

# NNPRFTC Annual Report 2021

To all of our colleagues, supporters and friends,



Margaret Flinter

With this annual report, we close out our *second* year of living with and through the COVID pandemic. What is perhaps most remarkable to me is the intensity with which the Consortium has powered forward, even while responding to the pandemic, with its relentless focus on strengthening postgraduate training for new nurse practitioners and physician assistants. It has done this through a combination of rigor in the accreditation standards and processes, and support for both new and well-established programs and their staff. I have watched with amazement as organizations *launched* new programs and as existing programs *expanded* the numbers of tracks and trainees and submitted new applications for accreditation. We saw it in our membership numbers, in our conference attendees, in attendance at the “web cafés”, and the number of programs now in the accreditation pipeline.

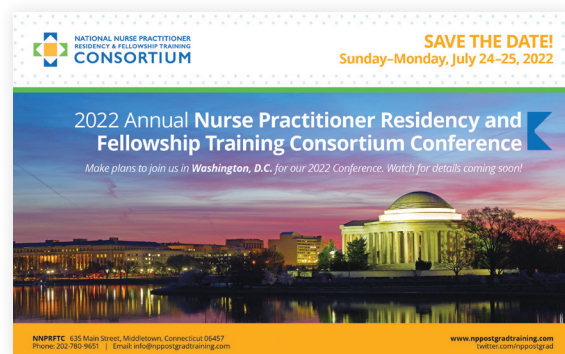
Under Kerry Bamrick’s leadership and with the extraordinary commitment of volunteer time and talent of Dr. DoQuyen Huynh as Chair of the Accreditation Commission and Dr. Patricia Dennehy as Chair of the membership committee, we have tackled numerous initiatives to support the growth of the movement and never have we needed our newest generations of NPs and PAs more.

We are living in a complicated moment in history as health care professionals, deeply and often very personally impacted by these COVID years, are considering their needs, choices and career decisions. Everyone from the National Academies to our colleagues in the next room recognizes that resilience and burnout are two sides of the same coin we must pay attention to. This is now our charge: to provide new NPs and PAs with the depth of training that builds confidence and competence—but to simultaneously provide them with the tools to create high performing practice environments. It is this combination that I think leads to true resilience, and the ability to thrive in practice. We appreciate the support of our community of programs, of funders, of our Board of Directors and all of our members.

We don’t know what the third year of COVID will bring us, but we will meet it head on with our contribution to training the healthcare workforce that our country needs. I want you to know that in our nearly-complete first major revision of our accreditation standards we have considered in every element and standard the goals of advancing health equity, ending health disparities, promoting diversity in our training programs, and creating resiliency in trainees that will sustain them in their (long!) careers.



**Margaret Flinter, APRN, PhD, FAAN, FAANP**  
Senior Vice President and Clinical Director  
Community Health Center, Inc. (CHCI)  
Founder Emeritus, CHCI’s Weitzman Institute  
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**Save the date for our Fifth Annual Conference  
to be held on July 24–25, 2022!**

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## Executive Director Report



**Kerry Bamrick**

If a crisis is a proving ground for both individuals and organizations, a prolonged crisis is an even greater test.

It's been nearly two long years, but the urgent response that COVID requires continues, especially as new variants continue to emerge. From the beginning, the Consortium has responded quickly to the challenges the pandemic created, providing ideas and opportunities for leaders of postgraduate training programs to pivot and helping them adjust their curriculums while maintaining their programs' integrity. By providing numerous avenues for energy and creativity, I believe the Consortium has been a key contributor to helping programs—those in the planning, start-up, and ongoing phase—weather this unprecedented and prolonged test of their flexibility and endurance.

Our numbers prove that people and programs understand the benefits of belonging to a strong support and advocacy organization. Last year, when COVID delivered its first punch, the Consortium's membership quadrupled. In 2021, it increased more than 70% over 2020.

This year, we launched a series of timely forums, bringing together leaders from our accredited programs to exchange ideas and share ways in which they were successfully modifying their routines and plans.

We hosted quarterly webinars—on recruitment, rotations, orientation, and graduation—for HRSA ANE-NPR grantees as part of HRSA's cohort collaboration requirement.

