

Wisconsin Rural Hospital Flexibility Program
Rural Communities Grant Program 2009-10

GRANT APPLICATION COVER SHEET -- Attachment A

Project Title: The Plunge Project Coalition Name: S.A.F.E. Grant County Coalition
 Planning Grant or Implementation Grant XX (select one) Amount Requested: \$20,000

1. Applicant Organization (entity with which the grant contract is to be executed)

Legal Name: Grant Regional Health Center

Address 507 South Monroe St.

 Lancaster, WI 53813

Phone 608-723-2143 FAX 608-723-4464

2. Administrator, Executive Director, or CEO

Name Nicole Clapp

Title GRHC CEO

Phone 608-723-3200

Email nclapp@grantregional.com

3. Contact Person for Application

Name Sandy Leibfried

Title Foundation Director

Phone 608-723-3358

Email foundation@grantregional.com

4. Person authorized to sign the grant contract

Name Nicole Clapp

Title CEO

5. Federal ID # of applicant organization:

 391834962

6. List all active partners (those responsible for activities and/or contributing matching/in-kind contributions). Use an additional page if necessary— this will not count against your page total:

Grant Regional Health Center
Grant County Sheriff's Department
Grant County UW-Extension
S.A.F.E. Coalition

Grant County Health Department
Grant County Emergency Management
CESA #3 and local School Districts
SUDN Coordinator

I certify that the information contained within this application is true and accurate to the best of my knowledge. I submit this application on behalf of the applicant organization.

Signature

Nicole Clapp

Date

7/27/09

Executive Summary

State and local statistics show that Grant County youth use and abuse alcohol on a regular basis. Teenage drinking and driving has led to many accidents on the rural winding roads of Grant County. According to the *Southwest Wisconsin Youth Survey*, just under half of the 3,823 students in grades 7-12 have tried alcohol. Of the teens that drank 29% of males and 21% of females report having tried alcohol before the age of thirteen. 5.5% have tried alcohol before their 10th birthday. 36% of all students have used alcohol in the past 30 days and 20% report to engaging in binge drinking (five or more drinks in a row in a couple of hours of time) at least once in the past 30 days. Nearly half of our 12th grade males report driving after drinking in the past 30 days. While one of four teens report riding with a driver that has been drinking in the past 30 days.

It is the intention of this Coalition to develop a coordinated, community wide information and education campaign... we want to “plunge” 8th, 9th and 10th grade students, along with their parents and the community as a whole into the realities and risks of underage drinking and driving. We plan to use a multi faceted approach that includes speakers and presenters, targeted media spots, distribution of flyers and brochures – all culminating with a full day event - “The Plunge”.

Coalition Information

1. Description of Coalition and the Partners' roles in the project.

The S.A.F.E. (Safe Actions For Everyone) Grant County Coalition, began in 2001 by combining three existing coalitions – Tobacco-Free Coalition, the Roundtable of Grant County (underage drinking issues) and the Safe Communities group. The S.A.F.E. Coalition worked closely together to better coordinate services and not duplicate them. This coalition was further solidified in 2004 when it applied for and received a five year federal Drug-Free Communities (DFC) grant that will end in September of this year. Additional funding is being sought.

This coalition serves all of Grant County in SW Wisconsin, which has a high poverty rate and is primarily rural with a population of about 43 people per square mile. Alcohol use is deeply rooted in our county's culture – it is socially acceptable and considered the norm. Following the *Surgeon General's Call to Action to Prevent and Reduce Underage Drinking 2007* and after careful evaluation of local statistics, S.A.F.E. wrote for a federal STOP grant and hired a part time coordinator to run its underage drinking prevention project, known as SUDN (Stop Underage Drinking Now).

