

FANNP NEWS



HIGHLIGHTED: NEW BOARD APPOINTMENT • REFLECTIONS ON NURSING LEADERSHIP

PLUS: POCKET NOTEBOOK • LEGISLATIVE UPDATE • EDUCATIONAL OFFERINGS • BRING IT ON • LETTER FROM THE PRESIDENT • CONFERENCE UPDATE

The Publication of the Florida Association of Neonatal Nurse Practitioners

New President-Elect Appointed

Please join me in thanking Pam Laferriere from the bottom of our hearts for her years of dedication to this organization. Pam was the recipient of the Kim Nolan Spirit award and if you have attended one of the annual symposiums, you know exactly why she received this award. Pam was our current President-elect but due to personal, family and professional career pathway changes, she has resigned from this position after much thought and prayers. Her presence will be deeply missed. She has been such a godsend to the FANNP membership and BOD and the entire organization wishes her well in all she does.

With the vacant position, the bylaws state, the Board of Directors (BOD) is to elect a President-Elect from the current committee members or Members at Large. At the April BOD meeting, Terri Marin, was unanimously appointed to this position. Terri has been an active member with FANNP since 2002. She has been an active Planning Committee member as well as a Member-At-Large during this time. Terri brings her enthusiasm to the popular Wednesday themed party on the beach at the annual symposium acknowledging the importance of recharging your battery to return to

your professional practice.

Terri's clinical experience and scientific background will be an asset to FANNP as a professional organization. She hopes to incorporate distinguished researchers into the annual symposium



Terri Marin

to allow participants exposure to cutting edge practice. Terri also brings her leadership experience as the former President of the Georgia Association of Neonatal Nurses. Finally, Terri is co-owner of a highly-successful retail/service business and brings her employee, marketing and customer satisfaction

experiences to this organization.

Terri's vision for FANNP falls in line with the organization's aim to preserve the health of the vulnerable preterm population. She identifies areas important for the future of FANNP:

- Effective marketing strategies to promote membership growth
- Maintaining expanding professional relationships not only in the area of neonatal nursing but also with medical and other associated advanced practice groups
- Fostering growth of new NNPs
- Recognizing member excellence in clinical and scientific achievement
- Educating NNPs through conference venue
- Resource allocation and networking

opportunities, and last but certainly not least,

- Facilitating communication among current and prospective members

This list may seem daunting but if you know Terri and her passion for the neonatal profession, you would have no doubts that she will be instrumental in tackling every area without breaking her stride. Congratulations Terri and welcome to the BOD!

*Jacqui Hoffman, FANNP Past-President,
Chair of Nominations Committee*

CALL FOR NOMINATIONS *Your FANNP Wants You!*

This is an election year and positions are open for the Board of Directors for FANNP! The term of office is January 1, 2012 through December 31, 2013. All positions are a two-year commitment except for President-Elect. Responsibilities include attendance at Board of Director Meetings, participation at FANNP sponsored Symposium, and participation on established committees.

The Officer positions are:
President Elect: Fills in as President in their absence as designated, Chair of Bylaws committee, success to Presidency upon completion of term, and continues as Past-President following completion of Presidency term (6 yr commitment).

"Nominations" continues on page 2

Letter from the President

Summer is upon us. The FANNP has been very busy. The brochures should be out soon for our conference in October. The Conference Committee has been hard at work getting fantastic speakers for yet again, a wonderful Conference. I hope you can all attend. We look forward to seeing everyone again.

This is an election year! In this newsletter is a call out for nominations. If you or anyone you know would like to be involved in the FANNP, think about starting on the BOD.



I am always on the Internet, trying to learn something or reaffirm what I know. While I was searching I happened upon the Call to Action from the Surgeon General, Regina M. Benjamin, MD, on breastfeeding. This call to action describes in detail (in a greater than 50 page report), how different people and organizations can contribute to the health of mothers and their children by supporting breastfeeding. It is important that adequate education and training is essential for any kind of health service. Many clinicians are not adequately prepared to support mothers who wish to breastfeed. A study on obstetricians attitudes and practices (Howard, et.al, Birth, 1997) found that although most obstetricians recommended prenatal discussions on breast feeding, nearly 75% admitted that they had either inadequate or no training in how to educate mothers.

