

OUTCOMES

THE E-NEWSLETTER OF
DOCTORS OF NURSING PRACTICE, INC.



Join us in the desert!
The 11th National Doctors of Nursing Practice Conference Palm Springs
at the beautiful
Westin Mission Hills Golf Resort and Spa
71333 Dinah Shore Drive, Rancho Mirage, CA 92270
September 27-29, 2018



Page 2
Evidence-Based Practice

Page 3
EBP Summit at OSU

Page 4
Advice for Surviving the
DNP Program

Page 5
Conversations Overheard in
the DNP Online Community

Page 6
October Survey Results
November Survey

Page 7
Organizational Update

Page 11
DNP Inc. Project Repository

Page 13
JDNP Special Offer

Editor:
David Campbell-O'Dell DNP

REGISTRATION OPENS SOON!

Evidence-Based Practice

This month I am stepping away from Health Policy to share with you a recent event that I was honored to attend.

The Doctors of Nursing Practice organization was proud to be a part of the inaugural Helene Fuld Health Trust National Institute for Evidence-based Practice (EBP) in Nursing and Healthcare summit held on October 19-20, 2017. The Ohio State University College of Nursing hosted the summit.

The Ohio State University College of Nursing received a \$6.5 million grant from the Helene Fuld National Trust to create the Fuld Institute for EBP. The Helene Fuld Health Trust is a nonprofit foundation that was established in 1951 by Dr. Leonhard Felix Fuld and his sister, Florentine, contributed \$5,000 each to create a foundation to honor the memory of their mother, Helene Shwab Fuld, who had died in 1923. During her lifetime, Helene Fuld had also been passionately interested in health issues, and the foundation named for her was originally dedicated to the "relief of poverty, suffering, sickness and distress." The primary mission of the trust is to support and promote the health, welfare, and education of student nurses.

Built upon the foundation created by Ohio State's Center for Transdisciplinary Evidence-based Practice (CTEP), the Fuld Institute for EBP focuses on transdisciplinary clinical practice, academics, implementation science, innovation and policy, and consumer education.

Nursing leaders from all across the United States attended this 2-day event. Topics from the summit included "Improving Healthcare Quality and/or Health Outcomes with EBP Change Projects," "Improving Healthcare Quality and/or Health Outcomes Through a DNP Capstone Project," and "Integration of EBP into Academic Programs and Improving Healthcare Quality and/or Health Outcomes Through a DNP Capstone Project."

There were so many great topics, it was difficult to choose which session to attend! However, all of the sessions had a central theme: evidence-based practice is the right thing to do. One of the presenters shared a very apt anecdote with the audience.

What if you took your 4-year-old child to the emergency room for a fever and they promptly gave the child 2 baby aspirin and started giving an alcohol bath? Today, this advice sounds comical, but when I was growing up, this is how fevers of unknown origin were treated.

Obviously, I survived this treatment without lasting consequences, but others did not. We have since learned that aspirin in children can increase the risk of Reye's syndrome and that giving an alcohol bath is a folk remedy. How did we learn this? Through evidence.

Evidence-based practice provides better outcomes and a healthier patient population. Evidence-based practice is one way that nurses are transforming healthcare.



Jill Beavers-Kirby
DNP, MS, ACNP-BC

received her Doctorate of Nursing Practice at The Ohio State University in May 2011. She currently serves Coordinator of Nurse Practitioner Programs and Associate Professor at Mount Carmel College of Nursing; she has served in this role since November, 2015. She also serves as a Visiting Professor for Chamberlain University in 2014.

She has been a Board Certified Acute Care Nurse Practitioner since 2005 and she is also Board Certified as an Adult Nurse Practitioner. She has worked in a variety of patient settings most recently in hematology working with patients who had leukemia and lymphoma. She is licensed as a Registered Nurse in 12 states which permits her to educate students across the U.S. She has an extensive teaching history which includes Health Policy, Health Assessment, and Transition to Professional Roles for Nurse Practitioners. Dr. Beavers-Kirby is a founder, past president, and president elect for the Council for Ohio Health Care Advocacy (COHCA). She is also a devoted patient advocate and is actively involved with the Ohio Nurses Association Legislative Committee and she is an Ambassador for the Arthritis Foundation Policy.