The S.A.F.E. Coalition has leaders from 12 community sectors representing the many facets of society. They include but are not limited to Social Services, UW-Platteville & SW Technical College, local media outlets, County Judges, Sheriff's Dept., Grant County Emergency Management, Unified Community Services, 11 Grant County Schools, UW-Extension, healthcare facilities, parent organizations and student organizations. Those most closely linked to this proposal and their roles are defined:

Grant Regional Health Center	<ul style="list-style-type: none"> • Serve as Fiscal agent • Promote “The Plunge” and Community Presentations • Distribute brochures • Serve as liaison for the other two Hospitals in Grant County • Coordinate the Emergency Room staff and ancillary staff for the event • Purchase and maintain mannequin & supplies
SUDN Coordinator	<ul style="list-style-type: none"> • Develop and print training materials • Develop / order / disseminate promotional materials & brochures • Arrange for 2 presentations <ul style="list-style-type: none"> ○ Secure speakers ○ Seek locations ○ Promotion / Follow-up • Coordinate “The Plunge” • Review evaluation information
Grant County Emergency Management	<ul style="list-style-type: none"> • Provide training with mannequin to local EMT’s • Promote presentations and the Plunge • Coordinate with local Rescue Squads and Fire Depts for the Plunge event
Grant County UWEX	<ul style="list-style-type: none"> • Administer <i>SW WI Youth Survey</i> • Tabulate and share survey results • Assist with promotional activities • Assist with Plunge event • Assist with evaluation tools
Grant County Sheriff’s Dept.	<ul style="list-style-type: none"> • Assist with and provide promotion of the Plunge Event
CESA #3	<ul style="list-style-type: none"> • Serve as school liaison to assure that information is made available • Provide statistical information regarding 8 – 12th grade students
Grant County Health Department	<ul style="list-style-type: none"> • Assist with development /ordering and distribution of brochures • Promote and help with the two Community Presentations • Assist with the Plunge • Help with evaluation tools

2. History of planning process

The S.A.F.E. Coalition routinely reviews data to see how Grant County compares with the state and the nation. In-depth evaluation shows the coalition’s programs and activities have positively impacted change – especially with 7-12 grade students’ perception of marijuana and tobacco since 2005. However, their perception of alcohol use remains more acceptable. 30 day use stats show that although the use of alcohol is decreasing slightly in 10th and 12th grade students - it is rising in 8th grade. In Grant County 17% of young males have tried alcohol before the age of 12. This information is provided from Extension’s most recent *SW WI Youth Survey* and by the director for the Coalition, who is serving a 2 year appointed term on the WI Governor’s Council on Alcohol and Other Drug Abuse Prevention Advisory Council. The S.A.F.E. Coalition has a stellar record of meeting program goals and objectives. In May 2007 the coalition received an award from MADD. The Coalition supports after school programs, participates with prescription drug round-ups, offers sessions on strengthening families and helps law enforcement limit youth access to alcohol and tobacco. Coalition members/staff partner with UW-Platteville to curb binge drinking. A *Fresh Start* program was developed to reduce recidivism rates. An Underage Drinking Task Force has been created in conjunction with the Grant County Sheriff’s Dept. In 2008 a pilot or “mini” version of “The Plunge” was offered to two of our 11 school districts. 30 high school students and 24 community members attended. The event was a huge success with more than 97% responding that it was an effective program and 89% of the under 21 year olds participating felt that after being involved in the Plunge they would not drink and drive “It’s not worth it, the consequences are too big” (quote from an evaluation).

Problem / Need being addressed

1. Description of problem or need with appropriate quantitative backup

The major problem the coalition has encountered involves the deeply rooted cultural norms surrounding underage drinking and other alcohol issues. Governor Doyle aptly described the uphill battle that we face in his proclamation to declare April as Alcohol Awareness Month in this state. He claimed that some of his reasons for the proclamation were that Wisconsin leads the nation in high school students who drink (49%), underage drinking (39%), and drinking among adults (68%). Findings in Wisconsin's Epidemiological Profile conclude that Wisconsin has the highest rate of drinking and driving in the country. Wisconsin has one and a half times the national rate of arrests for OWI and more than three times the national rate of arrests for liquor violations. The rate of deaths due to alcohol-related motor vehicle crashes is higher than the national average as well.