Whether you are a nurse practitioner, physician, or bedside RN, we have a responsibility to continue our own education, increase opportunities for continuing education, and establish minimum requirements for competency in lactation care. When I discussed this with our own lactation consultants, they mentioned that they were going to have an inservice for the nurses in the Fall. I encouraged them to open it up to our practitioners and our physicians, and any health care professional that care for women and babies.

I encourage everyone to do what you can to promote and support breastfeeding throughout every encounter during prenatal and postpartum care, as well as during the infants' medical care. If you would like more information you can read the Surgeon Generals Call to Action at www.surgeongeneral.gov.

Ruth Bartelson, MSN, NNP-BC



NOMINATIONS

Continued from page 1

Secretary: Keep minutes of all meetings, gives notice of all meetings, keeps bylaws and membership records, responsible for email blasts and Chair of Communication committee.

Treasurer: Have charge and full knowledge of all Association funds, render

statement of financial condition of the Association for all meetings, and Chairs the Finance committee. Additional Board of Director Positions:

At-Large Members (4): Serves on committees as assigned.

To be eligible to run as an Officer, you must be a current member who has

served on the Board of Directors or any FANNP committee. To be eligible to run for an At-Large Member position, you must be a current member with an interest in continuing the mission of FANNP.

Please consider running for one of these positions! We need your help to carry on!

Nominations are due by

July 15, 2011; send them to nominations@fannp.org.

Ballots will be mailed out to active members for your vote and are due back by October 1, 2011. The newly elected candidates will be announced at the 22nd NNP Symposium Annual Member Brunch.

Thank you,
Jacqui Hoffman, DNP, ARNP,
NNP-BC, Past President, Chair:
Nominations Committee

THE FLORIDA ASSOCIATION OF NEONATAL NURSE PRACTITIONERS

BOARD OF DIRECTORS

Ruth Bartelson, Winter Park, FL
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Terri Marin, Seminole, FL
President Elect

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Reflections on Nursing Leadership

Diane McNerney DNP, MS, NNP-BC

Knowledge utilization is an essential component of today's nursing and healthcare systems. Such knowledge has moved beyond factors affecting the individual nurse to a broader perspective that includes the practical environment and extends into the sociopolitical arenas. Seeing the global picture is a good predictor of leadership success. Goals of a nursing leader are to improve and develop professional knowledge and learning techniques in order to conduct independent research, develop nursing theory, and to make scientific applications in domestic as well as international conferences. Nurse leaders are focused in research, education and management while improving the quality of nursing practice. As we master competency in organizational problem solving of health issues from a comprehensive perspective, the nursing leader can advance in areas to establish and develop care systems as well as participating in quality health care projects.

Nurse leaders are external stakeholders who play an essential role in managing change, cultural integration, directing a positive attitude toward changing healthcare structures. The healthcare challenges the nation is facing are monumental. Nurse leaders frequently assume expanded roles and responsibilities, seeing farther than others; often envisioning the future before others do. Such leaders are people who can influence a group of individuals to take direction. On the horizon are ideas to build new and more exciting nursing models and implementing strategies for building accountability. It is important to develop a well-

defined process, adhering to principles autonomy, beneficence, nonmaleficence and justice.

In an advanced role, nurse leader's work in environments that promote and sustain evidence based practice in both clinical and administrative areas. Their role influences associate directors in all services of governing structures to examine performance expectations and role components for a variety of healthcare settings. Using knowledge of work design and communicating with other stakeholders, the nurse leader is creative in supporting the code of professionalism. Nurse leaders play a vital role in setting expectations and creating a culture that fosters strong working relationships between nursing support service groups. This interdisciplinary collaboration will create a culture that promotes satisfaction and fosters high quality care delivery. The impact of the refined and advanced interventions generates organizational development programs to provide a path to create a respected work force in nursing.

