

# Leading Edge

Official Publication of the Delta Gamma Chapter Sigma Theta Tau at Marquette University

2004

FALL

## A NEW DAY IS DAWNING GOVERNANCE AND LEADERSHIP: A FRAMEWORK TO ENHANCE INVOLVEMENT AND GROWTH

Sigma Theta Tau International (STTI) has charged the over 450 chapters to restructure to comply with changes in the international board structure. These two poles of governance and leadership form the arching guidance that will bring chapters into compliance. Dan Pesuit, president of STTI, challenges us all to “reflect and renew” this biennium. This board structure is one way of doing that. Delta Gamma chapter has began this process which is slated to be complete in Fall 2005. Currently, the board and members have approved the changes in the bylaws to reflect these two categories. Board members, Governance Structure (Bylaws and Eligibility) and Leadership (Nominations and Membership Outreach) form the structure of this plan for improvement.

Elections have been delayed past the usual spring transition meeting to accommodate time and solicitation of talent to fill open positions in these two areas. Some Executive Board members will assume parallel responsibilities: Secretary—Bylaws and Vice President—Programs. These dual roles are attempts to bridge roles and responsibilities to assure congruence in task and talent.

A full Board and Committee structure will be published upon recognition of new officers and committee chairs and members. This schematic will be posted on the website and in future mailings to the members.

This new structure is a gift of involvement as it opens the possibilities for members to get involved without large expectations of time. Delta Gamma has the talent and expertise to move our chapter to greatness in the 2005 Biennium. Welcome Aboard!

Please check out the website for updated CALENDER OF EVENTS, PAST NEWSLETTERS AND MINUTES AND NEW MEMBER INVOLVEMENT IDEAS!  
[www.marquette.edu/deltagama/](http://www.marquette.edu/deltagama/)

### MEMBER ON THE MOVE

Member Name \_\_\_\_\_

Place of Employment \_\_\_\_\_

Advancement/Recognition/Publication

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\_\_\_\_\_

\_\_\_\_\_

Please return to Maureen Greene, 1136 Noridge Trail, Port Washington, WI 53074  
or [mgreene12@wi.rr.com](mailto:mgreene12@wi.rr.com)

## Members on The Move:

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Janet Krejci, PhD, RN has been named the Associate Dean for Undergraduate Programming at Marquette University. Congratulations Janet.

Mary Beth Gosline, PhD RN, our new faculty counselor for 2004-2006 has been recognized by the Wisconsin League for Nursing this Spring 2004 as Member of the Year! We are so proud of her work in this group with program planning and more and now we have her working for US!

**Chapter Leader Academy**  
**Let us Know if You Want to GO!!!!**

**Renew Your Leadership**  
November 5-6, 2004  
Omni Severin Hotel  
Indianapolis, Indiana

Contact: Jacque Nook at [jnook@wi.rr.com](mailto:jnook@wi.rr.com)  
Roommating is encouraged!



*Barbara Malacki, Mary Beth Gosline and Pat Volkert share a laugh.  
(Mary Beth Gosline is Member of the Year 2004  
for the Wisconsin League for Nursing)*

## Annual Reports from Chairpersons due July 1, 2004

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As a chapter Delta Gamma is active! We should be proud of all of our offerings and the activities we do for nursing locally! The Program Committees successes of 2003-2004 will be highlighted in this addition of **The Leading Edge**. This group has been committed to providing all of us a method to learn, network and grow. This is an excerpt from the annual report submitted by Jacque Nook, Program chair.

I would like to recognize and thank members of Programs & Awards committee: Diane Dressler, Janet Krejci, Mary Pat Kunert, Linda Masih, Barb Malecki, Marge Tomansky, Deborah Schwallie and Pat Volkert for their enthusiasm and dedication in providing our chapter with quality programs and recognition of students and leaders. The goals accomplished this past year were:

- Developed and tested a tool to help with the "Outstanding Student" selection process
- Table top display to "show-case" chapter events and activities
- Improve PowerPoint presentation used at induction ceremony
- Three scholarly programs

The Goals for 2004-2005:

- To examine ways to evaluate chapter members needs and programs
- Explore creative ways to increase member involvement at all levels
- Develop a process to "Sponsor-A-Student" at chapter programs whereby a member may "gift" a student with registration for that program

These are exciting achievements and goals for this group. If you would like to become involved in program planning or have other ideas for this group, please contact Jacque Nook at [jnook@wi.rr.com](mailto:jnook@wi.rr.com) or 414-453-0081.

