**News From the WisTREC Bridge**

Thanks to the addition to the WisTREC staff of our new Program Administrator, Eileen Horn, we are finally reinstating the WisTREC newsletter, *Update*. We plan to make this a quarterly publication in an effort to keep all our partners and other interested parties informed of what WisTREC is “up to”. In the future we hope to put the editions of *Update* on the WisTREC web site as well.

Anyone with news or announcements to add to the newsletter is invited to send their contributions to Eileen (eahorn@facstaff.wisc.edu).

The annual report and financial narrative for Year 02 of the Robert Wood Johnson Foundation grant (1998), along with the budget revision request for Year 03, has finally been submitted. Thanks to all you who sent additions and suggestions for the annual report. It was quite the learning experience. We now know better what is involved and hope to update the records of our activities monthly so that next year this should not be such an onerous task.

We are keeping our eyes and ears open for any possible grant opportunities. Currently Brenda Kupsch, our new Instructional Technology Consultant, is collaborating with the UW-Madison PA program in writing a grant for internal money for development of undergraduate education. I am working on a new Department of Education grant called *Learning Anytime Anywhere Partnerships* that funds projects for asynchronous, post-secondary education. We need to show strong, collaborative, academic partnerships willing to share faculty, courses, and resources. If anyone hears of any grants that match WisTREC’s goals and objectives, please, send me an email at: (mcdonal7@facstaff.wisc.edu).

Our committees have been busy, as you can see from the individual committee reports. Each has their own focus and piece of the WisTREC puzzle. With the admonition that the major focus for Year 03 needed to be on course development, the Steering Committee requested that the committees decide their priorities and request funds from this year’s budget. From this process the following priorities for 1999 were established, though not necessarily in this order:

1) development of distance courses
2) establish a protocol and process for recruitment, admissions, and retention of students
3) targeted community recruitment
4) increase external funding
5) continue improvement of practice environment through Utilization Task Force activities.

With the addition of new staff and a renewed interest and commitment from the variety of partners, I feel we are embarking on a new and exciting phase of WisTREC activity. It should be an interesting and challenging year. I look forward to working more closely with all of you. One thing’s for sure, we’ll never be bored!

Here’s to a collaborative and productive 1999.

Jeannette McDonald, WisTREC Coordinator
Web Education Success!

The Marquette University College of Nursing, Nurse-Midwifery Program developed and is pilot-testing three web-based courses. These courses are required for nurse-midwifery students enrolled at Marquette. The modules for N282 and N283 will be available for use by WisTREC fellows in Summer, 1999. The three courses are: Care During Pregnancy (N282); a postpartum and newborn course called Care Following Birth (N283); and a clinical discussion course, Advanced Practicum in Nurse-Midwifery (288).

We were pleased to have a collaborative effort within the College of Nursing to develop the N283 course. Members of the pediatrics faculty participated by developing modules for the newborn aspects of the course. The courseware that was used for these three courses is Learning Space. We have been pleased with the first few weeks of the courses and find that the students are interacting with one another and faculty very effectively. Eventually, the Woman’s Health Course (N280), which was developed as a part of the WIS-TREC project, also will be placed in the Learning Space Courseware. This has been an exciting time for the nurse-midwifery program! There have been challenges with using new technology, but the flexible web-based format of these courses truly has made the lives of students easier.

Lisa Hanson
Marquette CNM Program

Comments from participants who attended the Career Fair:

"There was a lot of enthusiasm in the air. The recruiters were eager to connect with students and introduce their programs." (Maria Franco, BS, MAHEC)

"The Black Nurses were very supportive of each other, which provided a setting for future health care students to embrace or be apart of such an organization." (Jackie Joiner, Cardinal Stritch Nursing School)

"Being a participant of the Black Nurses Day Celebration and Career Day was an exemplary experience, to say the least. The environment was one which supported the historical development of not only African American Nurses’ but the positive contribution we, as a people, have made to general society. The opportunity to network with employers, universities, physician assistants, and other nurses who strive to make a difference within our communities left me with feelings of warmth, strength, courage, and empowerment; knowing that we are all working toward the common goal of Changing Trends in Minority Health as We Move Forward to A New Millennium. (Kimberly N. Pearson, RN, MSN, ANP-C)

Evelyn Merriett, MSN, FNP
Director of Minority Recruitment-WisTREC
WisTREC Student Appreciates Opportunities

Winsome Panton was always interested in a Nursing career. Two years ago she decided to pursue this dream full time. Growing up in Jamaica she saw too many people without access to proper health care. Seeing this also happen in a wealthy nation like the United States, Winsome decided she wanted to work with those having little or no health care.