Grant County is no exception as it had **10 fatal car crashes in 2007 with seven of them related to alcohol. 2008 crash summaries shows that 100% of Grant County fatalities were alcohol related.** The latest statistics from our own task force for this quarter show that 26% of all taverns and convenience stores tested are still selling to minors. In March of this year 60 arrests/citations were made by our underage drinking taskforce – 57 of those were juvenile citations for underage drinking.

2. Why now is an appropriate time to address this problem or need

According to studies by the Center for Disease Control and Prevention and the Surgeon General, it is imperative to offer a comprehensive approach to make a significant impact on underage drinking. The pre-existing infrastructure of the S.A.F.E. coalition will allow it to effectively increase environmental strategies to concentrate more fully on the serious underage drinking problems in our area. Because alcohol and other substance use and addiction has been identified as one of the eleven health priorities by the Healthiest Wisconsin 2010 Partnership, there is statewide information readily available to help us as well. The S.A.F.E. Coalition and its SUDN Project have initiated many programs and are set to move forward with a countywide multifaceted approach.

3. Who the project will impact

It is the Coalition's goal to have across the board impact on all Grant County residents regarding the dangers of underage drinking and driving. Through the use of multi-media and public presentations the community at large will be exposed to facts, figures, dangers and responsibilities.

Portions of this project will directly target specific populations. After careful assessment of the *SW WI Youth Survey's* four core measures and youth risk/protective factors, the coalition knows that the focus must be on our 8th – 10th graders. Stats show that between the 11 school districts in Grant County there are roughly 2101 8th – 10th grade students (721 eighth graders, 682 ninth graders and 698 tenth graders). This group will be the focus of "The Plunge". Again after evaluation of the survey it was very apparent that parents and families strongly impact teen's decisions. Just under half of all 7th through 12th graders reported drinking alcohol in the past 30 days. Of the teens that said their parents did not approve of drinking only 27% drank, compared to 65% of those who drank and said their parents did not feel it was wrong to do so. Therefore we will target parents and families by hosting two presentations (fall and again in the spring) and encourage them to discuss the dangers of underage drinking and driving.

Workplan

1. Goal of the project

The project goal is to reduce underage alcohol use by providing a community wide prevention education program. This will be done with a multi-tiered approach:

- a. Educate the general public through highly persuasive ads and public service announcements regarding the staggering Wisconsin statistics and tragic consequences to underage drinking. All media venues will be utilized – radio, print, billboards.
- b. Educate parents and families. Authors of “From Binge to Blackout” Toren and Chris Volkmann will be invited this fall to speak about their lives as a mother and son who faced alcoholism. They will tag team as they attempt to bring binge drinking out of the closet and provide the ugly truth about teens and drinking. In the spring of 2010 (prior to prom) it is our intention to host another public forum presented by the Backstrom Family whose three sons ages 20, 18 & 17 were tragically killed on their way home from Wal-Mart by a 22 year old drunk driver in March of 2004.
- c. Educate students in the 8th – 10th grades from all 11 school districts across Grant County through “The Plunge”. This is an innovative approach that immerses participants into the depths of the problems, causes and consequences of underage drinking and driving. It is a full-day interactive event with hands on participatory activities relating to underage drinking.

(Attached is a copy of last year’s program – some modifications will be made to accommodate a larger group and taking into consideration comments and suggestions made after last year’s event.)

