



## **Advancement Committee Report**

Final NFI Board Meeting

Sheraton Wild Horse Pass Resort and Spa, Chandler, Arizona, USA

Friday, 16 October 2015

**Members of the Board:** J. Alberts, H. Als, D. Buehler, H. Conneman, R. Cummings, M. Daly, J. Helm, g. Lawhon (President), G. McAnulty, K. Spence, K. VandenBerg

Advancement Committee

Chair: *D. Buehler*

Members: *J. Alberts, R. Cummings, R. Hedlund, J. Helm, S. Kosta, G. McAnulty, K. VandenBerg*

Family Advisory Member: *M. Daly*

Consultants: *J. Kehoe, W. Rieser, J. Roscoe, T. Thompson*

The Advancement Committee Report covers activities and accomplishments of the committee from October 1, 2014 to September 30, 2015. Committee conference calls are held nearly weekly and alternate every other week between fundraising/development and communications/outreach efforts.

### **Development**

In the interest of ensuring NFI operational and financial successes and to attract appropriate funders, plans and policies are in various stages of preparation and completion: (1) a *Business Plan* (added Excel file and projected NFI budget that includes financial incentives for NIDCAP Nursery Certification) (2) a *Fundraising Plan*; and (3) a *Gift Acceptance Policy* incorporated into Governance Policy (Dr. Buehler, Dr. Helm and Ms. Cummings, Dr. McAnulty, Dr. Alberts, and Mr. Gerald Kehoe, attorney for Morgan, Lewis & Bockius LLP are preparing this policy). Further development of the Business and Fundraising Plans are planned for the coming year. Additionally, the Advancement team members prepared a template for corporate sponsorship agreements outlining terms, conditions and available benefits. This template was adapted specifically for the Sonicu Corporate Sponsorship agreement.

### **Human Resources and Collaborations**

Dr. Buehler, Dr. Helm and Ms. Daly have drafted an overview and scope of responsibilities for the NFI Family Advisory Council (Attachment 1). They are currently planning to invite individuals to form this global NFI family council ambassadorship. The council overview description and plans for implementation will be presented at the upcoming board meeting on October 16, 2015. Ms. Daly will serve in a co-leadership role. Additional NFI councils are being explored for science, medicine, business and philanthropic groups.

*Mentoring* caregivers. *Changing* hospitals. *Improving* the future for newborns and their families.

NFI consultant, Ms. Teri Thompson, Marketer and Social Media Strategist from Rocky Peak Enterprises, LLC (RPE) has supported the development of the NFI's website and social media use. Her extension contract was renegotiated in January for a monthly retainer of \$500.00 per month to be paid from a donation specifically targeted for this project from restricted NFI funds. This extended RPE /Ms. Thompson's contract period through September 2015. Ms. Thompson has participated in phone calls, web-based learning sessions and emails for the development and implementation of the NFI's website, Facebook, Twitter, LinkedIn, YouTube Channel, Pinterest and Blog. Ms. Thompson prepared a report entitled "NFI Digital Media Report September 25 2015" (Attachment 2). This report includes a NIDCAP state-of-the-digital overview and recommendations for next steps. The board plans to discuss the feasibility of continuing to contract RPE's services for the NFI FY 2015-2016.

On January 16, 2015, Dr. Buehler met with Mr. Nick Hall from Graham's Foundation to discuss possible collaborations. Dr. Lawhon also met with Mr. Hall in September 2015.

### **Fundraising**

To develop relevant funding proposals, Dr. Heidelise Als, Chair of the Program Committee, has proposed a set of fundraising priorities for consideration. Grants and foundations for the NFI's eligibility for funding are under review. At this time, we are preparing a submission to the Kellogg Foundation.

The NFI continues to have professional access to the Foundation Directory to research potential non-profit funding agencies from Dr. Alberts (University of Indiana). This resource will be instrumental going forward to identify funder matches for the NFI.

Dr. Buehler attended the Prolacta Bioscience, Inc. "Premie Community Facility Tour" at the company headquarters in City of Industry, California on November 8<sup>th</sup>, 2014.

In collaboration with Wake AHEC, Dr. Helm coordinated the NFI's first official one-day conference, "NIDCAP: Developmental care for NICU infants and families from admission through discharge" in Raleigh, North Carolina on August 3, 2015. Net earnings from this event were \$6,000. Additionally, Dr. Helm successfully secured Dr. Brown's, a feeding product company, as the conference sponsor. As the exclusive exhibitor of the conference, Dr. Brown's distributed product samples and advertised their products in exchange they paid \$800 defraying conference costs, including covering the participant's conference lunches. Dr. Helm is exploring the possibility of Dr. Brown's sponsorships for the NFI FY 2015-2016.

Dr. Alberts negotiated a sponsorship from Sonicu, a monitoring company with products that include measuring and analyzing NICU sounds and temperatures. With guidance and input from Mr. Kehoe, a Corporate Sponsorship Agreement was prepared outlining the terms and conditions of this unrestricted one year \$10,000 sponsorship for the NFI FY 2015-2016. This agreement is in the process of being executed between Sonicu and the NFI.

Dr. Alberts is in discussion with Hill-Rom, a medical technology company, for their financial support to the NFI. Their initial sponsorship is expected to \$5,000 for the coming NFI funding year.

## **Advancement Materials and Outreach**

A “Marketing One Sheet” was developed and includes an overview of the NFI and specifics of our fundraising needs. This overview will be used as an integral part of the NFI’s electronic press kit. Ms. Thompson provided consultation on the document.

Plans are underway to approach the executive producers of the American television broadcast “60 Minutes”. Dr. Heidelise Als’ biography has been prepared for the show’s consideration. The to-be-tailored for this purpose Marketing One Sheet will accompany the materials for review by the production team.

Plans underway for the NFI’s participation for the upcoming November 17, 2015 World Prematurity Day include: (1) We have prepared and will soon distribute the annual NFI poster of NIDCAP care around the world to the NFI membership. Over the past three years, the number of countries/cities represented has grown from 19 in 2013 to 34 in 2014 to 43 in 2015; (2) Ms. Kosta has secured the commitment of the Massachusetts Department of Transportation (MassDOT) to light up the Zakim Bridge in Boston, Massachusetts on November 17, 2015 in honor of the NFI’s World Prematurity Day participation. The MassDOT will use its social media platforms to announce this event (e.g., at this time, they have 73,300 Twitter followers) and will link their announcements to our social media sites. In honor of this event, we are preparing a Press Release to be used to raise NIDCAP awareness.; and (3) We plan to have purple (representing prematurity) highlights on the homepage of our website.

Ms. Kosta is currently working with Lands End to reactivate our NFI logo item sales. The membership will be notified when the site is ready to accept orders.

On behalf of the NFI, Dr. McAnulty commissioned PinMart to redesign and produce the NFI’s membership pins with our new logo. The pins are now available for distribution.

Agency Orange has produced an NFI stationary page with a landscape orientation and business cards for NNACP Director Rodd Hedlund, MEd.

## **Communications**

Ms. Kosta continues to take the lead in organizing and uploading material for the NFI’s website.

Dr. Buehler and Ms. Daly reached out to approximately 40 representatives of NICU family organizations to introduce ourselves and to invite their organization to be included on our website’s “Directory of Family Organizations” page. To date, Ms. Kosta has included contact information and organizational logos for 16 groups from: Canada (Alberta), Europe (Denmark, Germany, Greece, Ireland, Lithuania, Poland, Portugal, Sweden), USA (Illinois, Iowa, Mississippi, Ohio), and Mexico (Puebla). Additionally, three advocacy groups have been included in the listing: Canadian Premature Babies Foundation, European Foundation for the Care of the Newborn Infant and Premie Parent Alliance.

Ms. Thompson has led the NFI’s social media development efforts. As administrators on the sites, Dr. Buehler, Dr. Helm, Dr. McAnulty and Ms. Daly have been regularly posting on the Facebook, LinkedIn and Twitter sites. The NFI is also continuing to utilize Pinterest and its YouTube Channel. Facebook’s new feature “Call to Action” is currently being utilized to direct users to the NFI

website's "Become a Friend" page. LinkedIn's new "Publish" feature is being explored for its potential to share NFI related content to a wide audience.

Mr. Rodd Hedlund and Mr. Larry James, in collaboration with text and support from Dr. Als, Dr. McAnulty and Ms. Kosta, created the NFI's first Wikipedia entry: The Synactive Theory. At this time plans are underway to strengthen this post, including: an easily understood opening statement, additional citations, and links to other NFI Wikipedia entries.

The NFI blog ([www.nidcap.org/blog/](http://www.nidcap.org/blog/)) launched on May 5th, 2015. Guest bloggers submit posts to represent areas of NIDCAP (i.e. developmental nursery care, NIDCAP training, family experiences, science developments, NIDCAP nurseries) with links from the posts to the NFI's website and social media. The first blog featured NFI founder, Dr. Heidelise Als on the origins of NIDCAP. Subsequent entries posted have ranged from family experiences (Ms. Batkin, Ms. Daly), scientific understandings pertaining to warmth (Dr. Alberts), and reflections on lighting in the NICU (Dr. VandenBerg). At this time, one to two blog entries are posted each month.

The Program Committee created a one page description of the NFI's Programs. On this sheet, Ms. Kosta included two Quick Response (QR) codes leading readers to learn more about the NFI and its programs as well as to the NFI's You Tube channel. Ms. Kosta has put a link to the page on the NFI website. Plans are underway to spotlight this information page as well as to offer guidance on how to scan the QR codes for information.

The 2015, Volume 8, Number 1, issue of the *Developmental Observer* was published July 14<sup>th</sup>, 2015. With this issue, Dr. Alberts was named Associate Editor for Science. Going forward, the editorial team, led by Senior Editor Rodd Hedlund, MEd, plan to alternate the traditionally produced newsletter with an issue of abstracts, including ones drawn from the Annual Trainers Meeting. Dr. Alberts has taken the lead to archive the *Developmental Observer* (DO) newsletter with Indiana University's (IU) ScholarWorks, Indiana University (IU). IU ScholarWorks is supported by the IU Libraries and the IU Digital Library Program, a collaborative effort of the IU Libraries and University Information Technology Services. Mr. Kehoe and his colleague, Mr. James Carrigan consulted with us in the development of IU agreements, especially in terms of author copyright assignment agreements. In addition to archiving the newsletter, the opportunity to use this system as "publication platform" to construct, edit and assemble the *Developmental Observer* is being explored. Prepared in this way our newsletter can be produced and entered directly into the ScholarWorks system. All back issues of the DO will also be available online.

### **Family Advisory Sub-Committee**

Ms. Daly continues to raise NIDCAP's global awareness through medical and advocacy conferences and awareness exhibitions, Facebook and the global network of contacts.

The Chair of the Advancement Committee herewith respectfully submits the Advancement Committee Report to the NFI Board of Directors for acceptance on this Day, Friday, the 16<sup>th</sup> of October 2015.



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Deborah Buehler, PhD  
Chair, Advancement Committee  
NIDCAP Federation International Board of Directors

Two Attachments



## **NFI Advancement Committee Report**

**October 2015**

**Attachment 1**

### **NIDCAP Federation International (NFI) Family Advisory Council**

#### ***NFI Mission***

*The NFI's mission is to promote the advancement of the philosophy and science of NIDCAP care and to assure the quality of NIDCAP education, training and certification for professionals and hospital systems.*

#### ***NFI Vision***

*The NFI envisions a global society in which all hospitalized newborns and their families receive care and assessment in the evidence based NIDCAP model, which supports development, minimizes stress, is individualized, and grounded in a relationship-based, family-integrated approach.*

The NIDCAP Federation International (NFI) seeks to increase alliances and support the growth of the NFI through the development of a Family Advisory Council. The council will serve as international family representatives for the NFI and to advise the NFI on the integration of NIDCAP's model of care into hospitals to support families and their premature and/or ill newborns.

#### **Purpose:**

- Build relationships with premature and ill newborn parent organizations
- Create world-wide ambassadors for the NFI
- Elicit advice on ways the NFI can partner with parent organizations to support shared goals
- Elicit advice on ways to integrate NIDCAP into hospital settings for newborns and their families
- Elicit advice to support the growth of the NFI (e.g., membership, outreach, etc.)

#### **Membership:**

- Council will include board appointed individuals who have had a prematurely born or ill newborn in their family (i.e. child, grandchild), individuals may represent parent organizations
- Council will represent members from around the world (and may be further organized into taskforces by geographical region)
- One member of the council, designated as the Liaison(s), will lead and coordinate the activities of the council and be in regular communication with the NFI Board's Advancement Committee's Chair, and/or board member delegate (each council subgroup must have a liaison/leader that reports to a designated member of the board)
- Council will be overseen and facilitated by the NFI Advancement Committee

#### Roles and Responsibilities:

- To participate in monthly council conference calls
- To offer advice and facilitate relationships with like-minded parents and professionals
- To connect the NFI with families, parent organizations and NICUs around the world
- To connect the NFI with other newborn stakeholders (industry partners, political decision makers, educators) around the world
- To be ambassadors for the NFI
- To leverage networks to campaign for the introduction of NIDCAP care in all NICUs
- To introduce and disseminate NIDCAP information and educational materials of NIDCAP to NICUs in those countries who currently do not have NIDCAP
- To introduce and disseminate NIDCAP Family Educational Material in NICUs
- To advise the NFI on suitable NIDCAP Family Educational Materials



## NIDCAP Digital Media Status Report

September 23, 2015

NIDCAP Federation International has made great strides establishing a digital brand presence over the last two years. In August 2013, the organization had minimal social media site presence and was in the early stages of redesigning its former website.

As of September 2015, NIDCAP has an updated, responsive design website accessible on mobile and desk top devices. NIDCAP has also successfully ventured into social media to generate conversation and engagement with everyone from families to medical and developmental professionals.

This NIDCAP Digital Media Status Report will provide an overview of internet presence, an assessment follow by recommendations for future activities and success.

NIDCAP Digital Sites:

[www.nidcap.net](http://www.nidcap.net)

Facebook

Blogs

LinkedIn

Pinterest

Twitter

YouTube

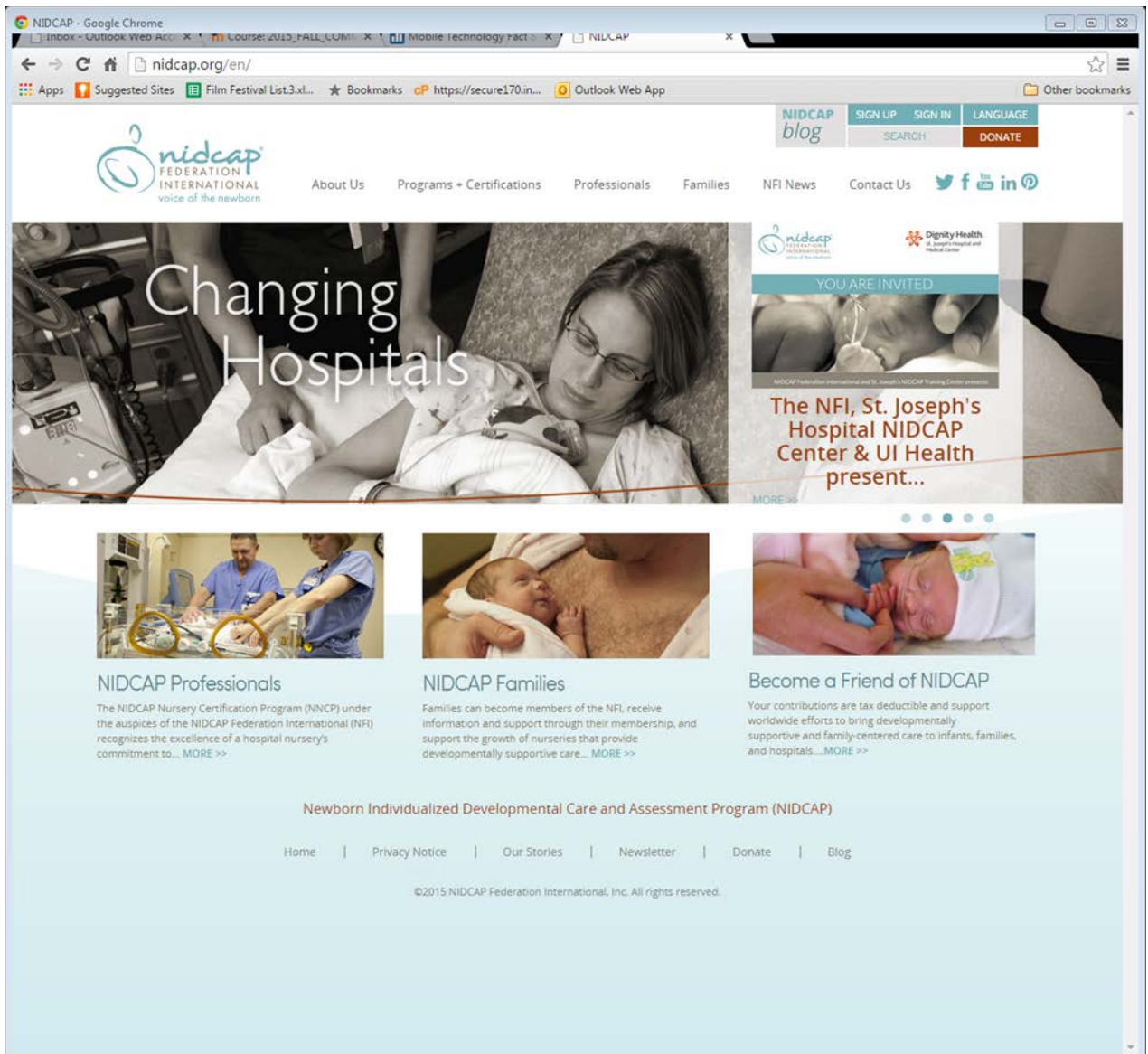




# Website Overview

The refreshed NIDCAP website [www.nidcap.org](http://www.nidcap.org) officially went live to the public Fall 2013. Agency Orange managed web development that incorporated the most current back-end software that will expand or shrink the home page to multiple screen sizes. Since 90% of Americans own a cell phone and 42% own a tablet computer\*, the updated “responsive” design accommodates current and future NIDCAP supporters using mobile devices.