And as a follow-up to our 2021 Annual Conference, we are offering six CE-approved webinars, beginning in October and running through March 2022. This monthly series, which we're calling our Web Café, provides an opportunity for participants to continue the dialogue begun at our conference last summer with content experts and innovators in postgraduate residency and fellowship training.

All these efforts will continue in 2022 as the Consortium continues to help postgraduate training programs respond swiftly to COVID, as well as to other inevitable challenges.

One of our biggest concerns, which has taken center stage during the pandemic, has been the burnout rate among healthcare providers. Although reports of chronic workplace stress predate COVID, they have become more dramatic in the past two years. A recent national study showed epidemic levels of fatigue affecting both the physical and mental health of front-line health workers, with the highest rates among new providers. Burnout has become an existential crisis, for both providers and their patients.

Knowing this, the consortium has made a commitment to address workforce burnout and promote resiliency by providing trainings and practice-based burnout prevention strategies to the curriculums of postgraduate training programs. We have a responsibility to make sure we are doing our part to ensure new providers are going into practice well equipped with the confidence, competence but also the mastery and sense of well-being they need to survive and thrive.

Despite the continued challenges, and maybe even because of them, we're excited about 2022. In addition to staying the course with forums and webinars, we're planning our 5th Annual Conference, scheduled for July in Washington, D.C. Right now, it's shaping up to be a two-day, **in-person/virtual** event. Now that's progress! Check our website in the spring for content details and registration information.

I'm gratified by the enthusiastic response to what we're doing. As I start my third year as executive director of this vibrant and important organization, I urge you to keep up with our website and consider joining the Consortium. And stay well.

**Kerry Bamrick, MBA, Executive Director, NNPRFTC**

# Building Our Identity

## 2021 Accomplishments/Updates

**Accreditation:** Eight programs received initial accreditation, two programs received renewal of accreditation, eight programs are in the accreditation pipeline for initial accreditation and two programs for renewal of accreditation in 2022. [Details on page 4.](#)

**Membership and New Membership Community Forums:** In 2021, our network of postgraduate NP and joint NP/PA residency and fellowship professionals grew and increased membership by 70%. The development of Community Forums provides a platform for our community to network, and to participate in dynamic discussion boards and share resources and best practices. [See story on page 5.](#)

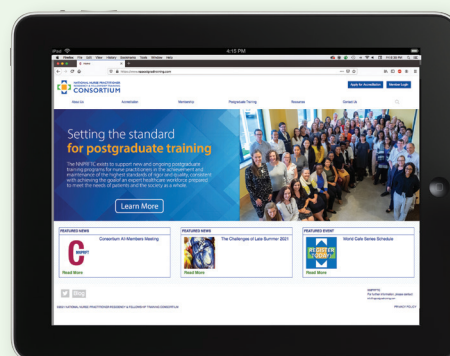
**Fourth Annual Conference “Leading into the Future”** held virtually on July 26-27, 2021 was a major success! There were 156 conference attendees and 100% of the evaluation respondents stated they were “strongly satisfied” or “satisfied” with the 4th Annual Conference. [See story on page 7.](#)

### National Webinar and Training offerings:

- Hosted quarterly webinars to support new programs and organizations implementing programs in the future.
- Led a series of leadership forums with the Consortium's accredited programs.
- Hosted quarterly webinars—on recruitment, rotations, orientation, and graduation—for HRSA ANE-NPR grantees as part of HRSA's cohort collaboration requirement.
- As a follow-up to our 2021 Annual Conference, we are offering six CE-approved Web Cafés from October 2021 to March 2022.
- Provided accreditation site visitor training courses (intense, two-day, 16 hour training) in Winter and Spring of 2021.

### Website highlights:

- *We have made improvements to our website, membership site and have increased our web presence.*
- *In 2021, we again had website traffic from every state in the U.S. and also from 149 different countries.*
- *There were 27,928 users of the website in 2021, nearly three times the 2020 number.*



## The National Nurse Practitioner Residency & Fellowship Training Consortium (“The Consortium”) Receives Federal Recognition as Accrediting Agency by the U.S. Department of Education

This decision by the Deputy Secretary of the U.S. Department of Education follows a multi-year review by the U.S. Department of Education. With the recommendation from U.S. Department of Education staff and the National Advisory Committee on Institutional Quality and Integrity (NACIQI), this decision assures the public and stakeholders of the Consortium's rigor and standards in accrediting postgraduate residency and fellowship programs for nurse practitioners in both primary care and specialty care areas.

