



# NNPRFTC Annual Report 2018



## Dear Friends and Colleagues,

I know I don't need to state the obvious for you: this is an extraordinary time in healthcare. In recent months, healthcare, health coverage, and threats to both re-emerged as a major theme in our national political debate. We hear it every day in one-on-one conversations with patients and on the national stage. And yet it is a time of incredible innovation in science, practice, and training.

Recent issues of *Health Affairs* and *The New England Journal of Medicine* make clear what you already know: Nurse Practitioners and Physician Assistants are increasingly the backbone of primary care in this country, as well as essential providers in our country's acute care facilities.



**Margaret Flinter**

By 2030, the majority of new primary care providers will be NPs and PAs. Our collective leadership recognized this trend years ago. The tremendous responsibility that comes with being the backbone of primary care has guided the development of the NNPRFTC. There is a growing consensus that new NPs deserve the opportunity for formal postgraduate residency/fellowship training in their chosen clinical area, whether primary care, specialty, or acute care. Individual organizations and large health systems across the country have risen to the challenge and invested their resources in developing exemplary programs. Our organization has responded in kind by supporting organizations in their program development, and by taking on the challenge of creating a rigorous, reliable, and accountable accreditation program to guide new and existing programs.

The NNPRFTC has created a powerful, voluntary peer review system of accreditation for postgraduate training. Our accreditation standards are building blocks for new programs. The standards are the foundation of the peer review process used by existing programs across the country to document quality. The standards drive excellence.

In the midst of all this serious business, we remind each other that there is tremendous joy and satisfaction in creating new models of education and training, and witnessing their impact on the next generation of nurse practitioners. As we move into our fourth year, we retain the energy and drive of a start-up, but with the solid foundation of a maturing organization. We are increasingly focusing on specialty programs as well as primary care programs. We are poised for growth, for increasing influence in the national discussion on clinical workforce training, and for continuing our fundamental and absolute dedication to the next generation of healthcare providers.

We couldn't do it without you. Thank you for being an essential partner on this journey.

**Margaret Flinter, PhD, APRN, c-FNP, FAAN, FAANP**

Chair, Board of Directors, National Nurse Practitioner Residency and Fellowship Training Consortium

Barnes, H., Richards, M.R., McHugh, M. D. and Martsof, G. "Rural and Nonrural Primary Care Physician Practices Increasingly Rely on Nurse Practitioners". June 2018. HEALTH AFFAIRS VOL. 37, NO. 6 <https://www.healthaffairs.org/doi/pdf/10.1377/hlthaff.2017.1158>

Auerbach, D., Staiger, D., and Buerhaus, P. - "Growing Ranks of Advanced Practice Clinicians- Implications for the Physician Workforce". June 21, 2018. N Engl J Med 2018; 378:2358-2360. DOI: 10.1056/NEJMp1801869 <https://www.nejm.org/doi/full/10.1056/NEJMp1801869>

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# NNPRFTC Annual Report 2018

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Candice S. Rettie

## Executive Director Report

Hello all,

Preparing the 2018 Annual Report has renewed my appreciation of the NNPRFTC's unique and pivotal role in the NP postgraduate training movement. Our excitement in fueling a start-up national movement has evolved into a deep and abiding commitment. The NNPRFTC continues to inform and accredit postgraduate training across the nation, serving as a force for change in healthcare professional education.

In just a few years, the NNPRFTC has moved from concept to creation to national prominence. The movement began in 2007, when the first NP postgrad training program in primary care was established at Community Health Center, Inc. (CHC) in

Connecticut. Eleven years later, there are approximately 120 primary care and specialty postgraduate NP training programs in the U.S., with over 650 graduates in primary care alone.

Preparation for our peer review accreditation program began in 2013, when 10 experts in NP postgraduate training from across the country collaborated to create the Accreditation Standards. The Accreditation Self-Study Guide was written in 2015, the same year the NNPRFTC was incorporated. The first programs were accredited in 2016. The accreditation pipeline expands every year, now encompassing primary care and specialties in diverse care delivery settings. This coming year, the very first accredited programs have notified us that they will apply for renewal.

A repository of best practices is emerging, with alumni making their mark as practitioners, educators, and leaders. Employers have begun to take note of the competence and confidence demonstrated by alumni. Meanwhile, research is exploring the developmental process that occurs over the course of a yearlong program.