*Doctors of Nursing Practice Inc.
exhibits at the inaugural
Helene Fuld Health Trust National
Institute for Evidence-Based Practice
(EBP) in Nursing and Healthcare
Summit*



Jill Beavers-Kirby, DNP, MS, ACNP-BC

Advice for Surviving the DNP Program The Humoristic Perspective

Grad school is a term that strikes fear into the hearts of people everywhere. Who would willingly sacrifice their life and liberty in pursuit of a terminal degree (by the way, it's called "terminal" for a reason... but more on that later)? Our bodies aren't meant to withstand the constant stress and anxiety that accompanies grad school, yet we willingly march into the admissions office and boldly register for classes. For most of us who have chosen this path, the DNP program has proven to be the litmus test for our sanity. How can one person possibly work, go to school, maintain a social life, pay our bills, and ensure that our family remembers our faces? In my grad school journey, I've tried several different ways to juggle it all (most of which have been wildly unsuccessful) and have picked up a few pearls of wisdom that I'd like to share with you.

First, know yourself. Seems pretty easy, right? Well, I didn't *really* know myself until I started my first grad school semester. I thought I had it all together and knew my limits. I couldn't have been more wrong. I honestly believed that I could enter grad school and maintain my previous lifestyle. I mean, how hard could it be? The kids, the house, the husband, the job, the commitments, the social life – I'll just squeeze grad school in there somewhere. It wasn't until I went 3 full days with almost no sleep that I realized this wasn't going to work. Something had to give... for me, it was the laundry.

My husband took on the massive task of washing, drying, folding, and putting away the clothes. I was so grateful and thanked him every time he started the washer. That soon ended when my brand new white work shirt was tossed into the washer with my brand new maroon button down jeans (need I say more?). I found myself trying to "teach" him the proper way to do laundry. If he would just do the laundry "my way", this type of stuff wouldn't happen. In looking back at that moment, I had an epiphany – I'm a control freak. That thought had never once crossed my mind. This realization led me to a process of self-reflection and, ultimately, to the decision to let more things go. My husband, children, and I talked at great length about what they were all able to take on (and honestly, what I could let go of). I can't say it's been perfect, but we all have clean clothes, the dishes are done (most of the time), and the house is semi-clean.

My next piece of advice is to use your resources. Do you have a friend or family member who has offered to make you a meal? Or watch the kids for you? Or take over carpool for a week or two? *Let them*. I know how hard it is to admit that we're not super humans with the ability to be all things to all people (especially we nurses...) but we might want to consider that allowing others to help us provides *them* an opportunity to be a part of this process, to partner with us in helping us achieve our dreams.

And, students don't forget your DNP cohort! My cohort and I share an online document for most of our studying. We all have our strengths and sharing those strengths with each other helps us form a bond that will long surpass our graduation day. I mean, who really understands this grad school thing better than the ones we're doing it with?

My third piece of advice is to schedule your priorities. This goes along with knowing yourself because you need to be able to identify what's important to you. I use an online calendar to keep track of my life and I schedule in family time, date nights, and my downtime first. Why? Because time with my family is my top priority. Every Friday night is my time with my husband and every Saturday evening is family time. The downtime scheduling seemed silly at first, but scheduling time for those things means that I *made* the time *for me*. I enjoy it and it helps minimize burnout.

My final piece of advice is the most important... don't forget to laugh! As previously mentioned, grad school provides us DNPs with a "terminal" degree – the name itself clues us into the fate of our psyche if we forget to find joy in our lives. I remember waking up one morning and crying because I couldn't face another day of the stress and anxiety. I decided after seeing my family impacted by my unhappiness that it was my duty to find my joy again – for them *and* for me. My journey back to joy started the day my best friend (who is also in grad school) shared a post on my social media page. I remember laughing so hard that I almost cried while reading it. It was invigorating to laugh at my grad school experience instead of feeling the burden of papers, projects, and professors. So laugh – at yourself, the latest episode of your favorite sitcom, silly cat videos, *anything!* A good, hearty belly laugh helps to release those endorphins and may help change our outlook on grad school. I know it did for me.

Getting to know myself, scheduling my priorities, using my resources, and laughing until my belly hurts have all saved me from the emotional and psychological turmoil of my "terminal" degree. I hope these pearls of wisdom will find their way into your life and you can experience your DNP program with a little more joy, peace, and excitement.



