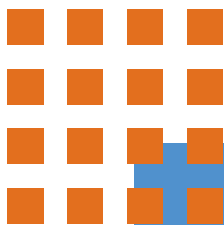


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JNPA



*The Journal of
The Nurse Practitioner Association New York State*



- **The NPA 2018 Year in Review**
- **2018 Membership Survey Summary**
- **Addressing Substance Use Disorder in the Workplace**
- **The Science of Beef's Role in a Healthy Sustainable Diet**

**New Law
Includes Nurse
Practitioners in Workers
Compensation System**

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For information about becoming a member and receiving a copy of the publication, please call 518.348.0719 or visit our website at www.TheNPA.org.



Message from President

Michelle Appelbaum, PhD, FNP, PNP

I attended Capital Day on March 5th. What an exciting day! It was wonderful to see such a great turnout. We began the day at the Albany Hilton. I introduced our lobbyists from Greenberg Traurig, Joshua Oppenheimer and Jane Preston. They reviewed our 2019 legislative agenda. Next, Executive Director **Stephen Ferrara** reviewed our Elevator Speech and Talking Points when visiting the legislators.

Two bills were the focus on Capital Day. The Worker’s Compensation Bill and the Preceptor Tax Credit Bill. Both bills greatly impact our practice as nurse practitioners. The Worker’s Compensation Bill provides for reimbursement to NPs by Worker’s Compensation insurers. We have many documented experiences from NPs who are unable to be reimbursed for the treatment of work-related injuries, both physical and psychological.

We know the difficulty of obtaining a preceptorship placement for student NPs. The purpose of the Preceptor Tax Credit Bill (A.3704 Gunther/S.4033A Stavisky) is to establish a personal income tax credit for NPs and other professionals who provide community-based teaching to students. Credit received would range from \$1,000 to

\$3,000. There is precedent for this bill – Georgia, Maryland, Hawaii and Colorado have passed bills for preceptor tax credit.

To this end, please consider donating to the NP of NYS PAC. The PAC allows us to support elected officials who share our commitment to the advancement of the profession and quality, cost effective healthcare delivery.

I’d like to personally invite you to The NPA One Day Conference, which will be held at Columbia University, Bard Hall, New York, NY on May 4, 2019. Join me at this iconic location in the hub of New York City healthcare. **Justin Waryold**, DNP, ANP-C, ACNP-BC and **Bruce Zitkus**, EdD, ANP-BC, FNP-BC, CDE are our featured speakers. We have a full day of up-to-date information as well as networking with fellow NPs from different specialties.

Regional Teaching Days are held from March to May. Regional Committee members work hard in developing these educational teaching days that will provide us with new information and enhance our NP practice. You can find upcoming meetings and events on The NPA website www.TheNPA.org.

Enjoy the spring weather!

Thank you to following members who referred new members to join The NPA!

Jessie Abraham
Jessy Augustine
Steven Barr
Desiree Branson
Mary Cerrillo
Christine Cervini
David Dempey
Beata Dobson
Suzanne Dozoretz
Andrea Estes
Jennifer Fariello Moldwin
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Ethel Ulrich
Erica Walton
Justin Waryold
Paula Welsh
Beth Weslow
Aleksandra Zagorin
Lisa Zylberberg



January and February 2019



Message from Executive Director

Stephen Ferrara, DNP, FNP-BC, FAANP

We should be incredibly proud of our collective work removing another long-standing arbitrary nurse practitioner barrier – nurse practitioner recognition in the New York State Worker’s Compensation system. With the passage of the 2020 Executive Budget on April 1st, 2019, nurse practitioners, physical therapists, chiropractors, clinical social workers and acupuncturists were all included in the Workers’ Compensation definition of “provider.” The new law will take effect on January 1, 2020.

While nurse practitioners across New York have experienced an unprecedented amount of consecutive statutory and regulatory improvements over the last 5 years, this work has been years in the making. Our successes can be linked to our Governmental Affairs Committee, our Board of Directors, our staff, our members, Capital Day attendees, PAC contributors, and public relations campaign. A big thank you to everyone! We must not forget however, that our work is far from complete. Every day there are forces attempting to not only block our efforts, but to pare back our progress. We simply cannot let that happen which is why we must remain vigilant in our work.

Other legislative priorities that we will continue working on include removing barriers for psychiatric mental health nurse practitioners, nurse practitioners and clearing students to return to athletic participation following concussion, clinical preceptorship tax credit and much more. One of the items that may be the largest is the date of sunset of the Nurse Practitioners Modernization Act (NPMA), June 30, 2021. As you may recall, the NPMA became effective on January 1, 2015. The Modernization Act removed the requirement for experienced nurse practitioners (defined as having more than 3,600 hours of clinical practice) to have a written collaborative agreement with a physician along with the removal of written guidelines and chart reviews for these NPs. Instead, NPs would maintain “collaborative relationships” with either

a physician or hospital. NPs with less than 3,600 clinical hours are still required to have a written collaborative agreement. Written into that language was a sunset date that would force all stakeholders to revisit and re-evaluate this issue. In fact, we viewed it as an opportunity to make further enhancements down the road. We are now on that road and seeking feedback on what’s working and what’s not regarding the NPMA. We seek your input and I invite you to send your comments/suggestions to info@TheNPA.org. We will review all submissions as do our best to incorporate into our legislative agenda.

This is a critical time for members to connect with the Nurse Practitioner Association New York State. We must continue to recruit and retain members as we prepare for our next legislative battles. Make no mistake, opposing forces will come out strong against us. The way to counter this negatively will be a strong membership, a healthy PAC, and the wonderful ongoing work of nurse practitioners in New York. We cannot afford to be complacent.

In other news, the New York Yankees (6/20/2019) and New York Mets (7/27/19) will be holding their first ever “Nurse Night.” Visit our website: www.TheNPA.org for more information. Let’s get as many nurse practitioners attend these events as possible since it will be a wonderful way to promote our profession and opportunities exist for prizes and giveaways!



Stephen Ferrara

NPA Mission statement:

To promote high standards of healthcare delivery through the empowerment of nurse practitioners and the profession throughout New York State.



NPA Vision statement:

New Yorkers deserve access to nurse practitioners who are free to practice without unnecessary barriers. Nurse Practitioners are committed to providing quality care as integral members of a collegial healthcare community.

Education



Corner

Greetings from The NPA Education Chair!

I wanted to take this opportunity to introduce myself to the members of The NPA.

I have been serving in the capacity as Education Chair for the past two years and replaced **Jane Tuttle** who retired. I attend The NPA Board of Directors meetings as a committee chair, but do not have a vote since I am not in an elected position. I am a Psychiatric NP and work in my private practice in Rochester, NY. I also teach at the University of Rochester School of Nursing both at the undergraduate and graduate levels. I have presented for the last several years at The NPA Annual Conference so I may look familiar to some of you.

In reviewing The NPA Annual Conference evaluations (which were quite positive), the membership overall is seeking contact hours at our conferences and local Group and regional meetings. The NPA is sensitive to this request of the membership and strive to maximize the amount of contact hours available to our members during our sponsored events. We analyze the feedback you offer and develop the conferences and meetings based on your feedback. We thank you for your participation in these surveys.

In addition, I wanted to provide you with some other ways to pursue contact hours. This is not an exhaustive list and would encourage you to send me an email at gwasowicz@gmail.com offering your suggestions.

1. Medscape
2. CE4Less
3. Your specialty organizations might offer some via online
4. PESI offers mini courses
5. University of Massachusetts
6. NurseCE4less.com
7. ANA sends out a catalog
8. AANP offers hundreds of opportunities
9. NurseCEU.com
10. Institute for John Hopkins Continuing education
11. Institute for Functional Medicine

Of course, your Region offers contact hours at their Teaching Days/Educational Conferences. Some of the monthly Group meetings also offer contact hours. I hope you find this list helpful.

Capital Day – A Day of Activism and Inspiration!



On Tuesday, March 5th, 2019, over 120 nurse practitioners and nurse practitioner students convened in Albany to meet with legislators and their staff to advocate for reducing arbitrary practice barriers to New York.

The key focus of the day was to garner legislative support for the following bills:

Workers Compensation Legislation: To recognize nurse practitioners as providers in the New York State Workman’s Compensation System

- **Workers Compensation Medical Providers Legislation (Part CC of the Governor’s proposed Public Protection and General Government (“PPGG”)):** modernizes the Workers Compensation System to recognize nurse practitioners and other certain health professionals as providers
- **A. 00469 Paulin:** Relates to diagnosis, care and treatment of injured employees by certified nurse practitioners. The bill authorizes the diagnosis, care and treatment of injured employees by certified nurse practitioners under the workers compensation program. The inclusion of certified nurse practitioners to conduct healthcare services consistent with their scope and training will afford injured workers greater access to care and more provider options across New York State



Clinical Preceptorship Tax Credit: (A.3704 Gunther/S.4033A Stavisky)
Establishes a clinical preceptorship personal income tax credit for certain health care professionals who provide preceptor instruction to students

More information can be found on The NPA's website, www.TheNPA.org, under Advocacy.

The morning kicked off with a welcome from NPA President, **Michelle Appelbaum**, PhD, NP, and then presentation from our Governmental Affairs Team Joshua Oppenheimer, Esq., and Jane Preston from Greenburg Traurig. We then headed to the Capitol building for our meetings.

We thank all those who agreed to serve as team leaders! Attendees feedback was overwhelmingly positive and we thank those who provided their comments and suggestions to enhance our civic engagement in the legislative process for future events!

- *The whole day was meaningful- getting the updates/education prior to the meetings as well as meeting directly with our legislators.*
- *I think it was great to see the process of advocating for health care policy and be given the opportunity to educate our legislators about NPs and the health care system.*
- *Being involved in policy change.*
- *Touring the capitol and actually seeing the process in action was a great experience!*
- *The perception that the legislative staff understood the issues we presented and expressed the sincere desire to inform the legislators of our visit and the policies we want to move forward.*
- *Great learning experience for the students in our team.*



NY Legislative Update

Another Legislative Victory for The NPA

After a contentious election season that resulted in a new Senate majority conference, the New York State Senate and Assembly returned to Albany for its 2019 legislative session in early January. With Democrats in control of both legislative houses, the first few weeks of the legislative session was remarkably busy; priorities that historically would not be addressed until later in the calendar were being negotiated and passed quickly. Just a few weeks into the new year, Governor Cuomo, who just began his third term in office, released his Executive Budget proposal. As usual, the nearly \$180B budget, was also very policy heavy.

The NPA was pleased that, at least in part due to the association's collaborative efforts with the Workers' Compensation Board and the Governor's office, Governor Cuomo included legislation in his budget proposal that would modernize the workers' compensation law ("WCL"). The proposed statutory change would clarify, among other things, that NPs may practice within the WC system at the top of their license. The NPA has long explained that NPs' scope of practice permits NPs to independently diagnose illness and physical conditions and perform therapeutic and corrective measures, order tests, devise, and immunizing agents, and refer patients to other health care providers and specialists. Moreover, although NPs possess full prescribing authority and are the primary care provider of choice for many New Yorkers, the WCL was designed decades ago, before NPs as a profession with its own scope of practice was established in New York, and failed to appropriately account for the role of the NP. Modernizing the WC system would reflect the current health care delivery system where NP's are central to the delivery of primary care. Far too often, injured workers who wish to see their NP, are statutorily barred from doing so. The Governor's proposal would expand injured workers' access to additional qualified healthcare providers, increase the availability of quality care, reduce costs to the system, and ensure injured workers return to work in a timely fashion. This kind of change has been a legislative priority for NPA for several years, and we have been working with the Governor, the Workers' Compensation Board, and the Legislature to ensure the adoption of this WCL reform.

The association is particularly proud of its nearly 120 members who joined with NPA leadership in Albany for a day of advocacy, during which the members met with key legislators to urge the adoption of this important change to the WCL, as part of this year's budget. This strong advocacy provided legislators and their staff increased insights into NP education, daily practice, and how outdated statutes can impede access to qualified health care professionals. In addition, at Capital Day, The NPA urged the legislature to adopt a Clinical Preceptorship Tax Credit consistent with the proposal identified in S.4033-A (Stavisky)/A.3704 (Gunther). That legislation would create a tax credit of between \$1,000 and \$3,000, for each health care professional who provides at least 100 hours of uncompensated clinical preceptor instruction. The NPA advocated to have the legislature include this proposal as part of the one-house budget bills that would be introduced in response to the Governor's proposal or, in the alternative, have the legislature pass the standalone bill.