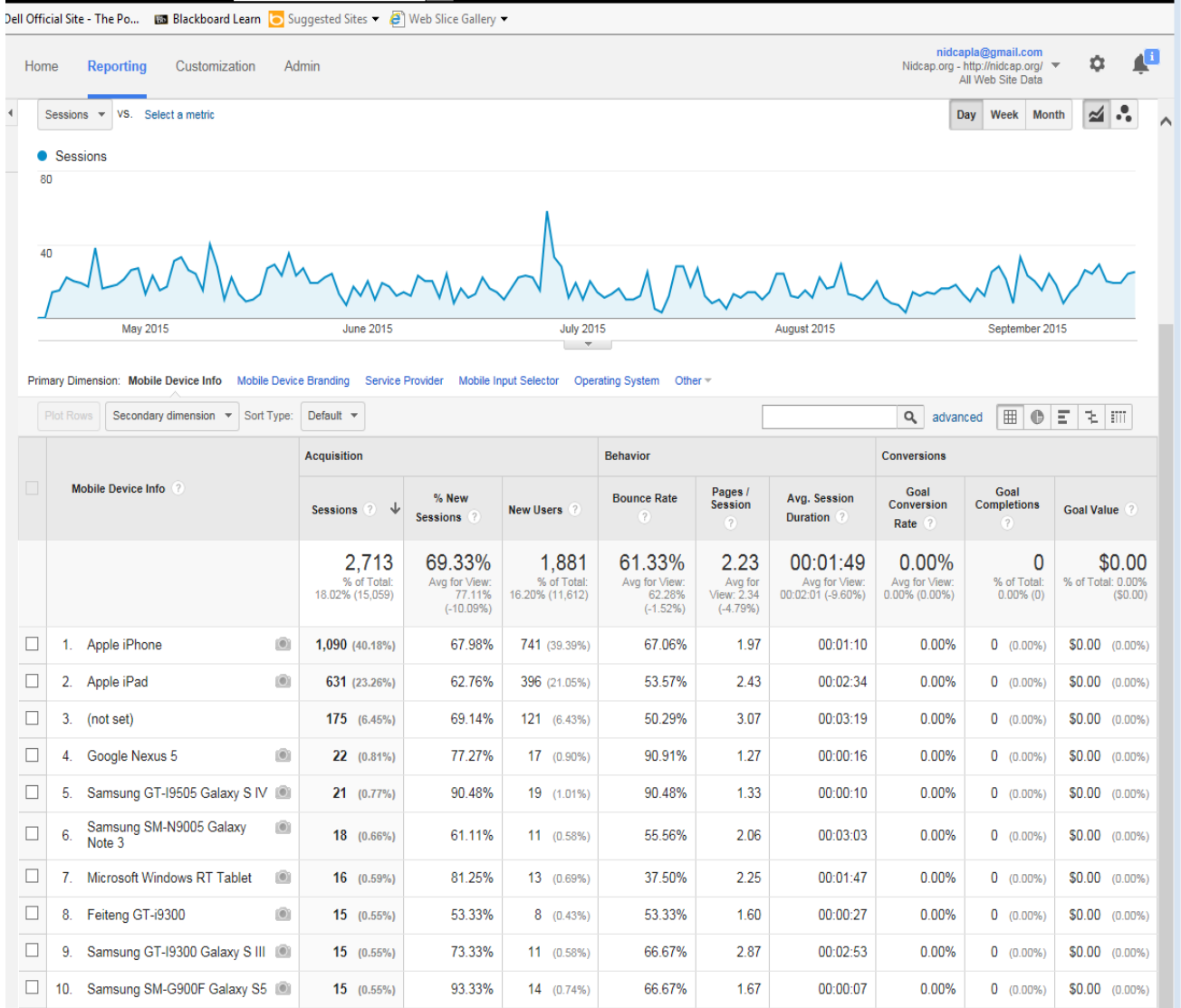
\*Pew Research 2014 Mobile Technology Fact Sheet





# Website Access Through Mobile Device

40.18% by Apple iPhone  
23.26% by Apple iPad



# Website Demographics

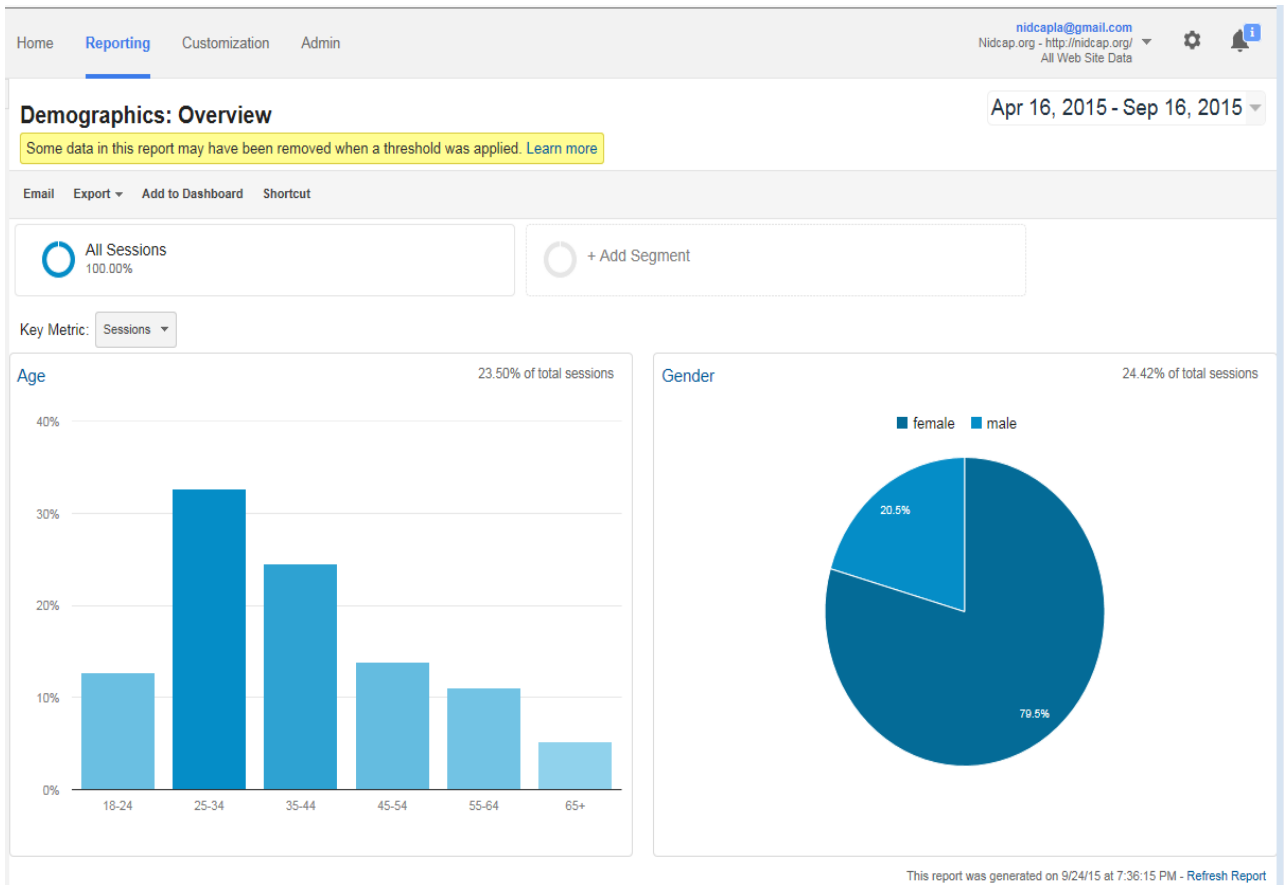
Demographic breakdown - site visitors:

79.5% Female

20.5% Male

32% Age 25 – 34

24% Age 35 - 44



# Website Traffic

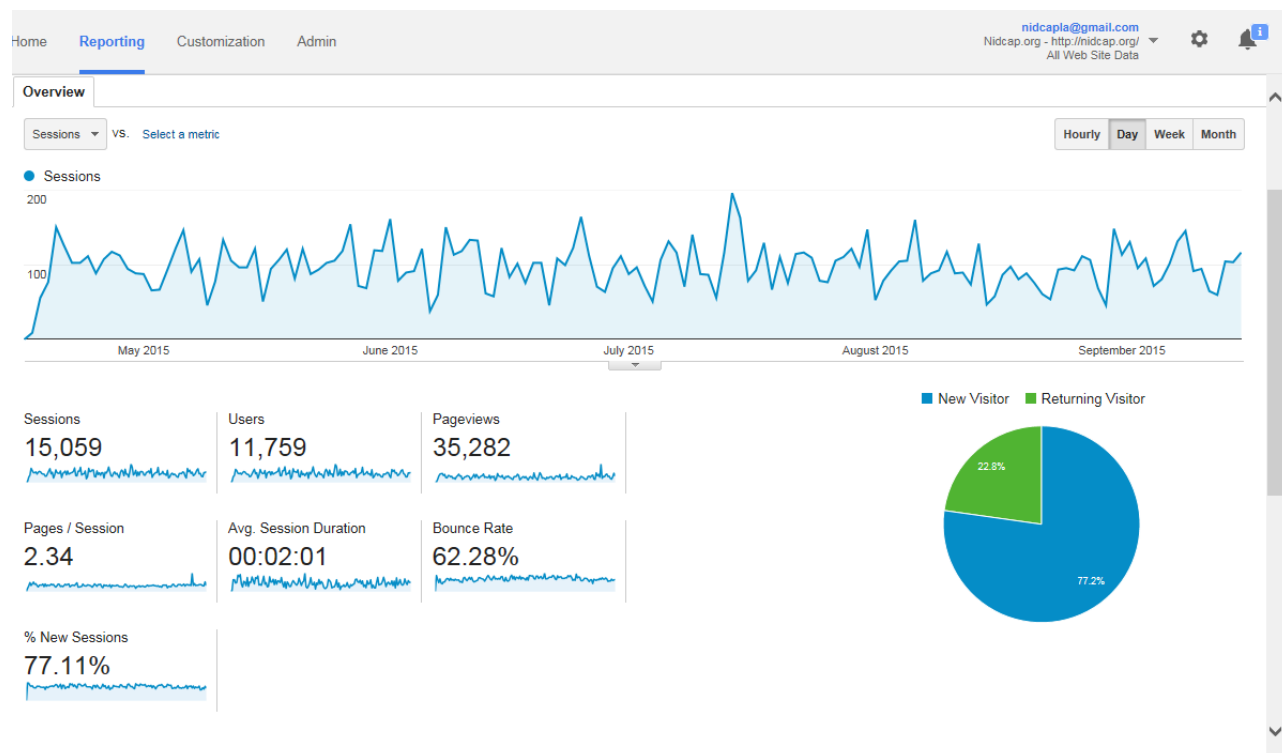
Website traffic data prior to launch of the redesigned site is unavailable. Google Analytics were activated on Thursday, April 16, 2015. Assessments in this Report are based on data from April 16 – September 16, 2015.

Website traffic over a six month time frame is medium with over 15,000 sessions on the site by 11,759 users who viewed over 35,000 pages.

## Website visitors are finding the site:

Approximately 41% through organic search

Approximately 5% through Facebook and LinkedIn



# Website Assessment & Recommendations

## **Assessment:**

Since no website traffic data exists for previous years, comparison is not possible. The assessment is based on interpretation of existing Google Analytics findings.

- The NIDCAP.org responsive design appears to be facilitating approximately 40% of website traffic through mobile devices.
- Female site users dominate visits with approximate 80% between the ages of 25 – 44.
- Key words are entered for NIDCAP for organic search primarily through the Chrome browser.
- Organic discovery through mobile is working for NIDCAP.
- The majority of the user path is Home Page > Program > About > Sign in > Professional.
- Website traffic volume is encouraging considering that NIDCAP does not do any formal advertising.

## **Recommendations:**

- Create new content to refresh the website on an ongoing basis.
- Reduce 49% bounce rate with fresh, engaging material.
- Create Google Analytics “goals” and “conversions” to better gauge if the website is delivering your goals.
- Use additional Google Analytics features currently untapped to gain further insights .

# Social Media Overview

NIDCAP first entered social media with a LinkedIn Group, a Google+ group. Then in October 2013, a Twitter profile was introduced followed by a YouTube Channel, a Facebook Page and Pinterest profile:

Facebook

Blogs

Google + Group

LinkedIn

Pinterest

Twitter

YouTube



# Facebook

## NIDCAP Federation International

The screenshot shows the Facebook profile of NIDCAP Federation International. The header features the organization's name in the search bar and navigation links for Home, Messages, Notifications (16), Insights, Publishing Tools, Settings, and Help. Below the header is a large cover photo with the text "Voice of the Newborn" and the NIDCAP logo. The profile picture is a teal square with the NIDCAP logo. The bio identifies the organization as "NIDCAP Federation International Nursing · Educational Organization" and includes "Sign Up", "Share", and a menu icon. The main content area displays the "Timeline" tab, showing a status update from Gloria McNulty dated September 22 at 6:35am. The update text reads: "Creativity and sensitivity to the behavioral cues of the infant are the hallmarks of individualized developmentally supportive care." Below the text is a photo of a baby in a green basket. To the left of the main content, there are several widgets: a "Boost Your Post" widget showing a reach of 5,402; a "Local Business" widget showing a reach of 230,000 people; and an "ABOUT" section with a map of the Boston area. On the right side, there is a "Promote" button and a "THIS WEEK" summary showing 5,402 Post Reach, 236 Post Engagement, and 0 Sign Up. A "Recent" list on the far right shows years from 2015 down to 2001.

**Facebook**

NIDCAP Federation International

Home Messages Notifications 16 Insights Publishing Tools Settings Help

**Voice of the Newborn**

**NIDCAP Federation International**  
Nursing · Educational Organization

Sign Up Share

**Timeline** About Photos Reviews More

1,251 likes +12 this week

2 were here 0 this week

**Boost Your Post**  
"Creativity..." is performing better than 80% of your recent posts.

5,402 post reach this week

Number of people you can reach within 1 mile of your business:  
**230,000** people  
Promote Local Business

**ABOUT**

J.D. Neer Riverway Simmons College Fenway  
Parsons Field Brookline Ave Harvard Medical School Wentworth Institute of Technology

Status Photo / Video Offer, Event +

Write something...

**Engaging Post**

**NIDCAP Federation International**  
Published by Gloria McNulty [?] · September 22 at 6:35am ·

Creativity and sensitivity to the behavioral cues of the infant are the hallmarks of individualized developmentally supportive care.

Recent

2015  
2014  
2013  
2012  
2011  
2009  
2008  
2001

**Promote**

**THIS WEEK**



**5,402**  
Post Reach


**236**  
Post Engagement





**0**  
Sign Up






# Google+ Group


 Search for topics 


Teri 


Groups   Mark all as read  


 **NIDCAP** Shared privately  
31 of 743 topics (99+ unread) ☆ Members ·


 **New Blog nidcap.org** (1)  
By Gloria McAnulty - 1 post - 3 views 


 **Update from the NFI President** (1)  
By premieg - 1 post - 0 views


 **Sharing our article just published[Construction of a Questionnaire to Assess Parental Stress in Neonatal Intensive Care Unit]** (1)  
By mh2011 - 1 post - 0 views


 **Fwd: Newborn and Infant Nursing Reviews: Sep-2015 (Volume 15, Issue 3)** (5)  
By kaye.spence - 5 posts - 3 views


 **Results suggest significant improvement in self-regulation and significant decrease of apnea/bradycardia with The Zaky.** (4)  
By yamile - 4 posts - 2 views


 **Congratulations to the NICU Team, Ospedale degli infermi, Rimini on developing a NIDCAP Training Center** (8)  
By Als, Heidelise - 8 posts - 3 views


 **NFI's Plans to Honor World Prematurity Day 2015** (3)  
By Deborah Buehler - 3 posts - 4 views


 **Successful NFI NIDCAP Nursery Certification, Rigshospitalet Copenhagen, Denmark: Congratulations!** (21)  
By Als, Heidelise - 21 posts - 2 views


 **NICU Awareness month** (5)  
By Browne, Joy - 5 posts - 2 views


 **NFI Members Invited** (1)  
By Jim Helm - 1 post - 1 view


 **clear me please: use or not use pacifier for infants!** (2)  
By mh2011 - 2 posts - 1 view


 **NIDCAP update** (1)  
By Jim Helm - 1 post - 2 views

 **Fwd: Kangaroo Care [Bulk]** (2)  
By Gloria McAnulty - 2 posts - 1 view

 **Networking luncheon** (15)  
By Bunny - 15 posts - 1 view



 **NFI Members - Call for Nominations for the Board of Directors.** (1)  
By kaye.spence - 1 post - 1 view



 **NFI Announces Our Fourth NIDCAP Blog Post**  
By Kosta, Sandra - 3 posts - 4 views


 **Developmental Observer** (3)


# Pinterest

## NIDCAP Federation International




 Search 

 Teri 



Unfollow 

### NIDCAP Federation Internat...

 Boston, Massachusetts  [www.nidcap.com](http://www.nidcap.com) 

Mentoring Caregivers~Changing Hospitals~Improving the Future for Newborns & their Families. Newborn Individualized Developmental Care & Assessment Program

12  
Boards


70  
Pins

2  
Likes




24  
Followers

23  
Following

#### Breastfeeding Support




#1






Unfollow

#### Premature Infant Awareness




#1

September 2015






Unfollow

#### NIDCAP Blog Posts




#5






Unfollow

#### NIDCAP Global Professionals




#1






Unfollow

#### NIDCAP Videos




#3






Unfollow

#### Preemie Parent Groups




#19






Unfollow

#### Research




#4






Unfollow



#### Events & Special People



#5




Unfollow



# LinkedIn

## NIDCAP Federation International




Search for people, jobs, companies, and more...

Advanced

22105

HomeProfileConnectionsEducationJobsInterestsBusiness ServicesTry Premium for free

[eBay native mobile programmatic solutions now available with high viewability. Learn more.](#)




**NIDCAP Federation International**  
Hospital & Health Care  
201-500 employees

191 followersFollowing

Home


Voice of the Newborn




Vision: The vision of the NIDCAP Federation International (NFI) is that all newborn infants in intensive and special care nurseries receive individualized, developmentally supportive, family centered care so that they may realize optimal health and developmental outcome.