Cheneen Austin
DNP Student



CONVERSATIONS OVERHEARD IN THE DNP ONLINE COMMUNITY

[Project Inviting NPs from Hawaii](#) This blog and survey was started by Corey Dillman, a DNP Student at Wilkes with the goal of improving practice of nurse practitioner prescribers in Hawaii to address the opioid crisis. Please check it out and share with a colleague in Hawaii.

[B12 Deficiency in Patients with Diabetes](#) Please complete this survey by a DNP student from Wilkes University with the goal of changing practice for patients with diabetes specific to evaluation and treatment of B12 deficiency.

[Clinical Nurse Specialists – Nurse Leaders: A Survey](#) Please click in and complete this survey by Theresa Crowder, a DNP student from Old Dominion University. She is looking for responses from all 50 states. Take the survey and/or share with a colleague!

[Nurse Practitioner Response to the LGBTQ community](#) This survey is a study initiated by a colleague, Dr. Brad Harrell. It is insightful and thoughtful. Please complete the survey and share with others.

[Assessing Burden in Caregiver/Care Recipient Dyads](#) posted by our colleague Joanne Affinito requesting your input as she is working on the second phase of her research on Burden in Unpaid Caregivers.

[The Relationship Between Perceptions of Autonomy and the Clinical Practice Setting](#) by Anita J. Kelso with Union University. This is important for all nurse practitioners. Please complete and share.

Blog Posts from our friend Eileen O’Grady – Please check them out!

- [Survival Tips After the Election](#)
- [Battling Burnout](#)
- [Strengths as Superpowers](#)
- [1,900-Year-Old Advice on Adversity](#)
- [Interrupting Overwhelm](#)
- [Triage Your Life](#)
- [Triage Difficult People for High Level Wellness](#)
- [What Kind of Bonehead Am I? A Wellness Pearl](#)

DNP Groups of Interest:

- [California Organization of Doctors of Nursing Practice \(CODNP\)](#)
- [Ohio DNP Network](#)
- [Psychiatric Specialization](#)
- [DNP’s seeking position in academia](#)
- [Executive Leadership DNP](#)
- [Geriatric Specialization](#)
- And others.

November and December 2017 and January 2018 Events:

- [NPACE Primary Care Conference with Workshops](#)
- [AACN Fall Executive Development Series](#)
- [AACN Baccalaureate Education Conference](#)
- [NONPF Special Topic Conference 2017](#)
- [AACN Doctoral Conference](#)

If you know of an event that supports the growth and development of nursing colleagues, please post it to the EVENTS page. It’s free, and reaches thousands every month. Click the ADD button on [this page](#) to post an event.

ADVERTISE IN OUTCOMES



SPRINGER PUBLISHING COMPANY
DNP CONFERENCE
GOLD SPONSOR
2014, 2015, 2016, 2017



AMERICAN ORGANIZATION OF NURSE EXECUTIVES
DNP CONFERENCE
GOLD SPONSOR
2016, 2017



THE GEORGE WASHINGTON UNIVERSITY
SCHOOL OF NURSING
DNP CONFERENCE
GOLD SPONSOR 2017

FOR ADVERTISING RATES VISIT OUR [WEBSITE](#)



OCTOBER 2017 DNP, INC SURVEY RESULTS

October 2017 Survey Results: Conference Experiences and Continuing Education

The October 2017 survey requested preferences and thoughts about attending conferences and continuing education. It seems that national conferences are the preferred method to disseminate knowledge and experiences.

Question 1: I have presented at a national professional conference.

43% very much to absolutely, 57% somewhat to not at all

Question 2: I have attended a national conference within the last year.

63% very much to absolutely, 37% somewhat to not at all

Question 3: I would prefer to attend a webinar or asynchronous educational opportunity than a conference.

3% very much to absolutely, 97% somewhat to not at all

Question 4: The best way to disseminate practice change projects is at the place of practice only.

3% very much to absolutely, 97% somewhat to not at all

Question 5: Sharing practice change projects on a national level (through conferences, educational opportunities or webinars) is the best way to share knowledge.

90% very much to absolutely, 10% somewhat to not at all

What do you think? Do these findings reflect your point of view?