Seeking recognition from the U.S. Department of Education has been a priority of the Consortium since its inception. Becoming a federally recognized accreditor assures the public that the Consortium is implementing nationally approved best practices in accreditation. It also assures integrity, transparency and fairness.

The U.S. Department of Education granted the Consortium initial recognition for a period of five years.

### Significance of ED 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) **In some instances, a likely funding prerequisite would be programmatic accreditation (or being accreditation eligible) by a USDE-recognized.**



# Accreditation Activity in 2021



We continue to solidify our national position as the accreditor of postgraduate NP and joint NP/PA residency and fellowship training programs. This optional year-long training for fully credentialed and licensed NPs and PAs 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.

In 2021, eight programs received initial accreditation: **Urban Health Plan NP/PA Residency Program** in Bronx, NY; **Petaluma Health Center NP/PA Residency Program**, Petaluma, CA; **Community Healthcare Network Primary Care Nurse Practitioner Fellowship**, New York, NY; **Community Healthcare Psychiatric Community Healthcare Nurse Practitioner Fellowship**, New York, NY; **El Rio Health APRN Residency Program**, Tucson, AZ; **HealthLinc FNP Residency Training Program**, Valparaiso, IN; **Waianae Coast Comprehensive Health Center Na Lei Kukui Nurse Practitioner Residency Program**, Waianae, HI and **Community Health Center, Inc. Psychiatric Mental Health Nurse Practitioner Residency Training Program**, Middletown, CT.

Two programs received renewal of accreditation: **Sea Mar Community Health Centers Family Nurse Practitioner Residency** in Seattle, WA and **CHAS Health's Nurse Practitioner Residency Program** in Spokane, WA.

Eight programs are in the accreditation pipeline for initial accreditation and two programs for renewal of accreditation in 2022.

## Accredited Programs

Sponsoring Organization	Location	Name of Program	# Trainees/Year	Specialty	Accreditation Status	Setting
 CHAS Health	Spokane, WA	Nurse Practitioner Residency Program	3	Family	Accredited 01/10/19–01/09/2022	FQHC
 Community Health Center, Inc.	Middletown, CT	Nurse Practitioner Residency in Family Practice and Community Health	10	Family	Accredited 11/29/16–11/28/19; Reaccredited 11/29/19–11/29/24	FQHC
 Community Health Center, Inc.	Middletown, CT	Psychiatric Mental Health NP Residency Program	4	Psychiatric Mental Health	Accredited 11/11/2021–11/11/2024	FQHC
 Community Healthcare Network	Manhattan, NY	CHN Nurse Practitioner Fellowship	6	Family	Accredited 07/08/2021–07/08/2024	FQHC
 Community Healthcare Network	Manhattan, NY	CHN Psychiatric Nurse Practitioner Fellowship	6	Psychiatric Mental Health	Accredited 07/08/2021–07/08/2024	FQHC
 EL RIO Santa Cruz Neighborhood Health Center, Inc.	Tucson, AZ	APRN Residency Program	8	Family	Accredited 08/19/2021–08/19/2024	FQHC
 HealthLinc YOUR COMMUNITY HEALTH CENTER	Valparaiso, IN	Family Nurse Practitioner Residency Program	2	Family	Accredited 09/02/2021–09/02/2024	FQHC
 HIGHLAND HOSPITAL	Rochester, NY	Nurse Practitioner Residency Program	2	Family	Accredited 04/11/19–04/10/2022	Health System
 ICHS International Community Health Services	Seattle, WA	Advanced Registered Nurse Practitioner (ARNP) Residency Program	3	Family	Accredited 11/16/16–11/15/19; Reaccredited 11/16/19–11/16/24	FQHC
 NATIONWIDE CHILDREN'S	Columbus, OH	Nationwide Children's Postgraduate NP Psychiatric Fellowship	2	Psychiatric Mental Health/Child/Adolescent	Accredited 09/12/19–09/11/2022	Hospital
 NORTH MISSISSIPPI MEDICAL CENTER	Tupelo, MS	Advanced Practice Clinician Fellowship	10	Family	Accredited 02/14/17–02/13/20; Reaccredited 02/14/20–02/14/23	Medical Center
 Petaluma Health Center	Petaluma, CA	NP & PA Residency Program	3	Family	Accredited 3/11/2021–3/11/2024	FQHC
 Sea Mar Community Health Centers	Seattle, WA	Family Nurse Practitioner Residency	6	Family	Accredited 07/20/18–07/20/21; Application for Renewal Accepted 11/18/2020	FQHC
 Seattle Children's	Seattle, WA	Advanced Practice Provider Fellowship	17	Pediatrics	Accredited 02/13/2020–02/12/2023	Hospital
 Urban Health Plan	Bronx, NY	NP/PA Residency Program	2	Family	Accredited 1/14/2021–1/14/2024	FQHC
 WAIANAE COAST COMPREHENSIVE HEALTH CENTER	Waianae, HI	WCCHC Na Lei Kukui Nurse Practitioner Residency Program	4	Family	Accredited 09/09/2021–09/09/2024	FQHC



