Nursing, University of Nebraska Medical Center*

Several physical forces are known to lead to pressure injury/ulcer. This talk will discuss the changes seen in the tissues from pressure, shear and friction and microclimate. Additional factors that reduce the tolerance of soft tissue for pressure and shear will also be discussed.

### **The Patient-Driven Payment Model (PDPM): What the Nurse Leader Needs to Know**

*Judi Kulus, MSN, MAT, RN, NHA, RAC-MT, DNS-CT | VP of Curriculum Development, American Association of Directors of Nursing Services (AADNS)*

A big change requires even bigger preparation. The Patient Driven Payment Model (PDPM), which is proposed to replace the current RUG-IV Medicare payment model, is no small matter. This session will help you gain knowledge of the components of the PDPM system, take a deep dive into the impact it will have on how care is delivered to your residents and how it will impact each of the case-mix adjusted components. This session will help equip nurse leaders and executives to successfully lead your nursing teams as you transition to the new system.

## **BREAKOUT: The New-Age 'Behaviors' in LT/PAC: Managing Mental Health and Preparing for Phase 3**

*Dr. Jennifer Stelter, Psy.D., CDP, CADDCT, CCTP | Operations Director of Clinical Programs, Alden Management Services*

The long-term care industry is always evolving with changing guidelines, regulations and expectations. However, the industry has also changed with regard to the comorbidities that our adult and senior population are challenged with when presenting for treatment. This lecture will provide a how-to when managing mental health symptomology in long-term care, such as addiction, post-traumatic stress, depression and suicidality, psychosis, etc. Additionally, prepare yourself with the 2019 CMS Mega Rule Change rollout of Phase 3 that includes a large focus on mental and psycho-social well-being.

## **BREAKOUT: Pressure Mapping Technology – Taking the Guess Work Out of Pressure Redistribution**

*Amanda Bradley BSN, RN | Regional Director of Education  
& Samantha Hopp, RN, BSN | Dove Healthcare*

The presentation will offer the attendee the information on Pressure Mapping Technology (PMT) and its use in the long-term care setting to improve the overall quality of life of the residents entrusted to our care. The implementation of a pressure mapping system in a skilled nursing facility is a relatively new and innovative undertaking; however, it is invaluable in the quest to prevent pressure-related skin breakdown. This session will cover the basics of PMT, including a brief overview of current applications in one skilled nursing facility, implementation of a facility-wide PMT policy, and future directions for this new and upcoming pressure injury reduction modality.

## *Tuesday, February 26*

### **KEYNOTE**

#### **Growth through the Gift of GAB: Improving People, Performance, and Productivity with a Smile**

*Conor Cunneen, the Irishman Speaks*

In a highly informative and interactive program, Chicago-based Irishman Conor Cunneen demonstrates how to create a great resident experience AND a great work environment through the Gift of GAB.

The Irish are famous for the gift of gab, but in this powerful, funny program, Conor puts a unique perspective on G.A.B as an acronym for Goals, Attitude, Be-

havior. He shows how you can create a great patient experience through, G.A.B. But, let's be realistic. You can only create a great patient experience if you have a great work environment, work well with your colleagues, and have a mutual sense of collaboration and support in your practice.

So, we don't just talk about the patient. We talk about you, your colleagues, your interaction with your patients, your colleagues and how going the extra yard for a colleague can result in your colleague leaving with a smile that is a mile wide! (OK, that would have to be a really wide exit door, but you know what Conor means!)

Attendees will leave with a smile on the face, a spring in the step, AND memorable, actionable ideas to help you, and your colleagues, improve the work environment and the patient experience – with a Smile!

### **Dialysis: It's All About Teamwork**

*Vicky Griffin BSN, RN | Infection Preventionist / Nurse Consultant  
Wisconsin Department of Quality Assurance*

How do you ensure care coordination for residents receiving dialysis? During this session we will identify national standards related to residents with chronic kidney disease and kidney failure. There will be a brief overview of chronic kidney disease and the risks associated with dialysis. The main focus will identify the individual and the collective responsibilities of the end stage renal disease.

### **"Is It Pressure or Something Else"?**

*Steven Antokal RN, BSN, CWCN, CCCN | Director of Clinical Education,  
DermaRite Industries, LLC*

The program will review some of the most common causes of ulceration in geriatric patients. The etiologies and nursing approach to different ulcer types will be reviewed.