See more

**Recent Updates**



**NIDCAP Federation International** The NFI, St. Joseph's Hospital NIDCAP Training Center in Phoenix and the University of Illinois Health & Sciences present: Innovations in NICU Family Centered, Developmentally Supportive Care: Changing the experience for infants and families: ... more




**Innovations in NICU Family Centered, Developmentally Supportive Care: Changing the experience...**  
nidcap.org · Nurses, physicians, respiratory therapists, physical therapists and occupational therapists working in the Newborn Intensive Care Unit, psychologists, early intervention developmental specialists This program will explore various facets of the...

Like (1) · Comment · Share · 6 days ago


Steven Lardner

Add a comment...


**How You're Connected**




1st



1st



1st



1st


4 first-degree connections

6 second-degree connections


18 Employees on LinkedIn

See all


**NIDCAP Federation International Showcase Pages**




**NIDCAP Federation...**  
Hospital & Health Care  
201-500 employees



**NIDCAP Training**  
10 followers  
Follow



**NIDCAP Services**  
7 followers  
Follow



**More reach with TV Blueprint**

11

# Twitter @NIDCAP

[Home](#) [Notifications](#) [Messages](#) 

## Voice of the Newborn



TWEETS  
2,072

FOLLOWING  
170

FOLLOWERS  
304

FAVORITES  
3

 [Following](#)

[Tweets](#) [Tweets & replies](#) [Photos & videos](#)

 **NIDCAP** @NIDCAP · Sep 17  
Dr Nikk Conneman Trng Ctr CoDirector NFI Board member shares NIDCAP message/1st Congress European Joint Neonatal Societies Budapest

 **NIDCAP** @NIDCAP · Sep 14  
celebrates [#NeonatalNursesDay](#), September 15 ~ Today and every day NIDCAP supports [#NICU](#) caregivers



**NIDCAP**  
@NIDCAP · [FOLLOWS YOU](#)

Newborn Individualized Care and Assessment Program ~ Mentoring Caregivers. Changing Hospitals. Improving the Future for Newborns and their Families.

[Voice of the Newborn](#)  
[nidcap.org](#)  
Joined August 2013

[Tweet to](#) [Message](#)

8 Followers you know





485 Photos and videos



# YouTube Channel

## NIDCAP Federation International

NIDCAP Federation International - YouTube - Google Chrome

Course: 2019\_FALL\_CUMM... x NIDCAP Federation Intern... x

https://www.youtube.com/user/NIDCAPFI

Apps Suggested Sites Film Festival List3.xl... Bookmarks https://secure170.in... Outlook Web App Other bookmarks

YouTube nidcap federation international

Upload 1

 Voice of the Newborn

www.NIDCAP.com

**NIDCAP Federation International** [Subscribe](#) 21

Home Videos Playlists Channels Discussion About

**NIDCAP: One Family's Story** 1,190 views 1 year ago

Prematurely born, medically fragile and in critical need of nurturing care. One family's experience with the life changing support of NIDCAP professionals as they navigate the necessary but often overwhelming early days of their infant's new life and their new life as a family. NIDCAP insures that the 'voice of the newborn' is heard.

Language Subtitles for "Three Decades of Training and Support"

**Arabic/ العربية Subtitles "NIDCAP Three Decades of Training and..."** by NIDCAP Federation International 23 views • 11 months ago 13:40

**Chinese/Zhōngguó Subtitles "NIDCAP Three Decades of..."** by NIDCAP Federation International 8 views • 11 months ago 13:40

**Dutch/Nederlands Subtitles "NIDCAP Three Decades of..."** by NIDCAP Federation International 20 views • 11 months ago 13:40

**French/ Français Subtitles "NIDCAP Three Decades of..."** by NIDCAP Federation International 7 views • 11 months ago 13:40

**Professional Certification**

**NIDCAP Nursery Certification: Changing Hospital Care for Infants and their Families** by NIDCAP Federation International 1 year ago • 1,616 views

Learn about NIDCAP Nursery Certification which recognizes a nursery's demonstrated commitment to promote best short and long term development of all infants in their care. S...

**Popular channels**

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- TeamFourStar** [Subscribe](#)
- Comicstorian** [Subscribe](#)
- Tianne King** [Subscribe](#)
- DC Entertainment** [Subscribe](#)
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# Blogs

## Example: Dr. Heidi Als

April 30, 2015

Heidelise Als, PhD

healthcare, Heidelise Als, Newborns, NFI, NICU, NIDCAP, NIDCAP Family, Premature Infants, preterms

7 Replies

### The Birth of NIDCAP: A Personal Journey

As the NFI (NIDCAP Federation International) launches its first blog, it seems appropriate to share how the seeds of NIDCAP (Newborn Individualized Developmental Care and Assessment Program) germinated. The purpose of the NFI's blog is to build awareness for our organization and its visionary and dedicated members, who, quite literally, change lives. This and future posts by NIDCAP Researchers, Trainers, NIDCAP Professionals, parents of preterm infants, members of our Board of Directors, and special guest bloggers will provide an opportunity to convey the NFI's perspective and to receive your comments and questions.



*Heidelise Als, PhD, Founder, NIDCAP Federation International*

Life puts us in places that we may come to appreciate in their full significance only later. While a child in Germany during World War II, I saw again and again how overcoming extreme difficulties builds character. This, and all the other hardships around me, shaped me and it inspired me to study how people, from early on, are molded by their environment. [Continue reading →](#)

Leave a reply

### Newborn Individualized Developmental Care and Assessment Program (NIDCAP)

[Blog](#) | [NFI Home Page](#) | [Privacy Notice](#) | [Our Stories](#) | [Newsletter](#) | [Donate](#)

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# Social Media

## Assessment & Recommendations

### Assessment:

NIDCAP first entered social media to connect with professionals by starting Google+ and LinkedIn groups. In 2013, NIDCAP further considered the use of social media to increase sign ups for NIDCAP programs and certification opportunities. This was followed by conducting outreach to parents around the world. A final area of exploration was the possibility of generating donations for NIDCAP through social media.

A Listening Campaign was implemented on the most active social networks at the time. The purpose was to determine if the social conversation was taking place about NIDCAP and related services. After extensive research, it was determined that Facebook, YouTube, Twitter and Pinterest were the most fertile areas due to user base, education, interests and household income. A refresh of the LinkedIn Group and an organization Page was in order. Google+ 389 members were self-sustaining and needed very little management from NIDCAP.

### Community Sample

- |            |                 |              |
|------------|-----------------|--------------|
| • Facebook | 1,251 “likes”   | January 2014 |
| • Twitter  | 304 “followers” | October 2013 |
| • LinkedIn | 191 followers   |              |
- Branding is consistent across all sites.
  - Facebook is the most active social site .
  - Posts with shorter copy and photos generate the most engagement.
  - Engagement occurs where NIDCAP is actively posting validating that there is interest in NIDCAP and neo-natal pre-term issues.
  - Sites with limited posting receive limited engagement.

### Recommendations:

- Focus on one objective. Commit to completion. Possible campaign examples:
  - Fundraising
  - Program sign up
  - Certification awareness
  - Strategic partnerships
  - Press and Publicity
- Adjust messaging and activity for each sites’ community user profile. For example, the professional community is more active on the Google+ group. Professionals and families participate on Facebook. Provide different or adjust content to be appropriate for each site.
- Since there is a preponderance of female NIDCAP website visitors (79%) and social media users (Facebook 89%), craft messaging and themes to a female target. Market more directly and effective to this demographic.
- Support and build the Pinterest profile since 68% of users are female and the site ranks high in referral traffic to websites
- Support all existing sites with the same messaging for consistency
- Create more videos for posting on the website and the YouTube Channel

# Overall Recommendations

NIDCAP has successfully placed itself on the internet to be discovered. All the essential pieces are in place and branding is consistent.

## **The next phase is to overcome these four NIDCAP social media/marketing challenges:**

1. Lack of human resources to do the necessary hands-on work across existing sites
2. Fragmented purpose
3. Lack of materials and support collateral
4. Initiatives that begin but do not materialize

## **Solutions:**

1. Work together to agree on marquee initiatives for each year and focus on them until completion.
2. Use social media management tools, e.g. Hootsuite to upload and schedule content. This is the most effective way to link sites yet be able to change text nuances for each social network.
3. Keep and manage the sites NIDCAP has now and master them.
4. Do not add more sites to the mix or risk suffering social overload.

## **Going Forward – Rocky Peak Enterprises, LLC**

Rocky Peak Enterprises, LLC will serve NIDCAP as a marketing advisor who will:

- be the marketing and social media orchestra leader.
- help NIDCAP formulate a doable calendar of key initiatives.
- set deadlines for deliverables and keep members apprised of due dates.
- advise on sales support collateral materials, design, copy and graphics.
- review and proofread blogs and other materials as needed.
- be a resource to NIDCAP on website, social media, technical issues marketing, Public Relations and fundraising questions as they arise.
- Strategize and implement focused social media advertising campaigns for the identified priorities.

###





## Governance Committee Report

NFI Board Meeting – Chandler, AZ, USA Oct 16, 2015  
NFI Membership Meeting - Chandler, AZ, USA Oct 17, 2015

Governance Committee  
Chair: J Helm

Governance Committee activities – October 25, 2014 through September 30, 2015.

### Financial Oversight

The Financial Oversight Council reviewed banking activities and program expenses in October 2014 and May 2015. Each time the records for two months from the past year were randomly selected. With Treasurer and Finance and Administration Director all records that document either receipt or dispersal of funds were reviewed. All were in order. N Conneman and M Daley agreed to participate in the Council for October 2014 and May 2015 reviews and will participate in October 2015 review.

### Membership Services

Note: # is current as of October 1, 2015 (numbers as of last year's report to the membership)

#### NFI membership by category:

246 Members in good standing (235)

Professional	Student	Family	Emeritus	Honorary
187 (164)	50 (57)	9 (8)	4 (4)	2 (2)

#### French Chapter: 43 Members (76)

Professional	Student	Family	NFI Members*
32 (49)	2 (1)	9 (26)	4(6)

\* French Chapter Members who are also NFI Members unclear at this time, 4 is from May report. These 4 are included in the 32 Professional Member count and in NFI Member count.

#### Friends and Sign Ups (Sign Ups are from website; they receive periodic announcements.)

Friends	Sign Ups
3	62

#### Total Members and Affiliates: 354

The NFI Membership Office continues to be maintained and managed in Raleigh, North Carolina, USA (J Helm). Membership dues and NIDCAP Training Center fees are invoiced each year early in the new fiscal year that starts October 1. Reminders are sent periodically.

Mentoring caregivers. Changing hospitals. Improving the future for newborns and their families.

The NFI continues to maintain 3 Google groups to expedite membership communication. These include one for the membership at large, one for Trainers and NIDCAP Training Center Directors and one for the Board of Directors. Administrators are G McNulty, S Kosta, and J Helm.

### **Membership Dues**

As always members may ask for reduction of individual dues and centers for reduction of training center fees.

### **Training Database**

Database was introduced to the Trainers and this year's training data has been collected in the database. A summary of training will be presented as part of NIDCAP Trainers Meeting.

### **Review of By-laws**

The Governance Committee was asked to conduct a review of the NFI By-laws to consider requirements that Directors be members of the NFI and the term limits for officers of the Board. Review is pending update of NFI's Strategic Plan.

Amended Oct 16, 2015 and respectfully submitted by:

A handwritten signature in cursive script that reads "James M. Helm, PhD". The signature is written in black ink and is positioned above a horizontal line.

James M Helm, PhD  
Vice President for Administration  
Chair, Governance Committee  
NFI Board of Directors

NIDCAP Federation International, Inc.  
End of Year Financial report  
Fiscal Year 1 Oct. 2014 - 30 Sept. 2015



	<u>Proposed Budget</u> <u>FY2014-15</u>	<u>Actual 30 Sept 2015</u> <u>FY2014-15</u>
Starting Balance	<u>47,185</u> 24,875	<u>47,185.01</u> 24,874.80
<b>Income</b>		
<u>Donations</u>		
Buehler Family (unrestricted)	50,000	50,000.00
Individual Donors	5,000	2,769.10
Friend of NIDCAP	0	65.00
Total Donations	<u>55,000</u>	<u>52,834.10</u>
<u>Grants</u>		
Restricted Grants	30,000	20,000.00
Unrestricted Grants		
Total Grants	<u>30,000</u>	<u>20,000.00</u>
<u>Membership Income</u>		
Dues - Family member	400	415.00
Dues - Professional	18,400	20,307.44
Dues - Student	3,000	1,477.06
Dues - Training Center	34,500	29,825.00
Total Membership	<u>56,300</u>	<u>52,024.50</u>
<u>NNCP Income</u>		
Nursery Certific'n Program application fees	18,000	8,970.00
Nursery Certific'n Program site visit	37,440	16,182.15
Total NNCP Income	<u>55,440</u>	<u>25,152.15</u>
<u>NIDCAP Conference</u>		
Regional		7,402.05
TM 1-day		
Total Conferences	<u>0</u>	<u>7,402.05</u>
<u>In-Kind Contributions</u>		
In-kind	0	2,237.35
<u>Other Income</u>		
Binder costs	1,000	521.48
Honoraria & fees	100	100.00
Total Other	<u>1,100</u>	<u>621.48</u>
<b>TOTAL INCOME</b>	<b>245,025</b>	<b>207,456.64</b>

NIDCAP Federation International, Inc.  
End of Year Financial report  
Fiscal Year 1 Oct. 2014 - 30 Sept. 2015

	<u>Proposed Budget</u> <u>FY2014-15</u>	<u>Actual 30 Sept 2015</u> <u>FY2014-15</u>
<b>Expenses</b>		
<b>Contractual Services</b>		
Accounting Fees	5,150	5,550.00
Legal Fees	2,400	1,866.48
Website/Database/Hosting	1,762	1,701.85
<b>Total Contractual Services</b>	<b>9,312</b>	<b>9,118.33</b>
<b>Advancement</b>		
Board Dev - Fogelberg Proj 1	3,750	
Public Awareness - Fogelberg Proj 2	5,834	
Social Media	12,000	9,745.88
Multi-Media	1,334	11,517.50
Web redesign	2,500	2,500.00
Donor Cultivation		825.00
<b>Total Advancement</b>	<b>25,418</b>	<b>24,588.38</b>
<b>Operations</b>		
<u>Board Meetings</u>		
Travel	13,000	5,981.80
Accommodations, Other	13,000	11,260.65
<b>Total Board Meetings</b>	<b>26,000</b>	<b>17,242.45</b>
Bank Charges	400	604.62
NFI Administrative Support	37,192	37,191.99
Office Supplies	0	43.16
Printing and Postage	125	205.48
Telephone	696	677.18
<b>Total Operations</b>	<b>64,413</b>	<b>55,964.88</b>

NIDCAP Federation International, Inc.  
End of Year Financial report  
Fiscal Year 1 Oct. 2014 - 30 Sept. 2015

	<u>Proposed Budget</u> <u>FY2014-15</u>	<u>Actual 30 Sept 2015</u> <u>FY2014-15</u>
<b>Other Expenses</b>		
Insurance - Director & Officer	2,220	2,317.00
Paypal Fees	400	605.55
Misc Expenses	0	760.00
<b>Total Other Expenses</b>	<b>2,620</b>	<b>3,682.55</b>
<b>Program Expenses</b>		
<u>Nursery Cert Program</u>		
Award	490	490.00
Exhibit transport/display	2,500	
NNCP postage/shipping	250	163.11
NNCP Director Fee	45,900	45,900.00
Materials Production	0	664.70
Office Supplies	300	454.45
Site Reviewer Fee	24,000	12,000.00
Site Visit Travel/lodging	13,440	3,946.25
<b>Total Nursery Cert Program</b>	<b>86,880</b>	<b>63,618.51</b>
<u>Publications</u>		
DO Editor Reimbursables & TM	1,500	2,000.16
Publications Design	2,500	1,597.75
<b>Total Publications</b>	<b>4,000</b>	<b>3,597.91</b>
<u>Trainers Meetings</u>		
Trainers Meeting - prog support	5,000	2,760.65
Trainers Meeting - Site support	5,000	5,000.00
<b>Total Trainers Meeting</b>	<b>10,000</b>	<b>7,760.65</b>
<b>Total Program Expenses</b>	<b>100,880</b>	<b>74,977.07</b>
Business Expenses Annual 501 c 3 Report	85	85.00
NIDCAP Binder production	1,000	596.87
<b>TOTAL EXPENSES</b>	<b>203,728</b>	<b>169,013.08</b>
<b>NET INCOME</b>	<b>41,297</b>	<b>38,443.56</b>



## **Program Committee Report**

Final NFI Board Meeting

Sheraton Wild Horse Pass Resort and Spa, Chandler, Arizona, USA

Friday, 16 October 2015

**Members of the Board:** J. Alberts, H. Als, D. Buehler, H. Conneman, R. Cummings, M. Daly, J. Helm, g. Lawhon (President), G. McAnulty, K. Spence, K. Vandenberg.

### **Program Committee**

Chair: H. Als

Members: J. Alberts, D. Buehler, N. Conneman, g. Lawhon, S. Kosta, G. McAnulty, K. Spence, K. Vandenberg

### **Quality Assurance Advisory Council**

Chair: H. Als

Members: G. Basso, J. Browne, D. Buehler, A. Kleberg, g. Lawhon, K. Smith, K. Vandenberg

The Program Committee Report covers the achievements and activities of the Committee of the period from 25 October 2014 – 1 October 2015. The Program Committee consists of several Sub-Groups (SG) and Sub-Committees (SC) as follows: NIDCAP and APIB Training and Certifications SG (*Als, Lawhon, Buehler*); NIDCAP Nursery Certification (NNACP) Steering Committee (SC) (*Buehler, Smith, Als, Kosta, McAnulty*); Training Materials in Different Languages SG (*Als, Kosta*); Protection of NFI Intellectual Property SC (*McAnulty*); Standardization of Certificates SG (*Kosta*); Education SC (*Conneman*); NIDCAP Trainers Meeting Program (*Lawhon*) NFI Endorsement of Activities and Products SC (*Als, McAnulty, Kosta*) and Scientific Endeavors and Processes SC (*J. Alberts and K. Spence*). The Sub-Committee and Sub-Group Chairs' reports on the respective topics are summarized in the overall report and in some cases, as noted, attached in full to the Program Committee Report. The Program Committee is supported in its work by the Quality Assurance Advisory Council, which consists of the NIDCAP Master Trainers and Master Trainers-in-Training.