# New Membership Community Forums

The new Communities Platform is a place for members to post a blog, contribute to a forum, answer questions, post best practices, as well as utilize the career hub to post a job, residency or fellowship position or search for various national job opportunities.

## Communities Platform

The Communities Platform utilizes a few simple functions including blogs, forums, and job postings in our Career Hub.

These features will allow members to communicate with other Program Directors, Managers, Administrative Staff, Postgraduate Trainees and Alumni, Students, and supporters of postgraduate training programs across the nation.

## Forums

Discuss a recent webinar!  
Post a question or best practices.

## Interactive Calendar

## Blogs

Post news and announcements.  
Share information about research or a specific topic.  
Inform others about what is going in with your program or organization.

## Career Hub

Members can post an employment opportunity or CV. Search for opportunities based on geographic area, or use it to recruit candidates for positions within their organization. This is a great tool as we enter the postgraduate training program recruitment season!

Home | Profile | Org Profile | Events | Forums | Blogs

The screenshot shows the 'Communities' page with tabs for 'My Feed', 'Notifications', 'Forums', and 'Blogs'. A forum post titled 'Prenatal Training in setting' is visible. Overlaid on this is a table showing forum threads.

	Threads	Posts	Last Post
Program Directors General Discussion Forum	4	11	11/15/2021 9:14AM (CT) o Elle Wytchak

## Upcoming Events

**World Cafe: Research, Evaluation, and Outcomes: Collaborative Ideas and Clinical Practice Research**  
12/1/2021, 3:00 PM - 4:00 PM EDT  
Zoom - Registration Needed

**Consortium All-Members Meeting**  
12/3/2021, 1:00 PM - 2:00 PM EDT  
Zoom - Registration Needed

[See All Events](#)

The screenshot shows a blog post titled 'Register for the Consortium All-Members Meeting'. The post content includes the date 'December 3, 2021', the time '1:00-2:00PM EDT / 10:00-11:00AM PST', and a link to register: 'https://chc1.zoom.us/join/register/1JYif-mg...'. There are also hashtags #allmembers, #meeting, #register, and #allmembersmeeting. The post is by 'Olive Provencio-Johnson' on '11/22/2021'.

The screenshot shows the 'FIND A JOB' section of the Career Hub. It includes a search bar with 'All Categories' and a search button. Below the search bar, there is a listing for 'PSYCHIATRIC ADVANCED PRACTICE PROVIDER' at 'Seattle Children's' in 'Seattle' with a salary of '\$ 100,000+'.

The screenshot shows the sidebar menu of the Career Hub. The menu items are: 'Account Home', 'Member Directory', 'Renew Now', 'Career Hub' (highlighted), 'Membership Value', and 'Featured Member Profile'.

The screenshot shows the 'JOB SEEKERS' and 'EMPLOYERS' sections of the Career Hub. The 'JOB SEEKERS' section includes a list of actions: 'Post your resume', 'Browse or search available jobs', 'Save jobs and searches to your account', and 'Send your resume to potential employers'. The 'EMPLOYERS' section includes a list of actions: 'Post available jobs at your company', 'Search and save resumes', 'Contact candidates', and 'Create a Company Profile page'.

