



## NANN Bylaw Amendments

Thank you for voting on the 2008 NANN bylaw amendments. The proposed changes passed on December 7, 2007. NANN has experienced significant growth and change throughout the past year, and the accepted modifications to the bylaws allow NANN to continue to align its resources and infrastructure to meet your needs. As a result of the passed bylaw amendments, the following changes will occur in 2008:

### Board of Directors

Elected officers of the association will now include president, secretary/treasurer, and (in alternating years) a president-elect or immediate past-president. There will be an annual

election of three directors-at-large who will each serve a 2-year term. This will include a 10th seat on the NANN Board of Directors to be held by the National Association of Neonatal Nurse Practitioners (NANNP) Council Chair who will serve a term coextensive with his or her term as NANNP Division Chair.

Rather than having all of the officers' terms end every 2 years, the positions will be staggered. This will ensure continuity at the executive level and create a stronger succession plan. Further, having the officers' terms end at the annual meeting instead of on January 1 will create a logical and seamless transition in leadership. With the new bylaws in effect, five positions

will be up for election in July 2008. These positions are president-elect, secretary/treasurer, and three directors-at-large.

### Committees

#### Standing Committees

The Finance Committee and Nominating Committee will remain standing committees within the bylaws. The Bylaws, Newsletter, and Research committees will be moved from the bylaws and added to the NANN Policy Manual. This model gives the NANN Board of Directors the flexibility to more effectively manage committee and task-force responsibilities without having to

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## from NANN's President

Peggy Gordin, MSN RNC CNA-BC FAAN



As we begin a new year, I would like to extend my wishes to all of you for a 2008 filled with energy, good health, and joy. The NANN Board of Directors has been planning for another exciting year ahead, and this seems like a perfect time to update you on our strategic planning work as well as the status of our bylaws changes.

During a 2-day strategic planning meeting held in San Diego, the NANN Board of Directors and NANNP Council established the goal of developing NANN to "be the advocate and leading change agent for the neonatal nursing profession to optimize care for neonates and their families." We also developed a description of our envisioned future where NANN is the destination for the neonatal community, providing a unified voice for the profession. As the premier neonatal nursing professional organization, NANN is the leader in the following areas:

- education
- healthcare policy
- state and national regulatory agencies
- economic and reimbursement decision making
- research and development of new technology
- evidence-based clinical practice.

As a result of NANN's efforts, outcomes will be improved to benefit neonates, families, and society.

Pretty exciting stuff! We are now working on goals in four broad areas to help us achieve this envisioned future. These areas are member engagement, advocacy, education, and research- and evidence-based practice. Some of the plans so far include a completely redesigned Web site with much more functionality; social networking and

story-sharing opportunities via the Web site in cooperation with the March of Dimes; support of two NANN members to attend the Nurse in Washington Internship (NIWI) program (who will then start a public policy and legislative action committee or be actively involved in legislative matters that affect NANN); and becoming an organizational affiliate of the American Nurses Association to increase our voice as an advocate in the national nursing community. We are also continuing to develop plans for additional evidence-based practice guidelines and programs to assist you in developing your competence as a neonatal nursing professional.

In December you voted to approve the bylaws changes recommended by the NANN Board of Directors (see "NANN Bylaw Amendments"). These changes will strengthen NANN by allowing us to stagger board members' terms so that there will be improved continuity of leadership and mentoring for new board members. The changes also established the National Association of Neonatal Nurse Practitioners (NANNP) as a division of NANN. Based upon the new bylaws, you will see the following in 2008:

- Elections for president-elect, secretary/treasurer, two directors-at-large, and the Special Interest Group (SIG) director-at-large will be held during the summer; these individuals will take office after the annual meeting next September.
- The NANNP Council Chair will join the NANN Board of Directors as an additional member. Robin Bissinger, PhD APRN NNP, will serve in this capacity for 1 more year, and the council will elect a new chair in Summer 2009 who will take office after the annual meeting in September.
- I will step down as president in September 2008, after the annual meeting, and Lori Armstrong, MSN RN, will

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This issue of *NANN Central* is sponsored by Baylor All Saints Medical Center at Fort Worth and MyPatientLine.

# New Scholarship Advances Neonatal Care


NANN is pleased to announce the establishment of the OVATION Neonatal Nursing Career Path Scholarship program. Made possible through a grant from OVATION Pharmaceuticals, Inc., the program supports and encourages the training and education of clinical neonatal nurses seeking to become neonatal nurse practitioners. Two scholarships will be awarded annually to qualified applicants and will be applied toward covering higher education costs. The scholarship was launched at the recent NANN Annual Educational Conference in San Diego, CA.