The nursing profession is undergoing accelerated growth and the emergence of advanced academic programs is a driving force in nursing practice and professional advancement. New education models are addressing a critical need for expanding leadership capacity, performance improvements, and nursing quality. Advanced nursing standards are being developed by collaborating experiences that address diversity and preparation for global thought and leadership. The nursing profession has a new future! Education, research, and clinical practice needs are being recognized on new dimension and remarkable results are being achieved. Through nursing leadership, a social blue print is developing where nursing can express itself in a new way that allows growth and advanced expression of educational talent.

2011 FANNP Conference Planning Update



Save the date: FANNP's National Neonatal Nurse Practitioner Symposium: Clinical Update and Review, October 11 – 15, 2011, Clearwater Beach, Florida

Hi everyone! Hope everyone is heading into summer fun... The Planning Committee is working hard to get the Conference brochure ready for the October Conference. Look for it in late June. The A track is shaping up to be very interesting with varied topics to keep us informed and on our toes, including new research and evidenced based practice items. The B track is going to be as helpful as ever, with a few new faces. The events for fun and networking will be equally as interesting; the Welcome Reception on Tuesday by the pool is always fun, Wednesday evening's event will be on the beach and will be sport themed with games and good food, and Rob our favorite DJ is back! Don't forget the Roundtable discussion on Thursday that will have interesting information for both new and experienced practitioners. Friday is a free night when you can relax or see the sights in Clearwater or enjoy the Jazz Fest. We are all looking forward to meet new friends and renewing old friendships...hope you can join us!

– Mary Kraus, MSN, NNP-BC, Conference Planning Chair

Oxygen-Hemoglobin Dissociation Curve

Definition - Fetal hemoglobin is the main oxygen transport protein in the fetus during the last seven months of development in the uterus and postnatally in the newborn until roughly 6 months old.

Fetal hemoglobin's affinity for oxygen is substantially greater than that of adult hemoglobin. The oxygen saturation curve, which plots percent saturation *vs.* pO_2 , is left-shifted for fetal hemoglobin in comparison to the same curve in adult hemoglobin. For mothers to deliver oxygen to a fetus, it is necessary for the fetal hemoglobin to extract oxygen from the maternal oxygenated hemoglobin across the placenta. This requires the fetal hemoglobin to have a higher oxygen affinity than that of the maternal carrier. At birth, fetal hemoglobin comprises 50-95% of the child's hemoglobin. These levels decline after six months as adult hemoglobin synthesis is activated while fetal hemoglobin synthesis is deactivated.

Increased Hemoglobin Affinity - Shift to Left

Alkalemia as the pH increases, hypothermia as temperature decreases, hypocapnia as the CO_2 decreases, decreased 2,3- DPG (2,3-Disphosphoglycerate), increased fetal hemoglobin, and anemia.

Decreased Hemoglobin Affinity - Shift to Right

Acidemia as the pH decreases, hyperthermia as the temperature rises, hypercapnia as the CO_2 increases, increased 2,3- DPG, blood transfusions.

References:

- Robertson, J & Shilkofski, N. (2002). *The Harriet Lane Handbook*, Elsevier Mosby, Philadelphia, Pa.
 Shyang-Yun, P.K., & Ching-Nan, O. (2007). Validation of oxygen saturation monitoring in neonates. *American Journal of Critical Care*, 168-178.

Are You Eligible for a FANNP Scholarship?

FANNP members who attend an educational program leading to a degree related to the health care field between Sept. 15, 2010 and Sept. 15, 2011 are eligible for a 2011 scholarship. Contact scholarships@fannp.org with any questions or to receive a 2011 scholarship application.

