

2008 Role Delineation Study: Family Nurse Practitioner

National Survey Results



MAY 2009

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About this Report

This report pertaining to the practice of family nurse practitioners was based on the results of a national study of practice of adult, family, gerontological and pediatric nurse practitioners.

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Adult Nurse Practitioner

- Sarla Duller, MSN, ANP-BC
- Mayola Villarruel, MSN, ANP-BC
- Yolanda Acklin, MSN, ANP-BC
- Ann Thomas, PhD, ANP-BC, GNP-BC
- Carolyn Dolan, MS, ANP-BC*
- Susan Ruppert, PhD, ANP-BC, NP-C, FCCM, FAANP*
- Martha Simmons, MSN, ANP-BC

Family Nurse Practitioner

- Carole Patton, PhD, CRNP, FNP-BC
- Jane Tuttle, PhD, CPNP, FNP-BC
- Patricia Selig, PhD, FNP-BC, CDE
- Ken Edmission, ND, EdD, FNP-BC
- Tammy Norman, MSN, FNP-BC*
- Ruth Cox, DP-NAP, FNP-BC
- Kathleen Zambo, MSN, FNP-BC
- Mary Ann Picone, MSN, BSN, BA, FNP-BC
- Mary Verbeck, MSN, FNP-BC
- Katherine Arse, MSN, MPH, FNP-BC

Gerontological Nurse Practitioner

- Prudence Twigg, MSN, GNP-BC*
- Barbara Resnick, PhD, GNP-BC, FAANP
- Mary Rapp MSN, GNP-BC
- James Lawrence, PhD, GNP-BC
- Paula Sciliano, MS, GNP-BC
- Frances Foster, MSN, GNP-BC
- Abigail Flanagan, GNP-BC, ANP-BC, RN-BC
- Rose Villeneuve, MSN, GNP-BC
- Karen Clark MSN, GNP-BC
- Mary Doucette, MS, GNP-BC*

Pediatric Nurse Practitioner

- Julie Miller, PNP-BC
- Dawn Garzon, PhD, PNP-BC*
- Pat Chatfield, MSN, PNP-BC
- Riza Mauricio, MS, PNP-BC
- Mary Aruda, MSN, PNP-BC*
- Joyce Brewer, PhD, CNM, FNP-BC, PNP-BC
- Valerie Griffin, MSN, PNP-BC, FNP-BC
- Beth Podsobinski, MSN, PNP-BC
- Katherine Schartz, MSN, PNP-BC, CPNP

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Background

The American Nurses Credentialing Center (ANCC), which was incorporated in 1991 as a subsidiary of the American Nurses Association, is the largest nursing credentialing organization in the United States. Its vision is to be a galvanizing force for quality healthcare through credentialing excellence. Currently, ANCC offers 30 examinations at various levels including diploma and associate degree, baccalaureate, and advanced practice for nurse practitioners, clinical nurse specialists, and other disciplines. Approximately 12,000 - 13,000 candidates take an ANCC certification examination each year. As of Dec 2007, 37,700 individuals held ANCC certification as family nurse practitioners. In addition to certification, ANCC provides services such as the Magnet Recognition Program for hospitals and other facilities that demonstrate excellence in nursing services, accreditation of continuing education programs, education and consultation services, and outreach to nursing organizations around the globe.

Role Delineation Study Overview

Role delineation or job analysis studies are typically carried out at the national level with the goal of describing current practice expectations, performance requirements, and environments. ANCC has a current goal of conducting a study of nurse practitioners approximately every three years in order to capture changes in work activities and the knowledge and skill areas required to perform those activities. The findings are used to update the content of its respective certification examinations.

The 2008 Nurse Practitioner: Adult, Family, Gerontological, and Pediatric Role Delineation Study involved two sets of processes or activities that ran more or less concurrently: a national web-based survey and a linking activity. The national survey was designed to collect information on the work activities nurse practitioners actually perform in practice, while the linking activity identifies the major knowledge and skill areas required to perform the work activities listed in the survey.

Updated Test Content Outlines

The results of this role delineation study were used in the updating of the test content outlines for each examination contained within the study. Examination forms produced based on the family nurse practitioner test content outline updated through this study are scheduled to go into effect March 1, 2010. A copy of the test content outline is available on the American Nurses Credentialing Center website.