A week after The NPA Capital Day, the Senate and Assembly released their one-house budget bills. Although neither house included the Clinical Preceptorship Tax Credit proposal, the Senate accepted the Governor's language regarding reforming the WCL. In the weeks following, The NPA's leadership and lobbying team continued to work – in coordination with other interested health care professional associations – to convince both houses of the legislature to embrace this reform, and include this change as part of the final budget.

The NPA is pleased to announce a major victory: the final, adopted version of the budget included statutory changes that will ensure that workers injured on the job will have greater access to care by adding NPs to the list of "medical professionals" identified "as care providers under the workers compensation system." For years The NPA has heard from members who were frustrated by the fact that the law prevented independent NPs from participating in the WC program, and fully servicing patient needs. This will no longer be a concern effective January 1, 2020.



PACE UNIVERSITY'S COLLEGE OF HEALTH PROFESSIONS IS PROUD TO ANNOUNCE

the relaunch of Pace University's College of Health Professions' Psychiatric Mental Health Nurse Practitioner program.

To better meet the demands of the growing health care field, we're offering this program as a Master of Science or as a Certificate of Advanced Graduate Study.

Effective fall 2019, the longstanding Doctor of Nursing Practice program will move to our Westchester Campus.



For more information, visit www.pace.edu/chp.

Westchester Campus
861 Bedford Road
Pleasantville, NY 10570
(914) 773-3552

A Great Benefit for NPA Members!

Fitzgerald Health Education Associates (FHEA)
15% Discount to NPA Members

FHEA is a leader in nurse practitioner certification and continuing education. They have a variety of courses and materials: NP certification and exam preparation that offers online testing, continuing education courses and the Fitzgerald book store and more. You can choose from online courses, live courses or recorded multi-media.



To use your membership discount you must use the link on The NPA's website to go to FHEA's website. If you purchase directly from FHEA without using this link you are not eligible to receive the discount.

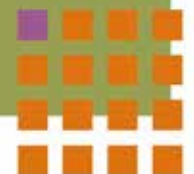
Here's how to get to Fitzgerald Health Education Associates website:

- Go to The NPA website www.TheNPA.org
- Select the Education tab from the top menu
- Then select Fitzgerald Health Educ. Assoc.
- Next click on the link to receive your member discount and follow the instructions to proceed to FHEA website

Please note: If an item is already on sale at a greater discount members will only receive the higher discount. FHEA automatically applies the highest discount possible taking into account The NPA discount, sale items, early bird discounts and quantity discounts available at the time of purchase.

The Nurse Practitioner Association New York State

Student Transition Guide to Nurse Practitioner



Have you seen our Student Transition Guide? You may not need it today, but you will. A valuable resource to assist you from NP student to NP.

Topics include:

- NP Licensure
- National Certification
- Collaborative Agreement
- Prescribing Info/I-STOP
- DEA Number
- Practice Protocols
- Professional Liability Insurance
- Forms and Applications

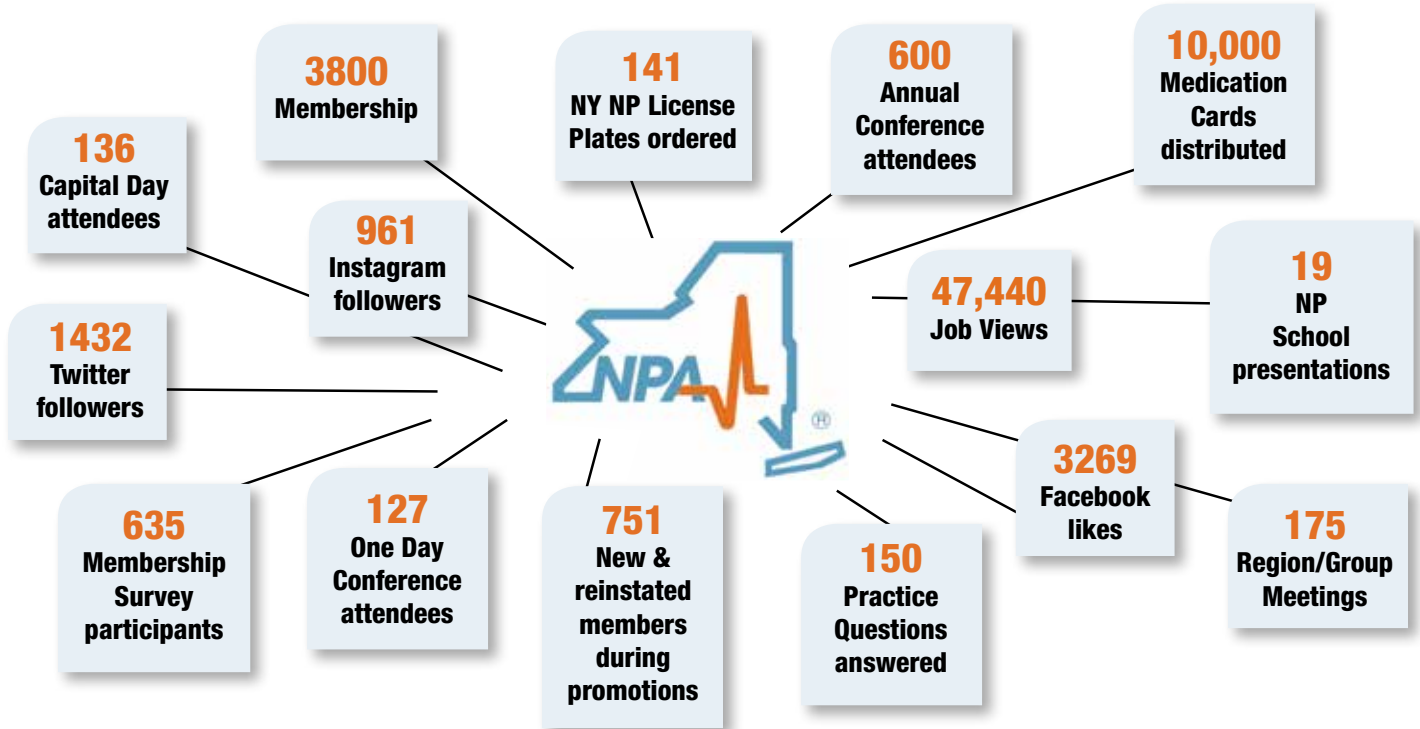
2018

YEAR IN REVIEW



In 2018, The Nurse Practitioner Association New York State (The NPA) continued our advocacy efforts for nurse practitioners across the State, held educational conferences, grew our membership and promoted nurse practitioners through our public relations and community outreach efforts.

Below are a few highlights from the past year that we are proud to share:



Governmental Affairs Initiatives

◆ **Capital Day** was held on April 17th, 2018, in Albany with 136 attendees from across the state. There were 3 priority bills that were discussed;

1. DNR Clean-Up Bill (S.7713 Hannon): Authorizes a patient's attending nurse practitioner to witness the patient's execution of a health care proxy.

2. Workers Compensation Legislation: To recognize nurse practitioners as providers in the New York State Workman's Compensation System.

S.1122 Valesky / A.7301 Paulin: Relates to diagnosis, care and treatment of injured employees by certified nurse practitioners. The bill authorizes the diagnosis, care and treatment of injured employees by certified nurse practitioners under the workers' compensation program. The inclusion of certified nurse practitioners to conduct healthcare services consistent with their scope and training will afford injured workers greater access to care and more provider options across New York State.

S.6349 Alcantara: Relates to the workers' compensation board's authority to resolve medical bill disputes.

A.8387 Pretlow: Relates to extending the authority of the board to resolve medical bill disputes.

3. Clinical Preceptorship Tax Credit (S.4611 Murphy/A.6920 Gunther): Establishes a clinical preceptorship personal income tax credit for certain health care professionals who provide community-based instruction to students.

- ◆ The NPA requested that Governor Cuomo recognize the profession by proclaiming the week of November 11th, 2018 as **NP Week in New York** and received a formal proclamation.
- ◆ The DNR Clean-up Bill was signed into law.
- ◆ Collectively, this marked significant nurse practitioner-specific statutory or regulatory changes improving our practice environment in New York State 5 years in a row!
- ◆ In 2018, the NP of NYS Political Action Committee (PAC) raised \$18,110.
- ◆ On January 31, 2018, the New York State Department of Motor Vehicles made a NP professional license plate available to NPs meeting the criteria for issuance. As of December 24, 2018, **141 NP license plates** have been ordered and shipped. A total of 200 license plates need to be ordered by January 2020 so that the DMV can release the bond that The NPA secured for this project.

Education

The NPA is regarded as a reliable source for practice assistance by members, legislators, government agencies, and the healthcare community. The NPA and Region/Group leaders hosted an assortment of local meetings, conferences, and events to connect, network, and provide continuing education throughout the State.

- ◆ The NPA logged nearly **150 practice issues** providing an invaluable members-only benefit.
- ◆ NPA members showcased the profession at the **Great New York State Fair**. The NPA exhibit provided information about nurse practitioners and public health information to attendees. Over 10,000 NPA-branded medication cards were distributed to the public over 13 days of the Fair.
- ◆ The NPA held its 34th **Annual Conference** with nearly 600 attendees in Saratoga Springs, NY. The conference was keynoted by Dr. Eileen O'Grady, PhD, RN, NP-BC
 - **Dr. Rochelle P. Kepes**, DNP, PMHNP-BC was named 2018 NP of the Year
 - **Tonya Erdle**, BS, FNP-S was named 2018 Student NP of the Year
- ◆ The NPA held its **One Day Conference** at University of Rochester Medical Center, Rochester, NY with Dr. Sally K. Miller, PhD, AGACNP, AGPCNP, FNP-BC, FAANP, presenting on COPD Diagnosis, Phenotype and Management: Incorporating 2017 Revised Guidelines; The Dizzy Patient: Evaluation and Management of Vertigo, Ataxia and Near Syncope; Mood and Anxiety Disorders in Primary Care: When and How to Manage, When to Refer; Managing Hypertension across the Lifespan: Pediatrics to Geriatrics; and, Lipid Assessment and Management: Analyze and Apply Current Guidelines from the USPS Task Force and the American College of Cardiology, American Heart Association with **127 attendees**.
- ◆ NPA Regions/Groups held **175 meetings** and/or Teaching Days across the state.

Association Partners

- ◆ The NPA continues with our Association Partners:
 - Nurses Service Organization (NSO), our endorsed liability carrier
 - DoctorsManagement, a healthcare consulting firm
 - Advanced Practice Education Associates (APEA)
 - Fitzgerald Health Education Associates (FHEA)
 - Enterprise Rental Program
 - Springer Publishing
- ◆ The NPA also worked with Iroquois Healthcare Association in promoting their Take a Look program which aims to expose nurse practitioners and other healthcare professionals training across the state to practice opportunities in Upstate New York communities. **Eight (8) NPA members** participated in this tour.

Community Outreach/Public Relations

The NPA worked year-round with public relations firm, Manners Dotson Group, resulting in significant media attention for the profession and for The NPAs legislative priorities. Here are some of the highlights from 2018:

- ◆ NPA Executive Director **Stephen Ferrara** interviews on PBS NewsHour discussing the flu season
- ◆ NPA member **Rita Curran**, NP (Region 3, Syracuse Group) was interviewed in the Watertown Daily Times about the opioid epidemic
- ◆ NPA Executive Director **Stephen Ferrara** was interviewed by The Cut discussing What to Know About Influenza B, the 'Second Wave' of Flu Season
- ◆ Press releases for Nurse Practitioners Independent Practices Bring Comprehensive, Innovative Healthcare to Communities Across New York State – House Calls, Addiction Services, Chronic Care Management – **Margaret Nolan**, DNP, GNP-BC, ACHPN (Bronx Practice); **Laura Van de Laar**, MSN, NPP, PMHNP (Greater Newburgh Practice); **Dr. Mary Koslap Petraco**, DNP, PNP-BC, CPNP, FAANP (Long Island Practice); **Dr. Denis Tarrant**, DNP, ANP (Manhattan Practice); and **Efrat Lamandre**, FNP (Staten Island Practice)
- ◆ And many more – see NPA website TheNPA.org under News & Events > Newsroom for a complete listing
- ◆ In 2018, the Campaign for Nurse Practitioner Awareness, our initiative for enhanced public relations and media awareness of nurse practitioners across New York State, raised \$16,041.

