

FANNP NEWS



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The Publication of the Florida Association of Neonatal Nurse Practitioners

FANNP 2017

Conference Photos



Smarter Than Fellow Winners: Rhonda Petty, Jill Young, Sibby Duff, and Sandra Michele



Above: Enjoying the Welcome Reception



Speakers Sandra Bellini and Terri Cavaliere

SEE MORE PHOTOS on pages 4

Letter from the President

Hello to all! The FANNP conference was a huge success with over 300 participants! It was great to see so many returning members to the FANNP conference, as well as the new faces of the graduate NNPs. There were so many great lectures for the “Chronologically Gifted” as one of speakers affectionately dubbed the experienced NNPs, and a huge participation of new graduate NNPs attending the review track in preparation for the NCC exam. There



were reunions, networking opportunities, and fun had by all. The FANNP Facebook website has become inundated with those proud participants

that have passed their NCC exam – congratulations! The FANNP Facebook page is a great venue to share your outstanding accomplishments with your peers.

I would like to extend a belated Happy NNP week!! I hope each one of you realizes the special role you play in the lives of your patients and their families. Be proud of your profession and please take the time to recognize

one another for a job well done. We ask that you continue to support each other in your respective units as well as united members of the FANNP organization. Together, with state and national organizations, the role of the NNP will continue to expand and evolve with unlimited possibilities to make a difference in the lives of neonates worldwide.

As I conclude my term as President of FANNP, I would like to say that it has been an honor to represent this exceptional organization. This experience has given me a greater appreciation for those that invest so much time and effort into making this organization successful, from the FANNP conference committee to the Board of Directors and beyond. I would like to extend a heartfelt “Thank You” to all of the members that have supported and mentored me over the past two years. I will continue to provide support to and be an active member within the FANNP organization.

2018 promises to bring new excitement and ideas to FANNP with Tiffany Gwartney taking over the President’s role. She has been an active member and contributor to the FANNP organization as the Editor of the Newsletter. She attends the annual

FANNP conference, and enlightens the minds of upcoming NNP students as a professor. She represents and supports the mission of the FANNP organization, and she will have the support of your elected Board of Directors throughout her term.

I sincerely appreciate the support of FANNP members, as you made it an absolute privilege to serve as your President. Happy Holidays to you and yours!

*Diana Morgan-Fuchs, NNP-BC
President, FANNP*



Calling for Research Proposals... FANNP Grants Available

Each year FANNP sets aside funds for the support of research projects. Applications for funding are reviewed by the Research Committee. The Research Committee makes recommendations to the Board of Directors on proposals received. Members of the Research Committee are appointed by the Board of Directors. The grant application period is rolling—there is no deadline for grant submission. Grants will be awarded within six weeks following submission, based on the Research committee and BOD decision.

Please visit www.fannp.org for more details.

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2016 Neonatal Nurse Practitioner Workforce Survey: Report of Findings

The National Association of Neonatal Nurse Practitioners (NANNP) conducted its second workforce survey of certified neonatal nurse practitioners in the fall of 2016.

National Association of Neonatal Nurse Practitioners partnered with the National Certification Corporation and the American Association of Nurse Practitioners to conduct this electronic survey, containing 69 questions and focusing on practice sites and total compensation packages (including benefits) and workforce deficits.

Background

The study was funded through an unrestricted grant from Mallinckrodt. The electronic survey was sent out to 5433 certified NNPs across the country with each potential respondent receiving his or her own individualized access code to prevent participants from entering multiple responses. The survey contained a total of 69 questions with branching logic and was open for a 14-day period in September to October 2016. The study yielded 1100 responses, a response rate of 20%. Respondents were screened on the basis of primary role: clinician (at least 50% of full-time equivalent (FTE) in providing direct patient care), transport NNP, faculty/dean/director, or NNP coordinator/manager/administrator. Data were then aggregated nationally, regionally (in congruence with American Association of Nurse Practitioners regions), and by state where appropriate. Participants in the primary role of NNP coordinator/

manager/administrator were given additional questions related to vacancy rates, workforce need projections, NNP program capacity, and precepting of NNP students.

Demographics of the current respondents include an average age of 49 years, with 52% older than 50 years. The NNP profession is still predominately female (96%), with 78% holding a master's degree as their highest level of education. Ninety-one percent of respondents were working in level III or IV neonatal intensive care units. Seventy-two percent of NNPs report working full-time (defined as 35 h/wk or more). By comparison, 81% of respondents in the 2014 survey worked full-time.