What's next? Will there be dedicated funding for these programs? How will expectations of professional development for NPs change? What will be the impact of true interprofessional training and practice? The future is full of possibilities...

Daily phone calls, Zoom meetings, and email exchanges with people from across the country remind me of the dedication to excellence and spirit of openness that characterize all of our stakeholders, members, and dedicated volunteers. With special acknowledgment of the contributions of the NNPRFTC Board of Directors; committee members; ad hoc advisors; site visitors; postgraduate training program faculty; staff and trainees; and supporters of the movement.

Thank you for your wisdom, your energy, and your generosity of spirit. You inspire me every day!

**Candice S. Rettie, PhD**  
Executive Director, NNPRFTC

## Timeline 2007-2018



## Building Our Identity

### 2018 Accomplishments

- **USDE Review:** Initial petition for recognition accepted; began formal 2-year process
- **Site Visitor Course:** Developed web-based hybrid model; six graduates
- **Accreditation:** Continued primary care focus; expanded to specialty programs in hospital settings
- **Pre-accreditation:** CHAS was the first program to receive pre-accreditation
- **2018 First Annual Conference:** Sold out!
- **Accreditation Salons:** Delivered five virtual webinars: four for General Q&A and one for Accredited programs
- **Number of supporters grew to 282 individuals, representing over 100 institutions**
- **New Membership Program:** Dedicated members-only website prepared for general release
- **Consortium website:** Regular updates and new posts
  - Periodic Blogs and News postings, some with over 1,600 readers
  - Regular additions to research/publications listings



2018 NNPRFTC National Conference presenters and attendees relax at the end of an inspiring day of presentations, panel discussions, and networking.

## Nationwide Snapshot

- **650+ NP postgraduate trainee graduates focused on primary care**
- **Primary care postgraduate training programs located in:**
  - FQHCs
  - Large health/hospital systems
  - Private medical group or non-FQHC clinic
  - Veterans Affairs Administration (VHA) sites
- **At least 10 new NP postgraduate training programs for primary care launched**



### Accreditation Activity 2016-2018

- Accredited in 2016: ICHS (WA) and CHC (CT)
- Accredited in 2017: NMMS (MS) and WNCCHS (NC)
- Accredited in 2018: Sea Mar (WA)
- Pre-Accredited in 2018: CHAS (WA/ID)
- Applied for Accreditation in 2018: Highland Family (NY), Seattle Children's Hospital (WA) and Nationwide Children's Hospital (OH)

11 NP training programs begin in California (2), Colorado, Hawaii, New York (2), Oregon, Rhode Island, and Washington (3); 2 VHA training programs begin.  
**NNPRFTC Accreditation Standards and Self-Study Guide completed. NNPRFTC incorporates as 501(c)(3). Website launches.**

3 NP training programs begin in Ohio, Mississippi, and Washington.

**NNPRFTC identifies accreditation as a goal. Work begins on Accreditation Standards.**

3 NP training programs begin in Connecticut, Maine, Texas; 5 VHA training programs begin.

NP training program begins in Worcester, MA.

9 NP residency programs begin in California (3), Delaware, New Hampshire, New York (2), South Carolina and Washington. 10 programs participated in CHC's NCA collaborative from: California (4), Colorado, New Hampshire, New Jersey, Oregon, Tennessee, and Washington.

6 NP training programs begin in North Carolina (2), Washington (3), and New York.  
**NNPRFTC continues work on Accreditation Standards.**

11 NP training programs begin in California (2), Florida (2), Illinois, Indiana, Massachusetts, Oregon, South Carolina, Texas, and Virginia; 4 VHA training programs begin.

Community Health Center, Inc. (CHC) launches the nation's first Nurse Practitioner Postgraduate Residency Training Program.

**NNPRFTC convenes as an informal consortium.**

5 NP training programs begin in California (2), Idaho, Pennsylvania, and Washington.

10 NP training programs begin.  
**USDE petition for recognition opens.**

## Accreditation

### Accreditation Activity in 2018

We continue to solidify our national position as the accreditor of postgraduate NP training programs through a process designed by NPs for NPs. This optional year-long training for fully credentialed and licensed NPs focuses on enhancing their confidence as providers while perfecting the diverse set of professional skills required to succeed in today's complex healthcare environment.

We serve the public and our stakeholders by accrediting these programs and publishing the outcomes of those reviews.