Membership

The NPA continues to grow our membership through campaigns, promotional offers, and presentations at schools of nursing, leadership calls, social media, enhancing membership benefits, as well as providing valuable services, resources, educational and networking opportunities.

- ◆ Continued membership growth is reflected in our year-end total of **3,800 members**.
- ◆ The 2018 Membership Campaign brought in **762 new and reinstated members**. **115 members referred** new or reinstated members to join during the membership campaign.
- ◆ Representatives of The NPA made **19 presentations at schools of nursing** in NYS to educate students about The NPA, what we do, and why they should become members.
- ◆ Membership survey conducted. A total of **635 members participated** (538 regular members and 97 student members).

- ◆ The membership committee held **monthly leadership calls** to discuss a host of topics and to provide assistance and information.
- ◆ We continued social media outreach providing enhanced opportunities for members and colleagues to interact using **Facebook with 3,269 likes on our official** (www.facebook.com/TheNPANewYorkState), **Twitter with 1,432 followers (@The_NPA)**, and added **Instagram with 961 followers (@newyorknursepractitioners)**.

continued on page 12



Financial Statement Year End December 31, 2018

Assets

Current Assets

Cash	\$151,880
Investments	\$214,129
Accounts Receivable	\$3,191
Prepaid Expense	\$15,622
Total Current Assets	\$384,822

Furniture and Equipment, Net	\$3,338
Security Deposit	\$2,492
	\$2,492

Total Assets	\$390,652
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Liabilities and Net Assets

Current Liabilities

Accounts Payable and Accrued Expenses	\$18,798
Due to Regional Affiliates	\$4,040
Deferred Revenue	\$260,784
Total Current Liabilities	\$283,622

Net Assets

Without Donor Restrictions	\$107,030
Total Liabilities and Net Assets	\$390,652

Career Center

2018 The NPA Career Center Stats:



Traffic

Job Exposure – 1,482,786
 Job Views – 47,440
 Resume Views – 1,721
 Apply Now Button Clicks – 987
 Job Board Apply Clicks – 174
 Email Apply Clicks – 627
 External URL Apply Clicks – 278
 Job Board Applies – 12
 Email Applies – 205

Registrations

Job Seeker Signups – 93
 Resume Postings – 43
 Job Agents Created – 2
 Job Agents Sent – 145,242
 Employer Signups – 102
 Job Postings – 260

Organizational Infrastructure

The NPA continued work with some of the Regions helping them finalize the last steps of the enhanced regional model.

- ◆ Held **Leadership Conference** for NPA Regional and Group leaders in June 2018. The agenda for the day included board governance, legislative and grassroots, membership, finance and operations, NPA website and leadership development.
- ◆ A **leadership dinner** was held at the Annual Conference as a thank you for all the hard work during the year.
- ◆ The NPA remains in a **strong financial position** (see 2018 annual financial report).

Member Communication

- ◆ Communicated to NPA members through: our quarterly journal the JNPA; monthly e-newsletter Insights; Facebook, Twitter, Instagram; and, blast emails with important Association and professional updates.

2018 Membership Survey Summary

Thank you to all the members who took the time to complete the 2018 membership survey! There were a total of 635 members that participated; 538 regular members and 97 student members.

Your input and suggestions will help us as we evaluate and develop future member services and benefits.

Here are some of the results that you may find interesting. If you would like to view the entire survey, it is on our website under the Members tab.

Number of Participants by Region			
Regular Members		Student Members	
Region 1	45	Region 1	11
Region 2	85	Region 2	6
Region 3	62	Region 3	12
Region 4	77	Region 4	10
Region 5	93	Region 5	19
Region 6	62	Region 6	24
Region 7	114	Region 7	15

Age Group			
Regular Members		Student Members	
20-29	1.86%	20-29	23.71%
30-39	9.67%	30-39	24.74%
40-49	17.47%	40-49	30.93%
50-59	33.64%	50-59	19.59%
60 or over	37.36%	60 or over	1.03%

Please indicate all specialty areas of practice you are licensed in or will be licensed in upon completion of your schooling.			
Regular Members		Student Members	
Acute Care	8.18%	Acute Care	8.25%
Adult Health	35.69%	Adult Health	28.87%
College Health	1.86%	College Health	4.12%
Community Health	1.86%	Community Health	5.15%
Family Health	49.44%	Family Health	71.13%
Gerontology	10.41%	Gerontology	17.53%
Holistic Care	0.74%	Holistic Care	0.00%
Neonatology	0.00%	Neonatology	0.00%
Obstetrics/Gynecology	1.30%	Obstetrics/Gynecology	5.15%
Oncology	1.67%	Oncology	1.03%
Pediatrics	4.83%	Pediatrics	13.40%
Palliative Care	3.16%	Palliative Care	2.06%
Perinatology	0.00%	Perinatology	0.00%
Psychiatry	8.18%	Psychiatry	4.12%
School Health	1.49%	School Health	4.12%
Women's Health	4.09%	Women's Health	10.31%

continued on page 14

2018 Membership Survey Summary

Please indicate the benefit that is of most value to you as a member. (In the order of the most important)	
Regular Members	Student Members
Professional Advocacy	Student Transition Guide
Networking Opportunities	JNPA/Monthly Insights
Membership in a region/local group	Regional/Local Meetings
Access to timely practice news and info	Preceptor Finder
Meetings, Teaching Days/Conferences	NPA Career Center

Do you attend regional/local meetings?			
Regular Members		Student Members	
Yes	70%	Yes	44%
No	30%	No	56%

If, yes how many regional local meetings or events do you attend			
Regular Members		Student Members	
1-2	39%	1-2	64%
3-6	43%	3-6	31%
7-10	18%	7-10	5%

Please describe your overall satisfaction with the Association - State Level (Legislative Action, JNPA, Insights, communications, interaction with admin staff)			
Regular Members		Student Members	
Very satisfied	43%	Very satisfied	36%
Satisfied	46%	Satisfied	40%
Neither satisfied nor dissatisfied	10%	Neither satisfied nor dissatisfied	24%
Dissatisfied	1%	Dissatisfied	0%
Very dissatisfied	0%	Very dissatisfied	0%

Please describe your overall satisfaction with the Association - Regional Level (monthly meetings, regional teaching days, etc.)			
Regular Members		Student Members	
Very satisfied	27%	Very satisfied	27%
Satisfied	42%	Satisfied	40%
Neither satisfied nor dissatisfied	26%	Neither satisfied nor dissatisfied	33%
Dissatisfied	5%	Dissatisfied	0%
Very dissatisfied	0%	Very dissatisfied	0%

Membership Survey Committee Responses

Below is a selected sampling of comments/questions included in the last membership survey that we wanted to respond to.

Why are NPA members being charged for local dinner meetings when it is funded by a pharmaceutical company? Why is NPA trying to make more money out of their members when they pay their membership dues?

- The nominal meeting fees that are collected go directly into the Region's account to cover various expenses such as: Regional Teaching Days, non-pharma sponsored local group meetings, future scholarships for members, and required insurances, etc. At no time does the money go to the NPA (State) office. Collected funds are reinvested directly back into the Region. If you have any further questions please feel free to contact your Regional President and/or Regional Director.

More organizational support to the Local Groups/Regions; training for Regional Leaders.

- The NPA holds a Leadership Summit every June where Regional and emerging Leaders have a chance to learn and network with other leaders from across the state. If there is something your Region is struggling with please feel free to contact The NPA office to get help.

Promoting members for their achievements.

- We regularly highlight members who are in the news by posting it in the e-newsletters NPA Insights and on our social media pages. The Journal of The Nurse Practitioner Association New York State (The JNPA), also highlights members in our Member Spotlight section. If you know someone who should be highlighted, contact your Regional Director about including them in the JNPA's Member Spotlight.

Reach out to specialty providers for presentations. I would love to teach an educational program but have never seen a call for speakers or been approached. I'm in Rheumatology and would love to present locally and nationally.

- You can find a Call for Presenters form on The NPAs website underneath the "Education" tab. Complete this form to be considered for the Annual Conference. The NPAs Conference Committee is charged with selecting topics/speakers based on emerging topics and feedback from prior conference attendees. The Call for Presenters is also included in the e-newsletter, NPA Insights, and the winter issue of the JNPA.

More diversity and inclusion. There are a wide range of nationalities that encompass nursing. The NPA seems to only promote White and Hispanics to office.

- The NPA announces the call for board nominations by February 15th of each year and all members are welcome to submit a nomination packet, provided the eligibility

criteria is met. Full details can be found on our website, www.TheNPA.org. We need volunteers of all backgrounds to become more involved within the organization. All Board positions are elected by NPA members. In years where an election is uncontested, the member runs unopposed. Members can also volunteer to serve on their respective Regional Boards. Information about the Regional Call for Nominations are e-mailed at various times of the year via email.

I wish The NPA would have kept the Finger Lakes Chapter intact.

- The Finger Lakes (Chapter) Group is still intact. While it may not currently be as active as the other Groups in the Region, the Finger Lakes Group (chapter) is part of Region 2. If you are interested in helping coordinate meetings in the Finger Lakes Group, please contact your Region 2 President.

I wish there were more meetings in the Dutchess Ulster area.

- Region 5 is actively trying to get monthly meetings held in that area. Please contact your Region 5 Director or Region 5 President with any questions.

Regional Board membership is an avenue to interact with the Executive Board but unfortunately there is no ending term for this office; once you have this position then it's yours for life.

- During the initial Regionalization process, some of the Regional Board positions were held by one person longer than normal. All of the Regions now have finalized their bylaws and election processes. Most of the positions now have term limits.

Regionalization has significantly decreased membership communication with officers and administration.

- The NPA communicates on a monthly basis with all current members through the monthly e-newsletter, Insights (usually around the 20th of the month). The JNPA is published and mailed to all active members four times per year. Special email communications about important updates are sent to members via email. All Group/Region meetings and communications are sent via email to all current members. If you unsubscribe or list an e-mail address that you don't use often, you will miss out on these important communications.

The cost of membership to The NPA seems to increase disproportionately to other professional organizations. AANP for example.

- National organizations such as AANP are able to keep membership costs lower due to their much larger size. For example, AANP currently has almost 100,000 members. The NPA membership is a fraction of that. NPA member dues are most similar to other larger

state-based NP organizations. Remember, The NPA is the only state-wide organization for NPs across all of New York. As such, The NPA develops its Legislative Agenda focused on the removal of arbitrary barriers to practice which reside at the State legislature.

More access to preceptors and an updated list.

- The NPA office is currently working on updating the preceptor list and adding new potential preceptors. The NPA does offer a preceptor finder on our website, which is free to members. Experienced NPs willing to precept can also sign up to be preceptors by logging in to our website, clicking on "Edit my Member Profile" and selecting "Yes" to the "Preceptor Program."

More communication with members about what is happening in the association at the state, local and regional level.

- The NPA communicates with members on a monthly basis through our e-newsletter, NPA Insights (published on the 20th of the month). Four times a year, the Journal of The Nurse Practitioner Association New York State (The JNPA) is published and mailed to members. The NPA also uses social media (Facebook, Twitter, & Instagram). All Regions and Groups communicate to their members through email to announce monthly meetings, Teaching Days, Call for Nominations and any other special communications. The NPA also e-mails communications with any important updates, as needed. If you unsubscribe or utilize an e-mail address that you don't use often, you will miss out on these important communications.

Make sure your email is current in your member profile. Also, add the following e-mail addresses to your safe email list:

- info@TheNPA.org
- meetings@TheNPA.org

You can always reach out to your Regional Director or Regional President if you have any questions or concerns in your local area. Contact information can be found on the website under the "About" tab then select "Leadership Contact Information."

Thank you to those participating in the Membership Survey. We take your feedback very seriously and are always looking for ways to improve our membership experience, benefits, educational programs and communications. This is your Association and active participation is critical so we can accomplish our goals as a profession.