The respondents identified as coordinator/manager/administrator reported an average of 20 NNPs per practice, covering 2.9 distinct sites or units. This is a mean of about 7 NNPs per site/unit. By comparison, the data reported in 2014 were a mean of 14 NNPs per practice covering an average of 2 distinct sites/units (mean of 7 NNPs/site). As the number of practice sites has increased, so has the number of NNPs. It must be noted that all survey participants were asked about number of FTEs and sites covered in their primary practice, so this data trend must be interpreted with caution. The analysis of data did not take into account data reported from identical practice sites.

Conclusions

There is a rising NNP position

vacancy rate demonstrated between the 2014 and 2016 studies. This may be due to several key issues. With so many NNPs older than 50 years, many are choosing to decrease the number of hours of clinical coverage in direct patient care they work. Some are leaving clinical practice all together to pursue full-time faculty or leadership roles in health systems or national organizations. In addition, many are at the age to retire. Neonatal nurse practitioners fill a vital role in the care of critically ill and convalescing neonates. Their training programs provide them with the knowledge to not only meet the needs of this vulnerable population but also improve outcomes and decrease costs.

Traditionally, the southeast has had lower compensation rates for nurses. This was demonstrated in the comparison of regional salary data for NNPs as well, with regions 4 and 11 (South) having the lowest annual compensation rates and region 9 (West Coast region) with the highest compensation. These regional differences could make recruiting in the southern states more difficult. With shortages, neonatal units may be forced to hire other types of providers who do not have adequate education to care for the neonatal population. Given the high rates of prematurity (9.6%) and neonatal morbidity and mortality in the United States, this should raise serious concerns. Neonatal nurse practitioners reported that receiving paid time off and being able to take the time off was a significant benefit, with retirement plans being the most important insurance benefit they considered in their employment choice.

While noting the small number of male participants in the study (n = 40), it was notable that male NNPs earned more on average than their

FANNP 2017

Conference Photos

UF Student Ambassadors Jennifer Powell and Megan Glemza



Christa Gayla and Terri at the Welcome Reception



Speakers Michele Savin, Dr. Mintzer, and Mary Beth Bodin



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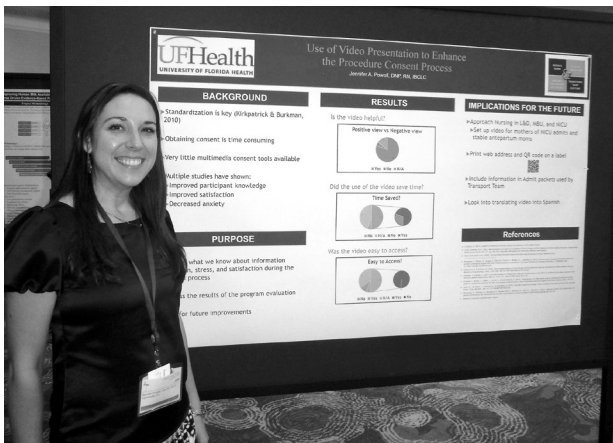
Terri Marin, Leslie Parker and Anecia Carter



General Session audience



Diane McNerney, Dr. Jenelle Ferry, Jacqui Hoffman



Jennifer Powell



Megan Glemza



FANNP would like to thank our sponsors for their support during this year's conference. Your generosity is appreciated! Happy Holidays!

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Linkous winners: Kelly, Brenda Burkholder Echo, and Jessica Ganesh



Conference Update

I want to thank everyone that attended the 28th National Neonatal Nurse Practitioner Symposium: Clinical Update and Review! It was a great success and most enjoyable! The A track speakers were so interesting with up to date clinical information as well as fun facts, and we found out that we WERE smarter than a Neonatal Fellow!! Thank you to Jacqui Hoffman and her Speaker Committee for the great job, and of course we are already working on planning the 29th Symposium! Also thank you to our talented B track speakers who have already helped many

with passing certification as noted per our Facebook page! Keep those results coming...we love to see your successes! Thanks to Ruth Bartelson and her coordination of our wonderful exhibitors and sponsors. Their support is invaluable to FANNP! Who can forget the Sports Beach Party? I believe everyone had a fun time! Thank you to our exiting President, Diana Fuchs for all of her hard work in service to our organization! One more thank you to the Sheraton Sand Key, with the beautiful accommodations and, of course, the beach for us to enjoy. Stay tuned for more updates on the 29th Conference! See you there!