# Accreditation Site Visitor Training Course: “A Day in the Life of a Site Visitor”

## Course Details:

The two-day, CE-approved accreditation site visitor training course uses a hybrid, web-based, simulation model to train site visitors to the Consortium's accreditation philosophy, practice and process.

The course structure is very deliberately designed to include presentations, team-based work, group discussions, and use of simulation videos. We developed a course resource center that offers information, best practices and examples of protocols. Site Visitor trainees were provided with videos of simulated site visits, a mock self-study, and mock site visit teamwork throughout the course.

We believe that site visitor training is a true partnership of individuals with different expertise and experience that is shared in a peer-learning community.

## Who participated in the 2021 course?

Twenty experts in NP postgrad training, from AL, AZ, CA, CT, GA, HI, IL, KS, MA, NY, WA and Washington, D.C.

A total of 42 individuals have participated in the accreditation site visitor training courses and have become site visitors for the Consortium.

## Course Goals and Objectives:

### Purpose (Goals)

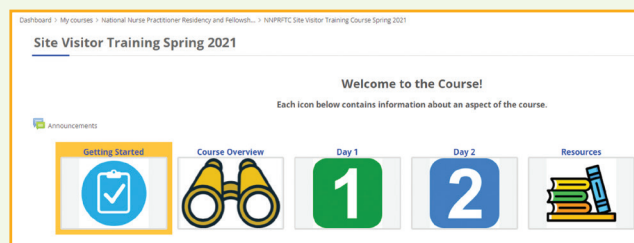
This training series is designed to:

- Provide a deep appreciation and understanding of the Consortium's approach to accreditation site visits.
- Simulate the site visit: “A Day in the Life of a Site Visitor”.
- Build the relevant knowledge, skills and attitudes for site visitors new to the Consortium.

### Objectives (Participant Outcomes)

By the end of this training, participants will:

1. Know the Consortium's Standards, their elements, and the rationale for each standard.
2. Appreciate the Consortium's approach to accreditation.
3. Understand the components of the site visit.
4. Complete a draft narrative for each section of the mock site visitor's report.
5. Discuss best practices, potential pitfalls, challenges and barriers to verifying whether or not the program met the Standards.



**The Consortium will be offering the site visitor training course again in 2022.**

**Please stay tuned for more details, and reach out to Kerry Bamrick if you are interested in participating in the training and serving as an accreditation site visitor.**

# The 2021 Consortium Conference—A Two-Day “Virtual” Event



The fourth annual Consortium Conference—*Leading into the Future*—took place virtually on Monday, July 26 and Tuesday, July 27, 2021. This two-day CME-approved conference included keynote speakers, panel presentations, and breakout sessions, and provided the opportunity for a specialized focus on critical elements of curriculum, evaluation, faculty development, and accreditation.

The two-day virtual event brought together a community of over 150 innovators, leaders, and emerging leaders in leading and developing formal postgraduate NP and joint NP/PA residency and fellowship training programs to learn from each other, but also from external stakeholders and experts in healthcare systems and policy.

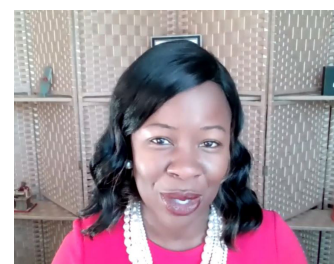
## Workshop Tracks

TRACK ONE—New Fellowship/Residency: Program Planning, Launching, and Support
<b>Fundamental Requirements of a Successful Program</b> Presenters: Christi DeLemos; Danielle Potter. Moderator: Leah LaRusch.
<b>Foundation Tools: Anchoring Your Program Around the Accreditation Standards</b> Presenter: DoQuyen Huynh. Moderator: Patricia Dennehy.
<b>Programmatic Structure, Design and Content of a Postgraduate Training Program</b> Presenters: Clair Kuriakose; Kelly Bugos. Moderator: Patricia M. Vanhook.
<b>Making the Case: What is a White Paper and How Do I Write One?</b> Presenter: Patrick Kallerman. Moderator: Mitchel Erickson.
TRACK TWO—Established Fellowship/Residency Programs: Expansion and Best Practices
<b>Faculty Growth and Professional Development</b> Presenters: Patricia Cleveland; Todd Smith. Moderator: Susanne J. Phillips.
<b>Best Practices in Recruitment of Diverse APP Fellows and Residents</b> Presenters: Vasco Deon Kidd; Husayn Bin-bilal. Moderator: Radha Denmark.
<b>Joint NP/PA Programs: The Need, The Challenges, The Opportunities</b> Presenters: Shannon Fitzgerald; Amanda Coleman. Moderator: Radha Denmark.
<b>How to Use Evaluation and Data to Support Your Program's Value</b> Presenters: Kathryn Wirtz Rugen; Ann Marie Hart. Moderator: William Holzemer.

