The Section Forum Management Committee (SFMC) is developing a process to evaluate Sections based on what the Section thinks is its purpose. Use this form to inform the SFMC of the vision and progress of your section.

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**Date Prepared:** August 1, 2022

**Prepared by:** Lily Lou, MD, FAAP

**Section Name:** Section on Neonatal-Perinatal Medicine

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What is your section's mission and vision?

**STRATEGIC PLAN AND OBJECTIVES**

The vision of the SFMC is that each Section has a strategic plan, or a mission statement with a list of objectives to guide its future for the next 3-5 years. It is a good idea for your section to have a Balanced Scorecard to clearly track each goal and objective. Please include a copy of your strategic plan, mission and vision statement and/or Balanced Scorecard and clearly indicate which objective is ongoing and which is new and which is not being addressed.

<table>
<thead>
<tr>
<th>Strategic Plan Information</th>
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<tbody>
<tr>
<td>Does your Section have a strategic plan?</td>
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<tr>
<td>If no, does your Section have plans to develop a strategic plan?</td>
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</tbody>
</table>

**Mission:** To improve the health of newborns by enabling the neonatology community to provide optimal care through education, research and advocacy

**Vision:** Healthy newborns, universal quality care, fulfilled professionals
We intentionally aligned our Section strategic plan with the most recent AAP strategic goals. We also ask that strategic plans of our special interest groups align with the Section’s strategic plan.

See attached...

When do you plan to develop the next strategic plan?

Our strategic plan is reviewed and updated every 5 years. We are also working on efficient strategies to update the strategic plans of each of our Special Interest Groups with Dr. DePinto.

Equity for all children and families as well as for the pediatricians who care for them is central to the AAP mission. The recently released AAP Equity Agenda: Year One Workplan guides the Academy’s efforts to achieve health equity and actualize our goals to become an equitable, diverse, and inclusive organization. The below set of questions are meant to help strengthen our understanding of successes, challenges, and areas of need for Committees, Councils, and Sections over the past year. Initiatives to promote equity, diversity and inclusion include but are not limited to race, ethnicity, sex, socioeconomic status, religion, gender identity, disability, or sexual orientation. For the purposes of this report we are using the following definitions:

**Diversity** is an essential value, resulting from an active pursuit of varied perspectives and ideas across all levels of human difference, including but not limited to race, ethnicity, ancestry, national origin, religion, gender, marital status, sexual orientation, gender identity or expression, age, veteran status, immigration status, or disability.

**Inclusion** is the deliberate or intentional outreach and engagement of individuals to create environments of mutual respect.

**Equity** is the absence of avoidable, unfair, or remediable differences among groups of people.

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**Equity, Diversity, and Inclusion (EDI) Efforts (when answering these questions, please consider your section’s work in the last year)**

On a scale of 1—5, with 1 being ‘Not prioritized in FY2020/2021’, and 5 being ‘Significant priority, please rate your section’s efforts to address equity, diversity, inclusion, and/or racism.

EDI is a top priority for the SONPM. I would rate this as a 5. We purposefully did not create a separate EDI domain in our 2021 strategy plan; instead; we weave EDI concepts and priorities throughout every domain of our plan.

Please describe your efforts and explain how you arrived at the rating you indicated above.

- We prioritized EDI in our second round of SONPM Strategic Grants (funded to a total of $60,000 over two years), and three of our four funded projects are focused on EDI (1. Women in Neonatology Equity Initiative (WiNei) to Achieve Gender Equity in Neonatology Careers; 2. Development and Dissemination of Multi-Cultural and Bi-Lingual Family Education Videos on AAP Recommended Discharge Practices for High-Risk Infants; 3. Bias and Health Disparities Education in the NICU: A National, Multi-Perspective Needs Assessment and Curriculum Development).

- Two of our Special Interest Groups (SIGs) are focused on EDI: Women in Neonatology (WiN) and Representation, Equity & Inclusion in Neonatology (REIN). We also have a SIG called All Pathways, that seeks to improve inclusion of neonatologists following non-traditional academic career pathways in neonatology in leadership development opportunities and roles.
• One of our honorary lecturers (for the Gerald Merenstein lecture, to be delivered at NCE 2022) was purposefully selected as an early-mid career African American woman: Andrea Duncan—she will speak specifically about EDI in neonatology.

• Calls for nominations for SONPM leadership opportunities always include a request for candidates to describe how they would contribute to the diversity of our Section and the community of neonatology.

How is your section recruiting and/or engaging members that reflect diverse perspectives and backgrounds including lived and professional experience?

• Please see above.

• Our new Representation, Equity & Inclusion in Neonatology (REIN) SIG attracts neonologists with a specific interest in EDI.

• When opportunities arise for the SONPM to nominate people to leadership roles, we make a conscious effort to consider and nominate: trainees/early career neonatologists, people of underrepresented racial/ethnic groups, women, and—more recently—neonatologists from non-traditional academic career pathways. Such opportunities include representatives on national committees, conference speaker or moderator roles, award nominees, honorary lectureships.

Activities and Accomplishments

What activities has your section done during the report year to support ongoing and new projects? Include specific measurements of progress as well as barriers encountered. (For example: Listserv, Newsletter, Articles, Subcommittees, etc.)

In reporting National Conference activities please include title of program and type of presentation (plenary, short subject, H program, etc.). If you held an H program, include it’s intended purpose or audience (scientific, education for section members, education for general pediatricians, etc.)

In reporting publications, include title, author(s), date, publication, and intended audience.

For all activities:

• Indicate anything new by typing “NEW” in front of each new activity noted.

• Indicate which, if any, AAP Strategic Plan Goal each activity correlate to. (for example: Goal 3:2)

• Indicate which, if any, AAP key element correlates to your activity. (see below for key)

AAP Key Elements:

<table>
<thead>
<tr>
<th>ACD</th>
<th>ADP</th>
<th>ADV</th>
<th>CAP</th>
<th>COA</th>
<th>CSA</th>
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<tr>
<td>Activities done with Chapters and Districts.</td>
<td>Advocacy for Pediatricians and Child Health Specialists</td>
<td>Advocacy for children</td>
<td>Collaboration with other AAP entities</td>
<td>Collaboration with other Societies and entities</td>
<td>Communication of Section Activities</td>
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<tr>
<th>EMO</th>
<th>INP</th>
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<tr>
<td>Engage members outside EC</td>
<td>Inclusion of parents</td>
<td>Increase membership</td>
<td>Leadership training</td>
<td>Mechanism for working with Chapters and Districts</td>
<td>Support of members in receiving Maintenance of Certification credit</td>
<td>Publications</td>
<td>Promote value to members</td>
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<tr>
<th>PUB</th>
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<tr>
<td>Publications</td>
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### Neonatal-Perinatal COVID-19 Registry

- This was a rapidly deployed study designed to fill the knowledge void about perinatal COVID-19 transmission and natural history.
- To disseminate lessons learned quickly to the neonatology practice community, data was regularly shared with members through a Visme infographic (created by Krithika Lingappan) on the SONPM website which was updated every Friday.
- To date, this registry has included data on over eleven thousand mother-infant dyads, submitted by 252 NICUs in 42 states, the District of Columbia and Puerto Rico with COVID near the time of delivery. Data collection continues at present, and is expected to yield further information about COVID-19 in pregnancy and in newborns.
- This data has changed practice, allowing us to resume caring for mothers and babies together, to support breastfeeding and promote skin-to-skin care.
- This work has contributed significantly to the CDC’s recommendations for perinatal care during the pandemic.
- **NEW** The registry data has recently been submitted and accepted for publication.

### 2021 Virtual NCE

- **Our 2-day H-program included presentations of original research**
abstracts, reports from the COFN and the SONPM, a session on State-of-the-art Neonatal-Perinatal Medicine, and joint sessions with the Council on Environmental Health and Council on Genetics

- Moderators were paired SONPM executive committee mentors and TECAN member mentees.
- Original research was presented in pre-recorded videos. We faced challenges in supporting robust interaction with our trainee abstract submitters; lessons learned will be applied in our 2022 NCE scientific sessions.
- Both CME and MOC-2 were provided for participation. MOC-4 credit is available for QI work presented at our national conferences.
- About 300 people registered for and attended this conference.
- General NCE live and on-demand sessions on neonatology topics were presented by SONPM members:
  1. Common problems in the newborn nursery
  2. Interactive neonatal case reviews
  3. Intrauterine drug exposure: what’s a pediatrician to do?
  5. Neonatal jaundice—a case-based approach to the jaundiced newborn
  6. Our littlest grads: follow up of NICU preemies
  7. Updates on NRP 8th ed.: new recommendations on newborn resuscitation

### 2021 Virtual Awards Ceremony

Our annual awards and honorary lectures are typically presented at the NCE. In 2021, we abbreviated our virtual program and deferred presentation of our highest honors to a separate virtual format. In January of 2022, we hosted a virtual presentation of the following 2021 SONPM awards:

- Virginia Apgar: Rich Polin
- Fanaroff Education: Dara Brodsky
- Landmark: Seetha Shankaran

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<tr>
<th>Goals</th>
<th>MOC, PVM, YPH</th>
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<td>SONPM</td>
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<td>Goals:</td>
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<td>Education</td>
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<td>Optimal Care</td>
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<td>Health</td>
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<td>Health of the Section</td>
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## AAP Goals

2.2, 4.1, 4.5

## SONPM Goals

Education

Member

Value

Optimal Care

Health

~Subspecialty

Health of the Section

### CSA, EDU, EMO, PVM

January 26, 2022.
We also presented two of our honorary lectures at this virtual session:
- Joan Alker-The History of Child Health Financing
- John Zupancic-Financial Toxicity for NICU Families

188 attendees participated in our virtual awards ceremony. A recording of this session is archived for member access.