*Mary Kraus, MSN, NNP-BC
Conference Chair
Florida Association of Neonatal Nurse Practitioners*

Save the Date!

**FANNP 29th National Neonatal Nurse Practitioner Symposium: Clinical Update and Review
October 16-20, 2018**

Meet Christa Smith, 2017 Kim Nolan Spirit Award Recipient

The Kim Nolan Spirit Award Recipient for 2017 is Christa Smith, a neonatal nurse practitioner for Pediatrix Medical Group in Memphis, Tennessee. Christa's nomination letter recognized Christa as an "expert clinician who has greatly influenced the neonatology profession through mentoring of numerous neonatal nurses and NNP students. Her compassion in caring for her babies and their families, her tireless work ethic and clinical excellence is always delivered selflessly, yet professionally. Her involvement with FANNP reflects this passion, as she diligently dedicates many hours to fulfill our outreach, recognition of member accomplishments and promoting our



Christa Smith and Paula Timoney

organization's national presence. Her ability to convey positive criticism through her soft-spoken mannerisms depicts maturity as an experienced NNP, a substantial, yet rare quality among true leaders."

Christa consistently demonstrates the characteristics of this prestigious award in both professional and

community activities. Since joining FANNP many years ago, Christa's involvement at conferences progressed into a leadership role as the editor of the quarterly FANNP Newsletter. During Christa's NNP Program at the University of Tennessee Health Science Center, she received the Faculty Award for her excellence in both academics and leadership. In addition, she was instrumental in developing and implementing a donor breast milk program in her NICU. Christa is also active in her church and has participated in various volunteer roles in her community. As a single mother, Christa raised her two children with high morals and values, exemplifying a strong work ethic that has cultivated them into exceptional and successful young adults.

It is because of members like Christa that FANNP continues to grow and thrive. Congratulations to a most deserving recipient!

POCKET NOTEBOOK

Diane McNerney DNP, NNP-BC

Quick Way to Interpret a Blood Gas

Normal Ranges:

pH- 7.35-7.45

PaCo₂- 35-45

HCo₃- 22-26

pH between 7.35-7.45 is compensated

pH < 7.35 Or > 7.45 is uncompensated

pH < 7.35 (acidotic)
Co₂ < 35 (respiratory)
HCO₃ < 22 (metabolic)

ph >7.45 (alkolatic)
Co₂ > 45 (respiratory)
HCO₃ >26 (metabolic)

Reference

Karlsen, K, (2013). STABLE Program 6th ed, STABLE Inc, Salt Lake City, Utah



WINTER LEGISLATIVE UPDATE

by Ally Kayton, MSN, APRN, NNP-BC

Federal Legislation

House to Take up CHIP Reauthorization

Negotiations continue between Democrats and Republicans in the House on how to fund a legislative package to reauthorize the Children's Health Insurance Program (CHIP), a program that covers nine million low-income children, which expired at the end of September. The Healthy Kids Act, H.R. 3921, would extend funding for five years. It would also allocate \$1 billion to support Puerto Rico's Medicaid program. States have resorted to temporary measures to keep their programs running. AANP will be closely monitoring this legislation to ensure patient access is preserved – We will update all of you with the outcome in the next issue.

President Declares Opioid Epidemic a National Public Health Emergency

On October 26, 2017, President Trump officially declared the nation's opioid epidemic a national public health emergency. The President went on to direct federal agencies to use all resources necessary to fight this crisis. In his remarks, the President said that federally-employed prescribers will be required to receive special training. Additionally, the President indicated his intentions to let many states waive a longstanding federal prohibition on using Medicaid funds to pay for inpatient substance abuse treatment. The President vowed to overcome addiction in America.

Update on D.C. Signature Authority Legislation

Washington, D.C., APRN signature authority legislation (DC B22-0333) continues to advance. On October 12, The Council of the District of Columbia Committee on Health

reported the bill favorably from committee and recommended approval by the Council

If enacted, this bill would amend the D.C. Nurse Practice Act (§ 3-1206.04. Authorized acts. Pg.38-39) to authorize APRNs to sign, certify, stamp or endorse all documents that require a physician signature. AANP State Government Affairs will continue to monitor this legislation.