"We are delighted that OVATION has joined us in supporting our mission to improve the lives of newborns and their families by rewarding those seeking advanced nursing degrees," said NANN President Peggy Gordin. "The establishment of the OVATION Neonatal Nursing Career Path Scholarship program follows the introduction of a new division within NANN dedicated to neonatal nurse practitioners. Together, this demonstrates our organization's efforts to promote the quality of neonatal care and advocate for clinical and professional practice and advanced education."

This new division of NANN is the National Association of Neonatal Nurse Practitioners (NANNP), which serves as a voice for neonatal nurse practitioners to address their career development needs and provide representation for neonatal advanced

practice issues in the larger nursing community. "Neonatal nurse practitioners often serve a key role as case managers, not only taking on the role of prescribers but also addressing issues such as quality, efficiency, and continuity of care," said Robin Bissinger, PhD APRN NNP, NANNP Council chair. "It is exciting to see efforts to recognize this essential part of the neonatal care team and encourage more nurses to take this important step in their career."

"Becoming a neonatal nurse practitioner is an important next step for neonatal nurses seeking career advancement," said Dave Knocke, MS RPh, executive director of marketing for the NICU business unit at OVATION. "This scholarship reinforces the commitment both NANN and OVATION have to the neonatal community and enhances the care of premature infants by providing an opportunity for nurses to continue their education and deliver advanced care."

Recipients of the OVATION Neonatal Nursing Career Path Scholarship will be selected by a committee consisting exclusively of NANN members. Applicants must be NANN members. Acceptance into an accredited neonatal nurse practitioner program is also required. The recipients of the scholarship will be announced at the NANN 24th Annual Educational Conference. 

## 2008 NANN Bylaw Amendments *continued from page 1*

undergo a bylaws vote each time a change is needed for the committee structure. In addition, the NANN Board of Directors will be able to remain flexible in responding to the needs of the association and its members.


### Nominating Committee

Instead of the president-elect chairing the Nominating Committee, the president will appoint the chairperson of the committee. The chairperson must have served at least one term on the board of directors. This will eliminate putting the president-elect in the position of unduly influencing the composition of the board that will serve during his or her presidency.

### Finance/Audit Committee

The NANN Finance Committee has been expanded to include review of the audit, in addition to its current oversight and allocation of association resources. This is a practice common among associations and nonprofit organizations.

### NANNP

NANNP has been written into the NANN bylaws, formalizing the establishment of this new membership division as the voice for neonatal nurse practitioner (NNP) members. This will ensure that NANN and NANNP operate under aligning association bylaws, policies, and procedures. 

## from NANN's President *continued from page 1*

become president. Because of some significant changes and challenges in my personal and professional life, I will not remain an active board member as immediate past-president. However, I will be available to advise and support Lori via e-mail and telephone as needed.

- The new president-elect will support Lori as an active board member for the following 2 years. Lori will remain president until Fall 2010 and then continue to serve as the immediate past-president until Fall 2011 when a new president-elect will take office. That individual will serve for 1 year before assuming the presidency in 2012.
- In the future, presidents will serve 2 years in office, preceded by 1 year as president-elect and followed by 1 year as immediate past-president. This provides the president with time to learn the role, receive support in his or her first year from the immediate past-president, and mentor the president-elect for a year, all of which creates continuity in leadership for the association.

I realize this is somewhat complicated to explain in text. Please see a graphic representation of the succession plan on the NANN Web site at [www.NANN.org](http://www.NANN.org). Please feel free to send me an e-mail at [President@NANN.org](mailto:President@NANN.org) if you have any questions about this plan.

It has been an honor to serve as your president, and I believe these changes will only enhance our ability to move NANN for-


## NANN Web Site Redesign

The NANN Web site at [www.NANN.org](http://www.NANN.org)

is going through a complete redesign. The new graphics will feature 10 rotating photos from the Faces of Neonatal Nursing Photo Contest, a baby

footprint shadowed in the background, and conference and publications information displayed across the site. There will be new content in all areas to give you more information about NANN and neonatal nursing. Improved navigation and a search function will make it easier to find information.

Integration with our membership database will allow automated order processing for membership, conference registration, and product purchases, providing more efficient services to our purchasers. It also will provide a dynamic interface for the membership directory, allowing members to update their records online and search the database.