Role of the Content Expert Panels

Through out the study, ANCC invited professionals in practice and educators who teach courses relevant to nurse practitioners to serve on content expert panels for this study. They developed the work activities and demographic items for the survey, linked knowledge and skill areas to the work activities list, and finalized the test content outlines for the respective certification examinations. All of the content experts serving on the panels were certified by ANCC in the nurse practitioner population they represented and were invited to serve on the panels based upon expertise in their specialties.

Survey Methodology

The purpose of the development and administration of the national survey was to collect information on the work activities nurse practitioners actually perform in practice. Since the survey instrument that was used for the purposes of this study would be used across four nurse practitioner populations, representatives from each of these four population-based role delineation study panels were also asked to serve as members of an eight (8) member initial study workgroup that acted as a sort of steering committee for the panels. Seven members of the workgroup met for three days May 7-9, 2008 to draft a single pilot version of the survey and to construct the initial map of knowledge and skill areas relevant to the work activities included in the survey.

Survey Chronology

The survey development and administration timeline was as follows:

May - June 2008

- The initial study workgroup along with staff from ANCC drafted the survey
- The survey was pilot tested and revised.

July - August 2008

- The final survey was administered on the web.

September - November 2008

- The survey activity results were analyzed, and activity weights were determined.
- Each panel met to review the survey results and activity weights.

Sample Selection

On April 21, 2008, there were a total 37, 643 actively certified ANCC family nurse practitioners. A random sample of 1,500 family nurse practitioners stratified by region was selected from the ANCC certification database. Table 1 presents the numbers of ANCC certified family nurse practitioners that were selected from each region.

Table 1. Number of Surveys Mailed Out per Geographic Region

| Geographic Region | Family Nurse Practitioner | |
|---|--|---|
| | Number certified (percent of total pop.) | Number selected (percent of total pop.) |
| Northeast – NY, CT, MA, NJ, ME, PA, NH, VT, RI | 6,615 (18%) | 264 (18%) |
| South – TN, MS, TX, FL, LA, AL, GA, AR, OK, VA, MD, SC, DC, NC, WV, DE, KY | 15,837 (41%) | 631 (41%) |
| Midwest – IA, NE, KS, OH, MO, MN, SD, ND, MI, IL, IN, WI | 8,133 (22%) | 324 (22%) |
| West – WA, AZ, CA, OR, CO, AK, ID, MN, UT, HI, NV, WY, MT | 6,975 (19%) | 278 (19%) |
| Other – AE, AP, APO | 83 (<1%) | 3 (<1%) |
| Total | 37,643 (100%) | 1,500 (100%) |

Survey Development and Measures

On May 7-9, 2008, the initial study workgroup met in Silver Spring, MD in order to draft the national Nurse Practitioner: Adult, Family, Gerontological and Pediatric Role Delineation Study survey for the 2008 role delineation study. The panel members reviewed the work activities which had been used in the ANCC's 2003 Role Delineation Survey of Nurse Practitioners. During the meeting, they discussed any additions, deletions, and changes they would make to update the 2003 work activity list to reflect current practice of nurse practitioners working within any of the four population areas. The panel referred to the National Organization of Nurse Practitioner Faculties' *Nurse Practitioner Core and Primary Care Competencies*, *The Essentials of Master's Education for Advanced Practice Nursing*, the *ANA Scopes and Standards of Nursing Practice (2nd edition)*, as well as other nurse practitioner related documents (e.g., text books) through out their discussions. The goal of this process was to create a comprehensive list relevant work activities that were potentially performed by nurse practitioners in any one of the population areas, regardless of whether it was performed in the others. As a result of this meeting, the panel reached consensus on a new list of 128 work activities to be used in the 2008 survey. These work activities were divided into five domains: Assessment of Health Status, Diagnosis of Health Status, Plan of Care and Treatment Implementation, Professional Role, and Teaching and Coaching. The complete text of the work activities list is presented in **Appendix A**. The workgroup also identified and finalized a set of 16 demographic items for inclusion in the survey (see **Appendix B**).

During the same meeting, the workgroup reviewed and approved three scales that respondents would use to rate the work activities listed in the survey—Frequency (the frequency with which a work activity is performed), Performance Expectation (how soon on the job the performance of an activity is expected), and Consequence (the consequence of performing an activity incorrectly). The performance expectation scale was specifically designed to distinguish entry-level skills. These three questions and the instructions for answering them are presented in Table 2.