#### **1. Quality Assurance Advisory Council** (*Als, Basso, Browne, Buehler, Kleberg, Lawhon, Smith, Vandenberg*)

The NFI Program Committee Quality Assurance Advisory Council (QAAC), consisting of the NFI certified NIDCAP Master Trainers and Master Trainers-in-Training, namely H. Als, J. Browne, D. Buehler, g. Lawhon, A. Kleberg, K. Smith, and K. Vandenberg, held a meeting in the context of the 25<sup>th</sup> Annual NIDCAP Trainers Meeting, Segovia, Spain, October 2014 and discussed the Council's goals and future agenda. Since October 2014 the QAAC has met on a monthly basis by telephone conference call. The main topic to date concerns the development of certification renewal guidelines for NIDCAP Professionals, NIDCAP Trainers and Master Trainers as well as NIDCAP Training Centers.

The NFI Board approved that the Minutes of the QAAC's monthly telephone meetings may be posted on the NFI web page in order to facilitate communication between the QAAC, the NFI Board and the NFI membership.

The Program Committee, Quality Assurance Advisory Council (QAAC) has had three focal areas of work the past year, namely NIDCAP Certification Renewal, NIDCAP Reading List Updates, and NFI Training and Certification Opportunities:

- a. **NIDCAP Certification Renewal:** The QAAC finalized the Certification Renewal procedures and documents for NIDCAP Professionals, NIDCAP Trainers and NIDCAP Master Trainers as well as for NIDCAP Training Centers.

Aside from the assurance of high quality performance the renewal procedures are intended to support the professional identity all NFI certified NIDCAP professionals, trainers and training centers at the various levels.

The QAAC is working in collaboration with the NFI Data Base Group on implementing on-line renewal methods in order to facilitate the certification renewal process.

The QAAC's next goal is the development of Certification Renewal procedures and documents policies for APIB Professionals, APIB Trainers and Master Trainers, and APIB Training Centers.

***Attachment 1 presents the NIDCAP Certification Renewal Documents***

- b. **NIDCAP and APIB Reading Lists:** The QAAC also has worked on updating the NIDCAP and APIB Reading Lists. A QAAC member taskforce has been established in order to move the topic forward. Additional members will be recruited from the Trainer membership in order to maintain perspective on non-English speaking constituents as well as constituents from different discipline and education level back grounds.
- c. **NFI Training and Certification Opportunities:** A third focus has been the facilitation of the professional membership's appreciation of and access to the training and certification opportunities that the NFI offers.

A session at the 26<sup>th</sup> NIDCAP Trainers Meeting will focus on NIDCAP certification renewal and the NFI training and certification opportunities.

## **2. Sub-Group on NIDCAP and APIB Training and Certification (A/Is, Lawhon, Buehler)**

### **Update regarding Training Activities and Trainers**

***Attachment 2 lists all Current NIDCAP Training Centers and Training Centers in Development, NFI certified NIDCAP Nurseries and those engaged in the application process towards NFI NIDCAP Nursery Certification, as well as all NIDCAP and APIB Trainers and Trainers-in-Training as of 1 October 2015. A Figure accompanies the listing.***

**Newly Certified NIDCAP Training Centers and NIDCAP Trainers**

- a. **Six new NIDCAP Trainers** were certified since October 2014, one in Denmark, namely **Eva Jörgensen, RN** at the newly established Århus University Hospital, Århus, Denmark; two in Spain, namely **Fatima Camba, MD**, and **Estrella Gargallo, RN**, at the Vall d'Hebron NIDCAP Training Center in Barcelona, Spain; **Julianna Acuna Muga, RN** at Hospital Universitario 12 de Octubre NIDCAP Training Center, Madrid, Spain; one in Portugal, namely **Fatima Clemente, MD**, at the newly established Sao Joao Hospital NIDCAP Training Center in Porto, Portugal, and one in Germany, namely **Natalie Broghammer, RN** at the Kinderklinik, Universitätsklinik für Kinder- und Jugendmedizin, Universitätsklinikum, Tübingen, Germany.

- b. **Two Newly Approved Trainers Training under the Auspices of the NFI**

**Two trainers are currently training under the auspices of the NFI, Dorothy Vittner, RN, MSN**, Senior NIDCAP Trainer and APIB Trainer-in-Training, formerly Co-Director of the Connecticut Children's Medical Center NIDCAP Training Center, and **Rodd Hedlund, MEd**, NIDCAP Trainer, Director of the NFI NIDCAP Nursery Assessment and Certification Program (NNACP) and Senior Editor, The Developmental Observer, NFI Newsletter, formerly associated with the Mid-Atlantic NIDCAP Training Center at the Cooper University Hospital, Camden NJ.

- c. **Two new NIDCAP Training Centers** were established since October 2014, namely the **Danish NIDCAP Training and Research Center, at Århus University Hospital, Århus, Denmark**; and the **Sao Joao Hospital NIDCAP Training Center in Porto, Portugal**.
- d. **One Tentative Center Re-Opening:** One European NIDCAP Training Center, the **UK NIDCAP Training Center at St. Mary's, London, UK**, which had closed since October 2014, is in the process of reopening at the University College Hospital, University College London Hospitals, National Health Service (NHS) Foundation Trust. The Training Center Director and Senior NIDCAP Trainer, Inga Warren, DIP COT, MSc, and NIDCAP Trainer, Gillian Kennedy, Dip ST, MSc are in negotiations with the Hospital's Chairman of Pediatrics.
- e. **Center Leadership Changes:** The Brussels NIDCAP Training Center has undergone leadership changes with Dominique Haumont's retirement 1 March 2015 from her clinical duties as Medical Director of the NICU at St. Pierre Hospital. The NICU will be run by Dr Marie Tackoen in collaboration with Dr Inge Van Herreweghe. The new head nurse is Ann Marchand, who is NIDCAP certified. The new leadership will continue to support very actively Delphine Druart, the NIDCAP Trainer at the Brussels Center. The new Training Center positions are as follows: NIDCAP Training Center Director, Inge Van Herreweghe, MD; NIDCAP Training Center Co-Director: Dominique Haumont, MD, and NIDCAP Training Center Nursing Director, Ann Marchand.
- f. **Newly Approved NIDCAP Trainers-in-Training**
- Three new Trainers-in-Training were approved** since October 2014.
- Birgit Holzhüter, MD** was approved as Trainer-in-Training at the Universitätsklinikum, Tübingen, Klinikum für Kinder- und Jugendmedizin, Tübingen, Germany. Heidelise Als, PhD serves as her NIDCAP Master Trainer.
- Silvia Catani, MD** was approved as Trainer-in-Training at the Italian Modena NIDCAP Training Center, Modena, Italy. Graciela Basso, MD serves as her NIDCAP Master Trainer
- Natascia Simeone, RN** was approved as Trainer-in-Training at the Ospedale degli Infermi, Rimini, Italy. Graciela Basso, MD serves as her NIDCAP Master Trainer.



**g. Newly Approved Training Center in Development**

**One new NIDCAP Training Center in Development** was approved since October 2014.

**The Ospedale degli Infermi, Rimini, Italy** was approved as new NIDCAP Training Center in Development. Graciela Basso, MD serves as NIDCAP Master Trainer.

**3. Sub-Group on the Production and Web Posting of Training Materials in Different Languages (H. Als, S. Kosta)**

Work continues as previously stated.

**4. NIDCAP Nursery Assessment and Certification Program (NNACP) Steering Committee (D. Buehler, K. Smith, H. Als, G. McAnulty, S. Kosta; Director, R. Hedlund)**

**Attachment 3** presents the complete NNACP Steering Committee Report to the Board with two Appendices.

The NNACP key accomplishments and activities include:

**a. NNACP Certifications:**

- i. **The Neonatalklinikken, Rigshospitalet, Copenhagen, Denmark** met all criteria to confer NIDCAP Nursery Certification upon this nursery. The site was notified of the result of their review process on August 1, 2015 and they plan to celebrate with the arrival of the NIDCAP Nursery Certification Award.
- ii. **The NICN at Pediatric Clinic, University Hospital, Linköping, Sweden** met all criteria to confer NIDCAP Nursery Certification upon this nursery. The site will be notified of the result of their review process in early October, 2015.

**b. Applications for Certification**

- i. **Centre Hospitalier Valenciennes, Valenciennes, France** continues to diligently work upon NNACP Application: Part II for submission in the near future.
- ii. **S. Anna-Regina Margherita Children's Hospital, University of Turin, Turin, Italy** has embarked on the initial application phase process.
- iii. **University of Modena Hospital, Modena Italy** has embarked on the initial application phase process.
- iv. **Ospedale Infermi di Rimini, Rimini, Italy** has embarked on the initial application phase process.
- v. **The Children's Hospital, King Fahad Medical City, Riyadh, Saudi Arabia** is very much interested in pursuing NIDCAP Nursery Certification.

**c. NNACP Certification Renewal Process and Documents**

The NNACP Steering Committee has finalized all **NNACP Certification Renewal materials** and posted them on the web. The 26<sup>th</sup> NIDCAP Trainers Meeting will serve to launch the NNACP Certification Renewal process.

- d.** A two-hour **NNACP Workshop**, entitled *NNACP: Goal and Opportunity for NIDCAP Professionals and Trainers* will be presented at the 26<sup>th</sup> NIDCAP Trainers Meeting, Phoenix, Arizona, 18 October, 2015.

**f. NNACP Site Reviewers-in-Training**

- i.** **Melissa Johnson, PhD** has met all standards of evaluation by her Co-NNACP Site Reviewers and the NNACP Director to become a NNACP Site Reviewer. A letter was sent to Dr. Johnson on September 29, 2015 conferring her status as a certified NNACP Site Reviewer.
- ii.** **Nikk Conneman, MD**, one of the European neonatologist and Senior NIDCAP Trainer, has successfully completed the first phase of his training as NNACP Site Reviewer at the Neonatalklinikken, Rigshospitalet, Copenhagen, Denmark. A letter was sent to Dr. Conneman on September 21, 2015 informing him of his progress.

**g. NNACP Presentations**

Five NNACP presentations have been conducted since May of 2015: Two presentations in Stuttgart/Tübingen, Germany, and one each in Raleigh, North Carolina, USA; Shanghai, China; and Phoenix, Arizona, USA.

**h. MAGNET Program.**

A taskforce has been formed with Karen Smith, RN MEd and Linda Lacina, RN MSN to explore the opportunity to gain credit for NIDCAP certification under the Magnet Program, USA. The documents provided by MAGNET were reviewed in order to assess the type and nature of other certifications and designations, which are recognized by MAGNET. The MAGNET Website was also reviewed in order to assess the process for application for recognition of a program or designation by Magnet. Karen Smith met with two Magnet site reviewers to discuss the application process as well as the likelihood of the NNACP being recognized by Magnet. The site reviewers felt that the application process and information provided to Magnet will be key to obtaining their recognition of the NNACP process. The Magnet organization itself does not provide conditions, which must be met by organizations or processes to be considered as a certification. The Magnet site reviewers expressed interest in the NNACP program and are willing to advise the NFI in terms of the application process. The Magnet Task Force hopes to have discussions at the 26<sup>th</sup> NIDCAP Trainers Meeting regarding possibilities of obtaining recognition of the NNACP by Magnet.

**5. Sub-Group on the NIDCAP Trainers Meeting Program (SG) (*g. Lawhon, and Team*)**

- a. The 26th Annual NIDCAP Trainers Meeting is being held 17 - 20 October 2015 at the Sheraton Wild Horse Pass Resort & Spa in Chandler, Arizona, U.S.A. hosted by the St. Joseph's Hospital NIDCAP Training Center.**

The meeting will open with an optional social hour on Friday evening, 16 October 2015. The NFI Membership meeting will be held on Saturday afternoon 1330 - 1530, 17 October 2015. The Sunday morning sessions will concentrate on the NIDCAP Training issues of measuring process and outcomes: models and practicalities as well as NIDCAP nursery assessment and certification program (NNACP): goal and opportunity for NIDCAP professionals and trainers. Networking lunches on Sunday will include a meeting of the NFI Program Committee, Quality Assurance Council Members.

Meeting participants will have free time on Sunday afternoon while the NFI Board meets for the last Board Meeting for the year 2014 – 2015. On Monday, 19 October 2015 will be an open conference day on “Innovations in NICU Family Centered, Developmentally Supportive Care: Changing the Experience for Infants and Families”, which will include three presentations, a parent panel, six research and implementation abstract presentations, and a group reflection session. The Tuesday morning sessions will include a state of the art presentation on feeding the fragile infant and an articulation of the next steps for the NFI as seen through the work of the Program Committee, Quality Assurance Advisory Council (QAAC).

Seventy-three participants from fifteen countries are registered for the Meeting; thirty of the participants come from outside of the U.S.A. Of the seventy-three registered participants, sixty-five are members of the NFI.

- b. The 27th NIDCAP Trainers Meeting (2016) will be hosted by the Modena NIDCAP Training Centre, Modena Italy on October 22 – 25, 2016 in Bologna, Italy. The topics currently under consideration include:**
- i. NIDCAP and behavioral state organization
  - ii. NIDCAP and developmental care in the delivery room and in the first days after birth
  - iii. Sensory inputs and neuroplasticity in the NICU
  - iv. Spontaneous motility and NIDCAP
  - v. Maternal vocal intervention within the NICU
- c. Topics under consideration for future NIDCAP Trainers Meetings include the following:**
- i. Sustainability in low resource environments
  - ii. Palliative care in the interface with NIDCAP: Difficult conversations in the nursery
  - iii. NIDCAP beyond the NICU in other medical specialty and community arenas.

## 6. Sub-Committee on the Protection of NFI Intellectual Property (*G. McNulty*)

*Attachment 4 presents the complete Report of the Sub-Committee on the Protection of NFI Intellectual Property.*

The following highlights the most recent updates:

- a. On 27 June 2014 the NFI filed for protection of the NIDCAP trademark by extending our existing International Registration under the Madrid protocol to include Iran by 'subsequent designation'. As of 6 October 2015, the registration is still pending. At the advice of our attorneys, an Iranian foreign associate was hired to investigate the status of this application.
- b. On 13 July 2014 the US Patent and Trademark Office (USPTO) approved the request and the new logo certification mark was published in the Official Gazette on August 12, 2014 for a 30 day opposition period. As no opposition was filed, the mark was registered with the USPTO on October 28, 2014 and will be valid until October 28, 2024, ten years from the registration date. The registration can be renewed indefinitely thereafter for successive 10-year terms.
- c. Copyright registration for the NNACP film, NIDCAP Nursery Certification: Changing Hospital Care for Infants and their Families was initiated by submission of Assignment of Copyright to the NFI by the film's owner and executive producer, D. Buehler. The registration was completed and is now registered with the U.S. Copyright Office 15 May 2015. The copyright, which exists independently of the registration (registration serves to help an organization enforce a copyright) is valid for 95 years, after that the work becomes part of the public domain.
- d. With the help of Jeffrey Albert, PhD, member of the NFI Board of Directors, a relationship was established with Indiana University (IU) ScholarWorks to archive all Developmental Observers (2007-present and on-going). IUScholarWorks is supported by the IU Libraries and the IU Digital Library Program, a collaborative effort of the IU Libraries and University Information Technology Services. One DO issue per year will be devoted to presentation by lecture or poster presented at the annual Trainers Meeting. A copyright assignment agreement has been implemented and will be executed by the presenter (Author) and the NFI. The agreement is posted on the NFI website.

<http://nidcap.org/wp-content/uploads/2014/04/NFI-Copyright-Assignment-Agreement-Form-2015.pdf>

## 7. Sub-Group on the Standardization of Certificates (*S. Kosta*)

All actively certifying NIDCAP Training Centers are using approved and up-to-date NIDCAP and APIB Certificates in compliance with the current NFI logo and design. The two new NIDCAP Training Centers, Århus, Denmark and Porto, Portugal, are in the process of finalizing their designs in collaboration with Sandra Kosta.

## 8. Sub-Committee on Synactive-Theory-Based Education (*N. Conneman*)

The following represents a summary of the activities of the Sub-Committee on Synactive Theory-Based Education

- a. NFI Sponsored One -Day Conferences for the Provision of Synactive-Theory-Based Education:** Under the leadership of James Helm, PhD, Director, Carolina NIDCAP Training Center, Raleigh, NC, NIDCAP Trainer, and NFI Vice President for Administration and gretchen Lawhon, PhD, RN, CBC, FAAN, NIDCAP Master Trainer and NFI President, the NFI organized and held its first One-Day Conference, entitled *NIDCAP: Developmental Care of the NICU Infant and Family from Admission to Discharge*. The Conference took place at the William F. Andrews Conference Center, at Wake Med, Raleigh NC, USA. Monday, 3 August 2015. Speakers included the two lead organizers, as well as J. Chappel, MA PT. Topics ranged from the meaning of NIDCAP, the caregiver as therapeutic intervention, facilitation of the family, feeding support, care for the infant experiencing opioid withdrawal effects, and practical lessons learned from many decades of NIDCAP implementation in nurseries. The conference was very well attended and received.

The NFI will host its second Synactive Theory-Based Education Conference in the context of the 26<sup>th</sup> Annual NIDCAP Trainer Meeting in Chandler, Arizona, on Monday, 19 October 2015. The Conference will be entitled: *Innovations in NICU Family Centered, Developmentally Supportive Care: Changing the Experience for Infants and Families*. The NFI website shows the detailed Meeting Program for the conference. It promises to be a highly successful second conference.

- b. FINE Program Update:** The lead author of the FINE Program (Family and Infant Neuro-Developmental Education), Inga Warren, Dip COT, MSc submitted the close to final version of the FINE Program, Part 1 and 2 to the NFI President, gretchen Lawhon, PhD, RN, CBC, FAAN, with the request for NFI endorsement and feedback. The FINE Program documents have been reviewed by Agneta Kleberg, RN PhD, Nathalie Ratynski, MD, and Joy Browne, PhD. The NFI repeatedly offered the FINE Group NFI-copyright of the FINE Program, given that it is directly and extensively derived from and based in the intellectual property of the NFI. However, the FINE group and its lead author insisted that the product be copyrighted by the FINE Group, and not the NFI. The NFI Board voted to endorse the FINE Program. Upon NFI endorsement the FINE Program's lead author, Inga Warren, requested that the NFI check for accuracy a list of references provided by the FINE Program's lead author and used in the FINE Program text. Upon the NFI President's behest H. Als agreed to check the references. H. Als sent a list of reference revisions to Inga Warren. The FINE lead author reported that she integrated all comments and followed all requests.