Click [HERE](#) to take the November 2017 survey



ORGANIZATIONAL UPDATE

Welcome to all. It is truly amazing how the readership of *OUTCOMES*, the monthly eNewsletter has grown. Please enjoy and share with a friend or colleague. Since the 2017 DNP National Conference that took place in September, many activities are taking place. First, we are proud to officially roll out the Repository. To view the repository or submit your project, [click into this link](#). The more colleagues that upload their completed project, the more than can view, filter, and search projects of interest to see how others in our discipline have addressed health care delivery challenges.

We are now making plans for the 11th National DNP Conference to take place September 27-29, 2018 at the Westin Mission Hills Golf Resort & Spa, Rancho Mirage, CA. (Please note: The 2018 conference will take place on a Thursday, Friday and Saturday). The conference planners for this event are:

K.T. Waxman, DNP, MBA, RN, CNL, CHSE, CENP, FSSH, FAAN
Juli Maxworthy, DNP, MBA, CHSE, CNL, CPPS, CPHQ, FSSH
Mary Lynne (Elias) Knighten, DNP, RN, PN, NEA-BC
Sandra Copeland, DNP, FNP-BC

We are excited to begin the planning stages for the 2018 National Conference. More information to follow.

Useful Links

[DNP PROGRAM LIST](#)

[FACULTY
RESOURCES](#)

[INDIVIDUAL BLOGS](#)

[VALUABLE LINKS](#)

[CAREER LISTINGS](#)

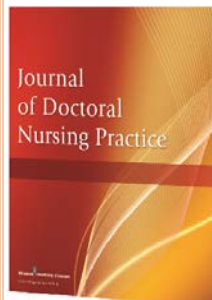
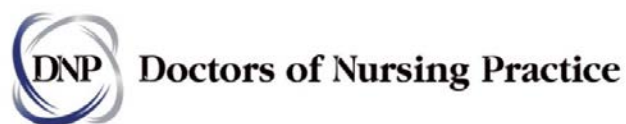
[GROUP PAGES](#)

[DNP PROJECT
REPOSITORY](#)

[MULTIPLE FORUM
TOPICS](#)

[GRANTS AND
SCHOLARSHIPS](#)

[ADVERTISING
OPTIONS](#)



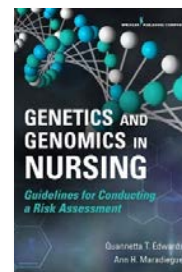
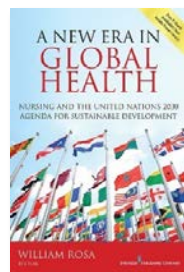
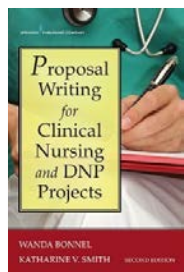
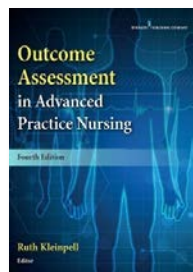
The *Journal of the Doctor of Nursing Practice (JDNP)* and **Doctors of Nursing Practice, Inc.** (DNP Inc.) are working together to promote the profession of nursing and enhance the doctoral nursing practice.

Since 2007 the *JDNP* (formerly known as *Clinical Scholars Review*) has published peer-reviewed articles that demonstrate clinical excellence in the application of evidence-based practice of doctoral nursing, while reflecting the expertise and impact of the DNP prepared nursing professional.

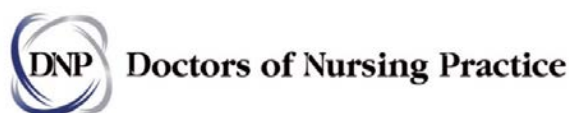
Springer Publishing Company, Dr. Stephen Ferrara (Editor-In-Chief of the journal), and leaders in **DNP Inc.** are committed to supporting the advancement of the doctoral nursing practice.

To that end, members of the DNP Online Community are eligible for discounts on the following:

- Online access to the *Journal of the Doctor of Nursing Practice* for **\$15 per year USD**
 - Contact journals@springerpub.com and mention the DNP Springer Publishing and DNP Inc. collaboration online rate in your email
- **15% off** brand new books:
 - *Outcome Assessment in Advanced Practice Nursing*
 - *Proposal Writing for Clinical Nursing and DNP Projects*
 - *A New Era in Global Health*
 - *Genetics and Genomics in Nursing*



Use **DISCOUNT CODE: 15SPCDNP2017** when ordering these books on
www.springerpub.com



Join the DNP online community today!