We pride ourselves on the consistent quality of our professional yet collegial approach to ensuring a rigorous, voluntary, peer-review accreditation process. After accrediting four programs in 2016–2017, we've worked with five in 2018. Program sponsorship includes: FQHCs, pediatric specialty hospitals, and a university-affiliated community hospital. Sea Mar, based in Seattle, was accredited. CHAS Health, serving eastern Washington state and western Idaho, received the first pre-accreditation. Additional programs in Washington state, New York, and Ohio are in active review.

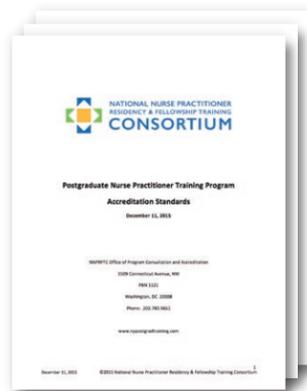


2018 Accreditation Activities						
Sponsoring Organization	Location	Name of Program	# of Trainees/yr	Specialty	Accreditation Status	Setting
Sea Mar Community Health Centers	Seattle, Washington	Sea Mar Family Nurse Practitioner Residency	2	Family	July 2018–July 2021	FQHC*
CHAS health	Spokane, Washington	CHAS Nurse Practitioner Residency	3	Family	Pre-accreditation September 2017–December 2018	FQHC*
HIGHLAND HOSPITAL	Rochester, New York	Nurse Practitioner Residency	2	Family	Active review	Clinic/Office
Seattle Children's	Seattle, Washington	Advanced Practice Provider Fellowship	17	Pediatrics	Active review	Hospital
NATIONWIDE CHILDREN'S	Columbus, Ohio	Child and Adolescent Psychiatric Fellowship	2	Child and Adolescent Psychiatric	Active review	Hospital

\*FQHC = Federally Qualified Health Center

### ABCs of the Accreditation Process

- Programs begin the process with a thorough self-evaluation.
- The results are validated by a multi-day peer evaluation focusing on how the accreditation standards are met.
- Public commentary is solicited, and issues that require or would benefit from further attention are raised.
- Programs respond to the external evaluation.
- After careful consideration of all the evidence, a decision is rendered. Mandatory monitoring of accredited programs on a routine basis assures the public of continued acceptable performance by the program.



### Profile in Caring

Created by **Patricia L. Cleveland, ARNP** (above), the NP Residency Program for **Sea Mar Community Health Centers** launched in October 2015. Since then, Cleveland has directed, shaped, and helped grow the program for the sprawling, Seattle-based FQHC, which serves more than 200,000 clients a year. In August, the NNPFTC awarded the program full, three-year accreditation.

In making the announcement, DoQuyen Huynh, DNP, c-FNP, and Chairperson of the Consortium's Accreditation Committee, commended Sea Mar for its **"high-performance"** Residency program, noting that, **"fully qualified nurse practitioners...are our future leaders in healthcare."**

Cleveland's reaction? **"The high quality standards put forth by the NNPFTC allowed us to refine and advance our program even more"** she said. **"In some ways, the site visit felt like a showcase to demonstrate and reflect on the incredible work that we had put into enhancing the program."**

Read the full interview with Patricia Cleveland, ARNP, as the inaugural Profile in Caring on our website, <https://www.nppostgradtraining.com/>.

### USDE

As our colleagues know, US Department of Education (USDE) recognition is very important to the NNPFTC.

Given that one doesn't have to be recognized by the USDE in order to accredit organizations, we are often asked: Why seek it? USDE imprimatur means that the US Secretary of Education has determined that the accrediting agency is a "reliable authority" for judging a program's quality of education and training. USDE recognition is awarded only after rigorous, multifaceted evaluation.

NNPFTC is the only accrediting agency for postgraduate NP training programs created for fully credentialed and licensed (or license-eligible trainees) that is pursuing USDE recognition. NNPFTC's preparation for recognition began years ago. The experts who created our accreditation process had the foresight to design the program with USDE eligibility in mind, including components such as on-site visits.

The USDE's demanding recognition review process is comparable to the NNPFTC's review of NP postgraduate training programs seeking accreditation.

### USDE Recognition Process

6 Major Steps



NNPFTC's formal recognition review by the USDE began this summer with completion of an initial narrative documenting how we meet USDE's eligibility criteria, which include "wide acceptance by the community." Simultaneously, a USDE analyst accompanied NNPFTC site visitors to observe an accreditation site visit. The USDE will observe every aspect of the accreditation review process, from initial application to annual updates, over the next year.