Table 2. Survey Questions for Rating Work Activity Statements

Please respond to each activity with three separate responses, one response in each category. When considering a response for one category, do not consider the other categories. For example: When considering the consequences of incorrect performance of an activity, do not worry about whether you perform or are expected to perform the activity; the possibility exists that an activity has severe consequences, even if you never perform it.

Performance Expectation: When is a newly certified nurse practitioner first expected to perform this activity?

- Within the first 6 months of working within the role.
- After the first 6 months of working within the role.
- Never expected to perform this activity within the role.

Frequency: How often does a newly certified nurse practitioner perform this activity (consider within a one year period)?

- Frequently
- Often
- Occasionally
- Seldom
- Never

Consequences: Does incorrect performance of this activity cause the patient:

- Little or no physical or psychological harm?
- Moderate physical or psychological harm?
- Severe physical or psychological harm?

The study design included combining each respondent's responses to each of the three rating scales in a hierarchical manner into one overall ranking of criticality. To select a procedure for combining the three scales, the initial study workgroup discussed the importance of each scale to the performance of the work activity. The workgroup determined that the performance expectation scale should be regarded as more critical than the other two scales for representing entry-level practice. The consequence scale was then regarded as more critical than the frequency scale. Therefore the panel agreed to combine the scales so that a particular value on the performance expectation scale would outweigh or outrank all values on the consequence and frequency scales. This hierarchical scheme emphasized the work activities that are required of new practitioners immediately on the job and have the greatest impact on public health or safety. Thus this scheme was selected as the organizing mechanism for combining the responses from the three survey scales into an overall measure of criticality.

Data Collection

Pilot Testing. Using the same procedures intended for administering the national data collection, the survey was piloted in May-June 2008. Twenty-five (25) ANCC certified family nurse practitioners randomly selected from across the nation were included in the sample of 100 ANCC certified nurse practitioners invited to take the pilot survey. Overall, 29 (29 percent) of the nurse practitioners invited to take the pilot survey responded; Eleven (11) respondents were family nurse practitioner. The respondents of the pilot test in general indicated that the work activities were appropriate and reflective of the job of the nurse practitioner.

National Survey. Beginning in July and August 2008, the 1,500 family nurse practitioners selected to take the national web-based survey were sent three notifications via the United States Postal Service: an alert letter, and two follow-up reminders. The alert letter explained the purpose and importance of the study, the eligibility criteria of the study, and stated how to access the survey via the internet. The letter indicated that the participant's responses would be kept confidential.

The letter also notified that respondents completing the survey receive a 5 hour reduction of their continuing education requirement for their recertification.

The first follow-up reminder letter was sent approximately two-weeks after the alert letter. It thanked recipients if they had already submitted their completed survey and encouraged them to do so if they had not already.

The final follow-up reminder letter was sent out only to those who had not yet responded to the survey and was sent out approximately two-weeks prior to the end of the survey.

Data Analysis

The three rating scales were combined into a single measure of overall criticality using a hierarchical method. As agreed by the initial study workgroup, the three rating scales were combined into a single measure in such a manner that a particular value on the performance expectation scale would outweigh or outrank all values on the consequence and frequency scales, and that a particular value on the consequence scale would outweigh or outrank all values on the frequency scale.

Table 3 displays how the values of the overall criticality rating were constructed according to all the possible survey response patterns that might be given to rate an individual work activity by its frequency, performance expectation, and consequence. For example, if a respondent indicated that a particular work activity was expected to be performed within the first six months of assuming the role of a nurse practitioner, could cause severe harm to the patient if it was performed incorrectly, and is performed occasionally, the overall criticality rating for that response

pattern would be 29. A score of 22 suggests that a work activity is generally expected to be performed within the first six months of assuming the role of a nurse practitioner and have moderate consequences if incorrectly performed. Therefore, work activities with scores of 22 or higher on the overall criticality variable may be considered as highly critical. When a work activity was rated as *never expected* on the performance expectation scale, it would receive an overall criticality score of 1 as the bottom row in Table 3 indicates.