We hope you will like our new look! Check the Web site soon, and please provide feedback by sending an e-mail to [info@NANN.org](mailto:info@NANN.org). 



## NANN Central Online Supplement

Visit [www.NANN.org](http://www.NANN.org) to access the online supplement to this issue of *NANN Central*. Online articles include the following:

- Brighter Tomorrows Story Contest Submission "Through a Parent's Eyes"
- Nurse In Washington Internship
- Chapter News
- Inspiring Stories from the NANN Listserv
- NANN Board of Directors Succession Grid
- Call for Applications: 2008 Neonatal Resuscitation Program Research Grant and Young Investigator Award
- Membership Dues Increase
- NANN Store at CafePress.com



# Mentoring or Baptism-By-Fire: What Is the Best Approach?

Terry Roff, RNC

I remember her words as if it were yesterday. After working in a Florida labor, delivery, recovery, and post-partum unit with a small Level II special care nursery, I decided to move to Texas and change specialties to the neonatal intensive care unit. I had always loved being in the nursery and caring for sick newborns, but I now wanted to care for more critical and higher acuity newborns. I was very excited about my decision, but I was also very scared. What if I get all those IV lines confused? Will I know what to do in an emergency? Will I be able to recognize when a baby is getting sicker?

My dayshift preceptor was Florence—she was a wonderful preceptor. She was patient and was a great teacher. To this day, I still consider her one of my mentors. A few weeks before I was due to start orientation on nights, Florence took me into one of the more critical rooms to meet my nightshift preceptor. Florence introduced me to her, and then came the words that have haunted me to this day: “Hi, my name is Nurse Ratchett (names have been changed to protect the guilty), and I eat my young.” A wave of panic came over me. I was a recently divorced, single mother of a 3-year-old who had just packed up my child, dog, cat, and all of our possessions to move 1,600 miles to change nursing specialties. What did I just do? This nurse was not going to let me be successful—she was going to do everything in her power to make me fail.


I was about to call the educator and request a change in preceptors when the anger hit. There was no way I was going to let this nurse intimidate me. I wasn't a new graduate nurse that had never before worked with strong personalities. It was then that I decided that when I became a preceptor in this unit, I would be a mentor and not try to weed out the weak.

We can go into a long discussion about how the poor treatment of new nursing

staff by veteran staff is horizontal violence and play the guilt card, but why? Instead, let's talk about how to stop it and develop an atmosphere of mentoring. Mentoring benefits not only new nursing staff but also veteran staff. We are working in a time when hospitals have many vacant positions and not enough nurses to fill them. The workload is heavy and acuity is high. We are exhausted and can't work another extra shift. So why are we chasing away those fresh, energetic, smiling faces? Through mentoring, we can prepare these new nurses to pick up the slack and provide much needed relief.

So what is mentoring? Mentoring and precepting are not the same thing. Although preceptors teach clinical skills and policies and procedures, mentoring provides a means for novice nurses to successfully navigate the developmental task of moving from novice to becoming an expert (Scott, 2005). Scott explains that mentoring has five dimensions: (1) mentoring is a helping relationship aimed at achieving goals; (2) mentorship consists of emotional support, career assistance, and role modeling; (3) mentoring benefits both the mentor and the protégé; (4) successful mentorship requires personal interaction and exchange; and (5) the mentor has the more powerful position and broader experience within an organization or environment. Mentoring focuses on the human connection through the development of a relationship between the experienced nurse and the novice nurse and is effective when mentoring demonstrates proactive leadership and fosters leadership development (McKinley, 2004). McKinley explains that mentoring can sometimes be confused with managing, coaching, or precepting; although mentoring may include these processes, mentoring focuses on relationship building.

The benefits of mentoring go beyond the nurse being mentored. The mentor benefits by being able to share his or her knowledge gained through years of experience as well as by having a direct impact on the next generation of nurses. The novice nurse benefits by having a resource and confidant for handling clinical issues, balancing work and personal life, and adjusting to the professional career as a nurse (Zucker et al., 2006). The benefits of mentoring to the organization or individual unit are the development of future leaders from within the institution as well as nurturing commitment, retention, and teamwork (McKinley, 2004).

As we consider the benefits of mentoring to the novice nurse, the mentor, and the organization, there is one other population to take into consideration when looking at the benefits—the premature and sick neonates that we care for. When we are ready to take a much needed and deserved vacation or are ready to (dare I say it?) retire, who will be there to care for them? Personally, I would be much more comfortable knowing that a nurse I helped to prepare and develop into an expert (not someone who was thrown to the wolves and just happened to be lucky enough to survive) was caring for our most fragile patients. 