# JOINT MEETING WITH ETA NU AND RHO SIGMA

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March 30, 2004 marked the joint meeting of the Greater Milwaukee area chapters of Sigma Theta Tau. Sixty members attended this event entitled: "Women and Heart Disease: An International Perspective." The speaker was Dr. Karyn Holms from the International Distinguished Lecturer Listing. A panel of local experts from clinicians to pharmacists assisted in raising pointed questions to the speaker or expounded on best practice as it relates to Women and Heart Disease. Each chapter was given an opportunity to meet as a group during this event.



*Dr. Karyn Holms with Joanne Krumberger, Bylaws Chair (left) and Jacque Nook, Program Chair (right)*



*Cathie Whitcroft, President Eta Nu Introduced Keynote, Dr. Karen Holm*



*Linda Masih, Treasurer (left) with Shirley Larson, Secretary (right)*



*Maureen Greene, Newsletter Editor (left) with Jennifer Popies (center) and Sue Cole, VP-Program Chair of Rho Sigma (right)*

# Induction 2004: Raising the Bar But Keeping the View

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Delta Gamma inducted 44 new members on Sunday April 25, 2004 in a reception and recognition ceremony at Marquette University, Alumni Memorial Center. Chapter members, faculty, family and friends numbering 200 were on hand to congratulate the new inductees and nursing award winners.

The inductees are:

## **Undergraduates: Seniors Students**

Sarah Carter, Joseph Leitzke, Kristin Fulop, Patrick McNally, Katiera Byrd-Egging, Teresa Jerofke, Maggie Thill

## **Undergraduate: Junior Students**

Rebekkah Beil, Sara Keeling, Megan Martin, Lindsay Colvert, Dawn Konop, Heather Seubert, Meghan Furstenberg, Kristen Kopatich, Kelly Solofra, Allyson Geier, Michelle Landerman, Stephanie Spaeth, Katie Heigl, Bridget Marra, Claire Weber

## **Graduate Students:**

Constance Bradley, Nicole Pfaff, Marcia TenHaken, Stephanie Cerns, Amanda Potter, Anne Turba, Kathleen Epping, Molly Rasmussen, Patricia Varga, Kelli Jones, Joel Schaeve, Lowing Sarbacker, Jennifer Marshall, Judith Schmutzer, Lynne Senkerik, Kristen Paschke, Elizabeth Silva, Aimee Woda



*2004 Delta Gamma Chapter Inductees*



*Janet Krejci, Diane Dressler and Mary Pat Kunert, Eligibility Chair & Faculty Counselor review names of Inductees.*

## **RN Students:**

Rita Hagen, Anne Yakos, Karen Sautbine, Carmala Zager

Delta Gamma awarded two graduate students, Mary Jo Kohort and Carla Nightingale and two graduating seniors, Whitney Burkey and Julia Van de Woude with \$250.00 scholarship awards as Outstanding Students. These awards recognize students who have demonstrated outstanding academic, leadership, practice, and service qualities.

The Chapter also presented Lisa Hanson, DNSc, RN, and CM with \$3000.00 Chapter Research Award to further her research on “a pilot assessment of passive descent for second stage management in low risk women without epidural anesthesia.” Kerry Kosmoski-Goepfert, chair of the Research Awards committee and the members involved in this selection as recognized for their diligence in reviewing many qualified abstracts. The Award recipients are invited back in about 1 year to present their research.

**Catherine Gaeth Rick is the 2004 Distinguished Alumna in Nursing Award recipient. We are proud to share her acceptance recognition given at the Delta Gamma Induction ceremony:**

I am honored to be the recipient of this prestigious award. I am humbled by the nomination and I extend a special thank you to the Alumni selection committee. We all know that no award belongs to any one individual for it is only through collaborative partnerships that achievements are realized. I believe that those partnerships are evident [on] both personal and professional levels.

Several years ago, someone asked me what was important in my life. I quickly responded: my family and friends, my faith and my work. These core values are a credit to Marquette faculty and fellow nursing students of Marquette as they enriched my professional and personal life.

I was asked to reflect on my years as a nurse and share some thoughts with you today. At first I found it to be impossible to summarize my journey from new graduate to Chief Nursing Officer of the largest healthcare system in the free world. Actually, it doesn't seem possible that I've been given the privilege of leading our nation's largest nursing workforce serving our nation's heroes ... yes I truly do feel blessed as a proud daughter of a Marine.