Table 3. Construction of the Overall Criticality Variable

| Performance Expectation | Survey Response Options | | Overall Criticality Score |
|-------------------------|-------------------------|--------------|---------------------------|
| | Consequence | Frequency | |
| Within first 6 months | Severe | Frequently | 31 |
| | | Often | 30 |
| | | Occasionally | 29 |
| | | Seldom | 28 |
| | | Never | 27 |
| | Moderate | Frequently | 26 |
| | | Often | 25 |
| | | Occasionally | 24 |
| | | Seldom | 23 |
| | | Never | 22 |
| | Little or no | Frequently | 21 |
| | | Often | 20 |
| | | Occasionally | 19 |
| | | Seldom | 18 |
| | | Never | 17 |
| After first 6 months | Severe | Frequently | 16 |
| | | Often | 15 |
| | | Occasionally | 14 |
| | | Seldom | 13 |
| | | Never | 12 |
| | Moderate | Frequently | 11 |
| | | Often | 10 |
| | | Occasionally | 9 |
| | | Seldom | 8 |
| | | Never | 7 |
| | Little or no | Frequently | 6 |
| | | Often | 5 |
| | | Occasionally | 4 |
| | | Seldom | 3 |
| | | Never | 2 |
| Never expected | All options | All options | 1 |

Survey Results

The total sample size of the national survey included 1,500 ANCC certified family nurse practitioners. A total of 411 valid family nurse practitioner surveys were returned for an overall response rate of 27 percent.

Table 4 shows the percent of surveys per population returned in each geographic region compared to the number of ANCC certified family nurse practitioners selected within the region.

Table 4. Number of Surveys Returned per Geographic Region for Family Nurse Practitioner

| Geographic Region | Family Nurse Practitioner | |
|---|---|---------------------------------------|
| | Number Selected (percent of total pop.) | Number Return (percent of total pop.) |
| Northeast – NY, CT, MA, NJ, ME, PA, NH, VT, RI | 264 (18%) | 79 (19%) |
| South – TN, MS, TX, FL, LA, AL, GA, AR, OK, VA, MD, SC, DC, NC, WV, DE, KY | 631 (41%) | 171 (41%) |
| Midwest – IA, NE, KS, OH, MO, MN, SD, ND, MI, IL, IN, WI | 324 (22%) | 105 (26%) |
| West – WA, AZ, CA, OR, CO, AK, ID, MN, UT, HI, NV, WY, MT | 278 (19%) | 56 (14%) |
| Other – AE, AP, APO | 3 (<1%) | 0 (0%) |
| Total | 1,500 (100%) | 411 (100%) |

Demographic Information

Appendix B details the family nurse practitioners survey respondents' responses to the survey's sixteen demographic questions which included inquiry on the practitioner's background and practice setting.

Demographic Background

Approximately 92 percent of the respondents were female and more than 91 percent reported to be white. Approximately 67 percent of the overall sample fell into the age group of 35-54 years of age.

Approximately 90 percent of family nurse practitioners indicated that they held a Masters in Nursing as one of their highest degree. Two (2) percent of the respondents had doctorate degrees in Nursing Research (Ph.D., DNS, DNS). Approximately one (1) percent indicated they held a Doctorate of Nursing Practice. Approximately five(5) percent of the respondents indicated they held a degree other than what was listed as their highest level of education. A majority of the individuals specifying other indicated that a post-masters nurse practitioner certification was the highest degree they held.

The average number of years of experience the family nurse practitioner respondents had an RN was just over 20 years. The respondents also reported on average nine (9) years of experience as a nurse practitioner.

Practice Settings

Approximately 39 percent of the family nurse practitioner respondents indicated that they practiced in cities with populations between 50,000 and 249,999. Towns with a population between 2,500 – 49,999 had the second highest percent of respondents (30 percent).

In terms of practice setting, the highest percentage of family nurse practitioner respondents indicating they practice in a private group practice (36 percent). Hospital, outpatient and hospital, inpatient settings came in either second or third (16 percent and 13 percent respectively).

Family nurse practitioners also reported on average 79 percent of their time was spent providing direct patient care and approximately two-third of their time was spent caring for acute and chronic illnesses. The family nurse practitioners indicated that on average nearly half of their time was spent in caring for adults (ages 18 to 65 years) and 27 percent with aging adults (ages over 65 years.) They also reported spending on average approximately 27 percent of their time caring for infants, children and adolescents. When asked how many hours per week on average they spent in direct patient care, 64 percent of the family nurse practitioner reported spending between 30 and 49 hours per week.

Finally, overall 95 percent of the family nurse practitioners indicated that they have privileges to prescribe medication in their current practice. Eighty-eight (88) percent indicated that they are required to have a physician collaborator or supervisor in their practice setting, and just over one-third (37%) reported having hospital privileges.