FANNP Scholarship Eligibility Criteria:

- Scholarship applicants must be FANNP members.
- All members, student members and associate members are eligible.
- Priority for scholarship award will be given to members, followed by student members and then associate members.
- Priority for scholarship award will be based on length of membership and service to FANNP.
- Scholarship applicants must be a licensed RN, ARNP, NNP or equivalent.
- Preference will be given to currently licensed certificate NNPs working towards a NNP degree.
- Scholarship applicants must attend an educational program leading to a degree related to the health care field during the application period.

- The application period for the 2011 scholarship is September 15, 2010 to September 15, 2011. (i.e. To be eligible for a 2011 scholarship you must have attended classes sometime between September 15, 2010 and September 15, 2011.)
- An applicant may receive a maximum of two scholarship awards for each degree sought.
- Preference will be given to those working towards a degree in neonatal health care.

Applicants will be asked to submit a 3-5 page article submitted as a word document, in APA format, for publication in the FANNP newsletter as part of the application process. (See FANNP 2011 Paper Grading Rubric for Newsletter Article Submission). The completed scholarship application must be Postmarked by September 15, 2011.

To obtain an application or for questions, please contact FANNP via email at: scholarships@fannp.org OR leave a message at 1-800-74 FANNP OR by US mail at: Karen Theobald, FANNP, PO Box 14752, St. Petersburg, FL 33733

2011 Kim Nolan Spirit Award

We have made some changes to the Kim Nolan Spirit Award Eligibility Requirements. Nominees no longer need to have demonstrated an “active” commitment to FANNP. And NNP students are now eligible! Nominate someone you know today!

Characteristics:

Can-do attitude; Service to family, work, & community

Purpose:

- To honor the contribution that Kim Nolan, founding member, made to FANNP and her community.
- To recognize an NNP who exemplifies the characteristics of Kim.

Eligibility Requirements:

- A nominee must be a member of FANNP.
- A nominee may be a practicing NNP, a retired NNP, or a NNP student.

Selection Criteria:

- A nominee should demonstrate service to his/her community or professional organization.
- A nominee should possess excellent communication skills.
- A nominee should demonstrate positive “can-do” behavior in daily activities.

Nominee Characteristics:

- Enthusiastic;
- Family oriented;
- Role model/mentor;
- Caring, nonjudgmental, respectful.

Selection Process:

- Nominations will be accepted from any FANNP member.
- Blinded applications will be reviewed by the Spirit Award Committee members.
- Once selected, the award recipient will receive written notification of selection.

Award Recognition:

The recipient will receive the following:

- Complimentary conference registration and accommodations for this or next year’s NNP Symposium in October;

- One year waiver of FANNP dues;
- Recognition in the newsletter and on the Website;
- A certificate suitable for framing;
- A Lladro statue

Previous recipients:

2002 Pam Laferriere
 2003 Madge Buus-Frank
 2004 Leslie Parker
 2005 Kim Irvine
 2006 Karen Theobald
 2007 Ruth Bartelson
 2008 Cheryl Robinson
 2009 Gail Harris

Kim Nolan Spirit Award applications are available on our website, fannp.org.

Paula Timoney, DNP, ARNP

Calling for Research Proposals... Grants From FANNP Available

The FANNP has research grant money available to qualified members! The object of the grant program is to encourage Neonatal Nurse Practitioners to develop and carry out research projects in the area of neonatal care. These grants will help defray research expenses. Research in the role of the advanced neonatal nurse practitioner is encouraged.

Each year FANNP sets aside funds for the support of research projects. \$1,000 is the maximum amount which may be awarded to an applicant for any one project. Applicants must be the principal investigator of the project. Novice researchers as well as those with extensive research experience are encouraged to apply. Deadline is October 1, 2011.

FANNP research grant applications can be obtained by contacting the FANNP through the website at conference@fannp.org

Terri Marin, MSN, NNP-BC



Leslie Parker, PhD, NNP-BC

The 2011 Florida state legislative session ended on May 7th. Although much of the session was spent with budget negotiation, the following issues impacting advanced practice nurses in the state of Florida were presented.