As long as I can remember, I have had a passion for my work.... I love nursing. My clinical work began in medical-surgical nursing, then intensive care and evening supervision. It was in those early roles that I learned to stay focused on always putting the patients first. I also discovered that curiosity and the thirst to know more would prove to serve patients best. Providing quality patient care is first and foremost dependent on each individual's knowledge and skills, but just as important are the synergy, respect and trust among the team providing that care. I soon realized that it was a lifelong commitment to learning that would "make me a good nurse".

Being committed to learning can take many shapes. For me it has to do with focus and vision. Focus on the "task" at hand while wondering about the consequences of my actions. It's easy to get sidetracked by thinking "what's in it for me?" But I have come to understand that if I focus on doing what is "right" and be considerate/thoughtful of how my actions affect others, then the right things happen for me. So, I didn't have a career plan to advance to this national position...it just happened.

Very simply, I just kept working on what I thought was most important to improve my practice and what I thought I could contribute to the advancement of nursing practice. I am reminded of a quote from Darwin Smith, CEO of Kimberly Clark; he said, "I never stopped trying to become qualified for the job".

The Veteran's Health Administration uses a High Performance Development Model as a framework for developing a highly skilled, customer centered workforce. I have found the eight core competencies of this model to be extremely effective in shaping my own professional growth as well as assisting others.

These are:

- The competencies of Personal Mastery and Technical Skills focus on "dealing with self"
- Whereas competence in Interpersonal Effectiveness focuses on "dealing with others"
- Competence in Customer Service has to do with becoming "other oriented"
- Flexibility and Adaptability competencies give attention to becoming comfortable with unpredictability
- Competence in the area of Creative Thinking stretches us to reach outside the box and take risks
- Systems Thinking competence requires the ability to "connect the dots"
- And, last, is the competence of Organizational Stewardship, understanding the mission, vision and values and acting accordingly

Catherine Rick ended her insights with a poem from William Arthur Ward:

The adventure of life is to learn.  
The purpose of life is to grow.  
The nature of life is to change.  
The challenge of life is to overcome.  
The essence of life is to care.  
The opportunity of life is to serve  
The secret of life is to dare.  
The spice of life is to befriend.  
The beauty of life is to give.

# The Spring Dinner and Transition Meeting: Change is in the Air

The Spring Dinner Program was held on June 3, 2004 at Klemmer's Banquet Center. Recognition of Board and Committee members followed a short business meeting chaired by President Donna Metoff, whose double term ended June 30, 2004. Barb Malecki was introduced as new President for 2004-2006.

The event began with Dr Lea Acord bringing the group "up to date" with her first year as Dean at Marquette University College of Nursing.

The keynote address was Dr Janet Krecji, recipient of the 2003 Delta Gamma Research Award. She presented a scholarly program of great interest to the attendees entitled: Impact of Leadership Development on Selected Outcomes in Long Term Care"

A reflection on this speech is offered by Terri Gallo:

The nursing profession is being affected by a void in nursing leadership. This void exists within a system structure that lacks a successful plan for developing and nurturing nursing leaders. Ironically, it is nurses who have created this system structure in the workplace and who allow it to continue. There is a need to better define leadership and to identify effective strategies for changing workplace system structures. These challenges are the basis for Janet's research project.

Within any workplace structure, there are rewards, both tangible and intangible. Some of these are written as formal policies and some are informal understandings. The question becomes, what is valued most in the structure? In most systems, leaders are unaware of the impact they make. If asked, most nurses do not view themselves as leaders. If nurses do not value themselves as leaders who are vital to the system structure, the system cannot value leadership.

Many research studies involving leadership have been completed in the last 10 years. The researchers represent many professionals in business and industry. All have struggled to define leadership. What they have found is a correlation between effective leadership and retention, productivity, satisfaction of employees and the profitability of the organization. Leadership skills are needed for nurses to advocate for patients. Patient care stands to suffer if nursing leaders are not valued or developed. Janet's research addressed the question: "Does leadership development work in nursing?"

Leadership development involves developing both knowledge and skills. After the intervention, many study participants were able to identify the danger of applying a quick fix to a problem while ignoring the problem in the system structure that could lead to a long-term solution. Leaders make a difference and nurses must see themselves as leaders. If staff members feel connected to leaders and believe their contributions make a difference, they will stay in the organization. The system structure must support nursing leaders.