Work-plan

Project Goal:	To reduce underage alcohol use by providing a community wide prevention education program.		
Outcome measure:	20% reduction in the percent of youth drinking alcohol and no deaths or injuries related to underage drinking and driving.		
Objective 1:	Educate the general public regarding statistics and tragic consequences to underage drinking.		
Outcome measure:	1000 7-12 th graders and 40,000 adults in Grant County & surrounding areas will be exposed to the risks of underage drinking and driving.		
	Activity	Timeframe	Responsible Person
1.1	Search and/or design radio ads and public service announcements regarding stats and facts of underage drinking as well as messages to adults to discourage hosting parties for underagers.	Oct 2009 – Sept. 2010	SUDN Coordinator
			Measures and Anticipated Outcomes
			A minimum of 360 ads and psa's will air during this grant cycle. Utilizing local radio stations will assure the best coverage for our community – people will be informed of the dangers of underage drinking and driving. Adults will be discouraged from hosting parties or purchasing alcohol for minors.
1.2	Develop monthly press releases and run ads regarding underage drinking prevention.	Oct 2009 – Sept 2010	S.A.F.E. Coalition members will alternate
			11 press releases will be forwarded to the 6 local newspapers 6 ads (one every other month) will be run in local papers and in the Shopping News which is distributed free to every household in Grant County.
1.3	Develop billboards depicting underage drinking and driving hazards.	Oct 2009 – Sept. 2010	SUDN Coordinator
			2 different billboards will be created and disseminated in 4 locations across Grant County. This will help spread the message of underage abuse in our service delivery area.
1.4	Purchase & disseminate brochures regarding underage drinking.	Oct 2009 – Ongoing	SUDN Coordinator will purchase Coalition members will help disseminate
			1000 brochures depicting the hazards of underage drinking will be shared at community & school events across Grant County.

Educate parents and families regarding underage alcohol use and abuse and the serious consequences of drinking and driving.			
Objective 2:	2 presentations will be held – a minimum of 100 people will attend.		
Outcome measure:	Timeframe	Responsible Person	Measures and Anticipated Outcomes
Activity			
2.1 The Volkman Family will share their story of a teenager with alcoholism and what the family went through .	October or November, 2009	SUDN Coordinator	At least 50 people will attend this presentation and become informed of the ugly truth about underage binge drinking.
2.2 The Backstrom Family from MN will speak to the public regarding the tragic loss of their 3 sons, when they were hit by a 22 year old under the influence.	April 15, 2010	SUDN Coordinator	At least 50 people from across Grant County will be exposed to the tragedies that are possible when underage drinking and driving occur.

Objective 3:			
"Plunge" students in 8 th , 9 th and 10 th grades from 11 school districts in Grant County to the potential consequences of underage drinking and driving.			
Outcome measure:	A minimum of 66 8 th - 10 th graders will attend this event. They, along with their instructors will share this information with an additional 900 students.		
Activity	Timeframe	Responsible Person	Measures and Anticipated Outcomes
3.1 The Plunge event will begin with the Backstrom 's sharing their story. A phone will ring - the students will go out to witness a staged accident scene in which 3 teens were seriously injured as a result of underage drinking. 3 scenarios will follow. 1. A death. 2. A serious injury that has life altering repercussions. 3. Charges and fines that resulted. Students will travel via buses to the hospital E.R.. They will learn about organ donation. They will travel to the funeral home to hear how final arrangements are made. They will go to the court house to learn about the sentencing process. They will hear from an insurance agent to learn the staggering costs involved. They will visit the county home to see how life for a quadriplegic could be. The event will be video-taped so all or parts of it can be shared at the schools.	April 15, 2009	All Coalition members will have an active role in this event.	A minimum of 10 students from each of the 11 districts will be asked to participate. Schools will choose their representatives and be asked to choose both those who need the plunge and those who will go back and share the event. Appropriate staff will be invited to attend as well. They will be asked to share their experience with other students. This can be done through sections of the video or panel presentations.

Evaluation Plan

The S.A.F.E. Coalition members and the SUDN coordinator will be responsible for evaluation of the effectiveness of this overall work plan. Specific tools will be used throughout the project.

The *Southwest Wisconsin Youth Survey* will be conducted in 2010 by Grant County UW-Extension and will be closely compared with previous surveys to determine if current underage usage has declined. Detailed comparisons will also occur with regional, state-wide and national statistics as well. Additionally, research will be conducted to evaluate any alcohol related accidents and injuries.