Florida Legislation

ARNP Full Practice Authority for Florida

Currently 21 states and the District of Columbia recognize Full Practice Authority (FPA). Florida needs a cost effective, free market, creative solution to meet its health care provider needs. Changing restrictive Nurse Practitioner licensure laws has been demonstrated in other states to increase primary care access and reduce costs. Less restrictive licensing also has shown an added benefit of attracting more Nurse Practitioners into a state, thus improving economic activity. Almost half the states have adopted Full Practice Authority to address the shortages without adverse effect to the health of its citizens.

Obstacles for Florida:

- Current (2016) shortage in Florida of 1,150 physician¹
- Projected Florida physician shortage of 3,500 by the year 2025 and 4,600 by 2030
- Increase in aging population as baby boomers retire to Florida
- Lack of access to health care providers drive up costs to the state and lows quality of life for citizens

Healthcare Impacts of FPA for Florida

- Elimination or near elimination of Primary Care Physician shortages in Florida
- 15% reduction in shortage of OB-GYNs
- 37% reduction of shortage of anesthesiologists
- Economic Impacts of FPA for Florida²
- 4,500-10,300 new jobs created
- \$238-\$547 million generated in increased wages and benefits
- \$542 million- 1.25 billion projected annual increased economic output to the state

¹ Robert Graham Center (2010) Florida: Projecting Primary Care Physician Workforce

² Unruh, I., Rutherford A., Schirle, L.,(2016) What Role Do Advanced Registered Nurse Practitioners have in Meeting Florida's Health Needs and Contributing to its Economy? A Brief Report.

2017 FANNP Scholarship Award Recipients

FANNP as an organization remains committed to educational advancement and is proud to be able to award scholarships to nurses and NNPs continuing their educational pursuits in the field of neonatal health care.

At the end of the year a percentage of the money in the FANNP general operating budget is placed in the scholarship fund and scholarships are awarded annually at the FANNP Symposium: Clinical Update and Review.

The scholarship recipients give back and provide a short article, case study, practice pointer, evidenced-based practice update or literature review which is published in the FANNP Newsletter for all of us to read.

All FANNP members pursuing a degree in neonatal health care are encouraged to apply. Scholarship monies can be used for tuition, books or any expenses incurred while in school.

We congratulate the scholarship recipients for 2017:

Jennifer Humphries from Northport, Alabama is currently a DNP student at the University of Alabama. She is involved in quality assurance programs and works with a group developing evidenced based care for babies with congenital heart defects.

Hayley Hartline is currently at the University of South Alabama. She is a certified Lactation Consultant and supports NICU families in her unit as a coordinator with the Parent Club. She is from Cape Coral Florida.

April Felton is from Estero Florida. She has completed



Jennifer Humphries, Hayley Hartline, Karen Theobald. Not pictured: April Felton

her DNP at the University of South Alabama. She is currently working as an NNP and coordinating a Simulation Lab at Golisano Children's Hospital of Southwest Florida.

Please thank the Scholarship Committee members: Paula Timoney, Terri Marin, Michele Beaulieu, Sheryl Montrowl, Anecia Carter and Karen Theobald for their time reviewing the applications and newsletter submissions.

If you are interested in applying for a 2018 scholarship, please see the eligibility guidelines in the newsletter or on the FANNP website and contact scholarships@fannp.org for an application.

LEGISLATIVE from page 7

SB 708: Performance of Physician Assistants and Advanced Registered Nurse Practitioners

by Senator Brandes

Performance of Physician Assistants and Nurse Practitioners; Authorizing a physician assistant to sign, certify, stamp, verify, or endorse a document that requires the signature, certification, stamp, verification, or endorsement of a physician; authorizing an advanced registered nurse practitioner to sign, certify, stamp, verify, or endorse a document that requires the signature, certification, stamp, verification, or endorsement of a physician within the framework of an established protocol and under supervision, etc.

11/8/2017 Referred to Health Policy, Judiciary, and Rules

NEWSFLASH

We have loved all the "I passed my NCC Boards!" postings on the FANNP social media sites! Keep them coming.... and a HUGE congratulations from FANNP!



Get the latest news and updates from FANNP on the FANNP.org web banner. Also, don't forget to join us on Facebook and follow us on Twitter @FANNPorg!

FANNP Scholarship Eligibility Check It Out

FANNP was founded to support the educational advancement of Neonatal Nurse Practitioners and remains committed to promoting education for NNPs.