■ News from our Regions



REGION 1

Southern Tier

Allegany
Cattaraugus
Chautauqua

Western NY

Erie
Genesee
Niagara
Orleans
Wyoming



REGION 2

Finger Lakes

Seneca

Greater Rochester

Livingston
Monroe
Ontario
Wayne
Yates

Susquehanna

Broome
Chemung
Schuyler
Steuben
Tioga

Tompkins Cortland

Cortland
Tompkins



REGION 3

Lake Ontario

Oswego

Mohawk Valley

Herkimer
Oneida

Syracuse

Cayuga
Madison
Onondaga

Thousand Island

Jefferson
Lewis
St. Lawrence



REGION 4

Adirondack

Clinton
Essex
Franklin

Capital

Albany
Columbia
Greene
Rensselaer
Schenectady

Leatherstocking

Catskill
Chenango
Delaware
Otsego
Schoharie

Saratoga Warren

Fulton
Hamilton
Montgomery
Saratoga
Warren
Washington



REGION 5

Dutchess Ulster

Dutchess
Ulster

Greater Newburgh

Orange
Sullivan

Lower Hudson Valley

Putnam
Rockland
Westchester



REGION 6

Brooklyn

Queens
Brooklyn
Queens

Manhattan

Bronx
Bronx
Manhattan

Staten Island

Richmond



REGION 7

Long Island

Nassau
Suffolk



REGION 1

Jill Muntz, DNP, FNP-C
Region 1 Director

Finally, spring is here! A new year brings new ideas. The Region 1 Board of Directors was busy finalizing the Education Day held on April 6, 2019. We had a great turnout and new information was shared that we can use in our clinical practice. It is often difficult to come up with topics that will apply to many nurse practitioners. Western New York Group is searching for an Education Chairperson to help coordinate meetings. Currently, **Maggie Spadinger** is filling in as interim Education Chair, as well as secretary, which is a large responsibility, and we are grateful. The NPA staff in Albany is extremely helpful and can answer any questions you may have. The NPA will send out all the meeting notices to the members and send the Education Chair information on regular basis. If you have a topic you would like to present or learn more about, please contact myself at jmuntz@wnyurology.com, **Maggie Spadinger** at m spadinger@verizon.net or **Linda Fuller** for the Southern Tier Group at linwal435@hotmail.com. We mostly need people who can be a clearinghouse for pharm and non-pharm sponsored presentations. I would like to see more non-pharm sponsored meetings, which means we would need to improve our budget to cover the costs and keep the member price down. The more we can improve our membership, the more money we can put in to non-pharm sponsored activities.

This brings me to the next big project we have been working on in Region 1. The Region 1 membership referral drive ended March 31, 2019. Any Region 1 member who referred a non-member or lapsed member was entered into a drawing for a free Wyndham resort vacation stay of their choice. The NPA is now offering a \$25-member referral incentive to any current member who refers a colleague to join The NPA. There is a limit of 2 referral incentives per calendar year. You can use your referral incentive towards your next membership renewal or NPA conference registration fee. In addition, The NPA holds monthly conference calls hosted by **Jeanne Martin**, Membership Chairperson. If you would like to be included on the membership call, please let The NPA office or myself know and you will be included in the email with the call-in information and date. These calls are intended to discuss ways to improve and maintain membership, but they also allow for networking and problem solving as well.

The Southern Tier Group held another Meet & Greet in December and Western New York Group held one in March. We are reaching out to members who would like to take on a leadership role. Region 1 is accepting nominations for President and President Elect. Regional board members, old and new, are encouraged to attend the Leadership Conference held in Saratoga Springs, NY. The next one is planned for June 8, 2019. The Region will cover all expenses. If you are interested in attending please let me know.

Capital Day was held on March 5 in Albany. **Jill Muntz** and **Michele Marchioli** attended. I am sorry to see Cathy Young from Olean, NY has stepped down from the State legislature and will be taking a position with Cornell University. I am hoping to arrange a meeting with local legislators to discuss topics affecting NP practice and encourage support of the NP of NYS PAC.

Some information from the last NPA board meeting held in January:

- NSO is now an accepted malpractice carrier in NYS and continues to be endorsed by The NPA.
- Region 1 met 44% of its two-year (2017/2018) goal for PAC donations. Only 13% of members have donated. The amount of money needed is around \$3,000.00 for a two-year period, which comes to only about \$5 per member per year. Please consider donating.
- The NYS Fair is planned for August 21- September 2, 2019. Members are encouraged to participate by volunteering to sit at The NPA booth.
- The NPA is supporting the new AANP headquarters building in Austin, TX by purchasing a plaque to read "The Nurse Practitioner Association New York State, est. 1980."

The next Region 1 Board of Directors was held at the Waterstone Grill in Hamburg, NY on March 23, 2019. We welcome anyone who wishes to attend these board meetings and hope to see some new faces.



REGION 2
Desiree' M. Branson DNP, RN, FNP-C
Region 2 Director

2019 Board of Directors:

- Regional Director – **Desiree' M. Branson** (Greater Rochester Group)
 President – **Frances A. Munroe** (Susquehanna Group)
 President Elect – **Susan McKelvey** (Tompkins Cortland Group)
 Treasurer – **Melissa Skiadas** (Susquehanna Group)
 Secretary – **Henry E. Moscicki** (Greater Rochester Group)

2019 Group Leaders:

- Greater Rochester Group – **Andrea Kulp**
 Finger Lakes Group – **Terri Haskins**
 Tompkins Cortland Group – **Barb Armstrong**
 Susquehanna Group – **Michael Ketzak**

The New Year started out fierce with our Board of Directors, Group Leaders and Committee Chairs weathering the storm on January 19, 2019 to attend our annual Region 2 Retreat in Watkins Glen, NY. The group gathered extra early to discuss our agenda for 2019 and made it home safely before the snow began to fall. I want to thank everyone for their efforts and dedication to the mission of our Region.



Pictured (left to right):
 Back row: Grace Wiasowicz (NYS Education Chair-Greater Rochester Group), Michael Ketzak (Susquehanna Group Leader), Henry Moscicki (Secretary – Greater Rochester Group)
 Front row: Barb Armstrong (Tompkins Cortland Group Leader), Mel Callan (Legislative Chair – Greater Rochester Group), Jane Tuttle (Membership Chair – Greater Rochester Group), Desiree' Branson (Director – Greater Rochester Group), Fran Munroe (President – Susquehanna Group), Susan McKelvey (President Elect – Tompkins Cortland Group)

Region 2 Board continues to have monthly meetings as hosted by our President – **Fran Munroe** (Susquehanna Group). Each meeting is held via Zoom and allows our BOD and Group Leaders to connect easily over a very expansive territory. Did you think that attending a Regional meeting was difficult? Well, if you have an interest in joining a committee – JOIN NOW – because connecting with Region 2 of The NPA couldn't be any easier. In the fall, The NPA Region 2 will also be seeking out members for the position of President Elect and Secretary for 2020 – stay tuned!

As organized by our Group Leaders, we offer multiple dinner meetings monthly throughout Region 2. See our offerings each month under Events or Regions/Groups - Region 2 at www.TheNPA.org.

Our Region continues to motivate graduate students to join The NPA by speaking about the benefits of membership during recruiting sessions. Jane Tuttle will be speaking to Graduate students in SUNY Brockport, **Desiree Branson** has spoken to NP students at St. John Fisher College and **Fran Munroe** and **Michael Ketzak** with guest **Stephen Ferrara** spoke to NP Students at Binghamton University.

Building on the Susquehanna Group's excellent scholarship program, The NPA Region 2 will now offer for 2019 - up to (5) \$1,000 scholarships to nurse practitioner students. Applications are due December 1 each year and will be reviewed by The NPA Region 2 Board of Directors. Awards will be made early in the spring semester. Look out for email blasts in the fall and don't miss out on this fantastic opportunity!

Region 2 Education Day was held on Saturday April 13, 2019 at Del Lago Resort, Spa and Casino in Waterloo, NY. This year's theme was: The Future is Here. This is an all-day educational event filled with CME's, vendors, raffles,

continued on next page

networking, slot-tournament and more – hope to see you in the future!

I want to thank everyone in Region 2; BOD, Group Reps., Committee Leaders and Members for spreading the work of The NPA through their support and participation. I would also like to extend a special thank-you to **Dave Goede** for his service and mentorship to Region 2. Dave led us through our regionalization and we wish him all the best as he steps to the state level as President Elect for The NPA – Congratulations Dave!



REGION 3
Melissa Reynolds, FNP
Region 3 Director

This is the first submission since our new board took office on January 1, 2019. I am very excited to be representing our Region at the NPA level and to continue the important work the NPA does on behalf of our patients and our profession.

I would like to welcome our new Group Representative **Maureen Zumpano**. Maureen will be representing the Mohawk Valley Group. I would like to acknowledge **Audrianna Raciti** for the time and effort she has put in over the last few years arranging excellent educational events (at fantastic venues) and meetings for the Mohawk Valley Group. She is now serving as Treasurer on The NPA Board of Directors and was functioning in both roles for quite some time.

The Thousand Islands Group is still seeking a Group Representative. The Group Representative is a voting board member who also acts as a liaison between the Regional board and their individual Groups. They coordinate the meetings and educational events in their Group. The NPA office has recently made scheduling meetings easier for Group Representatives by beginning a new process in which every Region Representative will now have access to contact information for the speakers throughout their Regions. This is a welcome change with the intention of improving the ability for all Groups in our Region to hold high quality educational meetings for our members. We are hoping this will increase our membership and participation at the local level and appeal for more members to volunteer in these roles. Thank you to Sue Hubbard and the staff at The NPA office for making this process change. This idea came directly from our Lake Ontario Group Representative **Tricia Vivlamore**. Please email The NPA with your contact information if you are interested in becoming the Thousand Islands Group Representative.

Region 3 member **Olga Dolly** has also implemented a suggested change from some of our Thousand Islands NPA members who are not always able to travel the

lengthy distance to the Watertown area for meetings. She has now began arranging for meetings in the northern part of the Thousand Islands Group as well as the Watertown area. Please continue to watch your emails and The NPA website for meetings in your area.

Please continue to encourage your non-member colleagues to join The NPA and earn the \$25.00 NPA buck's referral!

We are currently seeking the call for nominations for the positions of Treasurer and President- Elect for the Region 3 board beginning terms in 2020. Please see The NPA website for the full announcements and position descriptions. Region 3 is hosting the 26th Annual Teaching Day on May 3, 2019 in Syracuse. There are some excellent topics scheduled for all areas of practice and registration is now open on The NPA website.

Thank you to all members who were able to attend Capital Day in Albany and please continue to watch for legislative updates, write letters and meet with your local representatives.

I hope you all enjoy the upcoming warmer weather by getting outside and enjoying the beauty of our Region!



REGION 4
David Dempsey, DNP-FNP-BC
Region 4 Director

Region 4 had their first Board meeting on February 4, 2019 by conference call, at this time the budget was approved and **Tracy Arguelles**, ACNP-C was appointed as President Elect, thus completing the board for the Region.

Region 4 Teaching Day was held on April 13 at the Troy Hilton Garden, Troy, NY.

Meetings are being held by the Capital Group and Saratoga Group, the Adirondack and Leatherstocking Catskill Groups are in the process of arranging meetings as we are looking to bring a meaningful and vibrant year to our members of Region 4.

In the member spotlight we are going to begin by presenting our board members, starting with **Alicia Calacci**, DNP, FNP, ACHPN and **Tracy Arguelles**, AGNP-C.

Thank you all for your endeavors and support of this organization.



REGION 5
Marietta Api, ACNP-BC
Region 5 Director

Spring is here...hope, renewal and warmth!

Our Region 5 activities continue to keep our beautiful and handsome volunteers on their toes, sharing their expertise with other NPs, patients and their communities.

Region 5 2019 Officers and Board of Directors

Officers

- President – **Mary Ellen Ryan**
- President elect – **Patsy Rainaldi**
- Past President – **Rochelle Kepes**
- Treasurer – **Karen Feliciano**
- Secretary – **Carl Ankrah**

Board of Directors

- Leslie Cooper** – Lower Hudson Valley Group
- Chris Feroli** – Greater Newburgh Group
- Midge McClure** – Dutchess Ulster Group
- Renee Sevcik** – Lower Hudson Valley Group
- Jill McLaughlin** – Greater Newburgh Group

We are looking for NP leaders to join our Region 5 board to represent their Groups. We welcome inquires for Group Coordinators, members on committees, and program presenters. Please send an email to **Mary Ellen Ryan** at mamellon@verizon.net and offer your help in leading our Region! Program ideas and budget considerations are coming up and we can use your voices for 2019-2020.

Region 5 Teaching Day was held on April 27th, “Healthcare Across the Lifespan” at the Overlook Lodge at Bear Mountains. The NPA Region 5 Education Committee: **Lorraine Von Eeden, Marie Carmel Garcon, Leslie Cooper, Christine Cole-Olsewski** and **Jill McLaughlin** worked for months to bring you a fantastic, professional day. We thank them all!!!