The Coalition will also determine effectiveness through observations and usage counts. Attendance numbers of adults and students as well as event evaluations and follow-up surveys will help us to determine the impact of the program and also to refine the event to maximize its effectiveness in reducing underage drinking. The SUDN Coordinator will determine an increase in knowledge and improved attitudes towards alcohol abuse and drinking and driving by pre-post Plunge evaluations.

Due to the widespread intensive media coverage regarding the dangers of underage drinking that underscores this project, random pre- and post- community surveys will be undertaken to determine if the community at-large has increased its awareness of the dangers of underage drinking and decreased its acceptability of minors drinking in general. This survey will be taken at each of the presentations as well as the Plunge.

The Grant County Youth Survey, a mini-survey of the *Southwest Wisconsin Youth Survey*, will be conducted in 2011 by Grant County UW-Extension, the S.A.F.E. Coalition, and UW-Platteville. The data gathered from this survey will help us to determine the long-term impacts and effectiveness of this project.

Budget Narrative

The Coalition is very fortunate to have a Coordinator in place to build on our existing efforts and broaden this important project. Although there is fantastic local support – monetarily the Coalition would not be able to expand the Plunge or host the inspirational speakers this grant would allow. Additional funding will be sought to maintain the work of the Coalition to assure longevity and continued success.

The Budget narrative is self explanatory, total project expenses are added at the end of each category.

Budget

"The Plunge" Project Budget				
BUDGET CATEGORY	DESCRIPTION	GRANT REQUEST	MATCHING/IN-KIND CONTRIBUTIONS	TOTAL PROJECT EXPENSE
Wages	SUDN Coordinator	0	\$15,000.00	\$15,000.00
Fringe Benefits	0	0	0	0
Travel	SUDN Coordinator Meetings, trainings & presentations	0	825.00	825.00
Equipment	Rescue Randy Manikin	1180.00	0	-
	EMT Casualty Simulation Moulage Kit	1410.00	0	2590.00
Supplies	4 Billboards \$665 /design & set-up	2660.00	0	-
	Brochures .30 / 1000 copies	300.00	0	-
	Radio Spots \$6.00 / 525 30 seconds ads	550.00	2600.00	-
	Newspaper Ads \$300.00 /6 large colored ads	1000.00	800.00	-
	Plunge Supplies Bus /postage/ food/ handouts / materials	2400.00	1000.00	11310.00
Consultants/ Contracts	Volkman Family Fall Presentation Speaker fees /travel	6000.00	0	0
	Backstrom Family 2 Spring Presentations Speaker Fees/travel	2000.00	0	0
	50 Plunge Volunteers Stipend of \$50 each	2500.00	0	10500.00
Other Costs	0	0	0	0
TOTAL		20,000.00	20,225.00	40,225.00

Tonia Wagner is the SUDN (Stop Underage Drinking Now) Coordinator for the S.A.F.E. Grant County Coalition. The primary focus of her position is to prevent and reduce alcohol use among youth in communities throughout Grant County. To accomplish this goal, Tonia coordinates a number of projects including setting up neighborhood watch groups around the University of Wisconsin-Platteville (UW-P) campus, surveying the schools in the county to determine what alcohol, drug and tobacco curriculum is being used and coordinating Grant County's portion of the statewide "Parents Who Host Lose the Most" campaign. Additionally, Tonia coordinates a variety of alcohol public service campaigns, coordinates fake id training for retailers and law enforcement, and coordinates the computerized car chip program for new high school drivers. Tonia also created the Underage Drinking Task Force (which includes the Cops in Shops program and Party Patrols) in conjunction with the Grant County Sheriff's Department to increase enforcement of underage alcohol activities. This coincides with a joint collaboration to conduct alcohol compliance checks throughout the county as well. Finally, Tonia continues to build relations with UW-P, Southwest Wisconsin Technical College (SWTC) and all 11 school districts in Grant County. Additional SUDN activities include involving and working with youth at the annual Youth Leadership Conference, involving youth in the Counter Marketing Campaign, and at the Spring Break Party Challenge (a non-alcoholic alternative).