Take advantage of this opportunity!

FANNP has scholarship money available for distribution to nurses and NNPs continuing their educational pursuits in the field of neonatal health care.

Scholarship Application 2018 Eligibility Guidelines

1. Applicants must be FANNP members.
 - a. All voting members, student members and associate members are eligible.
 - b. Priority for scholarship awards will be given to voting members, followed by student members and then associate members.
 - c. Priority for scholarship awards will be based on length of membership and service to FANNP.
2. Applicants must be a licensed RN, ARNP, NNP or equivalent.
 - a. Preference will be given to currently licensed NNPs working towards an advanced NNP degree.
3. Applicants must attend an educational program leading to a degree related to the health care field during the application period.
 - a. The application period for the 2018 scholarship is September 15, 2017 to September 15, 2018 (i.e. to be eligible for a 2018 scholarship you must have attended classes sometime between September 15, 2017 and September 15, 2018).
 - b. An applicant may receive a maximum of two scholarship awards for each degree sought.
4. Applicants will provide a short article, case study, practice pointer, evidenced-based practice update or literature review to be published in the FANNP Newsletter.

To obtain a scholarship application contact FANNP via email scholarships@fannp.org
COMPLETED applications must be postmarked by September 15 each year.



Brag Board

Diana Morgan-Fuchs, NNP has been a member of the FANNP organization since 1992 when she traveled to St. Pete to study for NNP boards. She states that she immediately felt a connection with the people of FANNP, and that she quickly realized this organization would play an important role in her career and life. Diana states, "FANNP offered me a support network that appreciates my passion for the NNP role and gave me opportunities to develop my best practice." She has been an Advanced Practice Nurse Practitioner since 1992 with numerous roles in the NICU such as Preceptor, Resident Instructor, Transport Coordinator, NRP Instructor, and Associate Director of the Newborn Hearing Screen Program with Pediatrix Medical Group.

Diana has participated in FANNP as a member at large, worked on the conference planning committee, and most recently served as President of FANNP. Currently she works at Winnie Palmer Hospital for Women and Babies in Orlando, Florida. Mary Lee Kraus, NNP and co-worker of Diana states, "I have known Diana for many years, as a peer and a friend. She is very motivated in our profession and very devoted to her family and the families she cares for. As she ends her term as President of FANNP she leaves us with another great legacy of professionalism and determination for us as an organization to be the best we can be. Not only that but she is so kind and caring to her friends and coworkers bringing a light to your day with so much humor and fun to make things smooth.

Congratulations, Diana, on all of your accomplishments and thank you for your hard work and dedication serving as our president!



SURVEY from page 3

female colleagues. A promising trend indicated that new graduate NNPs with a doctorate are earning more by some reports. This will need to be evaluated over time in subsequent survey analysis as more DNP graduates enter the NNP workforce.

For practices struggling to recruit or retain NNPs, the study findings indicate tailoring benefit packages to the age and years of experience for the individual NNP. Successful recruitment efforts in the past included hospitals/practices paying for the education of NNPs with a contracted mandatory time of employment for “repayment.” Others have been successful offering student loan repayment plans for new graduates. Relocation packages can be helpful, especially if the practice/hospital is not close to an NNP training program. For recruitment/retention of experienced NNPs, altered shift lengths (shorter), higher employer matching rates in retirement plans, and less employee cost sharing for health insurance benefits are more appealing strategies. When discussing recruitment and retention, it is important to note that NNPs indicate choosing their employment on the basis of shift choices, and having day and/or 24-hour shift opportunities may help in a competitive job market.

It is critical for NNPs to continually evaluate the profession’s workforce data. There are more than 205,000 nurse practitioners practicing in the United States, with neonatal NPs making up approximately 3% of the larger whole. Increased participation in future surveys will assist in creating sustainable solutions to the workforce crisis facing the profession. Creating a well-educated and trained neonatal workforce, while maintaining the delivery of high-quality and safe care in an ever-evolving healthcare system is the priority of the profession and the larger profession of nurse practitioners and nurse practitioner faculty.

Reference

Staebler, S. and Bissinger, R. (2017). 2016 Neonatal Nurse Practitioner Workforce Survey: Report of Findings. *Advances in Neonatal Care*, 17(5), pp. 331-336.