**NEW SONPM Hall of Honor**

It is a key priority of the SONPM to keep the AAP established as our professional home. There is no other comparable professional organization for our subspecialty, for our large Section membership.

To further strengthen this concept, we have reached an agreement to establish a Neonatology Hall of Honor at the headquarters building in Itasca. This will reside on the display wall in the west side of the second floor conference center. SONPM members were generous donors to the For Our Future campaign and we are proud that the conference center has been named for our Section.

This exciting plan was announced at our awards gala by Mark Del Monte at the 2022 Workshop on Perinatal Practice Strategies on March 26th and generated great excitement among our membership!

**AAP Goals:** 1.5, 2.1, 2.3, 2.4, 4.2, 4.3, 4.5, 6.2, 6.4

**SONPM Goals:**
- Member Value
- Optimal Care
- Subspecialty Health of the Section

**Commitment:** January 2022

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**RESUMED 2022 In-person Workshop on Perinatal Practice Strategies**

- This annual conference returned to an in-person meeting format for the first time in 3 years, since we last met in 2019.
- The 2022 Workshop was held in person, but the live sessions were augmented with on-demand sessions.
- The Core and Extended SONPM Executive Committee meets at the Scottsdale Conference.
- Extra meeting offerings included a full-day coding workshop, a Clinical Leaders Group session on QI and national standards for neonatology (38 in-person + 60 virtual), A Women in Neonatology workshop on wellness (25 attended), a career path (TECAN, MidCAN, WECAN) networking reception, and a half day workshop on Medical Improv.
- Our annual Joseph Butterfield lecture was presented by Dr. Rich Polin.
- Plenary sessions included noninvasive ventilation, the neonatal physician-scientist,

**AAP Goals:** 1.5, 2.2, 3.4, 4.1, 6.1

**SONPM Goals:**
- Education
- Member Value
- Optimal Care
- Subspecialty Health of the Section

**Commitment:** March 25-27, 2022.
multidisciplinary BPD care, national standards for neonatal care, perinatal SARS-CoV-2 update, MD advocacy for equitable neonatal outcomes, probiotics in preterm infants, parental childhood adverse experiences.

- Breakout session were offered on structural racism, saliva-based testing in neonates, BPD, advocacy, NICU verification survey prep, social media & lifelong learning, CPAP failure, family centered care, and physiology case vignettes.

**Challenge:** Attendance was lower than in previous years: 128 pre-registered + faculty. We postulate that people were still hesitant to travel due to COVID concerns and institutional restrictions.

### RESUMED In-person Fellows Conferences

3 regional and 4 national fellows conferences were held during the reporting period—we were very pleased to return to an in-person format for these invaluable career development, educational and networking conferences. During the pandemic, fewer meetings were held than usual, with about 30 fellows at the regional meetings and 40 at each national meeting). Both in-person and virtual meetings included all of the basic elements of:

- trainee presentation of research
- guided participation of trainees as discussants
- expert faculty guidance in review of trainee research
- expert lecture sessions on state-of-the-art neonatology topics
- career advice and mentoring
- networking
- reports from the SONPM and TECAN.

These highly effective workshops are planned by the SONPM Education Committee (chair: Ann Stark), with a planning subcommittee for each regional conference. They have been supported by unrestricted educational grants from Mead Johnson Nutrition and Abbott Nutrition for 50 years. Of the approximately 700 neonatal fellows in training, about 200 have the opportunity to participate in these conferences each year. Lifelong mentoring relationships and networks are developed through this platform.

The following conferences were held during this reporting period:

- **NATIONAL**
  - Sept 18-21, 2021
  - Scottsdale, AZ

| AAP Goals: 2.2, 3.2, 3.3, 3.4, 4.1, 4.5, 6.1, 6.4 | CSA, EDU, EMO, PVM, YPH | July 2021-July 2022 |
Chair: Misty Good
• NATIONAL
  October 17-20, 2021
  Santa Fe, NM
  Chair: Joseph Biggio
• NORTHEASTERN Regional
  October 26-28, 2021
  Chatham, MA
  Chair: Christiane Dammann
• NATIONAL
  November 9-12, 2021
  Bonita Springs, FL
  Chair: Jim Wynn
• WESTERN
  January 11-13, 2022
  Palm Springs, CA
  Chair: Paul Rozance
• SOUTHEASTERN (cancelled due to COVID surge)
  February 1-3, 2022
  Clearwater Beach
  Chair: Michael Cotten
• CENTRAL
  April 4-7, 2022
  Louisville, KY
  Chair: Erika Claud
• NATIONAL
  June 7-10, 2022
  Snowmass, CO
  Chair: Cami Martin
• NATIONAL
  June 12-15
  Santa Fe, NM
  Chair: Terri Inder

Challenges: Industry sponsorship is getting harder to come by. Also, the pandemic has changed the way we travel—single rooms now need to be provided for fellow attendees, increasing the costs of these conferences. We plan to consolidate to fewer (5 total/year) and hope to increase attendee numbers at each one, without compromising the small group nature of these networking and learning opportunities.

NICU Verification Program & ASTHO Convening on Perinatal Levels of Care

The SONPM is committed to optimizing clinical outcomes of infants who need special care at birth by assuring that they receive appropriate services in settings that are adequate for their needs and by personnel with appropriate training. To this end, the NICU verification program—led by Ann Stark—was

| AAP Goals: 1.1, 1.2, 1.3, 1.5, 2.4, 3.4, 4.3, 4.5, 6.2, SONPM Goals: Optimal Care | ADV, COA, DAI, EMO, PUB | Ongoing. |
initiated in a pilot in the state of Texas in 2016. Following the standards in the Guidelines for Perinatal Care, and through a combination of pre-review questionnaire and multidisciplinary site visits, NICUs are able to meaningfully designate their level of practice and forge relationships that lead to appropriate transfers and risk-appropriate care. Multiple Section members serve as site surveyors and rigorous training of site visitors assures fidelity in assigning levels.

With growing recognition of the importance of this approach, more and more states are working independently or with the AAP to implement such programs. The CDC has also developed the LOCAte (Levels of Care Assessment) tools, which are also intended to be coupled with a site visiting component. Starting in 2019, the Association of State and Territorial Health Officials began convening a series of stakeholders in a 3-part forum to discuss:

1. Risk-appropriate neonatal care
2. Maternal levels of care
3. Health policy and national strategy

The first conference was held in Atlanta in July of 2019. The second conference had been delayed by the pandemic but was recently held virtually in July 2021. The third was convened in July 2021. AAP senior leadership has been included in all of these meetings. The current SONPM chair (Lily Lou) has also been invited to participate on the basis of her SONPM leadership, as well as her past experience as a state health official; NEW she was a featured speaker in the second and third sessions and continues to work with ASTHO on followup deliverables (ongoing ASTHO learning community, op-eds and other publications) from this work.

NEW The NICU verification work group has completed a draft of National Standards for Neonatal Care, which is currently in final review for AAP publication.