ARNP Scope of Practice: The Florida Nurses Association (FNA) was instrumental in developing a plan to permit ARNPs to function to their full scope of practice. This plan was imbedded in several bills that emphasized the cost effective, high quality care ARNPs provide and their potential to be instrumental in solving the current health care crisis. This year, the concentration centered around the broader concept of Medicaid Reform rather than limiting the focus to seeking controlled substance prescribing privileges. We were hopeful this plan would ultimately result in attainment of controlled substance prescribing privileges. Currently Florida is one of only two states where ARNPs are not allowed to prescribe controlled substances. Although significant discussion occurred regarding this topic, no decisions were made on this issue

Sustainable Funding for the Florida Center for Nursing (SB 674/HB 327): Funding for the Center was eliminated during the 2010 legislative session and the current bill would have used \$5 of each nurses' licensure fee to directly

fund the center. Unfortunately the bill was not heard this year.

Safe Staffing Bill, SB 1118/ HB 919: This bill required that acute care centers have a collaborative council that included direct patient care RNs whose goal was to develop a safe staffing plan for each unit. Unfortunately this bill did not pass.

Death Certificate Bill, SB 1544/ HB 1067: This bill would permit ARNPs to certify the cause of death in uncomplicated, expected deaths. This bill did not pass.

On a national level, The House of Representatives recently passed Continuing Resolution (CR) H.R. 1, which would reduce appropriations spending by almost \$100 billion during the 2011 budget. They also passed legislation proposing significant reductions to nursing educational programs including the Nursing Workforce Development Programs and the Health Professions Programs for the remainder of budget year 2011. H.R. 1 will now move to the Senate for consideration. Should this bill pass, students will be denied the ability to attend nursing programs and educational programs that prepare nurses to deliver quality patient care would be substantially limited.

In an effort to support U.S. Surgeon General Regina Benjamin's Call to Action to Support Breastfeeding,

the State of Maryland introduced the Coverage of Donor Breast Milk: Infant Survival Act early this year. This bill required that hospitals be reimbursed for donor milk provided to critically ill premature infants whose mothers were unable to breast milk. Although the bill was withdrawn, it underscores the current national campaign to promote breastfeeding in the United States.

The National Association of Neonatal Nurses (NANN) has an advocacy web page (www.nann.org) providing updates on NANN's initiatives in the health care policy arena. This is an important site for NNPs to learn about legislative action important to neonatal nurses

This was a disappointing legislative session for nurses in the state of Florida with none of our priorities being advanced. In order to change this scenario and make positive legislative changes, nurses must be proactive and become involved in their professional organization at the local, state and national level. One way to be involved is to become a member of the State Advocacy Liaison Work Group of NANN's Health Policy and Advocacy Committee. This committee currently has 29 members representing 21 states with a goal of one member from each state. Please refer to the NANN web site (www.NANN.org) for more information.

Bring It On Answers

(Questions on page 8)

1. Answer is **B**; Left, increased.
2. Answer is **A**; TAR Syndrome.
3. Answer is **A**; Platelet count less than 150,000.

CLASSIFIEDS

**NEONATAL NURSE
PRACTITIONER RECRUITMENT**
Linkous & Associates, L.L.C
www.linkousrecruiting.com
phone: 800-738-6677(NNPS)

Linkous & Associates is a national recruitment company specializing in the placement of Neonatal Nurse Practitioners. Please visit our website for an overview of our company and job opportunities.

POSITION AVAILABLE

Tampa Bay Pediatrix Medical Group seeking NNP to join rapidly expanding Practice. Join our current 11 NNPs and 9 MDS at 3 sites (Level 2 & 3), offering a variety of shifts and a competitive benefit package. Prefer experienced NNP but will also consider orienting new NNP grad. Call Dr. Lance Wyble at 813-924-4033.