Our dinner meetings continue in all Groups. Please check on The NPA website for locations and times. Thank you, Program Coordinators!

Also remember that The NPA has introduced a Year-Round Member Referral Program-recruit another NP and receive \$25.00.



Finally...remember that there are still food insecure members in our communities. Please bring nonperishables, non-expired food to our dinner meetings for distribution to our food pantries.

Thank you for allowing me to be your Region Director- I am proud to represent Region 5!

NPA Region 5 Board & Officers



REGION 6
Dorothy Grasso, DNS, RN, FNP, CCRN
Region 6 Director

As of January 2019, the Region 6 members total 712 (Brooklyn/Queens 284; Manhattan/Bronx 302; Staten Island 126). Note: the Staten Island Group increased their membership by 37% in 2018 - Great Job!

Responding to member feedback, Region 6 has worked very hard to provide dinner programs for each borough. As of April 2019, each borough will have its' own dinner meeting with varying topics. There is a program coordinator for each borough that organizes the meetings and develops the invitations that are then sent to the members by The NPA. I have been coordinating the Bronx and Manhattan meetings this year and I am presently searching for a Manhattan dinner program coordinator to take over the meetings.

Makia Hughes is the new dinner program coordinator for the Bronx. Makia started her nursing career working as an RN in the Emergency Room. Makia is an AANC and AANP certified Family Nurse Practitioner with experience in pre-admission testing and primary care. She is currently working in a pre-admission testing clinic at Jacobi Medical Center and is also involved in a project with her church that is geared to health education in her local community. We are thankful to Makia for volunteering her time to assist Region 6 with the Bronx dinner meetings. See member spotlight in this year to learn more about Makia.

Congratulations to **Patricia Murray Given, RN, PhD, CCRN, FNP-BC, GNP-BC, FAANP, Region 6 Membership Chair**, who was inducted as a Fellow of the American Association of Nurse Practitioners at the AANP conference held in June 2018.

The 4th annual Region 6 teaching day was held at the Brooklyn Downtown Sheraton Hotel on Saturday March 11, 2019 from 8am to 4pm featuring Wendy Wright. There were four 90-minute sessions with a total of 6 contact hours, including 4 pharmacology credits offered. The topics included: pharmacologic management of obesity; drug interactions with safe prescribing; new guidelines in hypertensive treatment; and laboratory interpretation for primary care. There was a sponsored lunch presenting the management of endometriosis pain.

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A Region 6 scholarship to attend The NPA annual conference will be given to an NP student. The winner of the scholarship will be voted on by the board. All information about the scholarship criteria was distributed at the 4th Annual Teaching Day on March 16 and will be posted on The NPA website.

Dr. Nancy Cherofsky, DNP held workshops for Region 6 on Sunday, April 7, 2019.

Efrat Lemandre (President Elect) and **Maria Civille** (Treasurer) both worked very hard on upgrading Region 6 to QuickBooks. Thanks to all of their hard work, the Region will now be able to produce detailed financial reports.

Region 6 is making a contribution to the Campaign for NP awareness, an important cause used by The NPA for public relations outreach efforts.



Pat Murray Given & Stephen Ferrara

We hope to see you soon at one of our meetings, workshops or conferences. Our membership and meeting committees are working very hard to expand our membership. Please spread the word about upcoming events and help increase involvement in the Region.

Here's to a great spring!!



REGION 7
Jean Marie Osborne, DNP, RN, ANP-C
Region 7 Director

Happy Spring Everyone!!! The Long Island Group held its annual Practice Issues and Clinical Updates for Nurse Practitioners conference on Friday April 5th at the Crest Hollow Country Club. Program faculty included Wendy Wright MS, FNP, FAANP, FAAN; Susie Adams PhD, PMHNP, FAANP, FAAN; Eileen O'Grady PhD, RN, NP-BC; and Margaret Fitzgerald, DNP, FNP-BC, CSP, DCC, FAANP, FAAN. Thank you to all the above speakers for an amazing conference. A huge thank you to our conference committee chair **Sharon Hasfal**, as well as the entire board of directors, for your continued dedication to making this day such a success. Believe it or not, we are already planning for next year's annual conference. Save the date, April 3rd, 2020.

NPALI continues to support our members that are continuing their education and are accepting applications for Student Scholarships. Student Nurse Practitioners and Nurse Practitioners pursuing their doctoral degrees are encouraged to apply before the next deadline. Please watch your email for the Fall Scholarship application criteria. Criteria has been updated, please visit the website for additional information.

The Fall Scholarship Committee had 14 applicants; two for the DNP and 12 for the SNP. The Fall 2018 SNP Scholarship recipient is: **Natalie Radino** (Stony Brook) and the Fall 2018 Doctorate Scholarship recipient is: **Mary Lou Reidy** (Hunter College).

Also, please remember to look for our Long Island publication called the Advocate. This newsletter is edited by **Justin Waryold** and published quarterly. The latest issue of the Advocate was delivered to your inbox on March 4th. This Long Island specific newsletter always has a treasure-trove of information; including the latest updates about the various committee and their activities that serve our membership.

Our community service committee continues to support those in need; thank you for your continued generosity. In March, NPALI held a food collection for Long Island Cares, in May we will be collecting for Long Island against Domestic Violence, and in June we will be collecting school supplies for children.

As of March 1, 2019, Long Island has 889 active members. Thank you to everyone who has been encouraging their colleagues to join or renew. We are very proud of our membership number, but always strive to increase the number of members. Please continue to encourage others to become part of The NPA. If there is something that you think would encourage increased membership, please email me at josborneanp@yahoo.com. I would love to hear your ideas. Let me know what we are doing right, or what we could do better.

I want to thank everyone for their continued support, participation, and volunteerism.

We look forward to seeing all of you at a future conference or dinner meeting.

REGION 1

Southern Tier Group

Katie Bailey, RN, BSN, NP-S

Western NY Group

Carl De Franco II, BSN, RN, PMHNP-S
Dr. Teresa Edgerton, DNP, FNP-BC
Barbara Elsenbeck, MS, CWCN, CCCN, CNRN, NP-S
Lisa Graziano, MS, BSN, RN, NP-S
Petra Guilmain, BSN, NP-S
Dawn Hezel, RN, MS, CPNP
Jenna Nassar, FNP-S
Cheryl Schulz, BS, RN, ACLS, PALS, FNP-S
Andrew Smith, RN, BSN, NP-S
Cheryl Zachewicz, ANP-BC, CWS

REGION 2

Finger Lakes Group

Heather Abdalla, RN, CWOCN, NP-S
Ann Klinger, MSN, FNP-C, COHN-S
Jacqueline Michalko, RN, NP-S
Barbara Olesko, MS, RN, NP
Kelly Seaman, MS, NP-S
Jennifer Wetherby, RN, BSN, NP-S

Greater Rochester Group

Jennifer Becker, NP
Rachel Boyan, ACAGNP-S
Amanda Devine, RN, BSN, NP-S
Christy Dillon, FNP-S, RN
Mallory Eberly, RN, FNP-S
Andrea Estes, BSN, NP-S
Angela Fenton, FNP-C
Igor Gorchakov, AGPCNP
Katherine Hizer-Clark, MS, RN-BC, CNL, NP-S
Adaobi Igboeli, FNP-BC
Sonja Kreckel, NP-C
Lyudmila Kuchma, RN, NP-S
Alexis Munding, AGPCNP-BC
Tracy Natale, RN, BSN, OCN, NP-S
Stephanie Rech, RN, BSN, CEN, TCRN, SCRNP, CPEN, NP-S
Justine Shults, NP
Thomas Smith, RN, NP-S
Tracey Strand, RN, BSN, NP-S

Susquehanna Group

Maria Askew, BS, RN, CCRN, PMHNP-S
Michelle Baldwin, RN, NP-S
Colleen Coddington, MS, BS, RN, RD, CDN, NP-S
Rachel Devine, RN, NP-S
Danielle Deyo, RN, NP-S
Rebekah Dickman, RN, NP-S
Danielle Dollaway, RN, NP-S
Sidney Earley, RN, NP-S
Megan Fenson, RN, NP-S
Jonathan Fillers, RN, NP-S
Heather Fisher, RN, NP-S
Mary Gaetani, RN, NP-S
Milton Harding, RN, NP-S
Nichole Kan, RN, BSN, NP-S
Zoryana Kravets, RN, NP-S
Susana Loo Li, RN, FNP-S
Allison Manning, RN, NP-S
Kathleen Mignone, RN, NP-S
Nicole Mikula, RN, NP-S
Linda Niles, RN, NP-S
Olufunmilola Ojo, RN, NP-S
Bridget Oppong-Darko, RN, NP-S
Kwamia Sanford, RN, NP-S
Nirgiz Taha, RN, FNP-S
Emmanuel Thomas, NP-S
Marisa Valdes, RN, NP-S
Christy Williams, PMHNP-BC
Reham Yasin, NP-S
Stereen Zebari, RN, NP-S

Tompkins Cortland Group

Emily Dvorak, BSN, RN, NP-S
Ashley Hall, RN, RNFA, CNOR, FNP-S
Jolynn Labouf, RN, BSN, NP-S
Karen Tabel, NP-S

REGION 3

Mohawk Valley Group

Andrea Brennan, FNP-S
Bruce Fike, RN, FNP-S
Kayla Miller, FNP-S
Magdalena Skowron, RN, NP-S

Syracuse Group

Meghan Dambach, RN, NP-S
Anne Dow, MSN, FNP
Kaytlyn Flansburgh, RN, BSN, FNP-S
Aimee Hillman, RN, NP-S
Kevin Jones, NP-S
Evelyn King, FNP-C
Jane Ogunsede, FNP
Billi-Jo Orr, RN, PMHNP-S
Christopher Souza, RN, FNP-S
Marianne Thurm, FNP-S
Sarah Wells, RN, FNP-S

Thousand Island Group

Lakshmi Nair, NPP

REGION 4

Adirondack Group

Loren Allen, FNP, MSN, RN

Capital Group

Tiffany Bovard, RN, NP-S
Karen Chonou, RN, NP-S
Shawn Gates, CMSRN, BSN, NP-S
Kristi Hecker, RN, BSN, MS-FNP-S
Brittany Lossow, FNP-S
Rebecca Marrone, RN, NP-S
Korey Marshall, RN, NP-S
Mary Riccelli, PMHNP, B.C.
Jacqueline Scovello, RN, NP-S
Rebecca Stiles, FNP-S
Christopher Weber, PMHNP-BC

Leatherstocking Group

Meaghan Provost, RN, NP-S
Stephanie Shellman, RN, BSN, NP-S

Saratoga Warren Group

Rundi Constant, RN, NP-S
Stephen Czumak, NP-S
Tammy Fisher, RN, MSN, FNP-S
Elizabeth Pettit, RN, NP-S
Ruth Whitney, RN, BSN, NP-S

REGION 5

Dutchess Ulster Group

Diana Kravtsov, RN, FNP-S
Jill Quaglino, RN, BSN, NP-S
Laura Robinson, NP-S

Greater Newburgh Group

Alexis Rogers, MSN, FNP-S, BSN, RN
Gina White, RN, BSN, NP-S
Khalilah Williams-Perry, NP-S

Lower Hudson Group

Marina Andrade, FNP-S
Sindhu Ashok, FNP-S
Jeannine Assogba, FNP
Marianna-Seray Barrie, NP-S
Lauren Burrell, RN, NP-S
Jillian Cox, FNP-S
Jennifer Dasilva, DNP-S
Haleigh DeName, RN, BSN, NP-S
Elizabeth Evans, NP-S

Sharon George, NP-S
Jean Hippas, FNP-S
Virginia Hong, FNP-S
Sheeja Kurian, NP-S
Rose Lindsay, PMHNP-BC
Meghan Love, RN-BC, PCCN, NP-S
Cleopatra Maack-Scheublin, FNP-S
Soba Madappatt, FNP-S
Sabina Mathew, FNP-BC
Jane Metzger, RN, NP-S
Nicole Muccio, NP-S
Jessica Orchier, NP-S
Krystal Person, FNP-S
Bianca Pierre-Louis, FNP-S
Shaniek Robinson, FNP-S
Elizabeth Rosenberg, RN, MSN, NP-S
Lisa Ruggiero, NP-S
Patricia Scorzello, FNP-S
Misty Scott, FNP-S
Michelle Seebalack, RN, BSN, MSN
Juhui Song, NP-S
Colleen Spang, FNP-S
Phyllis Stapleton, FNP-S
Dana Thomas, FNP