Through WisTREC, Winsome currently volunteers at the Madison Street Clinic where she is able to learn from Evelyn Merriett’s expertise. Winsome met Evelyn at an orientation for Aurora where she learned of WisTREC. She values her experiences at Madison Street because she is gaining useful experience in a clinic environment, which will be used when she graduates in 1 ½ years. While volunteering she is also making contact with potential employers that provide health care to under-served communities.

WisTREC Student Appreciates Opportunities

Utilization Task Force

The Utilization Task Force has been quite active in its role of addressing Goal Six of the WisTREC Project over the past eighteen months. Goal six addresses ways of improving the practice environment and enhancing retention of the three disciplines in targeted rural and urban medically underserved areas. Accomplishments in 1998 include the completion of a statewide survey of practitioners on a variety of topics including scope of practice, current market needs, practice barriers, training needs, physician supervision and job satisfaction. This report is currently being evaluated by the task force and should be available for distribution in the near future. The study was conducted by the Marshfield Center for Health Services Research and had an overall response rate of 72%.

The undertaking initiated in 1998 with perhaps the greatest potential impact on the utilization of the three health care provider disciplines is the development of a comprehensive marketing packet for CNMs, NPs, and PAs. This 75 page document individually compares the three disciplines with regard to education and credentialing, reimbursement and cost-benefit analysis, and employment information. This document should assist employers, potential employers, practitioners, and students by providing the most up-to-date information on these issues and the professions. The final document is targeted for posting on the WisTREC website in late May. Hardcopies will be distributed to WisTREC partners and will also be available at cost by calling the WisTREC office.

One of the initiatives for 1999 is to assist in increasing the dialogue between employers, their communities, and the academic institutions which train students in these disciplines. Underway are two surveys, one to employers and one to academic partners, to determine the extent of the current dialogue and potential interest in creating an employer forum to discuss how academic programs may assist in preparing students to meet changing market needs.

Finally, a 1999 initiative underway is to have the Utilization Task Force assist in facilitating communication between representatives of the provider professional associations and the state’s Medicaid policymakers. An informational session was hosted by the Task Force in January where a representative from Medicaid answered specific questions about covered services, practice settings, supervision requirements, etc. A table comparing Wisconsin clinical practice legislation with federal Medicare reimbursement policies and state Medicaid reimbursement policies is being compiled for the information packet mentioned above. From this initial effort and information session it seemed clear that CNM, NP, and PA professional organizations desire further dialogue with state policy makers. Both PA and NP/CNM medicaid issue subcommittees are being formed to assist in facilitating this dialogue.

-Jeff Nicholson, M.Ed., PA-C, Chair - Utilization Task Force
The Recruitment, Admissions, and Retention Committee was remobilized with representatives from each of the academic partners. The first meeting of the new committee was in November at which time they set up a centralized WisTREC Student Coordination Procedure, updated institutional contacts, updated prospective and currently enrolled potential WisTREC student lists, and began discussion on mechanisms for targeted community recruitment. It was also decided that WisTREC inserts will be developed to be placed in all institutional application packets, that the WisTREC application packet will be updated, and that WisTREC mentor lists will be developed by each institution. An all day committee retreat is scheduled for March 23rd to continue work to achieve the WisTREC goals.

As a direct result of our recruitment efforts, there are currently five WisTREC fellows enrolled: UW-Milwaukee FNP, UW-Madison Adult NP, Marquette FNP, Marquette CNM, and Concordia FNP. There are an additional four students currently enrolled who are potential WisTREC fellows: UW-Milwaukee has two in their FNP program, and UW-Madison has two in their PA program. Four additional students (that we know of so far) have made applications to institutions for Fall ‘99. We also have 10 additional applications from students who are not yet ready for entry into programs.