Tonia N. Wagner
1155 Union Street
Platteville, WI 53818
(608) 348-2322

JOB OBJECTIVE

Desire to find a rewarding position that will utilize my education, related work experience and interests.

EDUCATION

University of Wisconsin – La Crosse

Degree: Bachelor of Science – May, 1996
Major: Business Administration
Emphasis: Human Resource Management
2nd Major: Spanish
Cumulative GPA: 3.53
Honors: Dean's List
Golden Key National Honor Society
Beta Gamma Sigma

University of Valladolid, Spain – Spring Semester, 1994

EXPERIENCE

SUDN Coordinator, December, 2008 – Present

- Responsible for implementing and coordinating all SUDN activities
- Monitor the SUDN budget
- Create and conduct public service campaigns
- Coordinate alcohol compliance checks and the Underage Drinking Task Force
- Create neighborhood watch groups
- Work with University officials to develop improved policies for off campus parties and improve parent involvement/notification strategies
- Develop and administer an ATODA school survey to each district in the county
- Work closely with community groups, coalition partners, youth groups, school and law enforcement officials

Community Volunteer/"Stay at home mom"

July, 2000 – Present

- Initiated and organized the 1st Annual Arthritis Walk, May, 2008 – Platteville, raising over \$10,000. Currently arranging May, 2009, 2nd Annual Arthritis Walk
- Sunday School music teacher, 2007 - present
- Board of Directors, Family Connections of S.W. Wisconsin (including 1 term as co-chair), February, 2005-present
- PTO member 2005 – present; Treasurer, August, 2008 - present
- Classroom parent volunteer, 2004 - present
- Nursery Coordinator, First English Lutheran Church, 2001- Present
- Church organist, 1986 - present
- Co-chaired "Friends of Westview Park", 2007
- Personnel Consultant and Infrastructure Team member, First English Lutheran Church, 2004- 2006
- Parent Advisory Council, The Family Center, 2001 - 2005

Employment Manager

Eagle Ridge Inn and Resort, Galena, IL

May, 1997 – July, 2000

- Recruited qualified candidates, conducted interviews and maintained a strong applicant pool.
- Maintained close contact with all supervisory staff to effectively fill their staffing needs.
- Developed additional employment resources and coordinated internship programs.
- Served as a liaison between Spanish speaking employees and supervisors.
- Administered all employee benefit programs including health, dental, life, etc.
- Coordinated entire workman's compensation program.

Personnel Assistant

City of La Crosse Personnel Department, La Crosse, WI

December, 1995 – May, 1997

- Administered monthly random drug and alcohol testing program.
- Monitored employee probationary periods and their supervisory follow-ups.
- Administered longevity and promotion pay changes; processed retirement payouts.
- Researched employee benefit enrollment eligibility.
- Coordinated workman's compensation program.
- Monitored all monthly expense allocations.
- Responded to employee inquiries and fielded public relation questions.
- Coordinated recruitments including advertisements, qualification review and interviews.
- Attended a sexual harassment/diversity training class and several managerial drug and alcohol training workshops.

COMMUNITY INVOLVEMENT

- Organized the 1996 United Way campaign for La Crosse municipal employees.
- Substitute Teacher Certificate, 2008
- Drug Free Communities Fiscal Year 2009 Grant Application Workshop

HOBBIES AND INTERESTS

Spending time with family and friends, playing piano, reading, volunteering and exercising.

REFERENCES

Chelle Calvert, (past) Infrastructure Team Leader, First English Lutheran Church
(608) 759-2004

Julie Statz, Executive Director, Family Connections of S.W. Wisconsin
(800) 267-1018

Jamie Hartwig, First Step teacher, Platteville School District
(608) 776-8142

My name is Lori Johnson-Mumm, MSN, RN. In addition to taking care of patients, I am the Safety Officer and an Educator at Grant Regional Health Center. I have been a registered nurse for 24 years and have had a variety of experiences in care of patients.