## References

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## Win Registration to the NANN 24th Annual Educational Conference

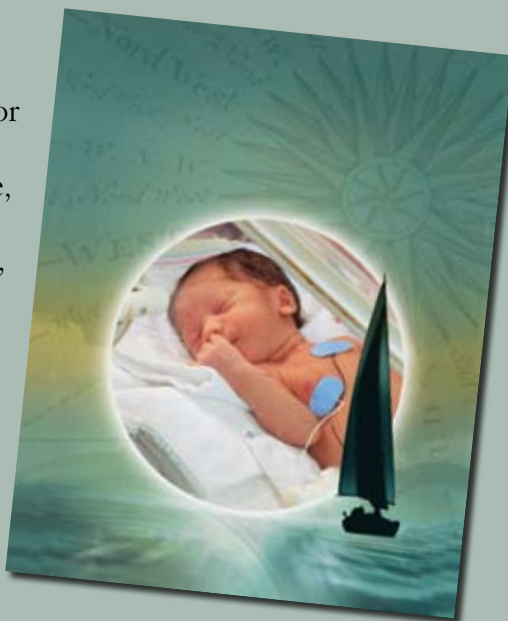
Enter the Brighter Tomorrows Story Contest for a chance to win a free registration for NANN's 24th Annual Educational Conference, “Navigating Neonatal Care: A Safe Passage Home” to be held in Ft. Lauderdale, FL, September 24–27, 2008.

Stories should be relevant to neonatal nursing practice and relate a baby's or family's progress or describe the professional development of a neonatal nurse. Your story can be up to 750 words, and pictures may accompany stories as long as a patient permission form is signed and submitted as well. Permission forms may be printed from the conference page at [www.NANN.org](http://www.NANN.org).

To enter, please send NANN your story via e-mail to [info@NANN.org](mailto:info@NANN.org). All entries must be received by **Friday, April 25, 2008**.

The winning entry will be chosen in a drawing in May 2008, and its author will be notified immediately after the drawing. The winning story will be printed in *NANN Central* and posted at [www.NANN.org](http://www.NANN.org). Note: By submitting a story, you give NANN permission to reproduce it via the association's print and electronic media.

To read a story submitted to the 2007 Brighter Tomorrows Story Contest, see the *NANN Central* Online Supplement, and visit [www.NANN.org](http://www.NANN.org) to read all story contest entries. 



## Don't Miss an Important E-Mail Message from NANN!

NANN is increasingly using e-mail to ensure that you receive important and time-sensitive information; however, spam filters on computers are getting more and more aggressive. Don't let NANN end up in a spam folder!

To make certain that you receive *NANN News & Updates*, please add the e-mail address [info@NANN.org](mailto:info@NANN.org) to your e-mail address book. If your e-mail is part of an internal network for an office, hospital, school, or other institution, please ask your system administrator to add this e-mail address to the network safe list of e-mail addresses. To add, check, or change your e-mail address, please log in to the Members Only section of the NANN Web site at [www.NANN.org](http://www.NANN.org) by using your last name and Member ID. Once you are in the Members Only section, click on “Edit My Profile” at the bottom of the screen.

## Thank You, 2007 NANN Volunteers!

NANN thanks the following volunteers for their efforts and hard work during 2007.

**The ABCs of Genetics, 2nd Edition:** Claire H. Rathnau (author), Jacqueline Hoffman (reviewer)

**Award Selection Committee:** Cyndi Weiss (chair), Terry Johnson, Carol Polinski, Carol Wallman

**Advanced Competency in Developmental Care Task Force:**

Jacqueline McGrath (chair), Cheryl Alexander, Leslie Altimier, Virginia Bauler, Patricia Bondurant, Debra Brandon, Lori Brittingham, Nancy Burke, Kara Coker, Judith Cote, Gay Gale, Sharyn Gibbins, Regina Grazel, Joy Henderson, Susan Horner, Dianne Kutz, Susie Rosenberg, Cynthia Running, Jan Thape, Molly Toon

**Education Provider Committee:** Leslie Altimier, Andrea Morris

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**Kangaroo Care (Skin to Skin) Guidelines:** Susan Ludington (author)

**NANN Central Content Reviewer:** M. Kathleen Philbin

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**Organizational Liaisons:** Robin Bissinger, Peggy Gordin, Barbara Nightengale, Webra Price-Douglas, Susan Reinartz, Joan Rikli, Carol Wallman, Cyndi Weiss