REGION 6

Brooklyn Queens

Tarah Auguste, RN, NP-S
Lorana Bazemore, RN, CPAN, NP-S
Penina Ben-Yosef, BSN, NP-S
Esther Berger, MS, NP-S
Jessica Berry, PNP-C, MSN, RN
Ellen Cashin, FNP-S
Quyen Chappell, NP-BC
Jonathan Diaz, AGACNP-BC
Vanessa DiMuro, RN, NP-S
Oxana Gordon, NP
Debra Guss, DNP, ANP-C
Marie Hollies-Johnson, FNP-S
Julietta Hsieh-Shan, RN, CCRN, NP-S
Aimee Huang, BSN, NP-S
Sandra Joseph, RN, MSN, ANP-C
Emmy Li, FNP-S
Judy Lu, RN, NP-S
Claiborne MacKnight, RN, NP-S
Holly Morhaim, ANP
Tara Mullen, FNP-S
Kiana Piedrahita, FNP
Jennifer Raleigh, RN, NP-S
Amy Sevick, FNP-S
Ardita Sopi, RN, NP-S
Jennifer Talevski, BSN, RN, ONC, NP-S
Marissa Willoughby-Naiditch, BSN-RN, MS, FNP-S
Sherry Xie, RN, NP-S

Manhattan Bronx Group

Raquel Camille Abubo, NP-S
Ashley Belfort, DNP-S
Meagan Chan, DNP-S
Vicky Chen, DNP-S
Monique Corbett, RN, NP-S
Stacion Gallimore-King, NP-S
Rosaleen Galvin, RN, NP-S
Shannon Gatesman, BSN, RN, PCCN, NP-S
Kirsten Michele Gutlay, DNP-S
Elizabeth Hamilton, FNP-S
Jeanette Kreuze, NP
Gloria Lamprea-Duran, FNP-S
Ralph Logan, BSN, NP-S
Joana Mensah-Mitchell, FNP-S
Shazia Mitha, ACNP
Danielle Mitkus, NP-S
Helen H Mu, RN, MSN, NP-S
Ellen Nadel, FNP
Ndidi Nebolisa, FNP-S
Erin O'Dea, FNP-S
Kelly Olcott, DNP-S
Jin Park, DNP
Giselle Perez, BSN, RN, NP-S
Stacey Quinones, MSN, FNP-S

Shaina Rainford, NP-S
Monika Raj, DNP-S
Kalyca Seabrook, DNP-S
Molly Spilka, DNP-S
Samantha Strumeier, FNP-S
Cristina Sumilang, FNP
Lorna Thomas, RN, BSN, OCN, NP-S
Bari Weissman, BSN, RN, CPN, NP-S
Christopher Wilkinson, FNP-S

Staten Island

Gabriella Bello, RN, BSN, NP-S
Erica Capece, RN, BS, NP-S
Amanda Collazo, RN, NP-S
Angela Errico-Mazzeo, RN, BSN, BC, NP-S
Dana Fisher, RN, NP-S
Laura Garofalo, RN, BSN, NP-S
Irina Konstantinovsky, RNC-OB, NP-S
Melissa Kotowicz, RN, NP-S
Jennifer Leli, BSN, RN, NP-S
Yekaterina Mahoney, FNP-BC
Natalia Maximovsky, RN, BSN, MSN, NP-S
Daniella Otaiza, FNP-BC
Kseniya Parnitskaya, NP-S
Yelizaveta Rukhlova, RN, NP-S
Giacomina Soezza, BSN, RN-BC, NP-S
Kayla Wong, RN, BSN, NP-S

REGION 7

Long Island Group

Rene Belony, AGPCNP-S
Denique Blackman, BSN, RN, PCCN, NP-S
Sandra Boucicaud, RN, BSN, ANP-S
Laura Cardona Rosado, RN, NP-S
Qimin Chen, FNP-S
Kristie Conrad, RN, FNP-S
Erin Cotter, RN, NP-S
Kathleen Csillag, MS, RN, WHNP-BC
Patricia De Jesus, RN, NP-S
Nana Dompok, FNP-S
Lisle Duplan, RN, BSN, NP-S
Oluwabukola Faba, RN, NP-S
Dorothy Fanara, BSN, NP-S
Catherine Flynn, MSN, RN, PNP
Christine Galante, DNP ANP-C
Jolly George, NP-S
Ashley Hubbard, RN, NP-S
Eileen Hunt, RN, NP-S
Patrice P Jackson, RN, NP-S
Yelisa Jimenez, RN, NP-S
Jasmine Joseph, RN, NP-S
Tenisha Kelly-Roberts, DNP-S
Jessica Kiernan, NP-S
Michele Knox, FNP-S
Wiliana Lopez, BSN, NP-S
Regina Lynch, ANP-C
Lauren Mansky, BSN, RN, NP-S
Cathryn McNeely, BSN, RN-BC, NP-S
Matthew Mekhail, RN, NP-S
Filipe Mendes, RN, NP-S
Dorothy Michaels, NP-S
Kristin Mishanie, RN, NP-S
Emily Nemecek, NP-S
Gisha Paul, RN-BC, NP-S
Princy Paulson, RN, MSN, CMSRN, AGPCNP-C
Lisa Pereira, RN, NP-S
Kathleen Rene, RN, NP-S
Dominique Rossi, AGPCNP-S
Chippy Saji, RN, NP-S
Sheeba Saji, AGNP
Noleen Scheiner, RN, BSN, NP-S
Joseph Sferrazza, RN, NP-S
Rachael Shapiro, RN-BC, NP-S
Julie Skulikidis, SCRNP, CCRN, NP-S
Marcelina Stewart, NP-S
Amanda Trypaluk, BSN, RN, NP-S
Geeta Verma, BSN, WCC
Lika Yannotta, RN, NP-S

MEMBER



Tricia Vivlamore, MS, FNP-C Region 3 Lake Ontario Group

SPOTLIGHT

For the past 10 years, Tricia has been working as a Family Nurse Practitioner in the areas of Cardiology, Family Practice and College Health. She is currently employed by SUNY Oswego and works full-time for Walker Health Services. In 2017, Tricia began treating opioid dependence in an outpatient treatment center and in May 2018, opened a private practice where she offers both primary care and medication assisted treatment of substance abuse. Tricia is the first NP-practice owner in Oswego and is engaged in advocating for both patients and the profession.

Why did you join The NPA?

I joined The NPA in 2007 as a student nurse practitioner at the recommendation of my preceptor, Claire Vacca. I serve on the Region 3 Board as the Lake Ontario Group Representative and I am the Meeting Co-Coordinator for the Lake Ontario Group. In 2018, I attended NPA Capital Day in Albany and volunteered at the New York State Fair.

What are your hobbies and nonprofessional interests?

My hobbies include running, hiking, and camping with friends and family. I also take quilting classes weekly. My favorite activity is spending time with my two-year-old granddaughter.

MEMBER



Alicia Calacci, DNP, FNP, ACHPN Region 4 Adirondack Group

SPOTLIGHT

Dr. Alicia Calacci started her career at Vermont Technical College earning an Associate's Degree in Nursing. She continued on to the University of Washington earning a Bachelor's of Science in Nursing and a Master's of Science from the University of Utah and qualified to sit for boards for midwifery and women's health nurse practitioner. Alicia earned a second Master's of Science from St. Joseph College for her family nurse practitioner.

Alicia worked for six years as a Certified Nurse Midwife in Massachusetts and delivered over 300 babies. Upon returning to Vermont, she worked as the sole practitioner in a nursing home in Northern Vermont. It was through this work that Alicia found a calling for palliative care and entered a fellowship at University of Vermont Medical Center (UVMC) and then began working at Champlain Valley Physicians Hospital (CVPH) in Palliative care. This fellowship allowed Alicia to complete her Doctor of Nursing Practice at the University of St. Joseph and certification as an Advanced Hospice and Palliative Care Nurse (ACHPN).

Working at CVPH has allowed Alicia to teach in the nurse and physician residency and to present palliative care to staff nurses as well. In the fall of 2018, she presented at a local aging conference regarding Advance Care Planning. Alicia has spent the last year unifying Advanced Practice Providers at CVPH and giving them a voice. Alicia is currently serving as the President of Region 4 of The NPA.

Why did you join The NPA?

I joined The NPA because it was instilled in me during school how important it is to be involved in our local professional organization. During my time as President-Elect, I was able to meet and work with good people who have similar goals.

What are your hobbies and nonprofessional interests?

In my downtime I enjoy traveling, photography and cross stitching. You will generally pick me out as the one doing the cross stitching.

MEMBER



Tracy Arguelles, MS, AGNP-C Region 4 Adirondack Group

SPOTLIGHT

Tracy Arguelles graduated with her BSN from Wright State University in Dayton, Ohio, and then began her career as a Registered Nurse in the Air Force. After spending six years in Olympia, Washington, Tracy and her family moved to Plattsburgh, New York, for her husband's job. They enjoyed the wide range of winter and summer activities available in this area from kayaking to skiing. While raising her children, Tracy spent time teaching a variety of exercise classes and gaining experience in health and wellness. She received great satisfaction from guiding people to exercise safely and effectively and felt she could help even more as a nurse practitioner. She returned to nursing to pursue a Master of Science degree specializing in adult health from Stony Brook University. Tracy is currently employed as a nurse practitioner in the Pulmonology/Sleep Medicine group at University of Vermont's CVPH in Plattsburgh.

Why did you join The NPA?

I joined The NPA because I feel it is important to have a voice in how one's profession grows and operates on a local and national level. It is a powerful association that offers support and guidance as well as a camaraderie that will be appreciated throughout the course of my career as a nurse practitioner.

What are your hobbies and nonprofessional interests?

I enjoy cross country skiing, triathlons and learning to ice dance with my husband at the local skating club.

MEMBER



Makia Hughes, MSN, RN, FNP-BC Region 6 Manhattan Bronx Group

SPOTLIGHT

Makia Hughes has been a Registered Nurse for 9 years and an Advanced Practice Registered Nurse since 2015. After graduating from Broome Community College with an AAS in Nursing, she started her career as a Registered Nurse at A.H.R.C, an organization for individuals with intellectual and other developmental disabilities. While working with this organization, she returned to school to obtain her Bachelor's in Nursing at Hunter Bellevue School of Nursing. During her time of study, she was inducted into the Sigma Theta Tau Honor Society for academic achievement. After graduating from Hunter College, she worked as a Registered Nurse in the Adult Emergency Department at North Central Bronx Hospital and New York Presbyterian-Columbia Hospital. She became a Daisy Award recipient, which is recognition of her passion and dedication to her patients. While working full-time as an Emergency Room nurse, she returned to school to obtain her MSN with a specialty in Family Practice from Lehman College. She is currently certified by both the AANP and ANCC as a Family Nurse Practitioner.

In her first job as a nurse practitioner, she worked in the Pre-Admission Testing clinic at Queens Hospital Center. In an effort to broaden her experience and to work closer to home, she transferred to Primary Care at North Central Bronx Hospital, where she gained experience in managing and preventing chronic diseases, as well as, treating acute illnesses. She was also able to precept student nurse practitioners. Makia has returned to the Pre-Admission Testing clinic at Jacobi Medical Center, where she works in the autonomy her degree and expertise has given her. As a nurse practitioner, her contribution to a healthier society is not limited to clinical practice. She is currently working on a project with her church, which is geared to health education in her local community.

Why did you join the NPA?

I joined The NPA in order to build camaraderie with nurse practitioners who have similar core values, interests and aspirations. Some of these include improving patient outcomes as well as enhancing our profession's role in this process. My dedication and passion for nursing merged with the educational resources, career enrichments, and network opportunities of The NPA, which creates endless possibilities for my future goals. I have recently become more active in Region 6 of The NPA by volunteering to be the dinner coordinator for the monthly meetings in the Bronx.

What are some of your hobbies/interests?

As a nurse practitioner, my contribution to society is not limited to clinical practice. One of my hobbies is volunteering. Whether it is mentoring children or serving a hot meal to those in need, I am always looking for ways give back to the community. Currently, I am working on a project with my church geared to health education in our local area.



The Science on Beef's Role in a Healthy Sustainable Diet

By *Cindy Chan Phillips, MS, MBA, RD*
Director of Nutrition Education
New York Beef Council

Beef belongs in a healthy and sustainable diet^{1,2}. Research shows that beef promotes health, and helps prevent nutrient deficiencies³. Environmentally, cattle are unique in our food system, because they upcycle inedible grass and plants into high-quality protein⁴ for families to thrive.