## 9. Sub-Committee on Scientific Endeavors and Processes (*J. Alberts and K. Spence*)

J. Alberts negotiated the deposit and indexing of the Developmental Observer (DO) through IU ScholarWorks, which is an open access archive established by the Indiana University (IU) library. IU ScholarWorks will provide a digital DO archive in perpetuity (at no cost to the NFI) and will be free to all users around the world. J. Alberts furthermore is working on the publication of the Research and Clinical Practice Abstracts that undergo a thorough peer review process before they are accepted for presentation at the Annual NIDCAP Trainers Meetings. The indexing of the DO will include provision and maintenance of a Digital Object Code ("doi") for each issue, thus facilitating referencing and searching for articles in the DO and making the DO more citable as a journal.

The Sub Committee's further work (support to NFI members for research design, methodologies, analyses, result interpretation, critical review, outreach, dissemination, etc.) continues to be under formulation.

**10. Sub-Group on the NFI Endorsement of Activities and Products** (*H. Als, G. McAnulty, S. Kosta*)

Four NFI endorsements were conferred since October 2014.

- a. On 25 March 2015, after review of the application, the NFI Program Committee on behalf of the NFI endorsed the *Fifth Annual NOMAS International Symposium, ALL ABOUT FEEDING*. Orlando, Florida, 27-30 October 2015.
- b. On 16 April 2015, after review and based on a majority vote by the Members of the NFI Board, the NFI endorsed the *FINE Program*, as requested by primary author, Inga Warren, DIP COT, MSc, London, UK.
- c. On 6 July 2015, after review of the application, the NFI Program Committee on behalf of the NFI endorsed the *5th EADC Scientific Symposium: Early Intervention in Developmental Care*. University of Brescia, Brescia, Italy, 1-2 October 2015.
- d. On 14 July 2015, after review of the application, the NFI Program Committee on behalf of the NFI endorsed the *2015 Fragile Infant Feeding Institute – FIFI*, West Lakewood, CO, 24 - 28 August 2015.

The Chair of the Program Committee herewith respectfully submits the Program Committee Report to the NFI Board of Directors for acceptance on this Day, Friday, the 16<sup>th</sup> of October in the Year 2015.

Signature: Heidelise Als.

Heidelise Als, Ph.D.

Date: 16 October 2015

Chair, Program Committee, NFI

**Four Attachments**

**NFI Program Committee Report, October 2015 - Attachment 1**

**NIDCAP Certification Renewal Documents**

**Two Documents, a *Description* and a *Form*, for each of four Levels of Certification, for a total of eight documents:**

- a. NIDCAP Professional (2)**
- b. NIDCAP Trainer (2)**
- c. NIDCAP Master Trainer (2)**
- d. NIDCAP Training Center (2)**



## **Annual Certification Renewal Policy**

### **NIDCAP Professionals**

**1 October 2015**

Annual Certification Renewal provides NIDCAP Professionals with the opportunity to take stock and reflect on the preceding year's activities and accomplishments and measure their commitment to the NIDCAP work. It is also designed to assure Certified NIDCAP Professionals of the NFI's strong commitment to their professional growth and development. Certification Renewal for a NIDCAP Professional means that the Professional considers him or herself competent and ready to conduct a bedside observation of an infant in interaction with a caregiver, to identify the infant's current goals, and to develop recommendations regarding the environment, the care provided, and the infant's family that are supportive of the infant's goal achievements.

Ingredients of NIDCAP Professional Certification Renewal:

1. Continued affiliation with a licensed newborn care setting
2. Continuing Education: Attendance at meetings, workshops, etc. concerning individualized developmental care implementation in newborn settings. Authorship of publication(s) and/or informational materials in various media on a topic relevant to individualized developmental care implementation.
3. Reflective Process Support/Supervision/Consultation (Regular, ongoing protected time with a trusted mentor, supervisor, peer or small group, which provides a safe place to reflect on one's own practice in support of infants, families and systems).
4. Receipt of the annual NIDCAP Professionals Certification Renewal fee of USD 115.00 (or as determined by individual agreement with the NFI). NFI Payment of the NIDCAP Professional Certification Renewal fee simultaneously serves as the NIDCAP Professional's annual NFI Membership Renewal fee.





**Annual Certification Renewal Application**  
**NIDCAP Professional**  
**1 October 2015**

**Renewal Due Date:**

**General Information**

Last Name First Name Middle Degree(s)

Profession Title

**Current Institution Name**

Current Role

Street Address

City State Postal Code Country

Work Phone Home Phone Email

**Information about Original Trainer Certification**

Date of Original Certification:

Name of Trainer, who conferred Certification:

Location and Name of Institution of Certification:

**Professional Development Record *in the Course of the Preceding 12 Months***

***Continuing Education***

<b>Title</b> (with brief description of forum if title is generic)	<b>Date</b>	<b>Name of Sponsor, Provider, Institution</b>	<b>Contact Hours Earned</b>

<b>Publication and/or Informational Materials in Various Media:</b> Full Reference			

***Reflective Process Support/Consultation***

<b>Professional Specialty of Supporter/Consultant</b>	<b>No. of Hours/Year</b>	<b>Group/Individual/Other</b>

***Other Pertinent Professional Activities***

<b>Professional Activities</b>	<b>No. of Hours/Year</b>	<b>Brief Description</b>

**Do you feel ready to conduct and write-up a report of a bedside observation, identification of the infant's current goals, and formulation of recommendations in support of the infant's achievement of the identified goals?**

☐ Yes   ☐ No

**Would you value a Trainer's contact in support of your NIDCAP work?**

☐ Yes   ☐ No, not at this time

**If yes, briefly explain:**

**Renewal Fee (Required)\***

☐ **Renewal Fee Enclosed**      ☐ **Payment Made via PayPal**

Signature and Date

**Name:**

\*NOTE: NFI Members, for whom the standard renewal fee constitutes an undue financial hardship, are encouraged to apply for a reduction in fee to the Chair of the Membership Committee, James Helm, PhD ([jhelm@wakemed.org](mailto:jhelm@wakemed.org)). A brief statement suffices in explanation of the circumstance (e.g. temporary/permanent personal financial setback; country- or profession-specific economy) and with suggestion of the fee currently feasible.



## **Annual Certification Renewal Policy**

### **NIDCAP Trainers**

**1 October 2015**

Annual Certification Renewal provides the Trainer with the opportunity to take stock and reflect on the preceding year's activities and accomplishments and measure his or her commitment to the NIDCAP work. . It is also designed to assure Certified NIDCAP Trainers of the NFI's strong commitment to their professional growth and development. Certification Renewal for a NIDCAP Trainer means that the Trainer considers him or herself competent and ready to conduct NIDCAP training to certification of multidisciplinary teams of professionals at a nursery. Furthermore, the Trainer considers him or herself competent and ready to consult to nursery staffs and leadership with the goal of nursery-wide NIDCAP implementation.

Ingredients of NIDCAP Trainer Certification Renewal:

1. Continued affiliation with a licensed newborn care setting.
2. Continued affiliation with a certified NIDCAP Training Center in good standing and/or functioning under the auspices of the NFI.
3. Continuing Education: Attendance of meetings, workshops, etc. concerning individualized developmental care implementation in newborn settings. Authorship of publication(s) and/or informational materials in various media on a topic relevant to individualized developmental care implementation.
4. Reflective Process Support/Supervision/Consultation (Regular, ongoing protected time with a trusted mentor, supervisor, peer or small group, which provides a safe place to reflect on one's own practice in support of infants, families and systems).
5. Submission of a recent Feedback Letter or of a recent NIDCAP Write-Up Evaluation Form or a recent Advanced Practicum Evaluation Form to a NIDCAP Professional in Training.
6. **NOTE:** Trainers currently engaged in Trainer equivalent professional activities that further the mission of the NFI are encouraged to describe such alternative activities.
7. Receipt of the annual NIDCAP Trainer Certification Renewal fee of USD 115.00 (or as determined by individual agreement with the NFI). Payment of the NIDCAP Trainer Certification Renewal fee simultaneously serves as the NIDCAP Trainer's NFI Professional Membership Renewal fee.



**Annual Certification Renewal Application**  
**NIDCAP Trainer**  
**1 October 2015**

**Renewal Due Date:**

**General Information**

\_\_\_\_\_  
Last Name First Name Middle Degree(s)

\_\_\_\_\_  
Profession Title

\_\_\_\_\_  
**Current NIDCAP Training Center and Institution Name**

\_\_\_\_\_  
Current Role

\_\_\_\_\_  
Street Address

\_\_\_\_\_  
City State Postal Code Country

\_\_\_\_\_  
Work Phone Home Phone Email

**Information about Original Trainer Certification**

\_\_\_\_\_  
Date of Original Trainer Certification:

\_\_\_\_\_  
Name of Master Trainer who conferred Certification:

\_\_\_\_\_  
Location and Name of Institution of Certification:

**Professional Development Record *in the Course of the Preceding 12 Months***

***Continuing Education***

<b>Title</b> (with brief description of forum if title is generic)	<b>Date</b>	<b>Name of Sponsor, Provider, Institution</b>	<b>Contact Hours Earned</b>

<b>Publication and/or Informational Materials in Various Media:</b> Full Reference			

***Reflective Process Support/Consultation***

<b>Professional Specialty of Supporter/Consultant</b>	<b>No. of Hours/Year</b>	<b>Group/Individual/Other</b>

**NIDCAP Feedback Letter Attached** ☐ Yes ☐ No

**NIDCAP Report Review Attached** ☐ Yes ☐ No

**Advanced Practicum Evaluation Attached** ☐ Yes ☐ No

**Description of Equivalent Activities, When Applicable:**

**Do you feel equipped to support and train professionals with multidisciplinary backgrounds to achieve NIDCAP Professional certification and to consult to and guide their nurseries towards system-wide NIDCAP implementation, that is in terms of the philosophy and care of infants, families, staff and the environment?**

☐ Yes ☐ No

**Would you value a NIDCAP Master Trainer's contact in order to support you in your role as NIDCAP Trainer?**

☐ Yes ☐ No, not at this time

**If yes, briefly explain:**

**Renewal Fee (Required)\***

☐ **Renewal Fee Enclosed**      ☐ **Payment Made via PayPal**

Signature and Date

**Name (Type):**

**Attachments** (List as appropriate):

1. Feedback Letter
2. NIDCAP Write-Up Review
3. Advanced Practicum Review
4. Alternate Activities Description

\*NOTE: NFI Members, for whom the standard renewal fee constitutes an undue financial hardship, are encouraged to apply for a reduction in fee to the Chair of the Membership Committee, James Helm, PhD ([jhelm@wakemed.org](mailto:jhelm@wakemed.org)). A brief statement suffices in explanation of the circumstance (e.g. temporary/permanent personal financial setback; country- or profession-specific economy) and with suggestion of the fee currently feasible.



## **Annual Certification Renewal Policy**

### **NIDCAP Master Trainers**

**1 October 2015**

Annual Certification Renewal provides the NIDCAP Master Trainers with the opportunity to take stock and reflect on the preceding year's activities and accomplishments and measure their commitment to the NIDCAP work. It is also designed to assure Certified NIDCAP Master Trainers of the NFI's strong commitment to their professional growth and development. Certification Renewal for a NIDCAP Master Trainer means that the Master Trainer considers him or herself competent and ready to guide and mentor NIDCAP Professionals in their training to NIDCAP Trainer certification. Furthermore, it means that the Master Trainer considers him or herself competent and ready to consult to nursery staffs and leadership towards the accomplishment of nursery-wide NIDCAP implementation and the establishment of a NIDCAP Training Center.

Ingredients of NIDCAP Master Trainer Certification Renewal:

1. Continued affiliation with a licensed newborn care setting
2. Continued affiliation with a certified NIDCAP Training Center in good standing and/or functioning under the auspices of the NFI
3. Continuing Education: Attendance of meetings, workshops, etc. concerning individualized developmental care implementation in newborn settings. Authorship of publications and/or informational materials in various media on a topic relevant to individualized developmental care implementation.
4. Reflective Process Support/Supervision/Consultation (Regular, ongoing protected time with a trusted mentor, supervisor, peer or small group, which provides a safe place to reflect on one's own practice in support of infants, families and systems).
5. Submission of one or more of the following:
  - Feedback Letter to a NIDCAP Training Center in Development;
  - Feedback Letter to a NIDCAP Trainer-in-Training;
  - Comments regarding the evaluation of a recent NIDCAP Write-Up or recent Advanced Practicum as formulated by a NIDCAP Trainer-in-Training.



- Formal evaluation of a recent NIDCAP Write-Up or recent Advanced Practicum Evaluation Form as formulated by a NIDCAP Trainer-in-Training.
6. NOTE: Master Trainers currently engaged in Master Trainer equivalent professional activities that further the mission of the NFI are encouraged to describe such alternative activities.
  7. Receipt of the annual NIDCAP Trainer Certification Renewal fee of USD 115.00 (as determined by individual agreement with the NFI). Payment of the NIDCAP Master Trainer Certification Renewal fee simultaneously serves as the NIDCAP Master Trainer's NFI Professional Membership Renewal fee.



**Annual Certification Renewal Application**  
**NIDCAP Master Trainer**  
**1 October 2015**

**Renewal Due Date:**

**General Information**

Last Name First Name Middle Degree(s)

Profession Title

**Current NIDCAP Training Center and Institution Name**

Current Role

Street Address

City State Postal Code Country

Work Phone Home Phone Email

**Information about Original Trainer Certification**

Date of Original Trainer Certification:

Name of Sr. Master Trainer who conferred Certification:

Location and Name of Institution of Certification:

**Professional Development Record *in the Course of the Preceding 12 Months***

***Continuing Education***

<b>Title</b> (with brief description of forum if title is generic)	<b>Date</b>	<b>Name of Sponsor, Provider, Institution</b>	<b>Contact Hours Earned</b>

<b>Publication and/or Informational Materials in Various Media:</b> Full Reference			

***Reflective Process Support/Consultation***

<b>Professional Specialty of Supporter/Consultant</b>	<b>No. of Hours/Year</b>	<b>Group/Individual/Other</b>

**Trainer-in-Training Feedback Letter Attached** ☐ Yes ☐ No

**Comments/Evaluation of Trainer-in-Training NIDCAP Write-up Attached** ☐ Yes ☐ No

**Comments/Evaluation of Trainer-in-Training Trainee Advanced Practicum Evaluation** ☐ Yes ☐ No

**Description of Equivalent Activities, When Applicable:**

**Do you feel equipped to support and train NIDCAP Professionals with multidisciplinary backgrounds to achieve NIDCAP Trainer certification and to consult to and guide their nurseries towards Training Center establishment and certification as well as system-wide NIDCAP implementation, that is, in terms of the philosophy and care of infants, families, staff and the environment?**

☐ Yes ☐ No

**Would you value a Senior NIDCAP Master Trainer's contact in order to support you in your role as NIDCAP Master Trainer?**

☐ Yes ☐ No, not at this time

**If yes, briefly explain:**

**Renewal Fee (Required)\***

☐ **Renewal Fee Enclosed**      ☐ **Payment Made via PayPal**

Signature and Date

**Name (Type):**

**Attachments** (List as appropriate)

1. Feedback Letter
2. NIDCAP Write-Up Review
3. Advanced Practicum Review
4. Alternative Activities Description

\*NOTE: NFI Members, for whom the standard renewal fee constitutes an undue financial hardship, are encouraged to apply for a reduction in fee to the Chair of the Membership Committee, James Helm, PhD ([jhelm@wakemed.org](mailto:jhelm@wakemed.org)). A brief statement suffices in explanation of the circumstance (e.g. temporary/permanent personal financial setback; country- or profession-specific economy) and with suggestion of the fee currently feasible.



## **Annual Certification Renewal Policy**

### **NIDCAP Training Center**

**1 October 2015**

Annual Certification Renewal provides the NIDCAP Training Center with the opportunity to take stock and reflect on the preceding year's activities and accomplishments and measure the Center's commitment to the NIDCAP work. NIDCAP Training Center certification renewal is also designed to assure the NFI's NIDCAP Training Centers of the NFI's strong commitment to encourage them in their growth and development. Certification Renewal for a NIDCAP Training Center means that the Center considers itself competent and ready to support logistically, organizationally, and in terms of their professional and reflective growth one or more NIDCAP Trainers and/or Master Trainers in their NIDCAP and/or APIB training activities with other professionals. It also means that the Center considers itself competent and ready to support its Trainer(s) and/or Master Trainers in terms of their consultation to other nurseries regarding NIDCAP training and nursery wide implementation. A NIDCAP Training Center Director stands ready to assume professional responsibility for his or her Trainers and/or Master Trainers.

Ingredients of NIDCAP Training Center Certification Renewal:

1. Continued affiliation with a licensed newborn care setting
2. Continued assurance of professional directorship of the NIDCAP Training Center
3. Continued assurance of medical directorship of the NIDCAP Training Center
4. Continued assurance of nursing directorship of the NIDCAP Training Center
5. Active provision of NIDCAP Training by at minimum one certified NIDCAP Trainer
6. Representative attendance at the Annual NIDCAP Trainers Meeting
7. NIDCAP Nursery Certification, a future goal/in progress/achieved
8. Receipt of the annual NIDCAP Training Center Certification Renewal fee of USD 1,725.00 (or as determined by individual agreement with the NFI). Payment of the NIDCAP Training Center Certification Renewal fee simultaneously serves as the NFI NIDCAP Training Center Membership Renewal fee.



**Annual Certification Renewal Application**  
**NIDCAP Training Center**  
**1 October 2015**

**Name of NIDCAP Training Center:**

**Renewal Due Date:**

**General Information** (of person filling out the form)

Last Name First Name Middle Degree(s)

Profession Title

**Current NIDCAP Training Center and Institution Name**

Current Role

Street Address

City State Postal Code Country

Work Phone Home Phone Email

**Information about Original Training Center Certification**

Date of Original Training Center Certification:

Name of Master Trainer, who Conferred Certification:

Location and Name of Institution of Certification:

**Training Center Information**

	Name	Profession	Title
Training Center Director			
Training Center Medical Director			
Training Center Nursing Director			
NIDCAP Master Trainer(s)			
NIDCAP Trainer(s)			
NIDCAP Trainer(s)-in-Training			

**Attendance at most recent Annual NIDCAP Trainers Meeting**   ☐ Yes   ☐ No

**If yes,** Names and Roles of Training Center Attendants

- 1.
- 2.
- 3.