<http://www.doctorsofnursingpractice.org>



JOIN OUR FACULTY!

The Capstone College of Nursing at The University of Alabama (UA) invites applications for full-time faculty positions at the rank of Assistant or Associate Professor. With an enrollment of over 2,200 nursing students, we offer traditional BSN and RN-to-BSN programs. At the master's level, we offer programs for case managers, clinical nurse leaders, nurse administrators, and nurse practitioners. We also offer doctoral programs leading to Doctor of Nursing Practice (DNP) and Doctor of Education for Nurse Educators (EdD) degrees.

A doctorate in nursing or related field is required. Preference will be given to candidates with an established program of research and/or current advanced practice experience. For the nurse practitioner concentration, certification as a Family Nurse Practitioner and/or Psychiatric Mental Health Nurse Practitioner is required.

With our winning traditions in athletics and academics, The University of Alabama has been ranked among the top 50 public universities by *U.S. News and World Report* for more than a decade. Forty percent of our freshman class scored 30 or higher on their ACT exams; and we have more than 600 national merit scholars enrolled. Our university placed 58th in the Forbes list of top U.S. employers, for all sectors of employment.

We are located in Tuscaloosa, a vibrant college community of 160,000, with a moderate climate. Our campus has been ranked as one of the most beautiful campuses in America. Come join us for a stimulating work environment and a great quality of life.

THE UNIVERSITY OF
ALABAMA | Capstone College of
Nursing

For more information, visit our college website: <http://nursing.ua.edu> or contact Dean Suzanne Prevost at 205-348-1040. To apply, visit Employment Opportunities at <https://facultyjobs.ua.edu> and go to faculty positions. The University of Alabama is an Equal Opportunity Affirmative Action education institution/employer.



OUR DOCTORS ARE SOME OF THE BEST NURSES AROUND.

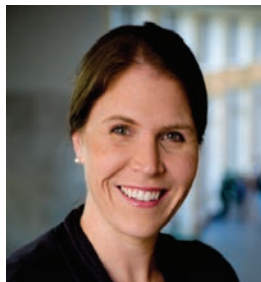


The University of Maryland School of Nursing's Doctor of Nursing Practice program and four of its specialties are ranked in the top 10 nationwide by *U.S. News & World Report*.

OUR FACULTY ARE SHINING EXAMPLES OF NURSES IN THE FIELD.

We congratulate our DNP faculty, alumna, and student who are 2017 American Academy of Nursing Fellows. They join a community of 2,400 AAN Fellows nationwide.

FACULTY:



Shannon Idzik, DNP, CRNP, FAANP
Associate Professor
and Associate Dean
for the DNP Program



Shari Simone, DNP, CPNP-AC, PPCNP-BC, FCCM, FAANP
Assistant Professor

ALUMNA :

Karen Swisher Kesten, DNP, APRN, CCNS, CNE, CCRN-K

DNP STUDENT:

MiKaela Olsen, MS, APRN-CNS, AOCNS

They join six other faculty and alumnae being inducted this year and 19 faculty and faculty emeriti who are existing Fellows of the American Academy of Nursing.

Want to join these elite faculty? We are seeking faculty at all levels to join our team of accomplished professionals committed to preparing nurses to excel in the field.

Learn more at nursing.umaryland.edu/hr.

nursing.umaryland.edu



DNP Inc. Project Repository Invitation and Information

We are proud to provide the Doctoral Scholarly Practice Project repository for all that complete a doctorate degree. As the Doctor of Nursing Practice (DNP) degree matures, the need to demonstrate the products of doctoral education grows. Sharing the successes of doctoral education helps to support the profession and those that have an interest in the contributions of others that have earned this degree. This is a mark of the professionalism that we all aspire to achieve.

Similarly, the DNP Inc. organization is proud to support the efforts of all universities and DNP programs to help illustrate the synergy between academia and practice to produce DNP graduates that optimize patient and population outcomes. These efforts help to validate the value of the DNP degree and strengthen employer demand for DNP prepared nursing professionals. As pointed out in the 2015 Doctors of Nursing Practice Keynote address by Dr. Karen Kesten, the RAND Study (commissioned by the American Association of Colleges of Nursing) reflected that there is almost universal agreement in the value of the added content of DNP education. There is also strong internal institutional support and approval from stakeholders including boards of trustees, nursing divisions, etc. Dr. Kesten was keen to point out that we as DNP prepared professionals have an opportunity to demonstrate the value of the depth and breadth of talent reflected in DNP educational preparation.