## Day 1 and Day 2 Keynote Speakers

Day 1—Keynote Presentation: **Pursuit of Diversity, Equity and Inclusion in Healthcare.** Presenter: **J. Nwando Olayiwola, MD, MPH, FFAFP** Chief Health Equity Officer & Senior Vice President, Humana, Inc.; Adjunct Professor, Ohio State University College of Medicine

*“When I think about how we have lost so many lives in such a short amount of time, and the crumbling of our democracy in so many ways in so many ways over the past many years, those have significantly impacted our ability to give everybody the opportunity to have really good health. And if people think that those structures are unrelated, then we are absolutely wrong. There is no possible way that we can separate what we call the Political Determinants of Health with the Social Determinants of Health from health and healthcare itself.”*



Day 2—Keynote Presentation: **Into the Future—An Economic Perspective of APP Workforce Development.** Presenter: **Joanne Spetz, PhD, FAAN;** Director and Brenda and Jeffrey L. Kang Presidential Chair in Healthcare Finance at the Philip R. Lee Institute for Health Policy Studies, University of California San Francisco; Associate Director for Research at Healthforce Center at UCSF.

*“Residencies really are preparing APP for independence and this complex world. There was a question about whether the NP was able to practice to the fullest extent of the legal scope of practice, and people who completed residencies were more likely to say yes, they could practice to that fullest extent, and they were more likely to say that their education was fully utilized. I think this is related to confidence, and having that confidence in their clinical abilities and clinical role and having a lifelong team of mentors that come from going through a residency program.”*



## 2021 Conference Attendee Feedback:

*“It was inspiring and motivating. It helped me to remember why my involvement in a postgraduate residency/fellowship program is important to the future success of nurse practitioners and healthcare.”*

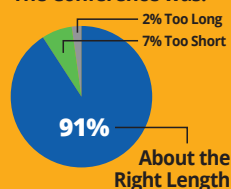
*“The timing was perfect. Lots of interaction. Amazing that the virtual format can be so satisfying. Well done.”*

*“The conference was constantly bringing material to “level up” on, great presenters and dialogues. Increased my understanding on several topics and motivates me to enhance and expand my program.”*

**100%**

of respondents were **strongly satisfied or satisfied** with all dimensions of the virtual conference.

The Conference was:



**99%**

of the respondents stated the content, presentations and resources provided were **above average or average.**



## Expand Your Knowledge at the “World Café” in 2022

“World Café” Webinars (CE-approved activities) were made available to all conference attendees over a 6-month period following the conference. “World Café” Webinars are held on the **First Wednesday** of the month from **October 2021–March 2022 at 3:00 p.m. (EDT)**.

Recently held Webinars in the series that are available for online viewing include:

- ▶ **Accreditation Refresher: Hear from Accreditation Site Visitors and Recently Accredited Programs on the Value and Process of Accreditation** (Held October 6, 2021)
- ▶ **Developing Program Directors including “The Role of the Program Director” and Developing Your Successor and Identifying those Best Practices** (Held November 3, 2021)
- ▶ **Research, Evaluation and Outcomes: Collaborative Ideas and Clinical Practice Research** (Held December 1, 2021)

Save these dates and join us for upcoming Webinars in the series:

- ▶ **January 12, 2022: How to Write a White Paper—Part 2: Activity Session for all Conference Attendees**
- ▶ **February 2, 2022: How to Develop Your Faculty to Teach Effectively in a Clinical Area Focusing on the Struggling Learner with an Eye on Prevention and Early Detection**
- ▶ **March 2, 2022: Structured Mentoring and Professional Development**

For more information, please visit: <https://members.nppostgradtraining.com/world-cafe-webinars>

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