### New Directions for Ed Planning

The Educational Planning Committee has developed a creative and innovative plan to support academic programs interested in developing distance courses while maintaining the participation of the programs not interested at this time. The academic programs are currently deciding whether to be “Distance Programs”, who are committed to providing flexible courses or “Partner Schools”, who will be supportive of WisTREC students and the Distance Programs but will not necessarily offer distance courses themselves.

In addition, the Ed Planning Committee is in the process of creating a course development plan for this year and parsing out the funds allocated to this endeavor. The academic programs have submitted proposals and the committee will make their final determination March 4. Brenda Kupsch, our new Instructional Technology Consultant is anxious to get started!

We now have seven courses available by distance. Anyone with students wishing to take these courses should contact the WisTREC office.

### Directory of courses available for WisTREC Students

<table>
<thead>
<tr>
<th>Course (course number)</th>
<th>Cr.</th>
<th>Semester offered</th>
<th>Source</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pharmacotherapy for the Primary Care Provider</td>
<td>2</td>
<td>Summer</td>
<td>UW-Madison Pharmacy</td>
<td>Being converted from video to CD-ROM</td>
</tr>
<tr>
<td>Pharmacy Discussion (N617)</td>
<td>1</td>
<td>Summer</td>
<td>UW-Madison NP</td>
<td>Conducted online using FirstClass®</td>
</tr>
<tr>
<td>Interdisciplinary Rural Primary Health Care Practice (cross-listed: PA600 and N600)</td>
<td>2</td>
<td>Fall</td>
<td>UW-Madison (Nursing, Social Work, Pharmacy)</td>
<td><a href="http://144.92.205.41/N600/">http://144.92.205.41/N600/</a></td>
</tr>
<tr>
<td>Women’s Health Modules (N280)</td>
<td>3</td>
<td>Fall</td>
<td>Marquette (CNM)</td>
<td><a href="http://designwise.net/cnm/student/course280_outline.htm">http://designwise.net/cnm/student/course280_outline.htm</a></td>
</tr>
<tr>
<td>Care During Pregnancy (N282)</td>
<td>3</td>
<td>Spring</td>
<td>Marquette (CNM)</td>
<td><a href="http://designwise.net/cnm/student/course282_outline.htm">http://designwise.net/cnm/student/course282_outline.htm</a></td>
</tr>
<tr>
<td>Care Following Birth (N283)</td>
<td>2</td>
<td>Spring</td>
<td>Marquette (CNM)</td>
<td><a href="http://designwise.net/cnm/student/course283_outline.htm">http://designwise.net/cnm/student/course283_outline.htm</a></td>
</tr>
<tr>
<td>Advanced Practicum in Nurse MidWifery (N288)</td>
<td>5</td>
<td>Spring</td>
<td>Marquette (CNM)</td>
<td>Online discussions</td>
</tr>
</tbody>
</table>
**WisTREC Staff Profile**

**Brenda Kupsch** was hired in early January to work seventy percent time as the WisTREC Instructional Technology Consultant. Brenda's most recent job was in the Learning Technology and Distance Education department at UW-Madison where she consulted with faculty who were using technology to reach students at a distance. Prior to coming to Madison to work on a Ph.D., Brenda was a lecturer at UW-Platteville. She taught introductory business courses and also was a faculty mentor in their Extended Degree Program, a correspondence-based distance education degree completion program.

Brenda has management and business education degrees from UW-Whitewater. She has completed coursework towards a Ph.D. in the Continuing and Vocational Education department specializing in distance education. Brenda is a Wisconsin native; her hometown is the small central Wisconsin city of Nekoosa. She is a Packer fan and also enjoys watching Badger basketball. She says her main "hobby" is refining a dissertation topic, but other things she wishes she had more time to do are traveling, shopping, enjoying nature, and sleeping. Brenda is married to Jim Kupsch, a computer programmer currently working on large-scale databases.

Brenda has been busy meeting with the WisTREC committees and visiting the distance programs with Jeannette. She has also been involved in hiring a Web Developer and searching for funding opportunities. She is looking forward to working more directly with faculty at the distance program and partner schools to create online courses for WisTREC students. You may contact Brenda by phone, 608-263-5203, or email, bkupsch@facstaff.wisc.edu.