As the Safety Officer for Grant Regional Health Center, my primary responsibilities are initiation, implementation, and maintenance of the organization's emergency preparedness programs. The Safety officer develops, conducts and coordinates appropriate training and exercises for hospital staff to ensure program effectiveness and operability. The Safety officer maintains intimate knowledge of operations, plans, policies, directives and regulations for local, state, and federal emergency preparedness agencies. As Safety Officer, I work in a cooperative and collaborative effort as the liaison with local interhospital planning organizations, local and state emergency management, and government public health, safety and service organizations. The Safety Officers serves as subject matter expert in the area of comprehensive emergency management and continuity of operations. The Safety Officer provides advice and assistance to hospital staff, physicians, patients, and families in the area of emergency preparedness.

As an Educator, I have variety of experiences in training First Responders, Emergency Medical Technicians, Firefighters, Nurses, Physicians, and the lay public in response to medical emergencies of patients. The ability to offer different teaching strategies promotes understanding and behavioral changes in others.

- Plan, implement, and evaluate Life Support Programs and nursing educational programs.
 - Clinical resource for instructor trainers and course instructors.
 - Coordinator mock codes throughout GLMC
 - Committee member of Resuscitation and Conscious Sedation
 - Worked with Gundersen Lutheran Departments, Business and Industry, Community programs, American Heart Association and other organizations to provide educational programs.
 - ACLS, PALS, ENPC, CPR, First Aid Instructor/Provider
- Onalaska Urgent Care Nov 1996- Nov 2001
 - Expert/Leader Staff RN responsible for the day-day care of patients that presented to Urgent Care.
 - Responsible for staff development for RN's, EMT's, Receptionists/Med Clerks.
 - Responsible for new employee orientation. Developed and implemented orientation packets, evaluations, and schedules for all support staff in Urgent Care.
 - Triage and Charge Nurse
 - Responsible for the care of a variety of patients of all ages and acuity levels.
 - Responsible for staff scheduling for Receptionists/Med Clerks
 - Resource/liaison between Trauma Emergency Center (TEC) and Urgent Care
 - Member of TEC/Urgent Care Integration Committee
 - ACLS and PALS Instructor/Provider
- Trauma Emergency Center Aug 1988- Jan 1998
 - Staff and Triage RN
 - Provide direct patient care for the emergent medical and trauma patients.
 - ACLS and PALS, CPR Instructor/Provider
- Gundersen Clinic Float Full Time Sep 1991- Nov 1996
 - Floated to 16 different specialty/critical care departments to cover absences.
 - Float Charge Nurse for 2 years, responsible for 22 RN's and MA's.
 - Committee chairman for clinic emergency response team. This committee reviewed emergency/mock codes in departments on an annual basis, identified learning needs of clinic nurses and provided in-services to meet these learning needs.
 - Member of Conscious Sedation Committee. Assisted in development of the conscious sedation training manual and patient assessment documentation form.
 - Member of Resuscitation and JACHO task force committee.
 - ACLS, PALS, and CPR Instructor

United States Army Reserve Nov 1986- July 1996

- War Veteran
- Achieved rank of Captain in the military reserve.
- Training officer for CPR and maintaining military readiness.
- Responsible for enlisted personnel under my command
- Served Active Duty during Desert Storm 1991

Western Wisconsin Technical College Jan 1989- Jan 1991
EMS Instructor

- Instructor for First Responder Basic and Refresher courses.
- Teaching assistant for Emergency Medical Technician Basic and Refresher courses.
- Evaluator for Nationally Registered EMT exams.
- Instructor for CPR

Tomah Veterans Administration Medical Center Nov 1985- Aug 1988
Staff RN

- Developed and coordinated preceptor program for University of Wisconsin Eau Claire BSN students.
- Charge/ staff nurse for 4 chronic psychiatric patient units.
- Member of multidisciplinary treatment team

Tomah Memorial Hospital May 1985- Nov 1985

- Staff Medical/Surgical RN