Happy Holidays



FANNP’s National Neonatal Nurse Practitioner Symposium: Clinical Update and Review, 2018

POSTER & PODIUM PRESENTATION CALL FOR SUBMISSIONS

SUBMISSION DEADLINE: June 15, 2018

FANNP is seeking abstracts for posters and podium presentations for the annual FANNP’s National Neonatal Nurse Practitioner Symposium on October 16th-20th, 2018. The planning committee invites submissions by members and non-members and participation is open to health professionals whose specialty has a focus on the Neonatal Population (this includes but is not limited to NNPs, RNs, Clinical Nurse Specialists, & Neonatologists). We invite colleagues to share their expertise in one of the following categories:

- Original Research
- Innovations in Practice or Education
- Patient Safety
- Quality Improvement and Benchmarking Initiatives
- Case Studies

MORE INFORMATION IS AVAILABLE NOW AT FANNP.ORG

FANNP Newsletter Submission Calendar

| Edition | Article Submission Deadline | Publish Date |
|----------------|-----------------------------|--------------|
| March 2017 | 02/10/17 | 03/10/17 |
| June 2017 | 05/12/17 | 06/09/17 |
| September 2017 | 08/11/17 | 09/08/17 |
| December 2017 | 11/10/17 | 12/08/17 |

In addition to the core components of the newsletter, we would love to hear what you have to say! Please send in anything you would like to see added to the newsletter, whether it is an interesting article, a hot topic in the neonatal world, or even a shout out regarding a fellow FANNP member who is doing awesome things! We want to hear from you! Please submit following the above guidelines to newsletter@fannp.org

EDUCATIONAL OFFERINGS

Neo Conference

February 22-25, 2018
Orlando, FL
www.neoconference.com

The 31st Annual Gravens Conference on the Environment of Care for High Risk Newborns

Jointly provided by USF Health and March of Dimes
February 28-March 3, 2018
Sheraton Sand Key Resort
Clearwater Beach, FL
www.cme.hsc.usf.edu

Contemporary Forums Neonatal Pharmacology

April 19-21, 2018
Philadelphia Sheraton Society Hill Hotel
Philadelphia, PA
www.contemporaryforums.com

Spring National Advanced Practice Neonatal Nurses Conference

May 4-6, 2018
Downtown Waterfront Marriot
Portland, OR
www.academyonline.org

Fall National Advanced Practice Neonatal Nurses Conference

Sept. 6-8, 2018
Hyatt Regency
New Orleans, LA
www.academyonline.org

The 29th FANNP Neonatal Nurse Practitioners Symposium: Clinical

Update and Review
October 16-20, 2018
Sheraton Sand Key Resort
Clearwater Beach, FL
www.fannp.org



NANN 34th Annual Conference

October 17-20, 2018
Anaheim Hilton
Anaheim, CA
www.nann.org

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BRING IT ON from page 12

Answers:

1. B- The primary purpose of any review is the protection of the subjects involved in the study.
2. A- Depolarization and repolarization of the nerve are produced by the movement of sodium and potassium across the cell membrane. The inward migration of sodium results in depolarization; repolarization is produced by the outward migration of potassium.
3. C- Effects of acyclovir include local irritation of the IV site and transient renal dysfunction. It is also recommended that neonates with diminished renal function be started with lower doses. Because of its potential adverse effects related to renal functioning, urinary output should be monitored for any infant on Acyclovir.

The Kim Nolan Spirit Award... In memory and honor of Kim Nolan

Do you know a special NNP? The Kim Nolan Spirit Award is given annually to a NNP who exemplifies Kim's exuberance and "can-do" attitude in service to profession, community, and/or family. Nominate someone today at award@fannp.org! Nominations due July 1, 2018.

Bring it On...



**Practice Questions
to Prepare
for the NNP
Certification Exam**

1. The primary purpose of an institutional review board (IRB) is to:
 - A. Determine the scientific merit of a study.
 - B. Protect the human subjects involved in a study.
 - C. Determine the feasibility of a study.

2. Depolarization and repolarization of cells in the nervous system are produced by:
 - A. Movement of sodium and potassium across the cell membrane.
 - B. Transport of calcium into or out of the cells.
 - C. Action of acetylcholine as a neurotransmitter.

3. A neonate on Acyclovir should be assessed for drug complications by frequently obtaining status on:
 - A. Blood pressure
 - B. Respiratory rate.
 - C. Urinary output.

Answers on page 11

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