The comprehensive narrative that documents every detail of our accrediting activities and organizational structure will be submitted in the summer of 2019. This will be followed in 2020 with a hearing before the National Advisory Committee on Institutional Quality Integrity (NACIQI), a federal advisory committee. After considering all the findings and recommendations from the USDE and NACIQI, the US Secretary will render a decision, likely by mid-2020. It is a long and arduous process. But it is worth it!

### Significance of USDE Recognition:

- 1) Confers indisputable recognition of excellence, rigor, and quality in accreditation processes.
- 2) Provides assurance of quality to stakeholders—NP residents/fellows, organizational leadership, employers, and the public—that the NP residency/fellowship program meets strict standards.
- 3) If a federal funding stream is developed for programs that offer postgraduate NP residency/fellowship training, a likely funding prerequisite would be programmatic accreditation (or being accreditation eligible) by a USDE-recognized accrediting authority.

### Profile in Caring

In a first, NNPFTC has pre-accredited **CHAS Health's** NP Residency Program. Pre-accreditation, designed for programs in their first year, is a potential path to full accreditation. **Todd Smith, ARNP** (above on right), a preceptor in the program's inaugural year, is now program director and Nurse Practitioner Faculty in Residence, a joint appointment with the College of Nursing at Washington State University. His responsibilities as the program director include mentoring and teaching preceptors how to precept.

When the NNPFTC's site visit took place over the summer, Smith had just become program director. **"The [accreditation process] was huge for me."** He talked about how the process inspired the team and that it **"really reinvigorated"** his career. **"What really impressed me was the breadth, depth, and rigor of the Standards"** the residency program had to meet, Smith said. The accreditation process affirmed the quality of their work.

See a full interview with Todd Smith, ARNP, in the Consortium's coming series, "Profiles in Caring," on our website, <https://www.nppostgradtraining.com/>.

# Site Visitor Training

## A Richer Understanding

*"The training program included individual study of the Standards and working in pairs as visitors to a 'mock' survey site. The role-playing session was valuable in experiencing the nuances of an authentic site visit. I enjoyed the team assignments—they afforded me the opportunity to learn about the other site visitors as individuals. All of this gave us a richer understanding of the Standards and delineated the role of the Site Visitor."*

—Deborah Clickner, DNP, RN, NE-BC  
Retired Chief Nursing Officer, VHA; Barrington, RI

We project that an increased number of programs will seek accreditation or reaccreditation in 2019. We've created a hybrid, web-based course to prepare new site visitors to meet this increased demand. We believe the two-part course, 40 hours of webinar-based learning, followed by observing a site visit, is the first of its kind for site visitors.

The course, which ran from January through May, had participants and faculty from WA, CT, IL, RI, NH, MS and MD. The six graduates worked with eight faculty on core issues that confront site visitors. Observations have already taken place during site visits in Seattle and Spokane. Further observations are scheduled in NY, WA, and OH. The course will be offered annually.



### NNPRTFC Site Visitor Training Course: A Day in the Life of a Site Visitor

<b>Web-based Phase</b> (Webinars, independent study, individual and team-based activities)	By the end of this web-based training, participants will: <ul style="list-style-type: none"> <li>• Know the NNPRTFC's Standards, their elements, and the rationale for each standard</li> <li>• Understand the NNPRTFC's approach to accreditation</li> <li>• Understand the components of a site visit</li> <li>• Complete a draft narrative for each section of the mock site visitor's report</li> <li>• Discuss best practices, potential pitfalls, challenges, and barriers to verifying whether a program meets the Standards</li> <li>• Be prepared to be an active observer during a site visit</li> </ul>
<b>Observer Phase</b>	<ul style="list-style-type: none"> <li>• Participate in site visit preparation: document review, agenda preparation, conference calls</li> <li>• Serve as an observer on at least one site visit</li> <li>• Participate in report write-up as needed</li> </ul>
<b>Active Site Visitor</b>	<ul style="list-style-type: none"> <li>• Participate in at least one site visit per year</li> </ul>

# New Membership Program

NNPRTFC's Membership arm supports and helps develop future leaders and innovators of the postgraduate residency training movement. It is the natural partner to our nationwide Accreditation mission. Membership activities build collaborative, lifelong learning opportunities, while enhancing opportunities for career advancement.