Specific risk factors and wound management will be discussed. The program will include case studies and interactive discussion.

\* This session will not qualify for WNA CAEP contact hours.

# Wednesday, February 27

## **Nursing Staff Under F725**

*Christine Vause | Centers for Medicare & Medicaid Services, Long Term Care Survey Branch 2*

It's nothing new that the facility must have sufficient nursing staff under F725. We'll discuss the process used by surveyors to investigate issues related to F725, nursing services and training tags. We'll review the PBJ reporting and CMS's role to making the states aware of poor staffing patterns.

## **CLOSING KEYNOTE WORKSHOP**

### **Toxic Behaviors in Healthcare: Team Strategies to Improve Respectful Engagement and the Patient Experience**

*Mitchel Kusy, Author of "Why I Don't Work Here Anymore", Corporate Psychologist and Professor*

There are often referred to as narcissists, bullies, and clever chameleons who knock down to those without perceived power, but kiss up to those with power," said Dr. Mitch Kusy, author of *Why I Don't Work Here Anymore: A Leader's Guide to Offset the Financial and Emotional Costs of Toxic Employees*. They shame, manipulate, and belittle healthcare professionals in public and private as their modus operandi. We experience the angst they cause but are often unaware of their financial cost and, most importantly, their erosion of patient safety, the patient experience, and team performance. Until now.

In this keynote address Dr. Mitch Kusy shares the results of his extensive 3-year national study with over 400 individuals on toxic personalities—with a whopping 39% from healthcare! They are the #1 reason good people quit. In fact, 31% of nurses reported they are likely to quit as a result of their disruptive behaviors. This keynote address extends beyond intuition, which is often proven wrong, in how to handle these Dr. Jekylls and Mr. Hydes who run the gamut from physician to nurse to administrator to direct care staff—from soup to nuts! No one is immune from the toll they take on others. Learn what to do and what not to do to create respectful cultures of everyday civility that means business!

# The Presenters...



**Dr. Linda M. Shell, DNP, MA, RN** | *Achiever, Arranger, Activator, Learner, Connector at LindaShell.com* is a leadership coach, speaker, and educator dedicated to developing resilient leaders that are equipped to lead during changing times using evidence-based methods and innovative approaches. Her career began as a staff nurse in long-term care and has evolved through twenty-five years of experience in both acute and long-term care settings through various executive leadership roles, and now owner and chief nursing officer of LindaShell.com.

Dr. Shell serves as adjunct professor at Bethel University in St. Paul, MN. She presents at many local, state and national conferences and is known for her engaging and inspirational style.



**Dr. Joyce Black, PhD, RN, CWCN, CPSN, FAAN** | *Professor, College of Nursing, University of Nebraska Medical Center*

Joyce Black is an Associate Professor in the College of Nursing at the University of Nebraska Medical Center in Omaha, NE. She is best known to this group through her work with the National Pressure Ulcer Advisory Panel, especially in staging pressure ulcers, Deep Tissue Injury and the 2009 Guidelines. Dr. Black is certified in

Wound Care and is a member of the American Academy of Nursing for her work in Deep Tissue Injury.



**Andrea Gilmore-Bykovskiy, PhD, RN** | *Assistant Professor the UW-Madison School of Nursing and Alzheimer's Disease Research Center*

Andrea is an Assistant Professor the University of Wisconsin-Madison School of Nursing and Alzheimer's Disease Research Center. She completed her bachelors, masters and PhD at UW-Madison.

A practicing gerontological nurse and health services investigator, Dr. Gilmore-Bykovskiy leads an interdisciplinary research program focused on promoting identification of dementia and access to effective care by enhancing the delivery of individualized care to optimize patient and caregiver-centered outcomes. Dr. Gilmore-Bykovskiy's research focuses largely on targeting high-risk points in the care continuum and disadvantaged groups, with an emphasis on integrated pain and behavioral symptom management.



**Nicole Rogus-Pulia, PhD, CCC-SLP** | *Assistant Professor in the Departments of Medicine and Surgery and Affiliate faculty in the Department of Communication Sciences and Disorders at the University of Wisconsin-Madison*

In addition to her role at the UW-Madison, Nicole is the Director of the Swallowing and Salivary Bioscience Research Program in the Geriatric Research Education and Clinical Center (GRECC) at the William

S. Middleton Memorial Veterans Hospital as well as Director of the multi-site Veteran Health Administration's (VHA) Intensive Dysphagia Treatment (IDT) clinical program. The goal of Dr. Rogus-Pulia's research program is to systematically identify and characterize factors underlying dysphagia in persons with dementia and translate these findings into novel, evidence-based treatments for prevention of pneumonia onset. Dr. Rogus-Pulia has grant funding from the National Institute on Aging, the VHA, and the Wisconsin Alzheimer's Disease Research Center (ADRC) to support this work.