Practice Descriptions

Descriptive statistics (means, standard deviations, and medians) for the three ratings of all 128 work activities—performance expectation, consequence, and frequency—and mean overall criticality are listed in **Appendix C**. The scales were highly reliable. Cronbach's coefficient alpha estimates for the performance expectation, consequence, and frequency scales when applied to all the data were 0.970, 0.986, and 0.977, respectively. (Cronbach's coefficient alpha, a measure of internal stability, ranges in value between 0 and 1.)

In **Appendix D**, the mean overall criticality statistics are presented in rank order of criticality. As indicated in Table 5, 99 work activity statements were rated by the family nurse practitioner respondents as highly critical (with a mean overall criticality rank of 22 or above). These work activities included a very high percentage of items (greater than 80%) from the Assessment of Health Status, Diagnosis of Health Status, Plan of Care and Treatment Implementation domains. Of note is that every work activity listed under Diagnosis of Health Status was classified as highly critical. Approximately half of the work activities under Professional Roles and one third of those under Teaching and Coaching had a mean overall rank of 22 or greater.

Table 5. Number of Work Activities by Mean Overall Criticality Range and Population for Family Nurse Practitioners
Mean Overall Criticality Score

| | 27 and above | Between 22 and 26 | Between 17 and 21 | Between 12 and 16 | Between 7 and 11 | 6 and below | Total number above 22 |
|---------------------------|--------------|-------------------|-------------------|-------------------|------------------|-------------|-----------------------|
| Number of Work Activities | 17 | 82 | 24 | 2 | 3 | 0 | 99 |

Table 6 and 7 displays the 20 highest-ranking and the 20 lowest-ranking work activities by mean overall criticality respectively. The grey shading in Table 6 indicates the 17 work activities that received criticality ratings of 27 and above. These work activities fell across the domains of Assessment of Health Status, Diagnosis of Health Status, Plan of Care and Treatment Implementation, and Professional Role. No work activity listed under Teaching and Coaching received a criticality rating of 27 or above.

The three (3) lowest ranked work activities that received criticality rankings of 11 or less are highlighted in Table 7. These are work activities nos. 128, 116, and 127 with mean overall criticality rankings of 8.68, 9.75, and 11.27 respectively. These activities focused on providing education to the community/groups and health care professionals and participating in clinical and/or evaluation research.

Table 6. Top 20 Work Activities Ranked by Mean Overall Criticality for Family Nurse Practitioners

| Work Activity Number and Name | Mean Overall Criticality |
|--|---------------------------------|
| 24 Assess conditions related to the respiratory system | 28.65 |
| 25 Assess conditions related to the cardiovascular system | 28.65 |
| 111 Maintain patient confidentiality according to current guidelines (e.g., HIPAA) | 28.56 |
| 51 Determine life-threatening illness and/or unstable conditions | 28.43 |
| 112 Identify and refer patient conditions beyond the individual NP's clinical expertise | 28.43 |
| 107 Document assessment and physical findings | 28.39 |
| 56 Prescribe medications considering interactions, effects (therapeutic, side, adverse), patient characteristics, diagnoses, cost and/or accessibility | 28.37 |
| 14 Assess patient and family knowledge and use of prescription and over-the-counter medications | 28.31 |
| 113 Identify and refer patient conditions beyond the individual NP's legal scope of practice | 28.3 |
| 47 Identify normal and abnormal findings in history and physical examination | 28.13 |
| 3 Collect data according to the patient's immediate condition or needs | 28.11 |
| 108 Document diagnoses and plan of care | 27.83 |
| 64 Manage conditions related to the respiratory system | 27.74 |
| 104 Provide for patient safety within scope of legal and professional guidelines | 27.4 |
| 65 Manage conditions related to the cardiovascular system | 27.17 |
| 26 Assess conditions related to the gastrointestinal system | 27.14 |
| 44 Perform problem-focused or interval physical examination | 27.14 |
| 2 Obtain a problem-focused or interval history | 26.91 |
| 91 Activate protective services in cases of suspected abuse and neglect | 26.86 |
| 54 Interpret laboratory and other diagnostic data based on physiologic and pathologic conditions | 26.68 |