NNPRTFC's Membership Program was developed by dedicated volunteers who gave generously of their insight and time. Membership Committee Chair Pat Dennehy, DNP, NP-C, FAAN, and Ad Hoc Content Review Advisory Group leader Julie Stuckey, DNP, ANP, AANP-c, and their steadfast volunteer partners took part in many 6 a.m. conference calls. They created the suite of benefits, the dues structure, and advised on content of the new members-only website.

Membership will roll out in phases, with Phase 1 focusing on individual members and providing networking opportunities. Benefits will be added as interest and resources allow. There will be three categories of annual individual membership and dues in Phase 1:



**NP Graduate Student/  
NP Postgraduate Trainee**  
\$25 Per Year



**Associate (non-NP)**  
\$100 Per Year



**Professional (NP only; non-trainee)**  
\$150 Per Year

All three categories will have access to Phase 1 benefits. Annual dues, paid through the website or by check, will be renewable on the anniversary date of signup.

#### Benefits For Individual Members (Phase 1):

1. Acknowledge membership by public listing of demographic information and affiliation
2. Detailed membership directory for members only
3. Special interest group/discussion platforms: e.g., program directors; accreditation, and research discussions
4. Periodic general membership virtual meetings
5. Access to website listing of resources, such as relevant publications/citations



Margaret Flinter, Chair, NNPRTFC Board of Directors, with Ann Marie Hart, Professor and DNP Program Director, U of Wyoming.



Patti Feeney, Anna Rogers, and Ann Marie Hess, exhibitors at the Association of Clinicians for the Underserved (ACU) Annual Conference.

# 2018 NNPRTFC National Conference



**The First Annual Conference: The Future Is Now** was in Denver on June 25, 2018, at the History Colorado Center. The Conference was sold out.

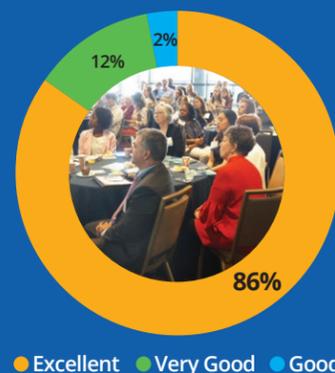
Margaret Flinter, PhD, APRN, c-FNP, FAAN, FAANP, and Chair of the NNPRTFC, opened with an overview of the postgraduate NP training movement. Barbara Brandt, PhD, EdM, Director of the National Center on Interprofessional Education and Practice, spoke of the aspirations, challenges, and benefits of interprofessional practice in healthcare. Luis Padilla, MD, FAAFP, Associate Administrator for Health Workforce, Health Resources & Services Administration (HRSA), reviewed the federal landscape in terms of the healthcare workforce, funding for training programs, and opportunities for research. Craig Kennedy, MPH, Executive Director of the Association of Clinicians for the Underserved, shared his inspirational personal story about the importance of healthcare access, especially for those with few resources. A panel of practitioners and healthcare executives responded to the morning presentations.

A lively and unexpected moment was the brief midmorning "dancercise" break, when all 90+ people were standing, laughing and dancing to the music of an exercise tape. Lunch offered an opportunity for conversations and networking. The afternoon opened with a research panel discussion of emerging trends and future priorities and concluded with two rounds of packed breakout sessions on faculty development, curriculum, being a program director, conducting research, and evaluation. Feedback identified breakout sessions, networking, and presentations as conference highlights, with virtually every respondent saying they would attend in 2019. Ninety-eight percent of the respondents rated the conference "very good" or "excellent."