*VP-President Elect Barbara Malecki  
with Dean Lea Acord*



*Jean Dimotto, JD, RN and  
Jacque Nook, Program Chair,  
Delta Gamma Chapter*



*Linda Masih, Treasurer, Donna Metoff 2004  
President with Jacque Nook, Program Chair*



*Lea Acord, Dean of Marquette University,  
Janet Krecji with Jill White-Winters*

# International Members - Community Nurse Leaders from Republic of Georgia

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By Darlene Weis PhD RN

In a special Sigma Theta Tau International (STTI)-Delta Gamma ceremony held in the Republic of Georgia, two nurse trainers, Nino Revazashvili and Nino Beckoshvili, from the Mtskheta region were inducted as community nurse leaders in October 2003. Chapter member Darlene Weis conducted the induction ceremony. The Georgian nurses were proud and honored to become members of the Marquette University College of Nursing (MUCN) chapter. They wear the STTI pin daily in the primary care clinic and training center.



The two inductees have studied at the College of Nursing, an active consortium member of the American International Health Alliance (AIHA) Milwaukee / Mtskheta partnership. The purpose of this partnership is to retrain Georgian nurses and physicians as well as upgrade the clinics. The nursing program and training projects in Georgia and in Milwaukee has been directed by Darlene Weis, Associate Professor at MUCN.

Nino Revasashvili, a medical nurse, participated in three exchange trips to Milwaukee. The first visit was a 2-week training session at MUCN in May 2000 followed by two 6-week sessions in January and September of 2001. Nino is also a graduate of the AIHA International Nursing Leadership Institute (INLI) program. During this training period she attended the 2002 STTI convention in the United States. As a graduate of INLI, Nino wrote a proposal and received AIHA funding to develop key nurses leaders in rural areas of the Mtskheta-Mtianetti region of Georgia. Nino lives in the Misaktsieli village, Mtskheta district with her family. Nino graduated from the Tbilisi Medical School # 3 in 1990 having completed a 3 year nursing program.

Nino Bekoshvili, a pediatric nurse, participated in two exchange trips to Milwaukee. The first was a 6-week session at MUCN in January 2001 followed by a 10-day session in September 2003. Nino Bekoshvili is married and lives with her husband and 3 children in Narakhtari village, Mtskheta district. She is a 1990 graduate of Tbilisi Medical School #1 having completed a 3 year nursing program.

Both nurses have received additional training in primary care skills and in training of trainers in Mtskheta, Georgia. They have qualified as nurse trainers and general practice nurses in the Republic of Georgia. The Nino's are actively training other nurses in the Mtskheta-Mtianneti region of Georgia. They have recently completed the retraining of nurses at the Mtskheta primary care clinic and several ambulatories. Another 300 hour training program for clinic nurses in a rural village of Dusheti is beginning. In addition, the trainers have been invited to conduct selected primary care lectures at the Gudashauri and Children's hospital, a major hospital in Tbilisi, the capital city. This is a major accomplishment for these two nurses from small rural villages. Nino and Nino serve as leaders and role models for nurses in their region. They are helping to create a bright future for nursing in Georgia.

Only two other nurses in the Republic of Georgia are members of STTI. One member is the Ministry of Health Chief Nurse and the other the Chief nurse at the Gudashauri and Childrens Hospital in Tbilisi, Georgia.

## RESEARCH UPDATES

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By Kerry Kosmoski-Goepfert, Research Chair

The Delta Gamma Chapter of Sigma Theta Tau International, Inc. will again be awarding a \$3,000 research stipend to an active chapter member. The call for research proposals for this award will be posted in the chapter's January newsletter. The submission deadline is March 14, 2005. The award will be presented at the chapter's Induction Ceremony in April 2005. To be eligible for this award you must be an active Delta Gamma Chapter member and have the ability to complete the research one year after receipt of the award. You also must submit a written copy of the completed research and present your findings at the annual chapter research conference in the spring of 2006. Please note that funding will not be provided for research already completed or near completion. Please check out the website for the Call for Abstract! [www.marquette.edu/deltagamma/](http://www.marquette.edu/deltagamma/).

**Reserve the date now!** The Seventh Annual Southeastern Wisconsin Nursing Research Day will be held on Friday May 13, 2005 at The Country Inn located in Pewaukee. Watch for the call for research abstracts in fall 2004 at your place of employment.

**Delta Gamma Chapter, Sigma Theta Tau  
International Honor Society of Nursing  
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