Table 7. Bottom 20 Work Activities Ranked by Mean Overall Criticality for Family Nurse Practitioner

| Work Activity Number and Name | Mean Overall Criticality |
|---|---------------------------------|
| 114 Engage in continuous quality improvement activities | 20.3 |
| 117 Participate in personal professional development activities | 20.1 |
| 92 Coordinate care (including multiple specialty follow-up and treatment plans) for patients with complex conditions | 19.96 |
| 103 Provide non-biased counseling regarding advance directives | 19.84 |
| 105 Provide transitional care and information exchange between inpatient, outpatient, and community care settings | 19.45 |
| 99 Formulate plan of care based on emerging trends in health care | 19.36 |
| 126 Counsel patient and/or family through grief, dying, and death | 19.32 |
| 38 Assess conditions related to learning disabilities | 19.23 |
| 123 Develop comprehensive education plans for patients and/or families that consider health literacy and learning barriers and facilitators | 19.18 |
| 115 Advocate to improve patient access to quality, cost-effective health care | 19.17 |
| 85 Formulate plan of care that incorporate principles of epidemiology | 18.15 |
| 120 Incorporate informatics into clinical practice | 18.13 |
| 100 Provide palliative care interventions | 17.76 |
| 22 Assess interaction between the community and patient health status | 17.67 |

| Work Activity Number and Name | | Mean Overall Criticality |
|--------------------------------------|---|-------------------------------------|
| 13 | Assess patient and family knowledge and use of complementary/alternative therapies | 17.27 |
| 89 | Recommend complementary and/or alternative therapies | 16.18 |
| 118 | Evaluate the impact of regulations and legislation on advanced nursing practice and advocate for changes when appropriate | 15.1 |
| 127 | Provide community/group education | 11.27 |
| 116 | Participate in clinical and/or evaluation research | 9.75 |
| 128 | Provide educational offerings to health care professionals | 8.68 |

Appendix A

Work Activities Statements

Work Activity No. and Statement

Assessment of Health Status

- 1 Obtain a comprehensive patient history
- 2 Obtain a problem-focused or interval history
- 3 Collect data according to the patient's immediate condition or needs
- 4 Assess patient and family knowledge and behavior regarding nutrition/hydration
- 5 Assess family communication and decision-making
- 6 Assess patient and family support systems
- 7 Assess patient and family perception of health and health risk factors
- 8 Assess patient and family risk for violence, abuse, and neglect
- 9 Assess patient and family unintentional injury risk
- 10 Assess patient and family psychosocial risks and needs
- 11 Assess patient and family cultural and spiritual beliefs/values that influence health care
- 12 Assess patient and family health risks and needs based on developmental/life stage
- 13 Assess patient and family knowledge and use of complementary/alternative therapies
- 14 Assess patient and family knowledge and use of prescription and over-the-counter medications
- 15 Assess patient and family health risks based on lifestyle, health habits, substance use/abuse, and sexual practices
- 16 Assess health risks based on past medical history
- 17 Assess health risks based on socioeconomic factors
- 18 Assess genetic/familial health risks
- 19 Assess occupational health risks
- 20 Assess health risks based on immunization status
- 21 Assess interaction between the physical environment and patient health status
- 22 Assess interaction between the community and patient health status
- 23 Assess conditions related to the head, eyes, ears, nose, and throat
- 24 Assess conditions related to the respiratory system
- 25 Assess conditions related to the cardiovascular system
- 26 Assess conditions related to the gastrointestinal system
- 27 Assess conditions related to the genitourinary system
- 28 Assess conditions related to the musculoskeletal system
- 29 Assess conditions related to the neurological system
- 30 Assess conditions related to the endocrine system (including metabolic disorders)
- 31 Assess conditions related to the hematopoietic system
- 32 Assess conditions related to the immune system
- 33 Assess conditions related to the integumentary system
- 34 Assess conditions related to the lymphatic system
- 35 Assess conditions related to infectious/communicable diseases
- 36 Assess conditions related to physical function and mobility
- 37 Assess conditions related to developmental delays/impairments
- 38 Assess conditions related to learning disabilities
- 39 Assess conditions related to acute and/or chronic pain
- 40 Assess conditions related to nutrition/hydration
- 41 Assess conditions related to mental health

Work Activity No. and Statement

- 42 Assess cognitive status and decision-making capacity
- 43 Assess sexual and/or reproductive health
- 44 Perform problem-focused or interval physical examination
- 45 Perform comprehensive physical examination
- 46 Select and/or perform physical, psychosocial, or developmental screening tests that are appropriate to condition or needs based on clinical guidelines, risks, costs and benefits