**Web site Development**

We are happy to announce the hiring of Maria Rosa Ganem as the WisTREC Web Developer. Maria is working on a Master of Fine Arts degree concentrating her studies in web site design. She has worked as part of a team to develop several web sites for departments on the UW-Madison campus. Maria also has experience as a graphic designer for web and print materials. She will be working on course web pages as well as the WisTREC web presence. Watch for a full profile in a future *Update*.

Welcome aboard Maria!

---

**Steering Committee**

On January 12th the Steering committee reviewed proposals from the other committees and voted on the budget for 1999. One major topic of discussion was funding for distance education course development.

After a lively discussion it was decided that Educational Planning would accept proposals from the institutions wanting to develop distance learning courses and use specific criteria to review them. Each institution must indicate specifically how the WisTREC funding will be used and what resources they will contribute to the development as well. They should also indicate how many courses will be created, how long it will take and how the courses could be used by other institutions.

The final budget that was approved designated $50,000 for course development. The money will be dispersed by the Educational Planning Committee based on criteria suggested by the Steering Committee.

---

**Fewer Meetings!**

By design, Steering Committee members are also members of the Advisory Committee. In an effort to reduce the total number of meetings, the Advisory and Steering Committees decided to meet every other month. Check out the Calendar of up-coming events to see when each will be meeting.
# Calendar of Events

**March**
3/12: **Utilization Task Force**, 9:00-12:00  
UW School of Nursing, Rm K6 / 162

3/23: **Recruitment, Admissions, & Retention Committee Retreat**, 10:00-3:00, Black Wolf Lodge, Wisconsin Dells

**April**
4/9: **Utilization Task Force**, 9:00-12:00  
UW School of Nursing, Rm K6 / 144

4/20: **Recruitment, Admissions, & Retention Committee**, 10:00-12:00  
Audio conference (265-1000, 4011)

4/29-30: **Office of Rural Health Conference**  
Holidome, Stevens Point

**May**
5/6: **Advisory Committee**, 10:00-1:00  
UW School of Nursing, Rm G6 / 136

5/15: **Utilization Task Force**, 9:00-12:00  
UW School of Nursing, Rm K6/162

**July**
7/1: **Steering Committee**, 10:00-12:00  
Audio conference (265-1000, 4011)

**September**
9/2: **Steering Committee**, 10:00-12:00  
Audio conference (265-1000, 4011)

**November**
11/4: **Advisory Committee**, 10:00-1:00

---

**WisTREC Project Staff**

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Email Address</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jeannette McDonald</td>
<td>Project Coordinator</td>
<td><a href="mailto:mcdonal7@facstaff.wisc.edu">mcdonal7@facstaff.wisc.edu</a></td>
</tr>
<tr>
<td>608-263-5170</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Brenda Kupsch</td>
<td>Instructional Technology Consultant</td>
<td><a href="mailto:bkupsch@facstaff.wisc.edu">bkupsch@facstaff.wisc.edu</a></td>
</tr>
<tr>
<td>608-263-5203</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Evelyn Merriett</td>
<td>Recruiter / Mentor</td>
<td><a href="mailto:milahece@aol.com">milahece@aol.com</a></td>
</tr>
<tr>
<td>414-672-6679</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sharon Nellis</td>
<td>Associate Coordinator</td>
<td><a href="mailto:srnellis@facstaff.wisc.edu">srnellis@facstaff.wisc.edu</a></td>
</tr>
<tr>
<td>608-263-5167</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Eileen Horn</td>
<td>Program Assistant</td>
<td><a href="mailto:eahorn@facstaff.wisc.edu">eahorn@facstaff.wisc.edu</a></td>
</tr>
<tr>
<td>608-262-8755</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Maria Ganem</td>
<td>Web Developer</td>
<td><a href="mailto:mrganem@students.wisc.edu">mrganem@students.wisc.edu</a></td>
</tr>
<tr>
<td>608-241-8775</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

WisTREC  
K6 / 223 Clinical Science Center  
600 Highland Ave  
Madison, WI  53792