DNP Inc. has a mechanism to assist the DNP prepared professional to expand and realize the opportunities of DNP practice. This service is the ability to showcase and disseminate DNP practice outcomes. In turn, this will help the DNP prepared professional to educate employers, organizations, and other stakeholders about DNP competencies and capabilities. Another benefit of the DNP Inc. Doctoral Project Repository is to assist in providing assistance to current and future DNP students who are developing their own projects. The repository would help to provide clarity and support schools to help demonstrate successful implementation challenges. The successful DNP graduate project can support:

- A collaborative engagement of practice partners and employers,
- Exemplars of how DNP prepared professional's impact health care outcomes,
- Dissemination of DNP content for all interested in the theme, environment, and process of impacting the complex processes of health care delivery, and
- Building a foundation for sustainable change, and a foundation for future practice scholarship.

If you have completed a doctoral project, please share your talents and experiences by uploading an abstract and the full document reflecting your work.

Visit this page to begin the process of sharing your work in the DNP Inc. Doctoral Project Repository: <http://www.doctorsofnursingpractice.org/doctoral-project-repository/>

Also, please consider making a donation to the DNP Foundation with the mission of providing funding to students to support professional growth and expansion of scholarly project to enhance outcomes. Make your tax-deductible donation here: <http://www.doctorsofnursingpractice.org/dnp-foundation-2/>

AONE – the professional organization for nurse leaders



Core Competencies

- + Frameworks outlining the essential skills nurse leaders need for success

Guiding Principles

- + Foundational resources guiding the development of best practices

Career resources

- + Reports on compensation, satisfaction and transformational leadership

Advocacy for the field

- + Title VIII reauthorization advocacy resources

Community of leaders

- + Leader2Leader online community to discuss challenges and successes

AONE membership is for all nurse leaders in all settings:

- | | |
|--------------------------|-----------------------------|
| + Clinical nurse leaders | + Academic medical centers |
| + Deans and professors | + Health clinics |
| + Doctoral students | + Hospital Systems |
| + Nurse executives | + Post-acute care |
| + Graduate students | + Public health departments |
| + Nurse directors | + Universities |
| + Nurse managers | |

Learn more at aone.org.

Our Behaviors – Futurist | Synthesizer | Partner | Convener | Provocateur | Designer | Broker

Our Values – Creativity | Excellence | Integrity | Leadership | Stewardship | Diversity

Shaping Care Through Innovative and Expert Nursing Leadership

American Organization of Nurse Executives
www.aone.org

AONE
The Voice of Nursing Leadership™



The Journal of Doctoral Nursing Practice

You Are Invited to Subscribe to the Journal of Doctoral Nursing Practice: At a Discounted Rate

I am delighted to announce that online access to the Journal of Doctoral Nursing Practice (JDNP) is now being offered to members of Doctors of Nursing Practice, Inc. (DNP, Inc.) at the reduced rate of \$15 per year. Our relationship creates a synergistic effect for the DNP community as a whole. The JDNP will serve as the peer-reviewed scholarly journal for the DNP community and DNP Inc., will connect graduates, students, and educators in numerous ways to help us further define our role as the health care system becomes increasingly complex and more requiring of DNP acquired talents. This complexity is ripe for DNP-led solutions. We are also hopeful that our relationship will attract additional subject matter expert peer-reviewers for the JDNP (see instructions for signing up), as well as increase the number of quality manuscript submissions. Further, we collectively want to support the DNP community and will soon offer resources to assist authors with helpful suggestions for manuscript submission and acceptance.