Diagnosis of Health Status

- 47 Identify normal and abnormal findings in history and physical examination
- 48 Identify age-related findings in history and physical examination
- 49 Select and/or perform diagnostic tests that are appropriate to condition or needs based on clinical guidelines, risks, costs and benefits
- 50 Identify any interactions among diet, medications, substance use and/or complementary/alternative therapies
- 51 Determine life-threatening illness and/or unstable conditions
- 52 Develop a comprehensive problem list based on assessment findings
- 53 Use diagnostic reasoning to establish and prioritize differential diagnoses
- 54 Interpret laboratory and other diagnostic data based on physiologic and pathologic conditions

Plan of Care and Treatment Implementation

- 55 Engage in consultation, referral and/or collaboration with other health professionals and community resources
- 56 Prescribe medications considering interactions, effects (therapeutic, side, adverse), patient characteristics, diagnoses, cost and/or accessibility
- 57 Prescribe medications considering absorption, distribution, metabolism and excretion
- 58 Prescribe non-pharmacologic interventions and/or medical equipment considering risks and benefits, patient characteristics, diagnoses, cost and/or accessibility
- 59 Prioritize interventions based on severity and complexity of health problems
- 60 Determine treatment decisions considering comorbidities
- 61 Incorporate existing support system into treatment plan
- 62 Plan follow-up care at designated intervals based on condition and/or clinical guidelines
- 63 Manage conditions related to the head, eyes, ears, nose, and throat
- 64 Manage conditions related to the respiratory system
- 65 Manage conditions related to the cardiovascular system
- 66 Manage conditions related to the gastrointestinal system
- 67 Manage conditions related to the genitourinary system
- 68 Manage conditions related to the musculoskeletal system
- 69 Manage conditions related to the neurological system
- 70 Manage conditions related to the endocrine system (including metabolic disorders)
- 71 Manage conditions related to the hematopoietic system
- 72 Manage conditions related to the immune system
- 73 Manage conditions related to the integumentary system
- 74 Manage conditions related to the lymphatic system
- 75 Manage conditions related to infectious/communicable diseases
- 76 Manage conditions related to physical function and mobility
- 77 Manage conditions related to developmental delays/impairments

Work Activity No. and Statement

- 78 Manage conditions related to acute and/or chronic pain
- 79 Manage conditions related to nutrition/hydration
- 80 Manage conditions related to mental health
- 81 Manage conditions affecting sexual and reproductive health
- 82 Manage comorbidities
- 83 Manage psychosocial concerns
- 84 Formulate plan of care that consider the pathophysiology of acute and chronic conditions
- 85 Formulate plan of care that incorporate principles of epidemiology
- 86 Select interventions based on clinical practice standards, evidence-based guidelines, and ethical/legal principles
- 87 Treat acute and/or chronic conditions using current technological interventions
- 88 Immunize based on current recommendations
- 89 Recommend complementary and/or alternative therapies
- 90 Make referrals to support services and resources to reduce caregiver stress
- 91 Activate protective services in cases of suspected abuse and neglect
- 92 Coordinate care (including multiple specialty follow-up and treatment plans) for patients with complex conditions
- 93 Evaluate patient progress in health promotion/disease prevention activities
- 94 Evaluate diagnostic findings and modify treatment plans accordingly
- 95 Evaluate effectiveness of pharmacologic regimen, considering polypharmacy, and modify treatment plan as appropriate
- 96 Evaluate effectiveness of nonpharmacologic interventions and modify treatment plan as appropriate
- 97 Evaluate adherence to treatment plan and modify as appropriate
- 98 Evaluate the impact of diagnosis and treatment on patient and family
- 99 Formulate plan of care based on emerging trends in health care
- 100 Provide palliative care interventions
- 101 Collaborate with patient and family to determine plan of care including health care goals
- 102 Provide non-biased counseling to obtain informed consent/assent
- 103 Provide non-biased counseling regarding advance directives
- 104 Provide for patient safety within scope of legal and professional guidelines
- 105 Provide transitional care and information exchange between inpatient, outpatient, and community care settings
- 106 Perform primary care procedures including but not limited to suturing, minor lesion removal, microscopy, pap test

Professional Role

- 107 Document assessment and physical findings
- 108 Document diagnoses and plan of care
- 109 Negotiate care considering patient's/proxy's right to choose/refuse treatment options
- 110 Incorporate patient/family culture, values, health beliefs and behaviors into clinical practice
- 111 Maintain patient confidentiality according to current guidelines (e.g., HIPAA)
- 112 Identify and refer patient conditions beyond the individual NP's clinical expertise
- 113 Identify and refer patient conditions beyond the individual NP's legal scope of practice
- 114 Engage in continuous quality improvement activities