**If no,** Name(s), Profession(s), Trainer Status and Center Name of Designated Responsible Reporter(s) from Other Center(s)

- 1.
- 2.
- 3.

**NIDCAP Nursery Certification Status**

**1. Self-Assessment Completed**   ☐ Yes   ☐ No

**If yes,** Average Score /Category (*Optional*)

1. Environment	
2. Infant Care	
3. Family Care	
4. Staff Care	
Overall Average Score:	

**If no,** briefly describe reasons and plans:

**2. Application in Process/Progress**   ☐ Yes   ☐ No

**If yes,** describe current stage:

**If no,** describe status of plans to apply:

**Nursery Certification Obtained**   ☐ Yes   ☐ No

If yes, Year of Certification:

Next Nursery Certification Renewal Date:

**Do you feel equipped to support the Trainers in your Center in their NIDCAP training of professionals with multidisciplinary backgrounds and in their site consultation work?**

☐ Yes   ☐ No

**Would you value a NIDCAP Master Trainer's contact in support of your Center's activities?**

☐ Yes   ☐ No, not at this time

**If yes, briefly explain:**

**NIDCAP Training Center Renewal Fee *(required)*\***

☐ **Renewal Fee Enclosed**      ☐ **Payment Made via PayPal**

Signature and Date

**Name:**

\*NOTE: NFI Members, for whom the standard renewal fee constitutes an undue financial hardship, are encouraged to apply for a reduction in fee to the Chair of the Membership Committee, James Helm, PhD ([jhelm@wakemed.org](mailto:jhelm@wakemed.org)). A brief statement suffices in explanation of the circumstance (e.g. temporary/permanent personal financial setback; country- or profession-specific economy) and with suggestion of the fee currently feasible.





**NIDCAP Training Centers, NIDCAP Training Centers  
in Development, NIDCAP Nurseries, NNACP  
Applicants, NIDCAP and APIB Trainers & NIDCAP  
and APIB Trainers-in-Training as of 1 Oct 2015**

**NIDCAP Training Centers (20 Centers)**

**United States (9 Centers)**

**National NIDCAP Training Center, *Established 1982***

**Director: Heidelise Als, PhD**

Contact: Sandra M. Kosta

Enders Pediatric Research Laboratories, Room EN107

Boston Children's Hospital

320 Longwood Avenue

Boston, MA 02115

Phone: 617-355-8249

Fax: 617-730-0224

E-mail: [nidcap@childrens.harvard.edu](mailto:nidcap@childrens.harvard.edu)

**Sooner NIDCAP Training Center, *Established 1986***

**Co-Directors: Andrea Willeitner, MD & Eleanor (Bunny) Hutson, RN**

Contact: Eleanor (Bunny) Hutson, RN

Oklahoma Infant Transition Program

Sooner NIDCAP Training Center

University of Oklahoma Health Sciences Center

Bielstein Tower, 4B4402

940 NE 13th Street

Oklahoma City, OK 73104

Phone: 405-271-6625, ext.1

Fax: 405-271-2149

E-mail: [bunny-hutson@ouhsc.edu](mailto:bunny-hutson@ouhsc.edu)

**West Coast NIDCAP and APIB Training Center at University of California San Francisco School of  
Medicine, *Established 2008, first established Oakland, CA 1987***

**Director and Contact: Kathleen VandenBerg, PhD**

**Associate Director: Deborah Buehler, PhD**

University of California San Francisco

Department of Pediatrics, Division of Neonatology

533 Parnassus Avenue, #0734

San Francisco, CA 94143

Phone: 415-476-6119

E-Mail: [vandenbergek@peds.ucsf.edu](mailto:vandenbergek@peds.ucsf.edu)

**Carolina NIDCAP Training Center, *Established 1989***

**Director and Contact: James M. Helm, PhD**

WakeMed, Division of Neonatology

3000 New Bern Avenue, 3rd Floor

Raleigh, NC 27610

Phone: 919-350-8276

Fax: 919-350-8146

E-mail: [jhelm@wakemed.org](mailto:jhelm@wakemed.org)

**Colorado NIDCAP Center, *Established 1989***

**Director and Contact: Joy V. Browne, PhD, PCNS-BC, IMH (IV) Mentor**

University of Colorado Denver School of Medicine

Center for Family and Infant Interaction C234

L28 Room Number 5112

Aurora, CO 80045

Voice: 303-724-7668

Fax: 303-724-7664

E-Mail: [joy.browne@childrenscolorado.org](mailto:joy.browne@childrenscolorado.org)

**St. Luke's NIDCAP Training Center, *Established 1995***

**Co-Directors: Beverly Holland MSN, RN, NE-BC and Karen M. Smith, RNC, BSN, MEd**

Contact: Karen M. Smith, RNC, BSN, MEd

St. Luke's Regional Medical Center

190 East Bannock Street

Boise, ID 83712

Phone: 208-381-4374

Fax: 208-381-7668

E-mail: [smithka@slhs.org](mailto:smithka@slhs.org)

**Children's Hospital of University of Illinois (CHUI) NIDCAP Training Center, *Established 2006***

**Director: Beena Peters, RN, MS**

Contact: Jean Powlesland, RN, MS

Newborn Intensive Care Unit, M/C 501

Children's Hospital of University of Illinois

1740 W. Taylor St.

Chicago, IL 60612

Phone: 312-996-1747

Fax: 312-996-2328

Email: [jpowlesl@uic.edu](mailto:jpowlesl@uic.edu)

**NIDCAP Training and Research Center at Cincinnati Children's, *Established 2007***

**Director: Whitney Brady, MSN, RN**

Contacts: Linda Lacina, MSN, RN

Regional Center for Newborn Intensive Care Unit

Cincinnati Children's Hospital Medical Center

3333 Burnet Avenue

Cincinnati, Ohio 45229

Phone: 513-636-7434 (Ms. Lacina)

Email: [Linda.Lacina@cchmc.org](mailto:Linda.Lacina@cchmc.org)

**St. Joseph's Hospital NIDCAP Training Center, *Established 2012***

**Co-Directors: Bonnie Moyer, MSPT and Marla Wood, RN, MEd**

Contact: Windy Crow

St. Joseph's Hospital and Medical Center

350 W. Thomas Road

Phoenix, AZ 85013

Phone: 602-406-4030

Fax: 602-406-1049

Email: [windy.crow@dignityhealth.org](mailto:windy.crow@dignityhealth.org)

**Europe (10 Centers)**

**Karolinska NIDCAP Training Center, Sweden, *Established 1999***

**Director: Bjorn Westrup, MD, PhD**

**Co-Director: Lena Westas, MD, PhD**

Contact: Ann-Sofi Ingman, RN, BSN

Neonatal Unit

Astrid Lindgren Children's Hospital at Karolinska University Hospital

SE-171 76 Stockholm, Sweden

Phone: +46-8-5177 9426

Fax: +46-8-5177 3095

Email: [nidcap@karolinska.se](mailto:nidcap@karolinska.se)

**French NIDCAP Center, Brest, *Established 2004***

**Director: Jacques Sizun, MD**

Co-Director and Contact: Nathalie Ratynski, MD

Pole de la Femme, de la Mère et de l'Enfant

University Hospital

29609 Brest Cedex, France

Phone: +33 298 22 36 66

Fax: +33 298 22 39 86

Email: [nathalie.ratynski@chu-brest.fr](mailto:nathalie.ratynski@chu-brest.fr)

**Sophia NIDCAP Training Center, *Established 2005***

**Director: Nikk Conneman, MD**

Co-Director and Contact: Monique Oude Reimer, RN

ErasmusMC-Sophia, Childrens Hospital

Dr. Molenwaterplein 60

Room Sb 2607

P.O. Box 2060

3000 CB Rotterdam, The Netherlands

Phone: +31104637181

Fax: +31104636542

E-mail: [nidcap@erasmusmc.nl](mailto:nidcap@erasmusmc.nl)

**The Brussels NIDCAP Training Center, *Established 2007***

**Director: Inge Van Herreweghe, MD**

**Co-Director: Dominique Haumont, MD**

Contact: Delphine Druart, RN

Department of Neonatology

Saint-Pierre University Hospital

Rue Haute, 322

B 1000 Brussels, Belgium

Voice: +32 2 5354226

Fax: +32 5354563

E-mail: [delphine\\_druart@stpierre-bru.be](mailto:delphine_druart@stpierre-bru.be)

**NIDCAP Norway, Aalesund Training Center, *Established 2011***

**Director: Lutz Nietsch, MD**

Contact: Liv Ellen Helseth, RN or Unni Tomren, RN

Department of Neonatology

Aalesund Hospital

Helse More og Romsdal HF

6026 Aalesund, Norway

Voice: +47 70167649

Fax: +47 70167654

E-mail: [nidcap@helse-mr.no](mailto:nidcap@helse-mr.no)

**The Barcelona-Vall d'Hebron NIDCAP Training Center, Spain, *Established 2011***

**Director and Contact: Josep Perapoch, MD, PhD**

Barcelona-Vall d'Hebron NIDCAP Training Center

Department of Neonatology

Hospital Universitari Vall d'Hebron

Passeig Vall d'Hebron 119-129

08035 Barcelona, Spain

Voice: +34 934893127

E-mail: [jperapoc@vhebron.net](mailto:jperapoc@vhebron.net)

**Hospital Universitario 12 de Octubre NIDCAP Training Center, Spain, *Established 2011***

**Director: Carmen Martinez de Pancorbo, MD**

Contact: María López Maestro, MD

Hospital Universitario 12 de Octubre NIDCAP Training Center

Department of Neonatology

Hospital Universitario 12 de Octubre

Av de Andalucía sn. 28041 Madrid Spain

Phone: +34 913908272/0034682157072

Fax: +34 913908272

E-mail: [nidcap.hdoc@salud.madrid.org](mailto:nidcap.hdoc@salud.madrid.org) or [mariamaestro@gmail.com](mailto:mariamaestro@gmail.com)

**Italian Modena NIDCAP Training Center, *Established 2013***

**Director: Fabrizio Ferrari, MD**

Contact: Natascia Bertoncelli, PT

Modena University Hospital

Azienda Ospedaliera Policlinico

Via del Pozzo, 71

41124 Modena, Italy

Phone: +39 059 4222522

Fax: +39 059 4223770

E-mail: [natafili@yahoo.com](mailto:natafili@yahoo.com)

**Danish NIDCAP Training and Research Center**

**Director: Hanne Aagaard, RN, MScN, PhD**

**Co-Director: Eva Jørgensen, RN, NIDCAP Trainer**

**Contact: Hanne Aagaard, RN, MScN, PhD**

Newborn and Neonatal Intensive Care Unit

Aarhus University Hospital

Palle Juul-Jensens Boulevard 99

8200 Aarhus N, Denmark

Phone: + 45 78451486

Fax: + 45 7845 1750

Email: [hanne.aagaard@skejby.rm.dk](mailto:hanne.aagaard@skejby.rm.dk)

**Sao Joao NIDCAP Training Center, Porto, Portugal, *Established 2015***

**Director: Hercilia Guimarães, MD PhD**

**Co-Director: Fátima Clemente, MD,**

Contact: Fátima Clemente, MD ; Madalena Ramos ,RN

Department of Neonatology

Pediatric Hospital at São João Hospital

Alameda Professor Hernâni Monteiro

4200-319 Porto, Portugal

Phone : + 351 225512100 – ext 1949

Email: [saojoaonidcap@chsj.min-saude.pt](mailto:saojoaonidcap@chsj.min-saude.pt)

**Centro Latinoamericano NIDCAP, *Established 2005***

**Director and Contact: Graciela Basso, MD, PhD**

Av. Coronel Diaz 2277

Piso 23, Departamento F

CP 1425 Buenos Aires, Argentina

Phone: (005411) 4824-5385 or (005411) 4826-1717

Email: [alumbrar.nidcap@gmail.com](mailto:alumbrar.nidcap@gmail.com) or [basso.grace@gmail.com](mailto:basso.grace@gmail.com)

**NIDCAP Training Centers in Development (5 Centers)**

**1. Stollery Children's Hospital, Royal Alexandra Site NICU, Edmonton, Alberta, Canada**

NIDCAP Trainer-in-Training: Juzer Tyebkhan, MD

NIDCAP Master Trainer: J. Browne/APIB Master Trainer-in-Training: D. Buehler

Projected Establishment: 2015

**2. Meir Medical Center, Kfar Saba, Israel**

NIDCAP Trainers-in-Training: Ita Litmanovitz, MD & Dalia Silberstein, RN, PhD

NIDCAP Master Trainer: g. Lawhon/APIB Master Trainer: H. Als

Projected Establishment: 2015 - 2016

**3. Hôpital des Enfants Centre Hospitalier Universitaire, Toulouse, France**

NIDCAP Trainers-in-Training: Sandra Lescure, MD & Celine Prout, RN

NIDCAP Master Trainer: A. Kleberg/

APIB Trainer-in-Training: J. Browne/ APIB Master Trainer-in-Training: D. Buehler

Projected Establishment: 2015 – 2016

**4. Ospedale degli Infermi, Rimini, Italy**

NIDCAP Trainers-in-Training: Natascia Simeone, RN

NIDCAP Master and APIB Trainer: G. Basso

Projected Establishment: 2017 – 2018

## **NIDCAP Nurseries (7 Nurseries)**

### **1. St. Luke's Children's Hospital NICU**

St. Luke's Children's Hospital  
190 East Bannock St.  
Boise, Idaho, 83712 USA

Year of NIDCAP Nursery Certification: 2008

Nursery Level: Level III nursery on Main Campus and Level II Nursery at Meridian Campus

Size of Nursery: 61 beds on Main Campus; 12 on Meridian Campus

Contact Person: Karen M. Smith BSN, M.Ed.

Phone Number: 208-381-4374 or 208-859-2239

Email Address: smithka@slhs.org or kmsmith@icehouse.net

### **2. Newborn Intensive Care Unit of Children's Regional Hospital at Cooper University Health Care**

Children's Regional Hospital at Cooper University Health Care  
One Cooper Plaza  
Camden, New Jersey 08103 USA

Year of NIDCAP Nursery Certification: 2009

Nursery Level: Levels II and III – high acuity; no ECHMO or Infant Cardiac Surgery

Size of Nursery: 34 beds

Contact Person: Gary Stahl, MD

Phone Number: 856-342-2265

Email Address: Stahl-gary@cooperhealth.edu

### **3. Jeannette and Ron Doggett Neonatal Intensive Care Unit**

WakeMed – Raleigh Campus  
3000 New Bern Avenue  
Raleigh, NC 27610

Year of NIDCAP Nursery Certification: 2012

Nursery Level: IV

Size of Nursery: 42 beds

Contact Person: James M Helm, PhD

Phone Number: 919-350-8276

Email Address: [jhelm@wakemed.org](mailto:jhelm@wakemed.org)

**4. University Hospital Brest**

University Hospital  
29609 Brest Cedex, France

Year of NIDCAP Nursery Certification: 2012  
Nursery Level: III  
Size of Nursery: 26 beds (6 level III, 20 level II)  
Contact Person: Jacques Sizun, MD  
Phone Number: +33 298 22 36 66  
Email address: [jacques.sizun@chu-brest.fr](mailto:jacques.sizun@chu-brest.fr)

**5. Meir Medical Center NICU**

Meir Medical Center  
59 Tchernihowski St  
Kfar Saba, Israel

Year of NIDCAP Nursery Certification: 2013  
Nursery Level: III  
Size of Nursery: 30 beds (intensive, intermediate and stable growing)  
Contact Person: Dalia Silberstein  
Phone Number: +97254 4743328  
Email Address: [daliasil1960@gmail.com](mailto:daliasil1960@gmail.com)

**6. Neonatalklinikken at Rigshospitalet, Copenhagen, Denmark**

Neonatalklinikken, Rigshospitalet  
Juliane Maries vej 5, 2100 Koebenhavn  
Denmark, Copenhagen

Year of NIDCAP Nursery Certification: 2015  
Nursery Level: III  
Size of Nursery: 30 beds (intensive, intermediate and stable growing)  
Contact Person: Janny Høeg, CCRN,  
Phone Number: +4535455812  
Email Address: [janny.hoeeg@rh.regionh.dk](mailto:janny.hoeeg@rh.regionh.dk)

**7. NICU at the University Hospital, Linköping, Sweden**

Neonatal IVA, NICN  
University Hospital  
581 85 Linköping, Sweden

Year of NIDCAP Nursery Certification: 2015  
Nursery Level: III  
Size of Nursery: 30 beds (intensive, intermediate and stable growing)  
Contact Person: Marie Hassel, Head Nurse of NICN  
Phone Number: +46101031348  
Email Address: [marie.hassel@regionostergotland.se](mailto:marie.hassel@regionostergotland.se)



## **Current NIDCAP Nursery Certification Applicants ( Nurseries)**

### **1. Centre Hospitalier, Avenue Desandrouin, 59300 Valenciennes, France**

Contact: Catherine Zaoui-Grattepanche, MD, Service de Neonatologie

Application Part I received: 10/22/2013

Application Part I fee (\$1500) received: 11/27/2013

Application Part I review completed: 1/17/2014

Application Part II received: 12/15/2014

### **2. University of Turin, Torino, Italy**

Contact: Enrico Bertino, MD (Director of NICU and Neonatology)

Application Part I received: June 2014

Application Part I fee (\$1500) received: 8/7/2014

### **3. Hospital of the University of Modena, Modena, Italy**

Contact: Fabrizio Ferrari, MD PhD (Director of NICU and Neonatology)

NNACP Guide and NNACP Application: Part I sent by NNACP Director: 11/11/14

### **4. Opedale De Infermi, Rimini, Italy**

Contact: Gina Ancora, MD PhD (Director of NICU and Neonatology)