**Leslie Mahoney, RN, BSN | CEO, SAVVY on the SOM**

Leslie Mahoney, RN, BSN was a SNF surveyor for the California Department of Public Health. As a Health Facilities Evaluator Nurse, her expertise in the Medicare Regulations for Skilled Nursing Facilities enabled her to work collaboratively with providers and insure their understanding of the regulatory requirements.

Leslie's nursing background in Home Health, Hospice and ICU always required understanding and implementation of the regulatory requirements.

She is currently the founder and CEO of SAVVY on the SOM, an online subscription newsletter focused on the clinical implementation of the SNF regulations, a clinical consultant and a Hospice Triage Nurse.



**Judi Kulus, MSN, MAT, RN, NHA, RAC-MT, DNS-CT | VP of Curriculum Development, American Association of Directors of Nursing Services (AADNS)**

Judi has been a certified AANAC RAC-CT Master Teacher since 2004 and currently serves as the vice president of curriculum development for AANAC and AADNS where she oversees and coordinates the associations' certification and educational content.

She holds a master's degree in nursing with a focus on informatics and a master's degree in education. For the past 32 years, Judi has focused much of her work on supporting facilities in managing the RAI process, MDS coding, and nursing system quality improvement. She has served as an operations manager, case mix & quality assurance consultant, as well as crisis control administrator, for a variety of organizations including facilities in multiple states.

**Dr. Jennifer Stelter, Psy.D., CDP, CADDCT, CCTP | Operations Director of Clinical Programs, Alden Management Services**

Dr. Jennifer Stelter is a Licensed Clinical Psychologist (Psy.D.) in Illinois, a Certified Dementia Practitioner (CDP) and a Certified Alzheimer's Disease and Dementia Care Trainer (CADDCT) through the National Council of Certified Dementia Practitioners (NCCDP), and a Certified Clinical Trauma Professional (CCTP). She has over 20-years' experience in the healthcare and psychological fields and a decade in the long-term care industry.



**Amanda Bradley, BSN, RN** | Regional  
Director of Education | Dove Healthcare

Amanda has spent her entire nursing career in long-term care, holding a variety of roles including Director of Nursing and MDS coordinator. She is currently pursuing a Doctor of Nursing practice degree with special emphasis on the adult and geriatric populations. Her passion lies in quality improvement and ensuring staff understand the connection between the work they do on a daily basis with care planning and reimbursement.



**Samantha Hopp, RN, BSN, Pressure Mapping  
& Resorative Nurse** | Dove Healthcare

With a passion for skilled geriatric nursing, Samantha earned a BSN and has over 15 years of experience focused in long-term care and higher education. She prides herself in engaging health care professionals and has a demonstrated ability to institute positive change resulting in quality client care. Most recently Samantha has spear headed and innovative pressure mapping project at Dove Healthcare. This project with Samantha's leadership has provided residents with added comfort, decreased pressure injury risk and improved quality of life.



**Conor Cunneen** is an Irishman happily exiled in Chicago where he says, the Guinness is good, the natives are friendly, and he has been force fed more corned beef and green beer than he ever had in Ireland!

Conor is an acclaimed speaker, educator, author and an award winning humorist who provides powerful and memorable business programs via wit and wisdom to Improve the customer, patient and work environment – with a Smile! Conor's clients range from Harley-Davidson to Helsinki, from Memphis to Madrid.

Conor is a Former VP of Marketing at Unilever, a Chicago Humorous Speaker of the Year, a Fellow of the Marketing Institute of Ireland. He is author of multiple books including two on Mark Twain who famously wrote of Bermuda, "You go to Heaven if you want to, I'd rather stay here."

**Vicky Griffin, BSN, RN** | Infection Preventionist / Nurse Consultant Wisconsin  
Department of Quality Assurance

Vicky Griffin is the DQA infection preventionist for DQA programs to include acute care hospitals, assisted living, critical access hospitals, home health, hospice and nursing homes. She is also the DQA nurse consultant for End Stage Renal Disease Facilities known as dialysis centers. Prior to assuming her current position, Vicky was the nurse consultant for long term care and attended the CMS Train the Trainer training for the new LTC Survey Process and helped facilitate the roll-out of the new survey process in December 2017.