The mission of Journal of Doctoral Nursing Practice is to support the advancement of the doctoral practice of nursing. The JDNP is a biannual, peer-reviewed publication focused on presenting articles that demonstrate clinical excellence in the application of evidence-based practice of doctoral nursing. Articles submitted for consideration discuss clinical practice and patient care; case studies; practice issues, including management, scope of practice, and reimbursement; ethical dilemmas, legal issues, and business practices; and innovative methods of teaching and evaluating advanced practice and profiling the scholarly nature of the clinical practice of nursing. For more information and author guidelines, visit: <http://www.springerpub.com/media/springer-journals/9418-guidelines.pdf>

[Click here to view information about the Managing Editor and the Editorial Board](#)

[Interested in reviewing manuscripts for JDNP? Click here!](#)

To purchase access to the JDNP at the discounted rate,

- Go to: <http://www.springerpub.com/jdnp>
- Select the individual online access subscription option
- During checkout enter discount code 15DNP2017
- Finish checkout

You will receive an automated email with information on how to access the journal. If you run into any problems contact aetkin@springerpub.com.

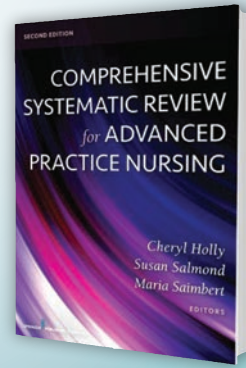
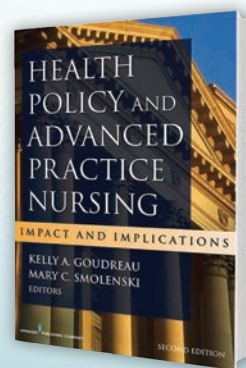
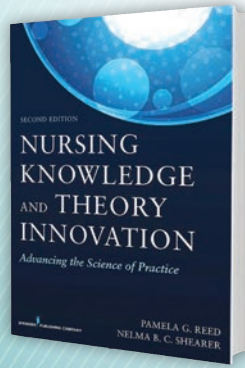
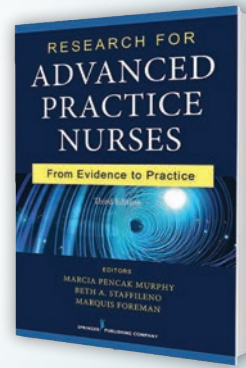
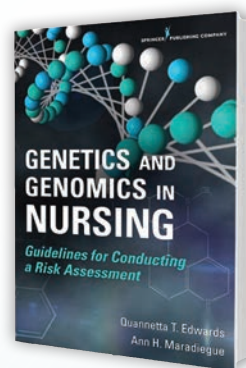
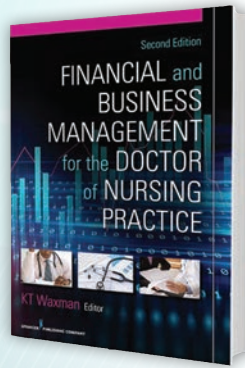
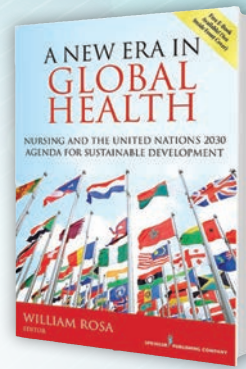
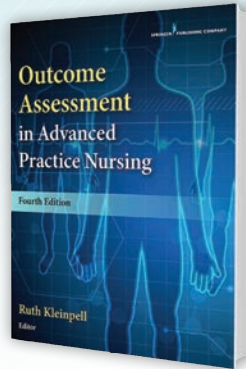
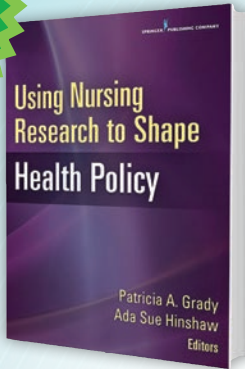
We are very excited about the many possibilities this collaboration will produce in the near future. Should you have any questions, feel free to contact me at the e-mail address below.

Stephen A. Ferrara, DNP, FNP, FAANP
Editor-In-Chief, Journal of Doctoral Nursing Practice
Associate Dean, Assistant Professor, Columbia University School of Nursing
Executive Director, The Nurse Practitioner Association New York State
Region 2 Director, American Association of Nurse Practitioners
sf2711@cumc.columbia.edu

SPRINGER PUBLISHING COMPANY

New Advanced Practice Nursing Resources

SAVE 25% Off
CODE: **DNPCONF2017**



Instructor? email us at textbook@springerpub.com

Save 25% with Promocode: DNPCONF2017 | www.springerpub.com