<table>
<thead>
<tr>
<th>Journal of Perinatology</th>
<th>Advocacy Health ~Subspecialty</th>
<th>AAP Goals: 1.1, 1.3, 1.5, 2.2, 3.3, 3.3, 4.4, 4.5, 6.1</th>
<th>ADP, ADV, CSA, DAI, EDU, EMO, LDR, PUB, PVM, YPH</th>
<th>Ongoing</th>
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<tr>
<td>Pat Gallagher continues to do an outstanding job at the helm of this neonatology publication. He has been proactive in engaging the SONPM membership in a number of NEW ways: • Makes selected articles readily available to the neonatology community through a SONPM website link</td>
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- Committed to publication of the Quality Metrics task force proceedings
- Committed to publish a series of 8 articles on neonatology advocacy topics—these have been written by paired experienced and junior authors and are currently 7 are accepted, with 1 in final review
- Established a mentorship program for manuscript review and editorial experience
- Collaborated with TECAN to publish a regular journal club feature

Published a commentary on the ethics of the “Open Notes” rule, that has been of concern to the neonatology community

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<tr>
<th><strong>SONPM Newsletter</strong></th>
<th>AAP Goals: 1.1, 1.3, 2.2, 2.3, 4.2, 4.5, 6.4</th>
<th>CSA, EDU, EMO, IRM, PUB, PVM, YPH</th>
<th>Ongoing.</th>
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<tr>
<td>Mary Nock continues to do an excellent job as newsletter editor. This publication is produced twice yearly (June &amp; December) and is distributed in print and electronically. This communication route is an established way to communicate regional neonatology community news, information about section activities, conference reports, opportunities for engagement and other details of interest to our section members.</td>
<td>SONPM Goals: Member Value Health ~Subspecialty Health of the Section</td>
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<tr>
<th><strong>SONPM Website</strong></th>
<th>AAP Goals: 1.1, 1.3, 1.4, 2.1, 2.2, 2.3, 2.4, 3.4, 4.1, 4.2, 4.3, 4.4, 4.5, 6.2, 6.4</th>
<th>CSA, EDU, EMO, INP, IRM, PVM, YPH</th>
<th>Ongoing.</th>
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<tr>
<td>The original leadership of the website has transitioned from Linda Van Marter to Krithika Lingappan, then to Eric Horowitz and now Jenny Koo. A charter for continued leadership, management and succession has been established. The website continues to develop as a useful hub for section communication and interaction. Our website serves not only as a resource for section members, but for parents and international colleague stakeholders in neonatology and perinatology. There is now an established rhythm of reporting of each SIG that hosts a sub-page and standards for website posting have been streamlined. Guidelines for use of the main page and the Collaboration Site have been clarified. With the proliferation of SIGs within our Section, the website serves as a crucial navigation tool to identify synergistic activities between multiple groups and to foster connection and collaboration in our very large section. The website has hosted the Perinatal COVID-19 Registry infographic, the 2019 Navigating NAS TECAN campaign, the 2021 Carousel Care TECAN campaign (NICU family mental health), archives of our SIG webinars and other</td>
<td>SONPM Goals: Education Member Value Optimal Care Advocacy Health ~Subspecialty Health of the Section</td>
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educational offerings, and many other major SONPM projects.

**Challenge:** With tighter AAP staffing, we find maintenance of our administrative tasks more daunting (website, newsletters, webinars, etc.) We are attempting to shift more of this work to SONPM member volunteers, but this is just as challenging, as each member has a full time job in addition to volunteering with the AAP. We have been requesting additional support for our large Section—we are even willing to contribute SONPM non-core funds to avoid overworking our dedicated but overtaxed staff.

<table>
<thead>
<tr>
<th>Articles of Interest</th>
<th>AAP Goals: 1.3, 1.4, 1.5, 2.2, 4.1, 4.4, SONPM Goals: Education, Member Value, Optimal Care, Health</th>
<th>EDU, EMO, IRM, PUB, PVM</th>
<th>Ongoing</th>
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<tr>
<td>A dedicated group of neonatologists cull the relevant literature and provide a monthly curated list of essential articles for neonatologists—this is posted on the SONPM website.</td>
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<td><strong>The publications working group:</strong></td>
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<tr>
<td>Ayan Rajgarhia, Page Editor - Children’s Mercy Hospital</td>
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<td>Jayasree Nair - University at Buffalo</td>
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<td>Craig Nankervis - Nationwide Children's Hospital</td>
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<td>Christopher Rouse - The Elliot Hospital + USUHS</td>
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<td>Jeffrey Shenberger - Brenner Children’s Hospital/Wake Forest School of Medicine</td>
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<td>Mark Weems - University of Tennessee Health Science Center</td>
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<td>Ranjith Kamity - NYU Winthrop Hospital</td>
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AAP Goals: 1.2, 1.4, 2.4, 4.1, 4.2, 4.4
SONPM Goals: Education, Member Value, Optimal Care, Health, ~Subspecialty Health of the Section

**SONPM Survey Oversight Committee**

Members of the section can access the section membership for survey research. A committee of four senior neonatologists familiar with SONPM leadership screen and approve candidate surveys for distribution. If deemed unsuitable initially, iterative feedback and guidance is provided to the authors for improvement. This activity thus provides training to our members.

<table>
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<tr>
<th>Current reviewer panel:</th>
<th>AAP Goals: 1.2, 1.4, 2.2, 2.4, 4.1, 4.2, 4.4</th>
<th>EDU, EMO, PVM</th>
<th>Ongoing</th>
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<tr>
<td>- Carl Bose</td>
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<td>- David Burchfield</td>
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<td>- Howard Kilbride</td>
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<td>- DeWayne Pursley</td>
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**Challenge:** We have difficulty in recruiting for successors in this role—those with survey experience, broad knowledge of neonatology literature and willingness to serve in this capacity. We are using the **AAP Volunteer Network** to post SONPM leadership opportunities,
enabling more members to participate in AAP opportunities

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<thead>
<tr>
<th><strong>SONPM Coding Committee</strong></th>
<th>AAP Goals: 1.5, 2.2, 2.4, 4.4, 4.5</th>
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<tr>
<td><strong>SONPM Coding Committee</strong></td>
<td>SONPM Goals: Education Member Value Health ~Subspecialty</td>
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<tr>
<td>This standing committee is currently chaired by Scott Duncan. This committee advocates for appropriate new codes for neonatal care and actively educates and updates members about coding information and strategies. A 2-session (basic; in-depth) Coding Conference is always held the day prior to the main part of the annual Workshop on Perinatal Practice Strategies. In 2022, this session returned to an in-person full day format.</td>
<td>CSA, EDU, EMO, PVM</td>
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<td><strong>SONPM Research Committee</strong></td>
<td>AAP Goals: 2.2, 2.3, 4.2, 4.5, 6.1, 6.4</td>
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<td><strong>SONPM Research Committee</strong></td>
<td>SONPM Goals: Optimal Care Health ~Subspecialty</td>
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<tr>
<td>This standing committee is currently chaired by Hendrik Weitkamp and oversees the Klaus awards program, which honors Dr. Marshal Klaus’s legacy as a researcher, mentor and leader. Since its introduction in 2003, the award has been given to over 103 neonatology fellows. 11 awardees have been selected to 2022 (to be announced at the 2022 NCE H-program). For most fellows, this is their first opportunity to craft a competitive grant application and a useful exercise in honing their grant writing skills. This hard-working committee dedicates itself to soliciting applications, reviewing abstracts in detail, providing detailed feedback to the applicants, hosting scientific presentations at our national meetings, selecting awardees and presenting the awards. They also review the progress reports required at the end of the funding period. Most of our Klaus awardees go on to forge meaningful academic careers and serve as academic leaders in neonatology and the reliable pipeline of tomorrow’s neonatology community.</td>
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<td><strong>SONPM “Cross-Section” Podcast Series</strong></td>
<td>AAP Goals: 1.1, 1.3, 1.5, 2.2, 2.3, 3.2, 3.3, 4.1, 4.2, 4.3, 4.5, 6.4</td>
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<td><strong>SONPM “Cross-Section” Podcast Series</strong></td>
<td>SONPM Goals: Advocacy Member Value</td>
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| This podcast series, originated by John Zupancic during his SONPM chair term, was previously recognized as a section innovation. In the reporting year, we have:  
• Formulated guidelines for content and style  
• Established contacts in various SIGs to lead production of podcasts  
• Standardized recording equipment and developed tip sheets for podcast productions | ADV, ADP, CSA, EMO, IRM, PVM, YPH  |
| **SONPM “Cross-Section” Podcast Series** | Ongoing.  |

**Challenge:** We are carefully considering a succession plan for this committee, as this process is very detailed and dependent on experienced leadership.  

| **SONPM Research Committee** | **SONPM “Cross-Section” Podcast Series** | Ongoing.  |

| **SONPM “Cross-Section” Podcast Series** | **SONPM Research Committee** | **SONPM Coding Committee** | Ongoing.  |

| **SONPM Research Committee** | **SONPM “Cross-Section” Podcast Series** | **SONPM Coding Committee** | Ongoing.  |
- Collaborated with TECAN to produce a series of career development podcasts
  Produced podcasts on advocacy topics (Medicaid, donor milk, the census, advocacy 101) and career guidance. We are planning additional segments on our strategic plan, wellness, and other topics of interest to our SIGs.

**NEW** SONPM members (Allison Rose and Emily Miller) recently participated in a Pediatrics on Call podcast to discuss state advocacy on donor milk access for preemies.

### Advocacy Committee

- In 2021, the Advocacy Committee Leadership Council was formally structured to include representation from our major career phase and population groups (2 co-chairs, 2 TECAN, 2 MidCAN, 1 WECAN, 1 WiN, 2 at-large). At-large members were recruited through a national posting on the AAP Volunteer Network site.
- Charter was approved
- An advocacy listserv was created, but legislative action alerts have gone out to all section members from the SONPM chair.
- Monthly meetings were initiated on December 14, 2020.
- Parent representative (Lelis Vernon) was recruited. **Challenge:** we are currently recruiting a successor parent representative, as Lelis Vernon has returned to school and needed to resign this role.
- Donor milk toolkit developed. State chapters were invited to apply for guidance and financial support in implementing the toolkit in their state. We have worked with AAP chapters in Georgia, Ohio, South Carolina, California and Washington. Additional states are coming on board to use this toolkit.
- The Journal of Perinatology (Pat Gallagher editor-in-chief) has committed to publish a series of 8 articles on advocacy topics.