NNACP Guide and NNACP Application: Part I sent by NNACP Director: 11/11/14

## **NIDCAP and APIB Trainers-in-Training, NIDCAP and APIB Trainers, and NIDCAP and APIB Master Trainers**

### **Senior NIDCAP Master Trainer** (1 active)

Heidelise Als, PhD

### **NIDCAP Master Trainers** (6 active)

Graciela Basso, MD

Joy Browne, PhD

Deborah Buehler, PhD

Agneta Kleberg, PhD

gretchen Lawhon, RN, PhD

Kathleen VandenBerg, PhD

### **NIDCAP Master Trainers-in-Training** (1 active)

Karen Smith, RNC, MEd

### **Senior NIDCAP Trainers** (5 active and 1 inactive)

Nikk Conneman, MD

James Helm, PhD

Melissa Johnson, PhD

Dorothy Vittner, RN, MSN

Inga Warren, Dip COT MSc

*Deana DeMare, PT (Inactive)*

### **NIDCAP Trainers** (23 active, 2 inactive)

Juliana Acuna Muga, RN

Natascia Bertoncelli, PT PhD

Natalie Broghammer, RN

Fatima Camba, MD

*Tammy Casper, MSN, MEd, RN (inactive)*

Fatima Clemente, MD

Delphine Druart, RN

*Christine Fischer, MD (inactive)*

Estrella Gargallo, RN

Ann Sofi Ingman, RN, BSN

Eva Jörgensen, RN

Rodd Hedlund, MEd

Liv Ellen Helseth, RN

Jennifer Hofherr, OTR/L

Gillian Kennedy, SLT

Linda Lacina, RN

Maria Lopez Maestro, MD

Sylvie Minguy, RN

Laurie Mouradian, ScD, OTR/L

Bonni Moyer, MSPT  
Josep Perapoch, MD  
Jean Powlesland, RN, MS  
Nathalie Ratynski, MD  
Unni Tomren, RN  
Marla Wood, RN, MEd

**NIDCAP Trainers-in-Training** (10 active)

Eleanor (Bunny) Hutson, RN  
Sandra Lescure, MD (Enfants Centre Hospitalier Universitaire, Toulouse, France)  
Ita Litmanovitz, MD (Meir Hospital, Kfar Saba, Israel)  
Monique Oude Reimer, RN (Sophia NIDCAP Training Center)  
Celine Prout, RN (Enfants Centre Hospitalier Universitaire, Toulouse, France)  
Dalia Silberstein, RN, PhD (Meir Hospital, Kfar Saba, Israel)  
Juzer Tyebkhan, MD (Stollery Children's Hospital, Edmonton, Alberta, Canada)  
Birgit Holzhüter, MD (Univ. of Tübingen Medical Center and Children's Hospital, Tübingen, Germany)  
Silvia Catani, MD, Italian Modena NIDCAP Training Center, Modena, Italy  
Natascia Simeone, RN (Ospedale degli Infermi, Rimini, Italy)

**NIDCAP Training Centers-in-Development** (4 active)

Meir Hospital, Kfar Saba, Israel  
Stollery Children's Hospital, Royal Alexandra Site NICU, Edmonton, Alberta, Canada  
University of Tübingen Children's Hospital, Tübingen, Germany  
Enfants Centre Hospitalier Universitaire, Toulouse, France

**Senior APIB Master Trainer** (1 active)

Heidelise Als, PhD

**APIB Master Trainer-in-Training** (1 active)

Deborah Buehler, PhD

**APIB Trainer** (1 active)

Graciela Basso, MD

**APIB Trainers-in-Training** (5 active)

Joy Browne, PhD  
Samantha Butler, PhD  
gretchen Lawhon, RN, PhD  
Karen Smith, RNC, MEd  
Dorothy Vittner, RN, MSN

## **NFI Program Committee Report, Attachment 3**

### **NIDCAP Nursery Assessment and Certification Program (NNACP) Steering Committee, Sub-Committee of the NFI Program Committee**

**October 2014 to October 2015**

**Meeting of the NFI Board of Directors**

**Chandler, Arizona, USA  
Friday, 16 October 2015**

**NFI Board Members:** J. Alberts, H. Als, D. Buehler, H. Conneman, Rita Cummings, M. Daly, J. Helm, g. Lawhon, G. McAnulty, K. Spence, K. VandenBerg.

**NNACP Steering Committee:** Co-Chairs: D. Buehler, K. Smith  
Members: H. Als, G. McAnulty, S. Kosta

**NNACP Director:** Rodd Hedlund, MEd

This report briefly describes the work conducted by the members of the NIDCAP Nursery Assessment and Certification Program (NNACP) Steering Committee since the last NFI Board Meeting held at *Hilton Garden Inn*, Burlington, Massachusetts, Friday, May 1 - Saturday, May 2, 2015

## **I. International Nursery Assessment and Certification Applicants**

### **Scandinavian NNACP Applicants**

- ❖ The Neonatalklinikken, Rigshospitalet, Copenhagen, Denmark was visited by the NNACP Site Reviewers May 18-20, 2015. Karen Smith, RNC, BSN, MEd, Jim Helm, PhD and Nikk Conneman, MD served as the NNACP Site Reviewers. Upon reviewing submitted materials, NNACP Application: Parts I & II, visiting the Newborn Intensive Care Nursery (NICN) at Rigshospitalet and scoring the NNACP Nursery Assessment Manual, the NNACP Site Reviewers determined that the Neonatalklinikken, Rigshospitalet, Copenhagen, Denmark met all criteria to confer NIDCAP Nursery Certification upon this nursery. The site was notified of the result of their review process on August 1, 2015 and they plan to celebrate with the arrival of the NIDCAP Nursery Certification Award.

- ❖ An NNACP Site Review was conducted at the NICN, Pediatric Clinic, University Hospital, Linköping, Sweden between September 14-16, 2015 by Karen Smith, RNC, BSN, MEd, Roger Sheldon, MD, MPH and Melissa Johnson, PhD. These NNACP Site Reviewers concluded, upon reviewing submitted materials including the NNACP Application: Parts I & II, visiting the Newborn Intensive Care Nursery NICN at Pediatric Clinic, University Hospital, Linköping, Sweden and scoring the NNACP Nursery Assessment Manual, that the site met all criteria to warrant NIDCAP Nursery Certification. A letter to confer NIDCAP Nursery Certification upon the Pediatric Clinic, University Hospital, Linköping, Sweden was sent to the NICN on October 3, 2015.

### **French NNACP Applicant**

- ❖ Service de Néonatalogie, Centre Hospitalier, Valenciennes, France submitted the NNACP Application: Part II for review by the NNACP Site Reviewers. The NNACP Director reviewed the submission and determined that further documentation was required. The applicant was sent a letter with detailed instructions and specific guidance that highlighted specific areas within the application that required further work. Catherine Zaoui-Grattepanche, MD and the NICN leadership continue to diligently work upon NNACP Application: Part II for submission in the near future.

### **Italian NNACP Applicants**

- ❖ Enrico Bertino, MD  
NICU and Neonatology, University of Turin  
Presidio Ospedaliero Sant'Anna  
Via Ventimiglia 3, Torino, 10126, Italia

Mostly completed NNACP Application: Part I (Waiting for two developmental write-ups).

- ❖ Fabrizio Ferrari, MD  
Italian Modena NIDCAP Training Center  
Modena University Hospital, Modena, Italy  
Contact: Natascia Bertoncelli, PT

NNACP Guide and NNACP Application: Part I sent: 11/11/2014

- ❖ Gina Ancora, MD  
Ospedale Infermi di Rimini  
Rimini, Italy

NNACP Guide and NNACP Application: Part I sent: 11/11/2014

## Kingdom of Saudi Arabia

- ❖ According to the NIDCAP Trainer overseeing NIDCAP Training at the Children's Hospital, King Fahad Medical City, this site is still very much interested in pursuing NIDCAP Nursery Certification.

## II. NNACP Site Reviewers

- ❖ Melissa Johnson, PhD has accomplished the following: 1) She exceeded standards of participation as an NNACP Site Reviewer of two applicant nurseries (Newborn Intensive Care Service, Meir Hospital Medical Center, Kfar Saba, Israel; NICN, Pediatric Clinic, University Hospital, Linköping, Sweden) as outlined in the *NNACP Site Reviewer's Responsibilities*; 2) She submitted two Reflective Journals: *Experiencing the NNACP Application and Review Process*, as outlined in *A Guide for Training the NNACP Site Reviewer: A Process of Instruction, Reflection, Integration and Application*; and 3) She has exceeded all standards of evaluation by her Co-NNACP Site Reviewers and the Director of the NNACP to attain certification as an NNACP Site Reviewer. Melissa was sent a letter conferring her status as certified NNACP Site Reviewer on September 29, 2015.
- ❖ Nikk Conneman, MD has accomplished the following: 1) He exceeded standards of participation as an NNACP Site Reviewer of one applicant nursery (Neonataalklinikken, Rigshospitalet, Copenhagen, Denmark) as outlined in the *NNACP Site Reviewer's Responsibilities*; 2) He submitted one Reflective Journal: *Experiencing the NNACP Application and Review Process*, as outlined in *A Guide for Training the NNACP Site Reviewer: A Process of Instruction, Reflection, Integration and Application*; and 3) He has exceeded all standards of evaluation by his Co-NNACP Site Reviewers and the Director of the NNACP.

The Director of the NNACP submitted to the NNACP Steering Committee for review a Letter of Recommendation, two Co-Site Reviewers' evaluations, and Dr. Conneman's Reflective Journal. The NNACP Steering Committee voted to invite Dr. Conneman to continue his work towards becoming an NNACP Site Reviewer. This will include successful participation in one additional NNACP Site Review. The NNACP Steering Committee looks forward to his continued progress and commitment to this rewarding endeavor. A letter was sent to Dr. Conneman informing him of his progress on September 30, 2015.

## III. NNACP Presentations

Das NIDCAP Konzept in der Pflege

Invited Lecture

41. Jahrestagung der Gesellschaft für Neonatologie und Pädiatrische Intensivmedizin (GNPI), Stuttgart – Tübingen, Germany. 21 May 2015

H. Als

Das NIDCAP Konzept in der Wissenschaft

Invited Lecture

41. Jahrestagung der Gesellschaft für Neonatologie und Pädiatrische Intensivmedizin (GNPI), Stuttgart – Tübingen, Germany. 23 May 2015

H. Als

*NIDCAP Approach: What does it really mean?* NIDCAP: Developmental Care of the NICU Infant and Family from Admission to Discharge. A one-day conference, Raleigh NC. 3 August 2015

J. Helm

NIDCAP – Earliest Intervention in the Newborn Intensive Care Unit (NICU) Improves Brain Function and Structure/ Invited Guest Lecture

National Continuing Medical Education Conference, Department of Neonatology, Children's Hospital of Fudan University, Shanghai, China. 13 September 2015

H. Als

*NIDCAP Nursery Assessment and Certification Program (NNACP): Goal and Opportunity for NIDCAP Professionals and Trainers.* 26<sup>th</sup> Annual NIDCAP Trainers Meeting, Chandler, AZ. 18 October 2015, H. Als, D. Buehler, R. Hedlund, J. Helm, A. Kleberg, S. Kosta, G. McAnulty, K. Smith.

#### **IV. Review and Editing of NNACP Materials**

The NNACP Director with the support of the NNACP Steering Committee reviewed and edited the following NNACP Materials:

1. NIDCAP Nursery Assessment and Certification Program (NNACP): A Guide to Preparation, Application and Implementation of NIDCAP Nursery Certification
2. NNACP Application: Part I
3. NNACP Application: Part II
4. NNACP Nursery Assessment Manual: Provision of Evidence
5. Cost Analysis & Budget Justification for NNACP Fees and Travel Expenses
6. Preparation for the NNACP Site Review
7. NNACP Site Coordinator Evaluation Form
8. NNACP Nursery Applicant Evaluation Form

9. NNACP Site Review Team Evaluation Form
10. Site Reviewer Evaluation for NNACP Site Reviewers
11. A Guide for the Training of the NNACP Site Reviewer  
*A Process of Instruction, Reflection, Integration and Application*
12. NNACP Site Reviewer-in-Training Questionnaire Performance Evaluation
13. NNACP Crib Sheets
14. FAQ about NNACP
15. The NNACP Certification Renewal Application Guide: *Overview, Review Process, Submission Instructions & Application Forms*
  - NNACP Certification Renewal Application: Stage 1
  - NNACP Certification Renewal Application: Stage 2
  - NNACP Certification Renewal Application: Stage 3
  - Preparation for NNACP Certification Renewal Site Review Visit
  - Cost Analysis & Budget Justification:  
NNACP Certification Renewal Fees and Travel Expenses
  - Instructions for Inputting Data & Generating the Graphic Display of Scores from the Nursery Assessment Manual (placed in Manual Appendices)
  - Nursery Assessment Manual Scores and Summary Table Report (placed in Manual Appendices)
  - Excel Spreadsheet Example (placed in Manual Appendices)
  - Nursery Assessment Manual Excel Workbook
  - Overview the NNACP Nursery Assessment Manual (Appendix A)

## **V. Integration of Nursery Assessment and NIDCAP Training Materials**

The Nursery Assessment and NIDCAP Training Materials have been integrated into an expanded NIDCAP Training Binder and a separate Nursery Leadership Binder. See Appendix B for the Tables of Contents.



A prototype of the integrated NIDCAP Training Binder and Leadership Binder will be available for review at the 26<sup>th</sup> NIDCAP Trainers Meeting, Chandler, Arizona, Sunday, October 18, 2015.

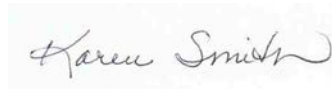
We herewith respectfully submit the NNACP Steering Committee's Report for the period of May, 2015 to October, 2015 to the Members of the NFI Board on this Day, Friday, the Sixteenth Day of October, in the Year 2015.



Rodd E. Hedlund, MEd  
Director  
NFI-NIDCAP Nursery Assessment and Certification Program



Deborah Buehler, PhD  
Co-Chair  
NFI-NIDCAP Nursery Assessment  
and Certification Program



Karen Smith, RNC, BSN, MEd  
Co-Chair  
NFI-NIDCAP Nursery Assessment  
and Certification Program



## **NIDCAP Nursery Assessment and Intervention Program (NNACP)**

### **An Overview of the NNACP Nursery Assessment Manual**

The Nursery Assessment Manual is used in support of nursery self-evaluation as well as in the process of NIDCAP Nursery Certification. It consists of 121 scales grouped into four major categories of a nursery's characteristics and functioning, as well as four Category Summary Scales, and one Overall Nursery Summary Scale. The individual and the summary scales address the level of individualization, family-centeredness, and developmental support that a nursery provides for the infants and families in its care, along with the care that is provided to the professionals and staff involved in delivering such care. The individual scales are organized into the following four categories:

- (1) Physical Environment of the Hospital and Nursery;
- (2) Philosophy and Implementation of Care: Infant;
- (3) Philosophy and Implementation of Care: Family; and
- (4) Philosophy and Implementation of Care: Professionals and Staff.

The five-point scale scores of the NNACP Nursery Assessment Manual evaluates a nursery's philosophy and implementation of care in reference to the NIDCAP (Newborn Individualized Developmental Care and Assessment Program) model. Each of the five score points on the Nursery Assessment Manual's ratings represents a level or degree of NIDCAP implementation as follows:

- (1) Traditional, conventional care;
  - (2) The beginning or a minimal degree or level of NIDCAP implementation;
  - (3) An inconsistent, variable or moderate degree or level of NIDCAP implementation;
  - (4) A consistent well-integrated level or degree of NIDCAP implementation; and
  - (5) A highly attuned, distinguished level or degree of NIDCAP implementation.
- (NA) "Not applicable," is scored when an aspect of care does not apply to a specific nursery system.

The schematic below provides an overview of the five-point scoring for the Nursery Assessment Manual. The column to the left, provides definitions for the score of “1” or *traditional, conventional care*, in each of the four categories (Physical Environment of the Hospital and Nursery, Care of Infant, Care of Family, and Care of Professionals and Staff). The column to the right, provides definitions for a score of “5” or *a highly attuned, distinguished level or degree of NIDCAP implementation*.

### Traditional Care

The physical environment of the nursery and the hospital reflect traditional, task oriented care, with exclusive emphasis on a germfree setting constructed for the efficient delivery of specialty care and the comfort of the medical staff. Or the physical environment of the nursery and the hospital are outdated, very poorly maintained and disorganized.

### Physical Environment

1

5

### High Degree of NIDCAP Implementation

The physical environment of the nursery and the hospital consistently and thoroughly reflect appreciation of the importance of the infants and families served; all hospital facilities reflect deep respect and care for the dignity, comfort and wellbeing of infants and families, and the dignity, comfort and well-being of the staff.

### Care of Infant

All aspects of the philosophy and implementation of the infants’ care are planned and performed according to protocols and are in keeping with fixed schedules. Only staff members may be in the presence of and interact with infants.

1

5

All aspects of the philosophy and implementation of the infants’ care are performed consistently in support of the infants’ stability and with attention to the infants’ behavioral cues of stress. All care takes into full consideration the infants’ overall best development and the families’ full participation and engagement.

### Care of Family

All aspects of the philosophy and implementation of care are solely patient-focused. Families are conceptualized and treated as visitors; their roles in the care of their infant are very limited and prescribed.

1

5

All aspects of the philosophy and implementation of care emphasize family-centered, infant focused, individualized, developmental care. Family presence and participation are the expectation and norm, fully respected and fully integrated. Parents are conceptualized and understood as their infant’s primary caregiver. Other family members and/or close persons as defined by the parent(s) are fully integrated in the care of the respective infant and family throughout the infant’s hospitalization.

### Care of Professionals/Staff

All aspects of the philosophy and implementation of care are geared towards authoritarian, hierarchical, discipline-specific and regulation-oriented conceptualizations and treatment of professionals and staff members. Professionals and staff are rewarded for accuracy in protocol adherence and task efficiency.

1

5

All areas of professional and staff members’ work presuppose highest competence in terms of continued and effective interdisciplinary collaboration and in consideration of infant and family as active partners in all care. Staff members’ professional and personal growth is of greatest priority and importance in the institution.