Nationwide NNP Recruitment

ENSEARCH is widely regarded as the nation's preferred NNP recruitment firm, offering both Direct Hire as well as Locum Tenens staffing options. Call us to let us explain to you why you should be working with ENSEARCH rather than any other recruitment firm. (888) 667-5627 (NNP JOBS); www.ensearch.com.

2011 Classified Advertising in the FANNP Newsletter

Acceptance of Advertising

- Classified ads only
- Link on website for direct submission
- All advertisements are subject to review and approval by the Editor

Ad Options

May run ad in one newsletter or all year – 4 total newsletters, March, June, September and December.

Cost

- \$50.00/ad each newsletter or \$150.00 for all 4 newsletters. No cash discounts.

Educational Offerings 2011

American Academy of Nurse Practitioners 26th National Conference

June 22-26, 2011
Las Vegas, Nevada
conference@aanp.org

NANN 27th Annual Educational Conference

Exploring the Science and Practicing the Art of Neonatal Care

September 14-17, 2011
Orlando, Florida
www.nann.org/meetings/current/index.html

4th Annual DNP Conference Policy & Professional Growth

September 28-30, 2011
The Westin New Orleans
Canal Place
New Orleans, Louisiana
www.doctorsofnursingpractice.org/

The 22nd FANNP Neonatal Nurse Practitioners Symposium:

Clinical Update and Review
October 11-15, 2011
Clearwater, Florida
www.fannp.org

Hot Topics in Neonatology

December 4-6, 2011
Omni Shoreham Hotel,
Washington, DC
www.hottopics.org

2011 Annual Vermont Oxford Meeting & 12th Quality Conference

Omni Shoreham Hotel,
December 3 & 4, 2011
Washington, DC
www.vtoxford.org



- Payment must be received in full prior to the scheduled close date for the quarterly issue.
- Payments can be made though paypal on the FANNP website

Format

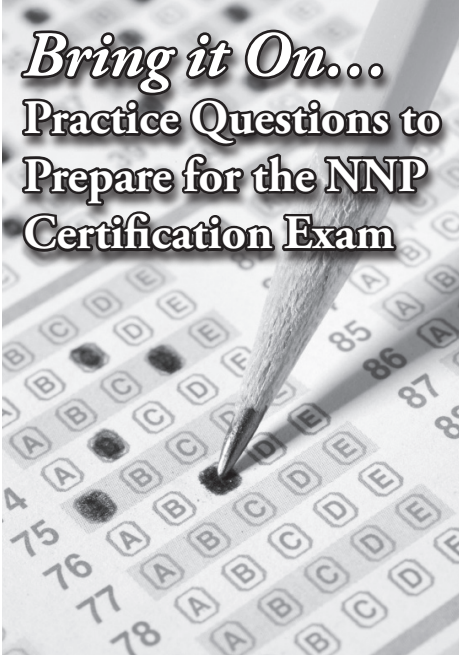
- The classified ad section of the newsletter will be limited to 1 page only with approximately 30 ads per page
- Ads will be processed on a first come

first serve basis

Closing Dates for Space and Advertising Materials

- September, 2011-ads must be received by August 12, 2011, and paid in full
- December, 2011-ads must be received by November, 11, 2011, and paid in full

– FANNP BOD



Bring it On...
**Practice Questions to
Prepare for the NNP
Certification Exam**

1. The oxygen dissociation curve is shifted to the _____ for fetal hemoglobin, which represents the _____ affinity of fetal hemoglobin for oxygen.

- A. Right, decreased.
- B. Left, increased.
- C. Right, increased.

2. A 35 week male infant is born to a mother with preeclampsia. On his initial exam, he has petechiae on his chest and shortened ulna with hypoplastic thumbs. The CBC shows a platelet count of 23,000. What is the most likely cause of his thrombocytopenia?

- A. TAR syndrome.
- B. Alloimmune thrombocytopenia.
- C. Maternal preeclampsia.

3. Thrombocytopenia is defined as a:

- A. Platelet count less than 150,000.
- B. WBC count less than 1500.
- C. Platelet count less than 50,000.

Answers on page 6

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