**NEW** Here are the titles:
1. Medicaid and moms: the potential impact of extending Medicaid coverage to mothers for 1 year after delivery
2. US state policies for coverage of donor milk

3. Challenges and opportunities for improving access to approved neonatal drugs and devices
4. The neonatal perspective of paid family medical leave (PFML)
5. Regionalization of neonatal care: benefits, barriers, and beyond
6. Optimizing Medicaid to benefit newborn health
7. Before the first breath: air pollution, regulation, and the association with birth outcomes
8. Neonatologists and vitamin K hesitancy

- The SONPM provided 10 scholarships to the 2021 Advocacy Conference. A total of 40 neonatologists attended. We plan to continue to support neonatology attendance at the AdvoCon, but will likely need to trim the number of scholarships for the more costly in-person format conference in 2023.
- Planning is underway for an advocacy breakout session at a future Workshop on Perinatal Practice Strategies conference.
- Legislative Action Alerts have been sent out to SONPM members on
  - Subspecialty Loan Repayment allocation
  - Strengthening the Vaccines for Children Act
  - The MOMS Act
  - The Newborn Screening Saves Lives Act
- Over the past years, 3 advocacy podcasts (typically over 2000 listens per podcast) have been recorded on the SONPM “Cross Section” platform:
  - Advocacy Round-up (Baumberger, Johnson, Shah, Lou, Lucke)
  - Taking Donor Milk to the State House (Canvasser, Shah, Patel)
  - Why the Census Matters to Neonatologists (O’Hare)

In 2021 we held another competition for a neonatology campaign button.

Challenge: We are working on a plan for a “Neonatology Day on the Hill.” We must plan in advance so that we are prepared when a neonatology hot topic arises, coordinating with the congressional calendar and other pediatric advocacy efforts to avoid competition and intercalate into realistic capacity bandwidth.
Meanwhile we are working on developing leave-behinds on neonatology topics.

**TECaN (Trainees and Early Career Neonatologists)**

This SIG, which is comprised of trainees and neonatologists within 7 years of completion of fellowship training, remains active and supported. Current chair is Anisha Bhatia. Current mentors are Dmitry Dukhovny and Heather Burris. The Section provides a well utilized Zoom account and technical assistance, hosts a TECAN listserve, supports strategic planning activities, supports leadership council attendance at our national meetings. The Section continues to ensure that all Section committees, as well as activities such as plenary moderators and poster walk facilitators, have TECaN representatives. The past chair of TECaN, has continued as a TECaN liaison to the Committee on Fetus and Newborn. In normal years, the Section has facilitated attendance for 2 TECaN members at ALF. TECAN screens and proposes a slate of travel scholarship candidates for our supported trainee conference opportunities. The strategic leadership structure focuses on the following:

1. **NEW** Communications (Sai Mukthapuram)
   - Manages social media platforms and disseminates TECAN information to members.
   - Recruits to SONPM via social media
   - Facebook, Twitter, Whatsapp, Signal, etc.

2. **NEW** Diversity, Equity & Inclusion (Michelle Marie Pena)
   - Aligns TECAN activities with SONPM and AAP DEI work
   - Will also coordinate with newly formed SONPM REIN SIG

3. Membership (Kavya Rao)
   - Outreach to residents and medical students interested in neonatology
   - Social media on EDI, board review, career development, advocacy, international membership and clinical practice.
   - “TECAN 101” Zoom meet & greets

4. Advocacy (Katie Hoge, John Feister)
   - After completing a very successful year-long educational and advocacy “Navigating NAS” campaign, the next identified focus will be “Mental Health and Family Well-being,” to be launched around the time of the 2021 NCE.
   - Holds seat on Advocacy Committee Leadership Council; Podcast on the census and the VACCINES Act

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<tr>
<th>AAP Goals: 1.1, 1.3, 1.4, 1.5, 2.1, 2.2, 2.3, 2.4, 3.2, 3.3, 3.4, 4.1, 4.2, 4.4, 4.5, 6.1, 6.4</th>
<th>ADP, ADV, CAP, COA, CSA, EDU, EMO, IRM, LDR, PVM, SAL, YPH, DAI</th>
<th>Ongoing.</th>
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<tr>
<td>SONPM Goals: Education Member Value Optimal Care Advocacy Health “Subspecialty Health of the Section”</td>
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5. **Education (Nicolle Dyess)**
   - Online board review group with shared flashcards & weekly topics
   - TECAN “Summer School” on QI, ethics, etc. Guided discussion and mentored scholarly work.
   - Partnered with NeoREVIEWS for a to author a series of mentored manuscripts
   - Maintain a database of trainee global health experiences

6. **Career Development/Leadership (Sarah Bernstein)**
   - Partnered with ONTPD to host webinars on career pathway
   - Created a job search resource repository with sample CVs and cover letters
   - Monthly Career Spotlights that showcase early career members with unique career paths and accomplishments
   - TECAN members are participating in YPLA

7. **Research/Quality Improvement (Jenny Koo)**
   - Host a research & QI “road map” with embedded resources and career guidance
   - Host regular virtual journal clubs in partnership with John Zupancic’s #52in52 Twitter series

Leadership group also includes 6 regional fellowship representatives and 2 early career representatives.

**NEW** TECAN launched its second 1-year education and advocacy campaign—called **Carousel Care**—on neonatal family mental health in October 2021. Like Navigating NAS, this includes top notch educational sessions/CME, toolkits, references and advocacy points and contacts.

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<tr>
<th><strong>MidCAN (Mid-career Neonatologists)</strong></th>
<th>AAP Goals: 1.1, 1.3, 1.4, 1.5, 2.1, 2.2, 2.3, 2.4, 3.3, 3.4, 4.1, 4.4, 4.5, 6.16.4</th>
<th>ADP, ADV, CAP, COA, CSA, EDU, EMO, IRM, LDR, MOC, PVM, SAL</th>
<th>Ongoing.</th>
</tr>
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<tr>
<td>This SIG consists of section members who are between 7 and 17 years beyond fellowship. Issues of concern include promotion &amp; tenure, leadership, work-life balance, mentorship and advocacy. In this reporting period, this group has continued to host outstanding webinars on leadership with panels of neonatologists from academic positions, private practice, quality improvement leaders and non-traditional roles. They focused other discussions on physician wellness. This group is exemplary in planning and hosting worthwhile content-rich programs with very frugal budgets. Several MidCAN members serve as conference planning committee chairs or members. They have been the home of the DOCIsIn interactive neonatology</td>
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workforce survey. The Section provides WebEx and Zoom support plus technical assistance, as well as hosting a MidCAN listserve. They support the following MiDCAN committees:
1. Advocacy
2. Communication
3. Leadership Development
4. Quality Improvement
5. Research
6. Wellness

MidCAN leaders organized a career path SIG joint reception at the 2021 Workshop on Perinatal Practice Strategies conference in Scottsdale in March 2022

**WECAN (Well-established in Career Neonatologists)**
This special interest group’s members are neonatologists who are past 17 years from their training, or over 50 years of age. They focus on issues of retirement planning, competence, quality of care, networking and engagement of senior neonatologists in AAP activities. The current chair is Stephen Pearlman. WECAN has planned and hosted excellent conference sessions at our national meetings, including an outstanding panel discussion about the impacts of physician illness on career path. Section support in terms of virtual platforms, technical assistance and listserves are made available to all SIGs.

**NEW** Recent educational offerings include a well-received webinar on neonatal coding.

**WIN**
This special interest group was formed in 2016 in response to member interest as indicated in surveys and in discussions at our national conferences. The Section provides support for the WiN listserve, Zoom and WebEx platforms plus technical assistance, strategic planning and conference sessions. WiN has been robust and productive. They have organized several subcommittees:
- Leadership
  *Lead: Kris Reber*
- Advocacy
  *Leads: Christiane Dammann & Kerri Machut*
- Health/Wellness
  *Lead: Dena Hubbard*
- Mentoring/Career Development
  *Leads: Jasmeet Kataria-Hale and Krithika Lingappan*
- Membership
  *Lead: Namrita Odackal*
- Networking/Communication  
  *Leads: Clara Song, Jessica Madden, and Karen Hussein*

- WiN has hosted excellent and well-attended webinar series on financial planning for women, stellar leadership role models, negotiation and mentoring. They have also hosted supportive social networking sessions on a virtual platform.

- Their subcommittee on Advocacy has authored resolutions in 2020, 2021 and in 2022 regarding gender pay equity and workplace structure conducive to parenting and sustainable work schedules in pediatrics.