**Pain Guideline Task Force:** Marlene Walden (author), Sharyn Gibbins (author), Sandra Sundquist Beaman, Mary Ann Gibbons, Patricia Hummel, Melinda Porter

**PICC Guideline Task Force:** Janet Pettit (author), Mary Mason Wyckoff (author), Joan Demarest, Darcy Doellman, Nancy Kadavy, Liz Sharpe, Mary Laura Smithwick, Carol Trotter, Cyndi Weiss

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**Program Planning Committee:** Andrea Morris (chair), Leslie Altimier (Education Provider Committee chair), Sharyl Sadowski, Elizabeth Sharpe, Sandra Sundquist Beaman, Tamara Wallace

**Research Committee:** Rosalie Mainous (chair), Elizabeth Damato, Susan Ludington, Leslie Parker, Laura Stokowski

**Special Interest Groups:** Cynthia Acree-Hamann, Carol Carrier, Regina Cusson, Kristen Earley Lindamood, Terry Roff, Gale Schmaltz

**Transport Guideline Task Force:** Webra Price-Douglas (chair), Janice Romito, Rene Taylor

**Position Statement on NNP Shift Length and Fatigue:** Suzanne Staebler (chair), Ruth Evans (author), Rebecca Rakowicz (author), Marilyn Rigby (author), Margaret Steinbach (author), Gina Webb (author), Margaret Conway-Orgel (reviewer), Amy Dunn-Caldwell (reviewer), Charley Elliot (reviewer), Angie Quatman (reviewer)

## PICC and Pain Guidelines Now Available

NANN is pleased to announce that two new guidelines are available. *Peripherally Inserted Central Catheters: Guideline for Practice, 2nd Edition* and *Pain Assessment and Management: Guideline for Practice, 2nd Edition* are now available through the Members Only section of the NANN Web site, [www.NANN.org](http://www.NANN.org). We encourage you to download these publications and hope you will find them beneficial in your practice!



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## Call for Nominations

Have you thought of getting more involved with your association but haven't taken the first step? Do you know another NANN member who would be an excellent candidate for a leadership position?

If your answer is yes, please submit your nominations for the 2008–2010 NANN Board of Directors. Self-nominations are welcome. Nominees are required to submit an application and campaign policy form to the NANN national office by March 31, 2008.

The open positions on the 2008–2010 Board of Directors include the following:

**President-Elect:** The president-elect will serve a 2-year term, followed by a 2-year term as president, and a 1-year term as immediate past-president. The time commitment for this position is 5 years. Candidates must have a master's degree in nursing and previous experience on the NANN Board of Directors.

**Secretary/Treasurer:** This is a 2-year term. Candidates must have prior service as a member of the NANN Board of Directors, a chapter president, or a national committee chair.

**Director-at-Large:** Two 2-year positions are open. Candidates should have a documented history of leadership.

**Special Interest Group Director-at-Large:** This is a 2-year term. Candidates should have a documented history of leadership and be a member of a NANN Special Interest Group.

Now is the time to get involved! Please send your nominations to [mcebula@nann.org](mailto:mcebula@nann.org).

## NANNP Continues to Grow!

There are more than 500 members of the National Association of Neonatal Nurse Practitioners (NANNP), including one international member and six students. The purpose of NANNP is to improve the care given to newborns, infants, and their families by providing a forum of communication for neonatal nurse practitioners (NNPs). NANNP will serve in a consulting capacity to the NANN Board of Directors to make recommendations for programs, policy statements, educational standards, and other actions on matters related to neonatal care and NNPs. It also provides a voice for communicating jointly with the Perinatal Section of the American Academy of Pediatrics (AAP) about neonatal issues in order to improve upon the already strong collaboration between neonatologists and NNPs.

One of the benefits of NANNP membership is the opportunity to network with your peers through a dedicated NANNP Listserv. The purpose of this virtual support and information-exchange group is to discuss the unique opportunities and challenges you face every day. It is a great way to share information, exchange ideas, and communicate successes. Discussions of articles published in *Advances in Neonatal Care* or *NANN Central* are encouraged as well as any suggestions to improve these publications.

If you are an NNP, join this dynamic division! The NANNP Council is working hard to develop additional NANNP programs and benefits. For more information, visit [www.NANNP.org](http://www.NANNP.org), call 800/451-3795 (toll free), or e-mail [info@NANN.org](mailto:info@NANN.org).



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