Beef is a unique nutrient-rich food for your health. A 3-oz serving of lean beef provides 10 essential nutrients, including high-quality protein, zinc, iron and B-Vitamins, with about 170 calories⁵. These nutrients support healthy pregnancies and protect against iron-deficiency in children and women⁶. Each serving provides about half of our daily value of protein, which is essential to maintaining muscle strength and healthy aging^{7,8}.

Cattle farmers and ranchers strive to be good stewards of the land, while growing wholesome food for our families. Ninety percent of what cattle feed on is plants that people cannot digest and instead is upcycled to become nourishing protein⁴. Farmers are able to graze cattle on land that is too rocky or arid for growing food crops. Farmers continue to find ways to improve sustainability. As a result of their dedication, greenhouse gas from beef cattle only represents 2% of total US emissions⁹. You would be pleased to know the US is a leader today in sustainable beef production, with a carbon footprint 10 to 50 times lower than other regions of the world¹⁰.

Demonstrating this commitment as a steward of the land in New York state is the Coombe family of Thunder View Farms of Grahamsville, N.Y. They received the prestigious national 2018 Environmental Stewardship Award from the National Cattlemen's Beef Association. Just 100 miles north of New York City, Thunder View Farms keeps land and NYC water in pristine condition while growing nutritious beef. "They have been excellent stewards of the land," according to Paul Rush, Deputy Commissioner, New York City Department of Environmental Protection.

A healthier more sustainable diet is very important for our future generations. Let's focus our attention on making the meals better and more balanced with fruits, vegetables, and whole grains. Together, let's find opportunities to reduce food waste. You may wish to explore this topic further at <https://www.beefitswhatsfordinner.com/newsroom/sustainable-diet>. Thank you for all you do in engaging the public with science-based recommendations that help them enjoy a healthy and sustainable diet.

If you have any questions, please contact Cindy Chan Phillips, MS, MBA, RD at 315-339-6922 ext. 225, cphillips@nybeef.org or follow her on Twitter @nybeefnutrition.

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NPA Member Bikash Regmi, FNP-BC honored with Governor Cuomo's Empire State Public Service Award

Bikash Regmi, FNP-BC, NPA member from Region 3, Mohawk Valley Group was recently honored with Governor Cuomo's Empire Star Public Service Award. "This award recognizes individuals in public service who exemplify the professional work of thousands of dedicated employees in the NYS government workforce and their efforts to enhance the quality of life for all New Yorkers." This is the highest honor a NYS employee can receive.

Bikash Regmi is a nurse practitioner as well as a member of the adjunct faculty at SUNY Poly, Utica NY. He works as nurse practitioner at Van Duyn Center for Rehabilitation and Nursing (Syracuse, NY) for Optum and per diem at Mohawk Valley Health System (Utica, NY) in Urgent care.

Bikash was born in Bhutan but he and his family were forced to leave his birthplace when he was seven years old. He then spent almost 17 years in a refugee camp in Nepal. He arrived in the United States in 2009 and from that point on has worked on obtaining his dream of becoming a nurse practitioner.

Bikash works every day to produce change, end racism and promote equality in health care. Much research has shown that racial/ethnic minorities in the U.S. suffer substantially and disproportionately from adverse health conditions and have inadequate access to quality health care, particularly refugee and immigrant populations. Being refugees himself and working closely with other refugees, he has seen the need for intervention and the elimination of racial/ethnic disparities in health care. To address these issues, he has organized many charitable events such as health fairs, breast cancer/skin awareness, DNR/DNI explanations, voting awareness, disease prevention and health promotion and blood drives. Recently he hosted a health fair. This was promoted by Bikash's visit with a community member a few months ago. One of the community members was having some breast pain. She has gone to emergency room three times within a

month with the same issue. With further questioning Bikash discovered that she has no primary care provider. When Bikash was in refugee camps, there was no preventative health care the way we have here. As a result, people assume that the emergency room is the only place to go when they have a problem. So, one of the goals of the health fair, was to encourage participants to find a primary care provider if they already do not have one. He had the list of the primary care providers in the area, who are accepting new patients and helped to connect them. He stresses that primary care providers help patients to stay up-to-date with all the screening for all major health related conditions, assist to manage chronic conditions and improve life. This way we can save millions of taxpayer's dollars in emergency room visits. Furthermore, there can be continuity of care and the people with life threatening issues will get treatment in a timely manner in the emergency room.

There were more than 15 vendors such as Upstate Medical University, TruCare Connection of NY, On Point for College, American Red Cross, United Health Care, Molina Health Care, Hospice of CNY, Wilsons Dental, Kinney Drugs, HOA of CNY, Upstate She Matters, and Fidelis Care. The health fair was a great success. About 200 people attended the fair. 63 received the flu vaccine. More than 75 people have blood pressure and blood sugar screened. The health fair was covered by the Spectrum news.

Aside from these health-related events, he has also taught English as a second language (ESL) and citizenship classes for his fellow refugees. Included in these was an emphasis on the importance of voting in our country. He has been an advocate for the refugee population and has helped newly arrived refugees read their mail, fill out forms and give cultural orientations and interpretations.

He is now serving on the advisory board for the Munson Williams Proctor Museum as well as on the Board of Directors for St. Elizabeth College of



Nursing. He had also served on the Board of Director for Hospice and Palliative care Inc, Utica NY.

Working in the medical field Bikash realizes the importance of blood donation

and saving lives. When he used to work on the oncology unit, he frequently administered blood to his patients. After receiving blood, patient reported feeling much better. Bikash knows that many people are not aware of importance of blood donation. For this reason, he organized a blood drive in collaboration with American Red Cross. He is confident that this humanitarian effort will save more lives. So far, he has collected more than 40 pints of blood. One pint can save up to three lives. So, he was able to help save more than 120 lives. The blood drive was very successful in educating people. He was able to get many first-time donors.

The American Red Cross has recognized Bikash and his wife for their work. Together they received the 2017 American Red Cross Hero award, for their extraordinary work. They planned and carried out several blood donation events with an emphasis on the refugee population so that they would develop an understanding of the importance of blood donation. Bikash was also the recipient of the 2017 SUNY Chancellor's award for Student Excellence, the Star Student for On Point, and the Clinical Excellency Award from St. Elizabeth's College of Nursing. He was also the student representative for the Nursing Department Curriculum Committee. Last year Bikash was honored to give a TEDx Talk at Syracuse University. His TEDx Talk related his experiences as a refugee in a camp and the importance of his immigration to the United States where he has finally found a country to serve (<https://www.youtube.com/watch?v=6w5pOi0uJUI>). Bikash was honored with the Outstanding Young Professional award by the Genesis Group for his dedication and commitment to his profession and community.



Nurse Practitioner Association New York State 35TH ANNUAL CONFERENCE

NPs: Redefining Our Role

October 16 – 20, 2019 • Turning Stone Resort, Verona, NY



The NPA's 35th Annual Conference – NPs: Redefining Our Role will be held at the Turning Stone Resort, Verona, NY from October 16 to October 20, 2019.

We are pleased to announce our keynote speakers on Friday, October 18 will be, Shana Merlin and Dr. Rob Milman from Merlin Works. Their presentation title is: Shortcuts to Building Relationships with Patients, Physicians, Partner, and Plain Old People.

Keynote Speakers:



Shana Merlin is an award-winning, nationally touring teacher and performer. Some of her clients have included Lockheed Martin, Whole Foods, Dell, HP, and ChristusHealth. In addition to being an affiliate at the Center for Health Communication, Shana is a

lecturer in the Texas A&M College of Medicine and was trained at the Alan Alda Center for Communicating Science at Stony Brook University.



Dr. Rob Milman served as a private practice radiologist for over 25 years and is a former partner with the Austin Radiological Association. In addition to being an affiliate at the Center for Health Communication, Dr. Milman is a Dean of Academic Affairs at

the Texas A&M College of Medicine. He received advanced training in health communication from the Alan Alda Center for Communicating Science at Stony Brook University.

Conference Highlights:

Pre-conference learning labs will be held on **Wednesday, October 16 and Thursday, October 17** and will include:

- Coding, Billing & Evaluation Management Services
- Regulatory, Fraud Waste & Abuse
- Coaching: A Core APRN Skill
- Cardiac Assessment
- The Art of Getting Unstuck
- Radiology: Chest and Abdominal X-ray
- Pharmacogenetic Testing in Primary Care.

Friday, October 18

- Keynote Presentation
- 2019 Legislative Update
- Exhibit Hall Opens
- Lunch Presentation: Robert Pitkofsky, Esq. - #NPsBeware: Social Media Perils and Possibilities for the Modern Nurse Practitioner
- Regional Meetings
- Networking Reception
- Variety of Clinical Topics

Saturday, October 19

- Annual Membership Meeting
- Lunch Presentation: Panel Discussion on Medical Marijuana presented by NPA Members currently prescribing Medical Marijuana
- Closing General Session presented by Michael Loughran, President ANO Affinity Insurance Services, Health Care Division, Nurses Service Organization – Reducing Your Risk: Insights into Malpractice Risks for NPs
- Variety of Clinical Topics

Sunday, October 20

- Variety of Clinical Topics



Hotel Information:

The NPA has reserved a room block at the Turning Stone Resort, 5218 Patrick Road, Verona, NY.

To make your hotel reservations call Turning Stone at 1-800-771-7711 and ask to be connected to Accommodations. To ensure you receive the group rate, please be sure to identify that you are with The Nurse Practitioner Association New York State room block.

All individual reservations will require a one night's deposit (including applicable taxes and surcharges) or valid credit card to guarantee the reservations. Turning Stone accepts major credit cards and advance deposits equal to the first night's rate. You may cancel your room reservation up to 48 hours prior to arrival. Cancellations made after this time will result in a forfeiture of the deposit (including applicable taxes and surcharges).

The NPA has reserved a block of rooms at the Turning Stone Resort (Hotel & Tower rooms). **The room block will be held until September 8, 2019 or until the room block is filled, whichever comes first.** After this date additional rooms can be reserved subject to space and rate availability. The Turning Stone Resort will make every effort to work with you in securing a room once The NPA's block as been filled or released. Reserve early as rooms fill quickly.

Room Rates:

Hotel & Tower Rooms	\$190 per night
Tower Junior Suites	\$260 per night
Lodge Suites with balcony	\$295 per night (Sunday-Thursday) \$395 per night (Friday-Saturday)

All rooms are subject to applicable taxes and fees.

Hotel check in time: 4:00 pm

Hotel check out time: 11:00 am

Early arrivals and late departures are not guaranteed but may be available at the Hotel's sole discretion.

Conference Committee:

Alisha Fuller, Chair

Alice Looney

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Addressing substance use disorder in the workplace



Although opioids are in the headlines, they're not the only drugs being abused in the United States. Substance use disorder (SUD) can also include the abuse of alcohol and nonopioid prescription and illicit drugs. SUD occurs when a person's recurrent use of these substances leads to health issues or problems at work, school, or home.

In 2014, about 21.5 million Americans aged 12 and older (8.1%) were classified with a SUD in the prior year. Considering the number of people affected by a SUD (and the fact that nearly 77% of illegal drug users are employed in full- and part-time jobs), it's quite possible that as a business owner, you will experience (or perhaps you already have experienced) the situation of an impaired employee in the workplace. Failing to properly manage the situation can leave you open to legal action should the employee harm a patient clinically or violate privacy and confidentiality requirements.

Legal action isn't the only possible consequence. Employees with a SUD may be less productive, increasing the workload of other employees, which may compromise quality of care and increase staff turnover. To avoid the negative consequences of an impaired employee, you'll want to put appropriate human resources practices in place, ensure that you and your employees know the signs and symptoms of SUD, and take prompt action should you suspect an employee is impaired.

Alarming statistics

The numbers surrounding substance misuse are startling. For example, a 2016 report from the U.S. Surgeon General states that nearly 22.5 million people reported use of an illegal drug in the prior year.

The incidence of positive drug tests is also going up. According to the annual Quest Diagnostics Drug Testing Index, overall positivity in urine drug testing among the U.S. workforce in 2016 was 4.2%, a 5% relative increase over 2015's rate of 4% percent, and the highest annual positivity rate since 2004 (4.5%).

Another indication that SUD is spilling into the workplace is data from a National Safety Council survey of human resource decision-makers, which found that more than 70% of employers have been impacted by prescription drug abuse. Business owners can help combat this trend.