- **NEW** An Intent for a Policy Statement on Paid Family & Medical Leave and Breastfeeding Friendly Workplaces was accepted and Dr. Christiane Dammann from our Section is currently working with members of other sections (COPW, COCP, COEC), on the Policy Statement. This is an example of cross-organizational networking at which WiN members excel.

- **NEW** Attendance at WiN educational and networking sessions associated with our national conferences has increased general conference registration numbers significantly.

- **NEW** Their recent workshop on wellness at the Scottsdale Workshop on Perinatal Practice Strategies garnered rave reviews and promises to increase SONPM member engagement.

- **NEW** A recent reception at the Pediatric Academic Societies conference in Denver in June was attended by over 120 women in pediatrics, demonstrating a strong interest in this focus.

- **NEW** Two workshops were presented by WiN members at PAS: 1. Negotiation for women and 2. Advocacy on 3 levels.

WiN recognizes outstanding mentors and colleagues through their “WiN Beneath My wings” (monthly) and “WiNovation” (annual) awards.

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<tr>
<th>Quality Metrics Task Force</th>
<th>AAP Goals: 1.1, 1.2, 1.3, 1.5, 2.2, 2.4, 3.4, 4.3, 4.4, 4.5, 6.2</th>
<th>COA, PVM, EMO, INP, PUB</th>
<th>Initiated 2018. Submission for publication 2022.</th>
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Under David Burchfield’s tenure as Chair (2012-2014), SONPM recognized a need for meaningful neonatal care metrics and the importance of neonatologists participating in their development.
validation and deployment to drive prioritizing and facilitating quality improvement efforts. We also valued preparing the neonatology community for effective interactions with government, regulators and payers as these entities develop policy regarding data transparency and efficiency of care and payment models that provide differential payment to providers and institutions based on comparing quality metrics.

To that end, a Quality Measures Task Force, led by Munish Gupta, Heather Kaplan, Michael Prendergast, and Mark Hudak met regularly in 2018 and early 2019 to catalogue the universe of structural, process, and outcome neonatal metrics proposed or used by many professional organizations (ranging from National Quality Forum to US News & World Report) and to prioritize and condense this comprehensive list to a set of about 60 metrics. The Steering Committee also developed, trialed, and improved a very detailed draft quality metric evaluation tool (QMET) based on the 4 domains proposed by the National Quality Forum (importance/priority; scientific acceptance/evidence; usability; and feasibility) that were each scored using a scale (no weaknesses; minor weaknesses; major weaknesses; and unable to rate).

The Steering Committee recruited 2-3 topic leaders, 2 clinical experts, and 1 quality improvement expert for each of 7 working groups. Six working groups were assigned 6-10 priority metrics in one or two specific topic areas and asked to complete detailed evidence-based and expert opinion review using the QMET. A seventh working group was asked to identify and review metrics important to excellent family-centered care (e.g., family satisfaction with care; family experience in the NICU; and family preparedness for discharge) and to explore proposing a novel useful metric in this domain that could be standardized and validated.

Working groups met frequently by leading up to a consensus conference that took place on October 7-8, 2019 at AAP headquarters in Itasca that was attended by representatives from key partners (e.g., NQF, AHRQ, AHA, CHA, NIH, national payers, etc.) and interested AAP staff.

Since that time, the Steering Committee applied a novel QMET that simplified metric evaluation into three domains (importance, scientific value & measurement) and categorized each candidate metric as “Recommend
for further consideration”, “Reservations”, or “Unable to recommend.”

Working with Patrick Gallagher, the Editor-in-Chief of the Journal of Perinatology, a 10-11 manuscript supplement will summarize the proceedings of this Quality Assessment Metrics evaluation. Drs. Munish Gupta and Mark Hudak will be the co-editors of the supplement. **NEW** The 10 papers are nearing completeness and we plan to have them submitted for publication within the next several months.

**Clinical Leaders Group**

This special interest group was formed to support NICU medical directors, quality directors and other unit level leaders—addressing gaps in training and resources availability necessary to support these roles. After an inaugural planning workshop, an executive committee was established:

- James Barry
- Jessica Davidson
- Munish Gupta
- Jeff Meyers

A very active listserve in now well established. The SONPM provided virtual platform and technical assistance. Surveys of the membership were carried out and a series of outstanding virtual workshops have been hosted based on the needs and interests of the group members. These have been content rich, exquisitely hosted and are archived on the SONPM Collaboration Site.

**NEW** The CLG hosted a half-day session in conjunction with the 2022 Workshop on Perinatal Practice strategies, focusing on Quality leadership and the Draft National Standards for Neonatal Care. This pre-conference session was attended by 38 people in person, plus 60 people who participated virtually.

**Challenge:** There is some overlap between the CLG and the MidCAN groups. This points to our challenge in coordinating and communicating between SIGs so that members can connect with all relevant resources in their areas of interest.

**NICU Follow-up Task Force**

In response to member interest and a concern that it had been a long time since clinical practice guidelines had been updated by the AAP, a new task force was initiated in late 2020 to establish best practice and develop recommendations for essential elements of

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<tr>
<th>Clinical Leaders Group</th>
<th>AAP Goals: 2.1, 2.2, 2.3, 3.4, 4.5</th>
<th>CSA, EDU, EMO, LDR, PVM</th>
<th>Ongoing.</th>
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<td>SONPM Goals: Education Member Value Optimal Care Health ~ Subspecialty</td>
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<tr>
<td>NICU Follow-up Task Force</td>
<td>AAP Goals: 1.2, 2.2, 4.4, 4.5</td>
<td>EDU, EMO, PUB PVM</td>
<td>Initiated February 2021. Ongoing.</td>
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NICU follow-up care. This task force is led by Ricki Goldstein. They have begun regular meetings, have created a survey of practice and plan to use a Modified Delphi strategy to determine current practice and evidence-based recommendations. The Section provides listserv support and plans to convene this group in person at one of our national conferences. Meanwhile the work continues using virtual platforms for discussion.

**NEW All Pathways Task Force**

This special interest group is in the process of formation, in response to member survey information and communications from members (and neonatologists who are not section members) to executive committee members. Although a significant proportion of neonatology care is provided by those outside of traditional academic positions, SONPM leadership has largely been in the hands of people in more academic roles. The perception that the Section is an organization of academicians has been a barrier to membership recruitment. This group is being c-led by Clara Song & Lily Lou. Goals will be to:

1. Recruit a committee representative of
   - large corporate groups, such as Mednax and Kaiser
   - Individual private practice groups
   - Locums neonatology practitioners
   - Non-traditional neonatologist roles
     (administration, public health, etc.)

2. Discuss preferred labels/nomenclature for such roles and update our current perceptions of the array of career pathways available to neonatologists

3. Identify concerns and needs of this population of neonatologists. Specifically:
   - Education
   - Quality improvement
   - Leadership/management skills
   - Career development
   - Networking and communication
   - Advocacy
   - Global health
   - Others?

4. Develop a strategy for meaningful support from the Section

5. Discuss barriers to membership in the SONPM and the AAP and how member value can be specifically improved for all

6. Explore strategies to promote engagement of this population in leadership roles in the Section and the AAP.
7. Discuss how achievement in these roles can be appropriately recognized by the SONPM.

**Challenges:** We are in the formation stage with this SIG. A listserv has now been established and we are in the process of forming committees, defining goals and composing a charter. We hope that this group will attract non-academic neonatologists to SONPM membership, and help us understand the needs of all neonatologists in our practice community. We anticipate in-person interactions of this group in near future national conferences—likely the annual Workshop on Perinatal Practice Strategies.

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<tr>
<th>NEW Periodic Survey Committee</th>
<th>AAP Goals: 1.2, 1.4, 1.5, 2.1, 2.2, 2.3, 2.4, 4.5, 5.1</th>
<th>ACD, CAP, EMO, PUB, PVM</th>
<th>Ongoing.</th>
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<tr>
<td>Several SONPM members contributed to the most recent assessment of the AAP membership—particularly in tailoring questions and the survey design to gain information about our large Section’s members. Effort was also put into encouraging responses from SONPM members. Eric Horowitz, Anisha Bhatia, Holly Ruch-Ross, Lauren Barone, and Mark Hudak were instrumental in this important and dedicated work.</td>
<td>SONPM Goals: Member Value Health ~ Subspecialty Health of the Section</td>
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<tr>
<th>NEW Regional Neonatology Organizations Task Force</th>
<th>AAP Goals: 1.5, 2.2, 2.3, 2.4, 4.3, 4.5, 6.1, 6.2, 6.4</th>
<th>ACD, COA, CSA, EDU, EMO, MCD, PVM</th>
<th>In the planning and recruiting phase; planning for launch in Fall of 2022.</th>
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<tr>
<td>This group is in the process of formation in response to members’ expressed interest in providing a platform for cross-pollination among the regional—most often district-based—neonatology organizations that promote collaboration and networking, and regularly provide regional educational activities to their members. This working group is intended to develop a strategy to facilitate networking, synergy and resource sharing between these groups.</td>
<td>SONPM Goals: Education Member Value Health ~ Subspecialty Health of the Section</td>
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<tr>
<th>NEW Staffing &amp; Workload Assessment in Neonatology (SWAN)</th>
<th>AAP Goals: 1.1, 1.2, 1.5, 2.1, 2.2, 2.3, 3.4, 4.5, 6.1, 6.2,</th>
<th>ADP, ADV, DAI, EMO, IRM, LDR, PVM,</th>
<th>Initiated in January 2022. Ongoing.</th>
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<td>This SIG was formed in response to the concern that workload in neonatology and other hospital based intensive care subspecialties is not always equitably allocated or valued. Weekends and nights are a necessary part of the coverage expectations for these subspecialties, and important functions like teaching and research are not always valued appropriately, or time provided in comparable ways to other specialties.</td>
<td>SONPM Goals: Member Value</td>
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This work began in academic leadership roles, but will extend to neonatology workload expectations in the private practice setting as well. This group is being led by Dr. De-Ann Pillers.