Vicky brings a unique perspective to her role as she is knowledgeable about CMS regulations for both dialysis facilities and long term care. Vicky provides education and training about dialysis and infection prevention and control to DQA survey staffs and providers.

**Steven Antokal, RN, BSN, CWCN, CCCN** | *Director of Clinical Education, DermaRite Industries, LLC*

Steven Antokal responsible for designing state of the art evidence based clinical practice and product/equipment utilization for skin, wound, ostomy and incontinence systems across the continuum of care: post-acute, skilled, home health and hospice. He regularly collaborates with general managers, department assistant vice presidents, directors of clinical services, consultants and center administration to define need, conduct studies, analyze outcomes and recommend solutions utilizing knowledge of theory, principles, or technology of nursing practices.

Representative on matters of public policy, i.e., NPUAP or other relevant organizations. Interprets the impact of regulatory changes and participates in state and national health care organizations relevant to clinical expertise.



**Mitchel Kusy, PhD** *Author of “Why I Don’t Work Here Anymore”, Corporate Psychologist and Professor*

Dr. Mitchell Kusy, a 2005 Fulbright Scholar in Organization Development, is a full professor in the Graduate School of Leadership & Change at Antioch University in Yellow Springs, Ohio, with campuses in Los Angeles and Santa Barbara, California; Keene, New Hampshire; and Seattle, Washington. A registered organization development consultant, Mitch has consulted with hundreds of organizations nationally and internationally; he has been a keynote speaker around the globe. Before his leadership in national and international organizations, Mitch was a full professor at the University of St. Thomas, Minneapolis, where he co-designed the doctoral program in organization development. Previous to *Why I Don’t Work Here Anymore*, Mitch co-authored five business books. In 1998, he received the Minnesota Organization Development Practitioner of the Year Award.

**Grace Marcelo BSN, RN | Health Quality Specialist, CMS**

She serves as Health Quality Specialist assisting nursing homes under the federal survey process. Experienced Nurse with a demonstrated history of working in the government administration industry. Skilled in Microsoft Word, Nursing Education, Medical-Surgical, Medication Administration, and Intensive Care. Strong consulting professional with a Bachelor of Science focused in Registered Nursing/Registered Nurse from University of Santo Tomas.



# Nursing Student Scholarships

## CONSIDER BRINGS A SCHOLARSHIP RAFFLE GIFT

Symposium attendees have donated over \$50,000 in scholarships to nursing students in the long-term care continuum over the past 24 years. This scholarship is solely supported by attendees buying raffle tickets during Tuesday night's banquet.

Please consider also supporting the scholarship by donating raffle items to bring to Symposium. Many employers have donated gifts for the raffle. Bring gifts to the registration desk on Monday afternoon. Raffle tickets can be bought during Tuesday's banquet for \$5 an arm length.

Scholarship information and applications are taken until Jan. 4th, 2019.

[www.WI-DON-Council.org/Scholarship](http://www.WI-DON-Council.org/Scholarship)



# *Exhibitors at your service*

The Exhibitor Show is your opportunity to find the resources you need to provide quality care. Take advantage of this opportunity to ask questions, learn about new products and services, and share ideas with nearly 80 exhibitors to the long-term care community.

**They came to see YOU!**

Be sure to have your attendance card validated to be eligible to win a great prize, which will be awarded at the end of the vendor show.

You must be present to win!

*Exhibitors who have already signed up are:*

ACADIA Pharmaceuticals Inc.  
ADVACARE Systems  
Aladtec, Inc.  
American Medical Technologies  
Aurora at Home  
Avanir Neuroscience  
Center for Aging Research &  
Education UW Madison School  
of Nursing  
Cherubini Enterprises, Inc.  
EZ Way  
GeneSight  
Grand Canyon University  
Hartig Pharmacy  
HealthDirect Pharmacy Services  
Hometown LTC Pharmacy  
Ideacom - Mid-America  
IQI Systems

Mallatt's Homecare Pharmacy  
McKesson Medical-Surgical  
Mobilex USA  
Morton LTC Pharmacy  
MPM Medical  
Pathway Health Services, Inc.  
Phillips Total Care Pharmacy  
Portola Pharmaceuticals  
Preferred Podiatry Group  
Purdue University Northwest  
RockMED LTC Pharmacy  
Select Sound Service  
SENIOR DENT  
St. Croix Hospice  
SKIL-CARE Corp.  
Thrifty White Pharmacy  
UW Eau Claire Continuing Education

**Do you know a company that has not been an Exhibitor?  
Refer a new Exhibitor for a \$50 Amazon Gift Card!**



Restrictions apply: Exhibitor cannot have exhibited in the past five years.  
You must list your name as a reference during registration.