Drug-free workplace

In a "drug-free workplace," employees adhere to policies and activities that promote a safe work environment by discouraging drug misuse and encouraging treatment, followed by return to work. A drug-free workplace program includes a written policy, education, access to assistance, and drug testing. Such a program sets standards and helps identify employees who may have a SUD so they can receive assistance, if necessary. Early intervention promotes recovery so employees may be able to return to work.

Creating a drug-free policy shows that the organization is serious about the issue, guides the actions of staff and managers, and helps protect your company in the event of an employee lawsuit (for example, if an employee feels he or she was unfairly singled out for drug testing).

To create a policy for your business, work with a human resources professional. You may also want to have a staff member and manager involved to encourage buy-in, and you'll need to work with union representatives, if applicable.

The policy, which should be in the employee handbook, should include a statement that says the company is committed to providing a safe work environment, outlines violations of policy, and discusses drug testing and how positive tests will be followed up (see SUD policy). You'll need to choose a company to perform the drug testing; access a list of Health and Human Services-certified labs at www.samhsa.gov/workplace/resources/drug-testing/certified-lab-list.

Follow laws and regulations

You'll want to ensure that the policy is in alignment with federal, state, or local laws and regulations. (For more information, see www.samhsa.gov/workplace/toolkit/develop-policy#goals). Keep in mind that the Americans with Disabilities Act (ADA) prohibits employers from firing, refusing to hire, or promoting someone because he or she has a history of SUD or is in an SUD rehabilitation program. Current illegal use of drugs isn't covered under the ADA.

One of the best ways to stay on the right side of the law is to implement policies fairly and consistently and consult an attorney if you are unsure.

Employee education

Provide education to staff and managers, including the problems of SUD, signs to look out for, (see Signs of SUD in the workplace), what to do in the case of an impaired employee, and related policies. Document each employee's attendance and give each person a copy of the policy to read and sign. Go beyond the traditional classroom setting to provide education. Consider posters, information on the company's intranet, and online courses related to SUD.

What if...

If you suspect an employee has a SUD, remain nonjudgmental. People who have a SUD have a medical problem; it is not due to a moral failure or weakness. Explore the issue with the employee and encourage him or her to seek assistance.

If a coworker tells you that an employee appears impaired on the job, ask specifics about what was observed and document the conversation. Ideally, two managers (or a manager and an HR representative) should talk with the employee to confirm the report; if confirmed, remove the employee from the work area. Be sure other staff pick up patient care needs. Both managers should document their observations, being as specific as possible, for example: slurred speech, unsteady, diaphoretic, pupils constricted.

Meet with the employee to explain what has been observed and the need for drug testing per company policy. Don't jump to conclusions before you have test results. For example, an employee who appears impaired may be experiencing adverse reactions from a new prescription medication.

If testing has to be done off site, arrange for transportation to the site and then from the site to the employee's home; the company should pay for transportation. The Society of Human Resource Management suggests setting up an arrangement with a cab company ahead of time. (You or another manager may also choose to transport the employee.) If the employee refuses transportation and wants to drive his or her own vehicle, notify the police of the car's license plate number and that you suspect the employee is driving under the influence.

Let the employee know that he or she can't return to work until test results are available. If the test is negative, the employee can return to work. If it's positive, refer the employee per your policy or take additional action. If an employee chooses not to seek treatment and continues to have work problems, you'll take action, which should be based on the job performance and policy violations, not failure to obtain treatment. Remember that if your company falls under the Family and Medical Leave Act (FMLA), employees can use FMLA to seek treatment for SUD.

Sustain the program

It's not enough to simply put out a policy and provide an education session to sustain a drug-free work environment. Ongoing communication is essential. This can take the shape of education, question-and-answer sessions, or written materials.

You also need to measure the effectiveness of the program so it can be tweaked as needed. Track data such as numbers of positive drug tests, treatment referrals, and attendees at education programs. Look for trends such as upticks in positive drug tests. Keep current on changes in the law. For example, if marijuana becomes legalized in your state, you may need to clarify the policy for employees.

A caring owner

As a business owner, you are responsible for your employees. By creating a drug-free workplace, taking prompt action, and documenting in detail, you can protect your company from legal action, lost revenue, and turnover, and more important, help those with SUD get the help they need.

SUD policy

SUD policies typically include:

- A statement that the company is committed to safe work environment for employees
- How substance abuse is defined
- Who is covered by the policy (usually all employees)
- When the policy applies (for example, when the employee is on duty whether that is inside or outside the workplace)
- Clear statement of violations such as
 - Using illicit drugs or illegal use of prescription medications on the job
 - Reporting to work under the influence
- Drug testing: This section usually lists what drugs are tested for and states that testing occurs in the following situations:
 - Pre-employment
 - Reasonable suspicion of impairment
 - After an accident or injury
 - Follow-up to a positive test and testing while in a recovery program
 - Some companies require drug testing for routinely scheduled fitness-for-duty examinations
- What if the employee refuses the drug test?
 - May be treated as positive test
- What occurs if the drug test is positive?
 - Employee has opportunity to explain positive results (with a time line for doing so)
 - Penalties such as termination for certain types of behaviors (for example, selling illicit drugs in the workplace)
 - Referral to employee assistant program or, if no program exists, provision of a list of treatment programs in the area
- Maintenance of confidentiality of information related to the employee's testing and SUD

Sources: *State of Tennessee Bureau of Workers' Compensation. Sample substance abuse policy development instructions. www.tn.gov/content/dam/tn/workforce/documents/injuries/Revised_Drug_Testing_Consent_and_Release_Form.pdf/Revised Sample Substance Abuse Policy.pdf; Substance Abuse and Mental Health Services Administration. Drug-free workplace: develop a policy. 2017. www.samhsa.gov/workplace/toolkit/develop-policy.*

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Addressing substance use disorder in the workplace

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Signs of SUD in the workplace

Common signs of SUD include:

- Habitual tardiness
- Sleeping on the job
- Theft
- Poor decision-making
- Low morale/dissent
- Problems with other coworkers
- High rates of injury.

Source: Tennessee Bureau of Workers Compensation. Drug-free workplace implementation guide. 2017. www.tn.gov/content/dam/tn/workforce/documents/injuries/Employer Implementation Guide.pdf.

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By: Jennifer Flynn, CPHRM, Risk Manager, Nurses Service Organization (NSO)

This risk management information was provided by Nurses Service Organization (NSO), the nation's largest provider of nurses' professional liability insurance coverage for over 550,000 nurses since 1976. NPA endorses the individual professional liability insurance policy administered through NSO and underwritten by American Casualty Company of Reading, Pennsylvania, a CNA company. Reproduction without permission of the publisher is prohibited. For questions, send an e-mail to service@nso.com or call 1-800-247-1500. www.nso.com.



Volunteer for The NPA.... NPA booth at the NYS Fair

Prepare for your vacation this summer. Spend a day or two in Central New York and attend the New York State Fair... August 21 through September 2, 2019.

For volunteering you are asked to spend 4 hours at The NPA booth promoting the nurse practitioner profession, educating the public on who NPs are, what nurse practitioners do and for potential students provide information about becoming a nurse and how to advance your career to a Masters degree and a wonderful profession as an NP and the virtues of being a member of The NPA.

You will receive a free admission ticket and a free parking pass for the orange lot. For your service you are entitled to a free tee shirt with The NPA logo. It is requested that you wear the shirt while you are at the booth. The time slots for service are 10 am to 2 pm, 2 pm to 6 pm and 6 pm to 10 pm. Before or after your shift you are free to enjoy the fair at your leisure.

Presale tickets for family and children can be obtained at retailers throughout the state and at the NYS Fair web site. Presale discount ride tickets for children at the midway are also available.

Free concert at Chevy court are held at 2 pm and 8 pm. The lineup of entertainers is building and so far, booked acts include Bad Company on August 21; Dropkick Murphy on August 25; Midland on August 26 and Why Don't We on August 29. The NYS fair web site updates acts for the fair as they are booked.

If you have never attended the Fair, this is a great end of the season event for families with so many things to experience, from history to modern times, different cultures, magnificent variety of foods, animals and the famous butter sculpture to see!

If you need help with hotel accommodation suggestions or any questions about the region and other things to experience, please feel free to contact me through The NPA.

Your considerations to volunteer are greatly appreciated.

Sincerely,

Christine Atkins

NYS Fair Committee Chair



The Policy & Practice Corner

Joy Elwell, DNP, FNP-BC, CNE, FAAN, FAANP

Practice issues assistance is a NPA membership dues supported member benefit of The NPA. Answers to inquiries are not intended to serve as or in place of legal advice. For legal advice NP's are directed to consult with an attorney of their choosing.

Q: My position was terminated. I have a lot of adult clients and wondering how I could keep expenses down by doing house calls. I was also

looking into contracting LLC. Do you have any advice for me?

A: You can start a house call practice. There are some matters you need to address to do this:

- You will need to name your practice
- Register the practice with New York State
- Register as a corporation, LLC, PLLC to separate and protect your assets
- Decide if you will be "cash-only" or accept insurance
- If you decide to accept insurance, get credentialed with all the insurers you want
- Carry malpractice insurance

- If you decide to be cash-only, you can also accept credit cards. To do this, you will need a credit card reader for your phone. This is not hard to get and it transmits the payment directly to your bank account
- Obtain an EMR. There are some low-cost ones available that will do electronic prescribing for you
- Have a collaborative relationship with a physician or hospital
- Organize yourself to make appointments, communicate with patients and other providers
- Decide which services you want to provide, e.g. illness visits, physical exams, labs, immunizations

This is all doable. There is nothing preventing you from doing this. It really requires you to have the mindset for it. You should check to be sure you did not have a "non-compete" clause with your former employer, although if your position was terminated, this is unlikely.



NYS PROFESSIONAL NURSE PRACTITIONER LICENSE PLATE NOW AVAILABLE TO ORDER

The NPA is pleased to report that as of January 31, 2018, the New York State Department of Motor Vehicles has made a Nurse Practitioner professional license plate available for NPs meeting the criteria for issuance.

The NPA has worked hard over the past few months to finally make this availability a reality. We believe that the new license plate will increase the visibility of nurse practitioners in New York State and beyond. Part of this process required The NPA to secure a bond in the amount of \$6,000. We have two years to sell 200 license plates so that the bond will be released. We encourage you to order the new license plate and show it proudly on your vehicle. As of June 8, 95 NP plates have been sold!

For additional information and how to order, visit: <https://dmv.ny.gov/custom-plates/nurse-practitioner>. *You must include a copy of your current Nurse Practitioner registration certificate with your application.*

HOW MUCH DOES IT COST?

Initial (assigned) the fee is \$60

Annual renewal (assigned) the fee is \$31.25

Please Note: License plates cannot be personalized. The annual custom plate renewal fee is in addition to your vehicle registration renewal fee. You will be billed for the plates every two years when you renew your registration.

WHAT ARE THE REQUIREMENTS?

- A copy of your current Nurse Practitioner Registration Certificate issued by the New York State Education Department
- Completed **Application for Custom Plates (CP-30)**

CAN I ORDER THIS PLATE ONLINE?

No, you can't order this plate online.

CAN I ORDER THIS PLATE BY PHONE?

No, you can't order this plate by phone.

CAN I ORDER THIS PLATE BY MAIL?

Yes, you must order this plate by mail.

To order this plate by mail, complete an **Application for Custom Plates (CP-30)**.

Mail the completed form, required documents (if applicable) and your payment to:

NYS DMV Custom Plates Unit
P.O. Box 2775
Albany, NY 12220

CAN I ORDER THIS PLATE AT A DMV OFFICE?

No, you can't order this plate at a DMV office.



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**ONE DAY
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Morning Speaker –

Justin Waryold, DNP, ANP-C, ACNP-BC

- Pharmacology Update: Transitions of Care and Medication Safety
- From Hospital to Home: Establishing a Transitions of Care Program with your Practice
- Hepatitis A, B & C: A Review of Vaccinations and Screening Recommendations

Afternoon Speaker –

Bruce Zitkus, EdD, ANP-BC, FNP-BC, CDE

- Abdominal Pain in the Adult Patient: What the NP Needs to Know!

Contact Hours: This activity is approved for 6.75 contact hours of continuing education (which includes 1.75 hours of pharmacology) by the American Association of Nurse Practitioners. Activity ID 19023591. This activity was planned in accordance with AANP Accreditation Standards and Policies.

Registration Online – www.TheNPA.org