**NEW Representation, Equity & Including in Neonatology (REIN)**

This group came to fruition at the April 2022 PAS, when we met, under the impetus of Liz Bonachea and Michelle Marie Pena. Still in its formative stages, this is an essentially important group for our section. This group will be charged with making sure DEI priorities are included in all domains of our strategic plan and all section activities, as well as developing an agenda for equity, inclusion and representation.

AAP Goals: 1.1, 1.2, 1.5, 2.1, 2.2, 2.4, 3.1, 3.2, 3.3, 3.4, 4.2, 4.4, 4.5, 5.1, 5.4, 6.1, 6.2, 6.4

SONPM Goals: Member Value

Optimal Care Advocacy

Health ~ Subspecialty Health of the Section

Initiated at 2022 PAS (April 2022). Ongoing.

**NEW Family Centered Care Task Force (FCC)**

This special interest group was formed in November 2021—a collaboration between the larger SONPM and TECAN. The FCC Taskforce consists of neonatologists, advanced practice providers, nurses, a family representative from 32 institutions around the country, and one international center who are passionate about integrating family-centered care into the care of neonates. Several faculty and 13 family partners have been included as speakers and plan to provide every other month webinars to educate the NICU providers on the importance of delivering Family-Centered Care in the NICU. The inaugural webinar was presented on May 12th.

This effort is being led by Malathi Balasundarum and Colby Day Richardson

AAP Goals: 1.2, 1.5, 2.1, 2.2, 2.4, 4.3, 4.4, 4.5, 6.1, 6.2

SONPM Goals: Education Member Value

Optimal Care Advocacy

Health ~ Subspecialty Health of the Section


**SONPM Strategic Grants**

We are currently funding the second round of Section Strategic Grants. These opportunities for any section member to receive support for a project that furthers the strategic goals of the Section have been offered twice.

AAP Goals: 1.1, 1.2, 1.5, 2.1, 2.3, 2.4, 3.2, 3.3, 3.4, 4.2, 4.3, 4.4, 4.5, 5.1, 5.4, 6.1, 6.2, 6.4, 6.5

ACD, ADP, ADV, CAP, COA, DAI, EDU, EMO, PVM, YPH

Ongoing.
In the first round, we supported innovative educational efforts and the grants led to 7 publications on approaches like the flipped classroom.

The second round emphasized equity and advocacy and 4 grants are currently funded for a total of $60,000:

1. Women in Neonatology Equity Initiative (WiNei) to Achieve Gender Equity in Neonatology Careers
2. Development and Dissemination of Multicultural and Bi-Lingual Family Education Videos on AAP Recommended Discharge Practices for High-Risk Infants
3. Bias and Health Disparities Education in the NICU: A National, Multi-Perspective Needs Assessment and Curriculum Development
4. SoNPM Advocacy Curriculum for Neonatologists

**NEW** We are currently preparing to release a request for applications for round #3. We will be looking for creativity and innovation in any of the domains of our new strategic plan. Round 3 applications will be due on October 1, 2022 and funding will begin in January 2023. Projects are expected to take 1-2 years and funding decisions are made by the SONPM executive committee.

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<th>Inclusive Structure for SONPM EC Meetings</th>
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<td>The SONPM executive committee traditionally meets at our national conferences (Spring-at the Workshop on Perinatal Practice Strategies; Fall-at the NCE). These meetings are structures to include one day of core executive committee members and one day of our full committee including all of our liaisons.</td>
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<td>During the pandemic, the Executive Committee met weekly to be able to respond adequately to the rapidly evolving needs of our members. Additionally, we met weekly during the months of December-February in 2-hour sessions to complete the update of our strategic plan.</td>
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<td>We value the input and collaboration of our committee leaders and liaisons from partner organizations. In March of 2021, we began inviting 2-3 guests to each EC meeting. This allows for more in-depth discussion about group activities and requests for support or authorization needed from the EC.</td>
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<tr>
<td><strong>NEW</strong> Challenges: With the recent cutback on support for Section meetings to once per year, and the new restriction prohibiting the use of industry funds for travel to CME activities, we plan to host our full in-</td>
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| SONPM Goals: |
| Education Member Value |
| Optimal Care Advocacy Health ~ Subspecialty Health of the Section |

| AAP Goals: |
| 1.1, 1.2, 1.3, 1.5, 2.1, 2.2, 2.4, 3.3, 3.4, 4.2, 4.3, 4.5, 5.1, 5.4, 6.1, 6.2, 6.4, 6.5 |

| SONPM Goals: |
| Member Value Health of the Section |

| Initiated March 2021. Ongoing. | CAP, COA, DAI, CSA, EMO, LDR, PVM, YPH |
person executive committee meeting at the Scottsdale Workshop on Perinatal Practice Strategies meeting—with support provided to our committee and SIG leads, and our important liaison representatives. However, some of our leaders (especially of our TECAN group) find great value in attending the NCE. So we continue active conversations about how best to organize our leadership convenings. Meanwhile, we will continue this strategy for virtual meetings when we cannot meet regularly in person.

**NEW Respond as a Subspecialty**

One of our key priorities over the past reporting year is developing the capacity to respond as a subspecialty. This entails having a seat at the table in the formation of AAP statements, having the reputation and connections necessary to influence nationwide or organizational policies, and having the credibility to speak knowledgably about issues important to the health of babies, their families and those who care for them. Here are some examples of areas in which we have answered the concerns of our members and the public:

1. COVID-19
2. Coding Committee
3. Born Alive executive order
4. 21st Century Cures Act, Open Notes
5. War in Ukraine
6. Formula use & NEC lawsuits
7. Formula recalls and shortages
8. Donor milk coverage for premies
9. Medicaid for 12 months post-partum
10. Pediatric Subspecialty Loan Repayment

**AAP Goals:**
1.1, 1.2, 1.3, 1.4, 1.5, 2.1, 2.2, 2.3, 2.4, 3.3, 3.4, 4.1, 4.2, 4.3, 4.4, 4.5, 6.1, 6.2, 6.4, 6.5

**SONPM Goals:**
Education, Member Value, Optimal Care, Advocacy, Health of the Subspecialty, Health of the Section

**ADP, ADV, CAP, COA, CSA, DAI, EDU, EMO, INP, PUB, PVM, YPH**

**Ongoing.**

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**Health of Your Section**

How would you rate the overall “health” of your section in terms of membership, activities, accomplishments and why?

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<thead>
<tr>
<th>RATING (choose one)</th>
<th>EXPLANATION</th>
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<tr>
<td><strong>Excellent</strong></td>
<td>• We have growing engagement, best exemplified by the exponential growth of new special interest groups (SIGs) forming in response to communication from members via survey, direct contact with district representatives, informal discussions at conferences (even virtual) and responses to emailed Section Updates. When I started in SONPM leadership, a decade ago, we had one SIG—TECAN; now we have 12, demonstrating our increasing ability to address the needs and interests of our members.</td>
</tr>
</tbody>
</table>
• New SIGs include: Clinical Leaders Group-CLG (Led by Munish Gupta, Jim Barry, Jessica Davidson, Jeff Meyers), NICU Follow-up (led by Ricki Goldstein), All Pathways (led by Clara Song & Lily Lou), Staffing & Workload in Neonatology-SWAN (led by De-Ann Pillers), Family Centered Care-FCC (led by Mlathi Balasundaram & Colby Day), Representation, Equity & Inclusion in Neonatology-REIN (led by Liz Bonachea & Michelle Marie Pena), Regional Neonatology Organizations (leadership being determined). We also continue robust career path SIGs: TECAN, MidCAN and WECAN, as well as a very active Women in Neonatology (WiN) SIG.

• We have established a SONPM EC Endowment with an initial investment of $300,000. The purpose of this action is to assure the health of the Section in weathering the potential changes in industry sponsorship for our essential activities. We are also concerned about the changes in CME funding rules and restrictions, so we hope that this will provide a buffer for our ability to support the critical CME activities of our section for our trainees.