# Contact Hours for Nurses

## Contact Hours for Wound Care Nurses

### Clock Hours for Nursing Home Administrators

#### Continuing Education Contact Hours

It is required that the Wisconsin Director of Nursing Council – Education Forum, Inc. keep the name, certificate issued, and license number of RNs and NHAs taking each course for a period of four years.

This program has been submitted (but not yet approved) for 13.25 continuing education clock hours from NAB/NCERS.

WI Director of Nursing Council LTC Nursing Symposium 2019, qualifies for, but has not yet received, 4 contact hours that meet the criteria for most wound care credential requirements. Each attendee will be required to complete an online evaluation form and a completed and signed copy of the “Approved Contact Hours Certificate.” You are asked to complete the evaluation; review the objectives and document if the objectives were met for that specific session. “Approved Contact Hours Certificate” demonstrates that you were present for the entire time to earn contact hours. The proper forms will be maintained by the Wisconsin Director of Nursing Council for the NAB, CEAP and various State Nursing Boards to confirm your participation.

This activity has been submitted to WNA CEAP for approval to award contact hours. Wisconsin Nurses Association is accredited as an approver of continuing nursing education by the American Nurses Credentialing Centers’ Commission on Accreditation.

This activity has been submitted for 12.25 contact hours with WNA CEAP but not yet approved.

Call Melissa Montgomery at 262-670-6520 for further information.

# Registration

## Registration

Register via phone (262.670.6520), or online at [www.WI-DON-Council.org](http://www.WI-DON-Council.org). VISA, MasterCard, Discover or American Express are accepted. We will also accept a check or money order payable to WI DON Council. If you or your company prefer to pay by check or money order, choose the “pay by check” option. Print the page for your records. All fees are due at the time of registration. If your check has not been received by February 12, 2019, be prepared to provide a credit card or check for the registration amount when you check in.

## Event Confirmation

After your registration form has been received, an event confirmation will be emailed to your attention. **Please be sure to register with the email of the person attending.** Contact Person email can be included on the form or at the time of check-out online if they need a copy of the receipt. This email address will be used to send important Symposium information to the attendee. If you do not receive a confirmation, please contact WDONC via email at [melissa@wi-don-council.org](mailto:melissa@wi-don-council.org).

## Cancellation & Refund Policy

All refund requests must be made in writing via email to the attention of Melissa Montgomery at [melissa@wi-don-council.org](mailto:melissa@wi-don-council.org). Telephone cancellations will NOT be accepted. Individual registration fees, less a 25% processing fee, will be refunded for cancellations received prior to February 12, 2019. Cancellations received after this date, and no-show registrants, will not receive a refund. Refunds will be issued within six weeks following the conference.

## Survey

If your facility is under State or Federal Survey at the time of the Symposium, your registration fee will be refunded on a pro-rated basis. Refunds will be issued within six weeks following the conference. Verification may be required.

## Substitutions

Individuals registered to attend this conference but unable to attend one or more days may send an alternate in their place. Please contact WDONC via email at [melissa@wi-don-council.org](mailto:melissa@wi-don-council.org) with the first and last name, title, and facility/company of both you and your substitute.

*The simplest way to register is online!*

**[www.WI-DON-Council.org](http://www.WI-DON-Council.org)**

# Symposium Registration Form

Please complete a separate registration form for each individual attending.