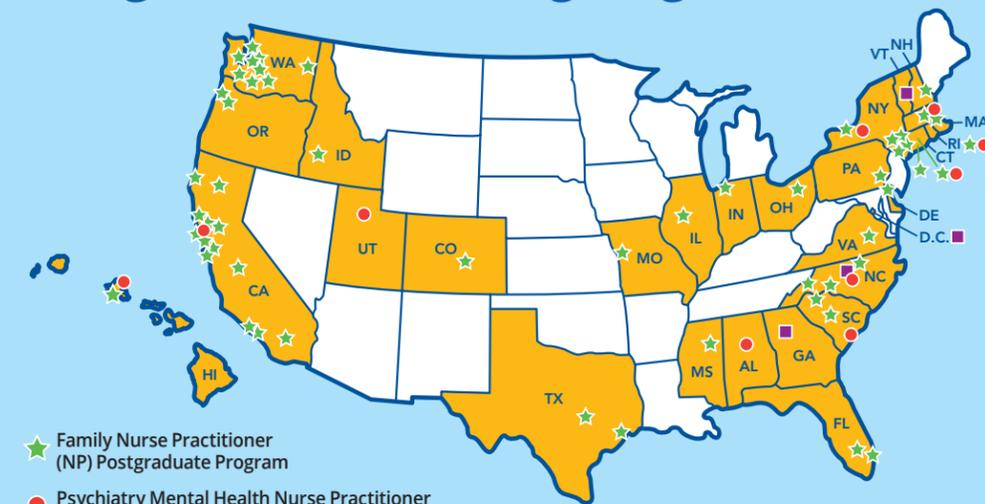


*"...the opportunity to work with others either considering a program or actually running a program was invaluable."*

**ALL responses rated the 2018 Conference 'Good' or better!**



# Postgraduate NP Training Programs



- ★ Family Nurse Practitioner (NP) Postgraduate Program
- Psychiatry Mental Health Nurse Practitioner (PMHNP) Postgraduate Program
- Adult/Gerontology Nurse Practitioner (AGNP) Postgraduate Program

Data current as of 11/27/18

# Accreditation Salon

In 2018, NNPRFTC introduced Accreditation Salons. These five interactive national webinars, delivered via video-conferencing, featured panels of experts who responded to questions and issues submitted by participants. Four Salons were open to those interested in NNPRFTC, accreditation, and postgraduate training. One Salon, by invitation-only, provided a forum for accredited programs to discuss updated reporting requirements, to collaborate on resources, and to share knowledge and experiences. We are delighted that the Salons are so well received.



*"The NNPRFTC has provided me with outstanding professional mentorship as I navigate starting a postgraduate fellowship Psychiatric NP program at Nationwide Children's Hospital."*

—Nancy Noyes, APRN, Fellowship Director

## News Updates, Blogs, and Research/Publication Postings in 2018

The NNPRFTC website (<https://www.nppostgradtraining.com>) offers the following new Blogs and News updates. In 2018, there were 18 new posts with 7,606 hits. Eighteen new research/publications links were also posted.

### Blogs:

<https://www.nppostgradtraining.com/Resources/Blog>

- The Importance of a Nurturing Learning Environment: Lessons Learned from Loggerhead Turtles
- Mentoring in Action: Box of Chocolates
- NPs Lighting the Way: Shooting Stars
- Improving Environments for Learning: The Future Is Now—What Next?
- Work Life Balance? Really? —Finding Happiness at Work and at Home
- Mentoring—A Safe Harbor: Elective Performance Improvement

### News:

<https://www.nppostgradtraining.com/About-Us/News>

- 2019 Consortium Annual Conference: Join us in Indianapolis
- Congratulations—CHAS Health's Nurse Practitioner Residency Awarded Pre-Accreditation: First Postgrad NP Residency to Receive NNPRFTC's Pre-Accreditation
- Sea Mar Community Health Centers' Family Nurse Practitioner Residency Accredited
- Join us! First Annual Conference June 25, 2018: SOLD OUT!!!
- Join us! First Annual Conference June 25, 2018: Agenda Posted
- Accreditation Salon—April 25, 2018, 2-3 p.m. EDT: Informal Discussion and Q&A with Panel of Accreditation Experts

### News (continued)

- Accreditation Eligibility Requirement: Certificate of Completion for Trainees' Successful Completion of Program Requirements
- Survey on Preparedness for Practice and Transition to Practice: Help a Colleague—Forward Research Survey to New NPs
- Spring 2018 News Updates
- Join Us! Consortium 2018 Annual Conference: The Future Is Now: Nurse Practitioner Residency and Fellowship Training
- General Membership Meeting: Spring 2018
- Accreditation Salon—March 12, 2018: Informal Panel Discussion and Q&A

### NNPRFTC provides links to four sites that may be of interest:

<https://www.nppostgradtraining.com/Resources/Research-and-Publications>

- NNPRFTC website: Research and Publications page —Publications, abstracts, presentations addressing NP postgraduate training topics, including: economics; effective communication; mentoring; NP practice; residencies and fellowships; trainees' developmental trajectory
- Doctors of Nursing Practice/Doctoral Project Repository
- Virginia Henderson Library
- USC Annenberg Center for Health Journalism