• We were able to sponsor a major research and clinical recommendation effort regarding COVID-19 (led by Mark Hudak) which was initiated very quickly in March of 2019, has published its findings on >11,000 mother baby dyads with COVID around the time of delivery, and continues to collect and analyze data on this important topic.

• Although we cancelled one of our national meetings (Spring 2020), we were able to successfully convert our other remaining conferences over the past two years to virtual format with sustained good attendance and acceptable financial balances. We have been able to resume in-person meetings as of March 2022.

• We hosted two virtual awards ceremonies to avoid falling too far behind in recognizing the accomplishments of our members. We honored two years of our virtually awarded honorees as an in-person awards gala as part of our 2022 Workshop on Perinatal Practice Strategies conference.

• We collaborated on the publication of a book commemorating 50 years of fellows conferences—educational offerings that included many of pioneers and role models in our field, and 5 decades of landmarks in neonatal science and clinical advancements.

• We are in the planning phases of a Neonatology Hall of Honor in the Itasca headquarters building which we hope will strengthen the view of the AAP as professional home in the eyes of our subspecialty members.

• We are providing virtual platform support (WebEx and Zoom) to our SIGs, which have hosted many excellent webinars to keep members engaged and connected, and to continue the business of SONPM career development and learning despite the pandemic. We plan to continue these now-familiar venues into the future.

• We have funded our second round of investigator-initiated projects that further our strategic goals. A request for proposals for our third round will go out in August 2022, with funding to begin in January 2023.
• We continue to support a myriad of well-established Section educational, trainee development, clinical quality and member services activities, as well as nurturing the emergence of new special interest groups and projects as members indicate their needs and interests.

• We actively engage trainees in structured and mentored roles and enthusiastically recruit members outside the executive committee to engage and grow professionally through AAP/SONPM leadership.

(Please see details in the ACTIVITIES section of this report.)

<table>
<thead>
<tr>
<th>MEMBERSHIP</th>
</tr>
</thead>
<tbody>
<tr>
<td>Is membership □stable ■increasing □declining</td>
</tr>
<tr>
<td>The total number of active SONPM members is currently &gt;4500, making us the largest subspecialty Section in the AAP. This is an increase of almost 10% from this same time two years ago. Membership is stable despite the pandemic—during which time many members have experienced a curtailing of institutional funding for professional fees like AAP and SONPM membership. We have an engaged membership committee chair in Alexis Davis. Over the past several years our membership had been growing and we anticipate growth to resume after the pandemic challenges abate. We have had active discussions over the past year about outreach to NNP/PA affiliate members, neonatal hospitalists and family medicine physicians who care for mothers and newborns. We hope to engage more neonatologists from outside of typical academic institutions as we attend to their needs and concerns through our “All Pathways” Task Force. We want to be thoughtful about the SONPM as a Section of the AAP, a primarily pediatrician organization. We had engaged a parent representative (Lelis Vernon) to represent the parent perspective on the executive committee, as well as on our Advocacy Committee Leadership Council. She has recently returned to her own education, but we do intend to continue involvement of parents in our leadership platforms. One of the characteristics of our Section is that we provide the central hub for neonatology information across the globe; we understand that our AAP membership is not affordable to all those who care for babies in more economically challenged parts of the world, and it is important to us to keep our website and resources accessible to those colleagues.</td>
</tr>
</tbody>
</table>

LEADERSHIP

What is your succession plan for section leadership? Do you have a chair-elect position? We have a chair-elect position. Every two years, we hold elections for this position at our Fall executive committee meeting—usually held in conjunction with the NCE. Leaders are elected
from the executive committee membership and serve 2 years as chair-elect, then 2 years as section chair, then 2 years as immediate past chair. Munish Gupta’s chair term will begin November 1, 2022. Clara Song has been voted in as chair-elect, to also begin this November.

What is your plan to identify candidates for the Executive Committee?

Our bylaws stipulate that the Immediate past chair serves as the Nominations Chair for the Section—this position is currently served by Mark Hudak, and Lily Lou will assume that role in November 1, 2022. We notify members in the districts where executive committee representative positions come open. We solicit nominations through a national call, including a desire for candidates who have the potential to add diversity to the leadership of the section. Nominees are invited to submit a brief bio and statement and elections are held through the national balloting process.

Two new members joined our executive committee on November 1, 2021. Wendy Timpson represents District I (replacing Munish Gupta who assumed the role of chair-elect) and John Lloyd represents District VII. Three members are up for re-election for a second term, and one member is leaving her district unexpectedly. We therefore expect to have 4 elections for district representatives to the executive committee in the next AAP national ballot. Because of unplanned attrition and unexpected career moves, we periodically need to adjust term lengths so that a critical mass of EC members do not rotate off at the same time.

Additionally, we are always interested in members who demonstrate an interest in and aptitude for leadership and we provide active one-to-one mentorship for those likely to engage with the AAP and the Section. Many rising leaders come to our attention through our career phase and equity SIGs: TECAN, MidCAN, WiN. And REIN. We utilize opportunities for leadership such as committee chair positions, liaison positions, conference planning group membership, question writing roles for NeoReviews, moderator and speaker roles at conferences, and leadership in our special interest groups. We also encourage membership and engagement with local AAP chapters.

We have started to post leadership and funding opportunities on the AAP Volunteer Network website, to ensure that as many members as possible learn of these opportunities to engage with the Section.

Subspecialty Sections: List any sister societies that your Section interacts with. Identify the type(s) of interaction.

<table>
<thead>
<tr>
<th>Society Name</th>
<th>Contractual Agreement</th>
<th>Shared Statements</th>
<th>Shared Educational Sessions</th>
<th>Shared Meeting Venues</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Society for Maternal Fetal Medicine</td>
<td>X</td>
<td>We partner with MFM faculty in planning and hosting some of our fellows conferences</td>
<td>SMFM sends a liaison to SONPM EC. Judette Louis is our current liaison</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Organization of Neonatal Training Program Directors</td>
<td>Meeting venue provided each year at the NCE</td>
<td>X</td>
<td>Patrick Meyers is the current liaison to the EC</td>
<td></td>
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<tr>
<td>American College of Obstetrics and Gynecology</td>
<td>We continue to negotiate for collaborative update of the Guidelines for Perinatal Care (with ACOG)</td>
<td>X</td>
<td>Series of convenings (2019-2022) to discuss risk-appropriate neonatal care, maternal levels of care and policy to promote and harmonize practice.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Association of State and Territorial Health Officials</td>
<td>We expect recommendations to be synthesized from this series of meetings on risk-appropriate care, with continued work to be done for states to learn from each other and promote best practice.</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Centers for Disease Control &amp; Prevention [Liaison: Wanda Barfield]</td>
<td></td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td>National Institutes of Health (NCATS, NICHD, NIND)</td>
<td>Expect proceedings to be published in Am J Medical Genetics (8-10 papers)</td>
<td>X</td>
<td>Roundtable on Gene-Targeted Therapies.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>National Perinatal Association</td>
<td>Section updates are published in Neonatology Today</td>
<td>X</td>
<td>NPA sends a liaison to SONPM EC</td>
<td></td>
<td></td>
</tr>
<tr>
<td>National Association of Neonatal Nurses</td>
<td>NNP Research forum is hosted at the Workshop for Perinatal Practice Strategies</td>
<td>X</td>
<td>Media Esser PhD APRN NNP is the liaison to SONPM EC</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Vermont Oxford Network</td>
<td></td>
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</tbody>
</table>

**Organization of Neonatal Training Program Directors**

**Meeting venue provided each year at the NCE**

**X**

Patrick Meyers is the current liaison to the EC

**American College of Obstetrics and Gynecology**

We continue to negotiate for collaborative update of the Guidelines for Perinatal Care (with ACOG)

We expect recommendations to be synthesized from this series of meetings on risk-appropriate care, with continued work to be done for states to learn from each other and promote best practice.

**Association of State and Territorial Health Officials**

**Centers for Disease Control & Prevention [Liaison: Wanda Barfield]**

**National Institutes of Health (NCATS, NICHD, NIND)**

Expect proceedings to be published in Am J Medical Genetics (8-10 papers)

**National Perinatal Association**

Section updates are published in Neonatology Today

**National Association of Neonatal Nurses**

**Vermont Oxford Network**

**NNP Research forum is hosted at the Workshop for Perinatal Practice Strategies**

**X**

Media Esser PhD APRN NNP is the liaison to SONPM EC

**SONPM Chair (Lily Lou) serves on**
Database Oversight Committee. SONPM provides 5 travel scholarships for fellows to attend the annual VON Quality Congress. VON selects an SONPM member as educational liaison for 3-year term (currently this is Colby Day-Richardson). Many SONPM members serve as VON collaborative faculty leaders and speakers at the annual Quality Congress.

| Hot Topics in Neonatology Conference | Chair and Immediate Past Chair attend planning conference at Hot Topics meeting. Hot Topics offers reduced registration fees for TECaN members. COFN presents an update each |
SONPM co-sponsors a travel grant for presenters.