## CONFERENCE ATTENDEE

Full Name \_\_\_\_\_ Credentials \_\_\_\_\_ Title \_\_\_\_\_  
COMPANY NAME \_\_\_\_\_

Company Address \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_  
Attendee's E-mail \_\_\_\_\_ Phone \_\_\_\_\_

## CONFERENCE INFORMATION

Is this the first time joining us at Symposium?  Yes  No

Member Pricing per Attendee:

- Conference Registration M-W \$349 Feb. 25-27, 2019
- One-Day Registration Mon. or Tues. \$143 - Circle Day Attending
- Exhibitor Show for Purchasing Agents *with Conference Attendee* \$55 Feb. 26, 2019
- Wednesday One-Day Registration \$99 Feb. 27, 2019

Non-Member Pricing per Attendee:

- Conference Registration M-W \$379 Feb. 25-27, 2019
- One-Day Registration Mon. or Tues. \$163 - Circle Day Attending
- Exhibitor Show for Purchasing Agents *with Conference Attendee* \$55 Feb. 26, 2019
- Wednesday One-Day Registration \$129 Feb. 27, 2019

- Additional Guest Meal Option - *Registered Attendees' meals are included, use this if you bring a guest*  
 Tuesday Night \$55 \_\_\_\_\_

MEMBERSHIP - Please add a membership to my registration.

- \$75 - Individual Professional Membership  \$125 - Facility Membership for all employees  
Corporate Membership - *call for pricing*

Total Amount Included \$ \_\_\_\_\_

Please mail payment with registration information to:

**WI Director of Nursing Council 1366 E. Sumner St. PMB200  
Hartford, WI 53027**

## PAYMENT OPTION

- Check Enclosed  Credit Card  
*-we will call contact person for payment*

## MEALS

All full conference registration fees include the following meals: Monday breakfast buffet and lunch; Tuesday breakfast buffet, lunch and banquet dinner; and Wednesday breakfast buffet.

Dietary Needs:  Vegetarian Meals  Gluten Free  Other

**I WILL BE ATTENDING:**  Tuesday Night Banquet Meal

### ***SPECIAL ACCOMMODATIONS***

Should you require special accommodations to fully participate in this conference, please contact WDONC by February 12, 2019 so arrangements can be made to accommodate your request.

### ***DIETARY RESTRICTIONS***

Individuals with special dietary restrictions should contact WDONC no later than February 12, 2019, detailing their request or restriction. It is the responsibility of each participant to notify the banquet staff of their dietary request at each meal.

### ***HANDOUT MATERIALS***

Instructions to download the conference mobile app will be emailed to registered participants prior to the conference. The conference app will have the current events, handouts and updates. Every attempt will be made to supply handout material from the presenters, but we cannot guarantee the timeliness of their arrival.

### ***CONSENT***

Registration and attendance at, or participation in, WDONC Symposium events and/or activities constitutes an agreement by the participant to WDONC for use and distribution (both now and in the future) of the participant's image or voice in photographs, videos, electronic reproductions and audiotapes of such events and activities. Please visit the registration page for complete hold harmless agreement and waivers.

### ***DRESS***

Casual dress is the order of the day and night for this entire Symposium. Dress in layers to make sure you are comfortable no matter what the temperature

The IRS permits an income tax deduction for educational expenses (registration fees, travel costs and lodging) undertaken to (1) maintain or improve skills required in one's employment or (2) meet express requirements of an employer.

***Questions? Call Melissa at 262-670-6520***

WISCONSIN DIRECTOR OF NURSING COUNCIL  
1366 E. SUMNER STREET PMB #200  
HARTFORD, WI 53027  
Melissa@WI-DON-Council.org  
www.WI-DON-Council.org

# ***Make your room reservations directly with the Grand Geneva!***

**Grand Geneva Resort      Lake Geneva, Wisconsin  
CALL 262-248-8811      or      1-800-558-3417  
7020 Grand Way at Highway 50E & 12**

A Room Block has been reserved at The Grand Geneva for the WI Director of Nursing Council. This Room Block allows our conference guests at a reduced fee of \$124 plus tax/room/night for a double room. Please make your reservation by calling the Grand Geneva Resort & Spa at 1-800-558-3417.

Our Room Block has been extended to Jan. 23rd, 2019 and room reservations are subject to availability.

Hotel Cancellation Policy is subject to the Grand Geneva Terms and Conditions.

- To confirm your reservation, a deposit of one night's lodging is required. Major credit cards accepted - expiration date is required.
- Check-in time is after 4 PM and check-out time is 11 AM.
- Cancellations must be received 72 hours prior to arrival date or deposit will be forfeited. Please follow The Grand Geneva's policies.

*Visit [www.wi-don-council.org](http://www.wi-don-council.org) for directions to the Grand Geneva*



**WI Director of  
Nursing Council**

**1366 E. Sumner Street PMB#200  
Hartford, WI 53027**

**Return Service Requested**