## **NIDCAP Training Binder**

### **Table of Contents**

#### **I. Preparatory Materials**

##### **A. Program Guide**

##### **B. Required and Recommended Readings** (PDFs available online at [www.nidcap.org](http://www.nidcap.org))

##### **C. Nursery Self-Assessments Documents** (To be completed by the Nursery Team and returned to the Trainer prior to the Introductory NIDCAP Training Session)

1. Nursery Self-Assessment Questionnaire
2. NNACAP Nursery Assessment Manual and Score Sheets
3. NIDCAP Professional-in-Training Self-Assessment (To be completed by each of the NIDCAP Professionals-in-Training and returned to the Trainer prior to the Introductory NIDCAP Training Session)

##### **D. Consultation Documents**

1. Consultation and Guidance with Individual NIDCAP Professionals-in-Training
2. Consultation and Guidance with Sites

##### **E. NIDCAP and APIB Training Record**

##### **F. Training Fee Structure** (Training Center specific)

#### **II. Training Session Materials**

##### **A. NIDCAP Training Schedule** (Model)

##### **B. Manual for the Naturalistic Observation of Newborn Behavior and Score Sheet**

##### **C. Profile of the Nursery Environment and of Care Components/ Template Score Sheet** (Revised 2008)

##### **D. Bedside Training Packet**

1. Medical History and Observation Background Sheet
2. NIDCAP Observation Sheets (12 printed sheets clipped together)
3. NIDCAP Write-Up Outline (with extra blank pages)
4. Caregiver's Feedback of Training Session Implementation
5. Profile of the Nursery Environment and of Care Components/  
Template Score Sheet (Revised 2008)
6. Documentation of NIDCAP Observations: Journal Page

**E. NIDCAP Example**

Robert A. (Revised 2008)

**F. Growth Measurements**

1. Newborn Maturity Rating and Classification
2. GIRLS UK–WHO Neonatal and Infant Close Monitoring Growth Chart
3. BOYS UK–WHO Neonatal and Infant Close Monitoring Growth Chart

(Note: WHO growth charts were formerly known as *Low Birthweight Growth Chart*; PDFs are available on the NFI website)

**G. NIDCAP Write-up Review**

**H. Advanced Practicum**

1. Guidelines for Advanced NIDCAP Practicum: Following an Infant and Family from Admission to Discharge
2. Care Team Member Evaluation of NIDCAP Practicum
3. Family Evaluation of Developmental Care Implementation
4. Trainer’s Evaluation of Advanced NIDCAP Practicum

**I. Guidelines**

1. Developmental Care Guidelines for Use in the Newborn Intensive Care Unit
2. Guidelines and Suggestions for NIDCAP Professionals-in-Training, NIDCAP Professionals, NIDCAP Trainers-in-Training, NIDCAP Trainers and Master Trainers, as well as Center Directors (Revised 2008)
3. Staff Requirements and Budget Specifications for the Establishment of a NIDCAP Training Center
4. Cost-Effectiveness Analysis of Developmental Care in the NICU

**J. NIDCAP Training Session Evaluation Forms**

1. I. NIDCAP Didactic Introduction Session- Lecture
2. II. NIDCAP Didactic Introduction Session-Workshop
3. III. NIDCAP Bedside Introduction Session
4. IV. NIDCAP Work/Reliability Session

**K. NIDCAP Trainer Evaluation Forms**

1. I. Preparation of Training Components and Training Days
2. II. Site Consultation

**L. Special Resources**

[NIDCAP Federation International, Home Page; www.nidcap.org](http://www.nidcap.org)



## **NIDCAP Training Leadership Binder**

### **Table of Contents**

- I. NIDCAP Program Guide**
- II. Nursery Self-Assessment Questionnaire**
- III. Nursery Assessment Manual & Score Sheets**
- IV. Consultation and Guidance with Sites**



## NFI Intellectual Property Report

Board of Directors Final

October 2015

### UPDATE

*(For FY-14-15 in bold italics)*

During NFI FY2014-2015 covering the period 1 October 2014 – 30 September, the new NIDCAP certification mark was filed on behalf of the NFI by legal counsel Nutter, McLennan and Fish.

As agreed upon, the “old” certification mark was allowed to expire by not filing the Sections 8 and 15, which were due 1/29/2014.

On 13 July 2014 the US Patent and Trademark Office (USPTO) approved the request and the new certification mark was published in the Official Gazette on August 12, 2014 for a 30 day opposition period.

- *As no opposition was filed, the new NIDCAP certification mark was registered with the USPTO on October 28, 2014 (Reg. No. 4,627,706) and will be valid until October 28, 2024, ten years from the registration date. The registration can be renewed indefinitely thereafter for successive 10-year terms.*
- *On June 27, 2014 the NFI filed for protection of the NIDCAP trademark by extending our existing International Registration under the Madrid protocol to include Iran by ‘subsequent designation’. As of 5 October, that registration is still pending. At the advice of our attorneys, an Iranian foreign associate was hired to investigate the status of this application.*
- *Copyright registration for the NNACP film, NIDCAP Nursery Certification: Changing Hospital Care for Infants and their Families was initiated by submission of Assignment of Copyright to the NFI by the film’s owner and executive producer, D. Buehler. The registration was completed and is now registered with the U.S. Copyright Office (PA 1-942-852) 15 May 2015. The copyright which exists independently of the registration (registration serves to help an organization enforce a copyright). The copyright is valid for 95 years, after that the work becomes part of the public domain.*
- *With the help of Jeffrey Albert, PhD, member of the Board of Directors, a relationship was established with Indiana University (IU) ScholarWorks to archive all Developmental Observers (2007-present and on-going). IUScholarWorks is supported by the IU Libraries and the IU Digital Library Program, a collaborative effort of the IU Libraries and University Information Technology Services. One DO issue per year will be devoted to presentation by lecture or poster presented at the annual Trainers Meeting. A copyright assignment agreement has been implemented and will be executed by the presenter (Author) and the NFI. The agreement is posted on the NFI website.*

<http://nidcap.org/wp-content/uploads/2014/04/NFI-Copyright-Assignment-Agreement-Form-2015.pdf>

### STATUS

Renewal notification for all NFI registrations will be sent by the NFI attorney’s office in the year prior to the expiration. The status of the registration of the NFI trademark, logo, wordmark (NIDCAP) and certification mark as of October 2014 are indicated below. It was decided that the ‘old’ NFI/NIDCAP logo with the word ‘nidcap’ in lower case Times New Roman font would be allowed to expire to be replaced by the ‘new’ mark with nidcap in script. This was achieved as of 12 August 2014.

**Trademark/Wordmark** refers to NIDCAP as both an identifying name and the graphic representation of that name or logotype. NIDCAP is registered in two categories:

**Class 16** - Printed publications, namely, newsletters, instructional and teaching materials, and standards of practice manuals, in the field of newborn care and assessment.

<sup>1</sup> The goods/services are displayed with their short titles pursuant to TMEP (Section 1401.2(b)) to assist in quickly identifying the content in the specific class and do not represent the full description of goods/services.

<sup>2</sup> U.S Patent and Trademark Office - USPTO





**Class 41** - Educational and training services, namely, training in observation and assessment of newborn behavior, educational conferences, research presentations and competency examinations, all in the field of newborn health care; and providing a website featuring information in the field of newborn health care.

The registration process has been completed in the United States for trademark, logo and wordmark. Additionally, the **Wordmark (NIDCAP)** has achieved Foreign Registration in Classes 16 and 41 in Argentina, Canada, and International Trademark Registration (under the Madrid Protocol) in the European Union (EU), China, Norway, Poland, Romania, Portugal and Switzerland. *Subsequent registration is pending in Iran and due to the time elapsed since submission; the Iranian associate for NFI attorneys Nutter, McLennan and Fish has been tasked to investigate the status of the application.*

**Certification Mark** indicates that products or services identified with this mark meet the standards of an organization with national accreditation for *both* testing and certification. When the Notice of Allowance was issued, a *Specimen of Use* in the form of an embossed Training Certificate and the *Certification of Standards* in the form of "Quality Assurance of Training" (QAT) documents were filed. The specimen and standards were accepted and the registration was issued in January, 2008. The Certification Mark is embossed on all training certificates issued by the NIDCAP Federation International. A new certification mark was created in 7/2013 to reflect the revised NFI logo. Upon expiration of the previous certification mark (Reg. #3,376,364) this revised certification mark was submitted to the USPTO for registration. The new logo itself has been registered separately, independently of the certification mark (Reg. # 4,375,173, 7/30/2013) and is the image that is being used for certificate embossing. *The new Certification mark was registered with the USPTO on October 28, 2014 (Reg. No. 4,627,706) and will be valid until October 28, 2024, ten years from the registration date. The registration can be renewed indefinitely thereafter for successive 10-year terms.*

**Trademark/Wordmark and Certification Mark** (as of 1 October 2015)




#### United States

<u>Mark</u>	<u>Ser./Reg.</u>	<u>Class Goods/Services<sup>1</sup></u>	<u>Status</u>
	3,314,889	Class 16 – printed materials	This mark was registered with the US Patent and Trademark Office (USPTO) 10/16/ 2007. The Section 8 & 15 were due by 10/16/2013 with renewal due by 10/16/2017. The registration for this mark was allowed to expire to be replaced by the new trademark.
	3,265,111	Class 41 – educational services	This mark was registered with the USPTO 7/17/2007. The Section 8 & 15 'continuing use/ incontestability' affidavits were accepted 7/17/2013. The renewal will be due by 7/17/2017.

<sup>1</sup> The goods/services are displayed with their short titles pursuant to TMEP (Section 1401.2(b)) to assist in quickly identifying the content in the specific class and do not represent the full description of goods/services.

<sup>2</sup> U.S Patent and Trademark Office - USPTO



	4,375,173	Class 16 – printed materials Class 41 – educational services	This mark was registered with the USPTO 7/30/2013. The renewal is due in the year prior to the expiration date of 7/30/2023.
	3,376,364	IA – Certification mark for individuals	This mark was registered with the USPTO 1/29/2008. The Sections 8 & 15 were due 1/29/2014. They have been allowed to expire by intentional failure to renew these components. They were replaced by the new logo certification mark.
<u>Mark</u>	<u>Ser./Reg.</u>	<u>Class Goods/Services<sup>1</sup></u>	<u>Status</u>
	4,627,706	IA – Certification mark for individuals	This certification mark was created 7/2013 to reflect the revised NFI logo. Upon expiration of the previous certification mark (3,376,364) this mark was submitted to the USPTO for registration. The logo itself has been registered 7/30/2013 (Reg. # 4,375,173). <b><i>The Certification Mark was registered 28 October 2014 and is valid until 28 October 2024. The registration can be renewed indefinitely thereafter for successive 10-year terms.</i></b>
NIDCAP	2,303,276	Class 16 – printed materials Class 41 – educational services	This word mark was registered with the USPTO 12/28/1999. The renewal is due in the year prior to the expiration date of 12/28/2019.

<sup>1</sup> The goods/services are displayed with their short titles pursuant to TMEP (Section 1401.2(b)) to assist in quickly identifying the content in the specific class and do not represent the full description of goods/services.

<sup>2</sup> U.S Patent and Trademark Office - USPTO

<i>Voice of the Newborn</i>	4,379,042	Class 16 – printed materials Class 41 – educational services	This mark (tagline) was registered with the USPTO on 8/6/2013. The renewal is due in the year prior to the expiration date of 8/6/2023.
<i>Mentoring caregivers. Changing hospitals. Improving the future for newborns and their families.</i>	4,375,172	Class 16 – printed materials Class 41 – educational services	This mark (tagline) was registered with the USPTO on 7/30/2013. The renewal is due in the year prior to the expiration date of 7/30/2023.

## Foreign Registrations

### Argentina

<u>Mark</u>	<u>Ser./Reg.</u>	<u>Class Goods/Services<sup>1</sup></u>	<u>Status</u>
NIDCAP	2,192,564	Class 16 – printed materials	This mark was registered on 11/1/2007.
	2,192,564	Class 41 – educational services	The renewal is due in the year prior to the expiration date of 11/1/2017.

### Canada

NIDCAP	TMA 696449	Class 16 – printed materials Class 41 – educational services	This mark was registered on 9/13/2007. The renewal is due in the year prior to the expiration date of 9/12/2022.
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## International Registration (under the Madrid Protocol)

<u>Mark</u>	<u>Ser./Reg.</u>	<u>Class Goods/Services<sup>1</sup></u>	<u>Status</u>
NIDCAP	896009	Class 16 – printed materials Class 41 – educational services	The NIDCAP mark was protected under International Registration 8/8/2006 in EU, China, Norway, Poland, Romania, Sweden, Portugal; Switzerland by subsequent designation recorded 1/6/11 with protection granted 1/4/12). Subsequent registration in Iran is pending submitted in June 2014 is pending at the time of this report (5/2015).

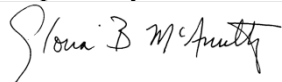
## COPYRIGHTS United States

<sup>1</sup> The goods/services are displayed with their short titles pursuant to TMEP (Section 1401.2(b)) to assist in quickly identifying the content in the specific class and do not represent the full description of goods/services.

<sup>2</sup> U.S. Patent and Trademark Office - USPTO

<b><u>Title of the Work</u></b>	<b><u>Reg. No.</u></b>	<b><u>Registration Date</u></b>	<b><u>Status</u></b>
Three Decades of Training and Supporting: NIDCAP	PA 1-701-517	6/4/2010	Registered US Copyright Office
NIDCAP Training Binder	TX 7-599-969	9/6/2012	Registered US Copyright Office
NIDCAP Training Center Development Binder	TX 7-596-678	6/30/2012	Registered US Copyright Office
APIB Training Binder	TX 7-596-177	9/7/2012	Registered US Copyright Office
NIDCAP Nursery Certification Program Manual	TX 7-670-655	9/7/2012	Registered US Copyright Office
<b>NIDCAP Nursery Certification: Changing Hospital Care for Infants and their Families</b>	PA 1-942-852	<b>5/15/2015</b>	<b>Registered US Copyright Office</b>

Respectfully submitted,



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<sup>1</sup> The goods/services are displayed with their short titles pursuant to TMEP (Section 1401.2(b)) to assist in quickly identifying the content in the specific class and do not represent the full description of goods/services.

<sup>2</sup> U.S Patent and Trademark Office - USPTO

**Report of the President  
NFI Board Meeting FY 2014 – 2015  
Chandler, Arizona, U.S.A.  
October 16, 2015**

**Directors of the Board:** J. Alberts, H. Als, D. Buehler, N. Conneman, R. Cummings, M. Daly, J. Helm, g. Lawhon, G. McAnulty, K. Spence and K. VandenBerg

This report summarizes the highlights and accomplishments from October 25, 2014 through September 30, 2015 and is organized in a chronological order.

**October 2014**

- 🕒 Jeff Alberts, Deborah Buehler and Gloria McAnulty were each elected to an additional three year term
- 🕒 The Board welcomed our newest elected Board Member, Kaye Spence
- 🕒 The NFI elected officers for the year 2014 – 2015.  
President – gretchen Lawhon  
Vice President for Administration – Jim Helm  
Vice President for Organizational Advancement – Deborah Buehler  
Treasurer – Gloria McAnulty
- 🕒 A 2% raise was provided to the NNCP Director, Mr. Rodd Hedlund
- 🕒 Approved part-time position, Head of Finance and Administration, to be offered to Ms. Sandra Kosta

**November 2014**

- 🕒 In tribute to families, nursery staffs and hospitals around the world that provide vital NIDCAP care to newborn infants, the NIDCAP Federation International offered two posters in celebration of November 17<sup>th</sup>'s World Prematurity Day.
- 🕒 The offer was made and accepted by Ms. Sandra Kosta for the part-time position of Financial Operations and Administration Director – to be reviewed annually.
- 🕒 Ms. Kaye Spence was elected Secretary by acclamation

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## December 2014

- 🕒 The NFI Board sent a “give a gift to honor newborns, families and nursery staff” message to the membership
- 🕒 An animated electronic holiday card to the members of the NFI

## January 2015

- 🕒 Ongoing work for Strategic Planning
- 🕒 The contract with consultant Ms. Teri Thompson, Marketer and Social Media Strategist from Rocky Peak Enterprises, LLC (RPE) was renegotiated.

## February 2015

- 🕒 Ongoing work for Strategic Planning
- 🕒 Approved NFI Policy for the Quality Assurance of trainers who train under the Auspices of the NFI (Trainers in Transition)

## March 2015

- 🕒 Ongoing work for Strategic Planning
- 🕒 Ms. Silke Mader resigned from the Board of Directors

## April 2015

- 🕒 Ms. Vicki Batkin Bjornson resigned from the Board of Directors
- 🕒 Endorsement of the FINE Program
- 🕒 Ongoing work for Strategic Planning

## May 2015

- 🕒 The NFI Board of Directors met for two days with one day spent on strategic planning
- 🕒 The NNACP manual was made available in Italian
- 🕒 Our monthly NIDCAP Blog premiered on the NFI website

- 
- 🌀 Both Natalie Broghammer, RN and Birgit Holzhüter, MD became APIB Professionals with Natalie Broghammer, RN also becoming a NIDCAP Trainer with the Tübingen NIDCAP Center in Development

### June 2015

- 🌀 The NFI extended our consultant contract with T. Thompson of Rocky Peak Enterprises, LLC through September 2015

### July 2015

- 🌀 Volume 8, Number 1 of the 2015 Developmental Observer was published
- 🌀 NFI Board of Directors voted to keep the vacated family representative seat on the Board vacant until further re-evaluation
- 🌀 Birgit Holzhüter, MD became a NIDCAP Trainer- in- Training with the Tübingen NIDCAP Center in Development

### August 2015

- 🌀 The first one day NFI Educational Conference was held in Raleigh, North Carolina

### September 2015

- 🌀 Rodd Hedlund, MEd was approved as a NIDCAP Trainer under the Auspices of the NFI
- 🌀 A new NIDCAP Training Center in Development with Natascia Simeone, RN as a NIDCAP Trainer-in- Training was established in the nursery of the Ospedale degli infermi, Rimini
- 🌀 NIDCAP Nursery Certification was achieved by the Newborn Intensive Care Nursery (NICN) at the Rigshospitalet Copenhagen, Denmark

These are just the highlights of productivity and accomplishments for our organization this past year. The Governance, Finance, Advancement and Program Committee reports expand and provide far more detail on the tremendous amount that has been accomplished this year.

Respectfully submitted,



gretchen Lawhon, PhD, RN, CBC, FAAN  
President, NIDCAP Federation International