SONPM also interacts actively with other AAP entities. In particular: the SONPM immediate past chair (Mark Hudak) serves as liaison to the COFN, chair of COMLRM (Jonathan Fanaroff) provides a written report to the SONPM EC twice a year. The 2021 NCE programming includes joint sessions with the Council on Environmental Health and Committee on Genetics. In addition, we communicate frequently with the SOHM, which houses a special Subcommittee on Neonatal Hospitalists; Rakhi Gupta Basuray is our current liaison. We also work closely with the Sections on Breastfeeding and Community Pediatrics in issues of gender equity.

AWARDS
List the name of all Section awards and the frequency in which they are given. If the Section is no longer presenting an award, please indicate the reason.

<table>
<thead>
<tr>
<th>Award Name</th>
<th>Frequency</th>
</tr>
</thead>
<tbody>
<tr>
<td>Virginia Apgar Award</td>
<td>Annual (2020-Betty Vohr deferred, presented virtually in 2021; 2021-Richard Polin, presented virtually in 2022; 2022-Wanda Barfield, to be presented at 2022 NCE)</td>
</tr>
<tr>
<td>Avroy Fanaroff Neonatal Education Award</td>
<td>Annual (2020-Bill Benitz deferred, presented virtually in 2021; 2021-Dara Brodsky, presented virtually in 2022; 2022-Lou Halamek, to be presented at 2022 NCE)</td>
</tr>
<tr>
<td>Neonatal Landmark Award</td>
<td>Annual (2020-Tom Wiswell deferred, presented virtually in 2021; 2021-Seetha Shankaran, presented virtually in 2022; 2022-Jacob Aranda, to be presented at 2022 NCE)</td>
</tr>
<tr>
<td>Neonatal Pioneer Award</td>
<td>As warranted (2020-Augusto Sola honored in newsletter article; 2021-Gil Martin, presented virtually in 2022; will not be awarded in 2022)</td>
</tr>
<tr>
<td>Joseph Butterfield Lecture</td>
<td>Annual (2021-Betty Vohr &amp; Barbara Schmidt both presented virtually in 2021; 2022-Rich Polin)</td>
</tr>
<tr>
<td>Gerald Merenstein Lecture</td>
<td>Annual (2020-Mark Mercurio deferred, presented virtually in 2021; 2021-John Zupancic, presented virtually in 2022)</td>
</tr>
<tr>
<td>Thomas Cone History Lecture</td>
<td>Annual (2020-Rich Polin deferred, presented virtually in 2021; 2021-Joan Alker, presented virtually in 2022)</td>
</tr>
<tr>
<td>Young Investigator Awards</td>
<td>Annual at $1000 (3 are funded for 2022)</td>
</tr>
</tbody>
</table>


Marshall Klaus Research Awards
Annual at $5000 each (11 are funded for 2022—9 bench/clinical research, 1 health services, 1 newborn medicine education)

SONPM Strategic Grants
As funds are available (4 funded for 2021 at total of $59,000; this is the second round of these grants. Call for proposals for Round #3 will go out in August 2022, with funding to start in January 2023.)

SONPM District Educational Grants
$5000 annually, for each of 10 districts is provided for neonatal educational activities. Several districts use these funds to support district-wide conferences, other divide funds between multiple proposals, such as support of trainee “boot camps” at the state of fellowship.

We have a commitment to establish a Neonatology Hall of Honor in the Itasca AAP headquarters building—this will be located in the East wall within the Conference Center which is named for the SONPM in recognition of the generous donations of SONPM members, matched by the Section. We hope that this will allow us to showcase our history of notable accomplishments and honor distinguished colleagues and role models, and also serve as an enticement for neonatologists to visit and feel part of the larger AAP as their professional home.

INFORMATION SHARING
Provide your Section “Elevator Speech” as to why an AAP member should join your Section (50 words or less).
The AAP SONPM is the neonatologists’ “professional home.” There’s no other organization of this magnitude of influence in our field. We have a significant voice in the AAP and the Academy tailors support for us in advocacy, education, and networking. My AAP relationships are the most rewarding in my career!

HOW CAN THE SECTION FORUM MANAGEMENT COMMITTEE HELP?
List any issues or concerns which you think the AAP Board of Directors needs to address?
- We remain interested in having the SONPM represented on the AAP board. We appreciate the inclusion of two additional at-large members but are disappointed that our largest subspecialty Section’s nominees have not been selected to be on the ballot.
- As a subspecialist, I would like to see even more integration of subspecialties with the grass roots units of the chapters. We have had at least half a dozen neonatologists serve as chapter presidents, and this heightens awareness of subspecialty contributions to the AAP. I would also like to see:
  a. Invitation of section leaders to the Chapter Chats (or a parallel channel of communication for sections and councils)
  b. Encouragement of chapters to highlight the work of Section/Committee/Council leaders to their membership. Perhaps an automatic special achievement award category for AAP leadership that transcends the chapter?
List how the SFMC has been helpful and areas for which you need more support?

- We appreciated the guidance in our bylaws update which was approved in 2020.
- We were disappointed that our Section was not recognized for the Innovation work of the Perinatal COVID registry!
- I am always so inspired by the Outstanding Chapter awards and the amazing accomplishments of the various sized chapters. I believe the Sections and Councils could also be showcased for their accomplishments—which may spark ideas and collaborations in the same way. We are a large subspecialty section, and I am proud of the accomplishments of the SONPM, but we would be more than happy to work with other entities who might be interested in any of our lessons learned.

General Comments.

- We have significant concerns about the change in NCE format, removing the poster sessions from individual Section H-programs to a large joint poster session. The juxtaposition of expert talks and top section award presentations with the work of our rising stars and trainees is an essential part of our culture and we are concerned about losing that sense that adds to the NCE and the AAP as our professional home.
- We appreciate the opportunity to list openings for leadership roles in the Volunteer Network website. It would be helpful for the AAP to continue to disseminate awareness of this clearinghouse of opportunities to the membership.
- Many of our needs are likely similar to those of other Sections. We would be interested in discounted access to resources like Zoom accounts or virtual meeting planning/hosting services that might be available at advantageous pricing for larger groups like the AAP.
- We are concerned about the shift of the Leadership Conference toward the Fall, which places it closer to the NCE. We would encourage consideration of targeting a Spring timing for this meeting so that our major AAP gatherings are spaced more distantly throughout the year.
- As a chapter leader, I appreciated the discounted registration fees for the NCE. As a Section leader, I continue to dedicate many hours to the privileged leadership of my section and still support much of my travel at my own expense. A consideration for Section, Council and Committee leader registration discount would be appreciated as recognition of our commitment to the AAP.
<table>
<thead>
<tr>
<th>STRATEGIC DOMAIN</th>
<th>OBJECTIVE</th>
<th>ACTIVITY OR DELIVERABLE</th>
<th>STATUS</th>
<th>OWNER</th>
</tr>
</thead>
<tbody>
<tr>
<td>CHILD HEALTH</td>
<td>OPTIMAL CARE -education -research -advocacy</td>
<td>Two National Conferences - Workshop on Perinatal Practice Strategies - NCE</td>
<td>Planning process is organized and well supported</td>
<td>PGs, with EC representation</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Klaus Awards</td>
<td>Research Committee process is well established</td>
<td>Hendrik Weitkamp</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Clinical Leaders Group &amp; Quality Metrics Task Force</td>
<td>CLG is well established as a network addressing standards or practice and QI. QMTF is nearly ready to publish its recommended quality metrics metrics</td>
<td>Munish Gupta</td>
</tr>
<tr>
<td>MEMBERS</td>
<td>MEMBER VALUE Diversity</td>
<td>Diversity is a consideration in every leadership nomination</td>
<td>EC prioritizes diversity</td>
<td>EC</td>
</tr>
<tr>
<td></td>
<td>Coordination &amp; Communication</td>
<td>WIN &amp; REIN All Pathways</td>
<td>One established and one new equity focused SIG. Broaden SONPM to include ALL neonatologists</td>
<td>Christiane Dammann Liz Bonachea Clara &amp; Lily</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Communications - Website - Facebook - Twitter - Whatsapp - Signal - SIG Listerves - Section Updates - SONPM Newsletter - SIG newsletters - Podcasts</td>
<td>Well established but growing</td>
<td>Clara Song</td>
</tr>
<tr>
<td>OPERATIONS</td>
<td>Sound Financial Health of the Section</td>
<td>Annual Report format for SIGs established with standardized budget format</td>
<td>Disseminated to SIG leaders. Ongoing discussions about relative resource distribution based on SIG member engagement, somewhat favoring underrepresented or trainee groups</td>
<td>Lily</td>
</tr>
<tr>
<td></td>
<td></td>
<td>EC Endowment</td>
<td>Established in 2022</td>
<td>Jim Couto</td>
</tr>
</tbody>
</table>