Work Activity No. and Statement

- 115 Advocate to improve patient access to quality, cost-effective health care
- 116 Participate in clinical and/or evaluation research
- 117 Participate in personal professional development activities
- 118 Evaluate the impact of regulations and legislation on advanced nursing practice and advocate for changes when appropriate
- 119 Incorporate current evidence-based findings into clinical practice
- 120 Incorporate informatics into clinical practice
- 121 Address legal/ethical dilemmas in clinical practice
- 122 Document in accordance with current regulatory processes and payer systems

Teaching and Coaching

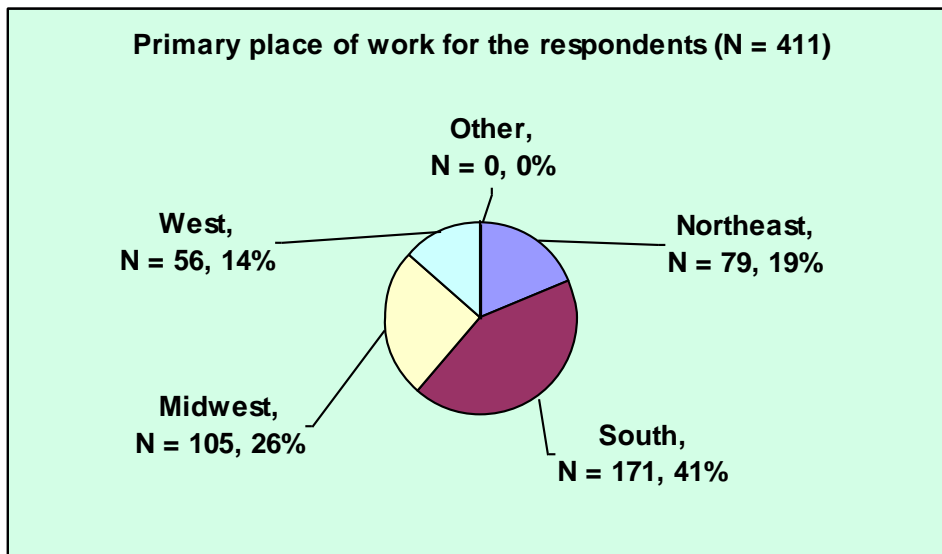
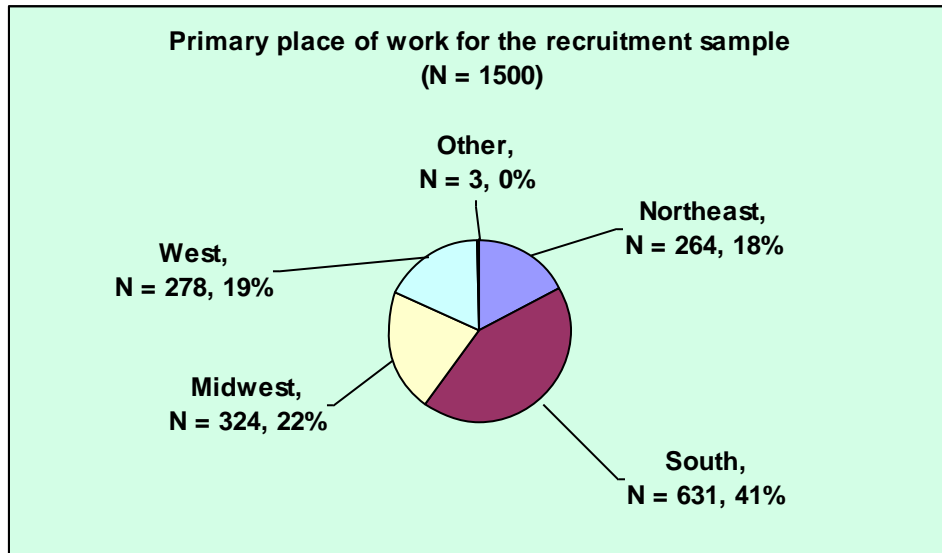
- 123 Develop comprehensive education plans for patients and/or families that consider health literacy and learning barriers and facilitators
- 124 Educate patient and/or family regarding plan of care including testing, diagnosis, treatments and/or implications
- 125 Provide anticipatory guidance for patient and/or family
- 126 Counsel patient and/or family through grief, dying, and death
- 127 Provide community/group education
- 128 Provide educational offerings to health care professionals

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Appendix B

Demographic Data Summary

1. Primary place of work



2. What is your gender?

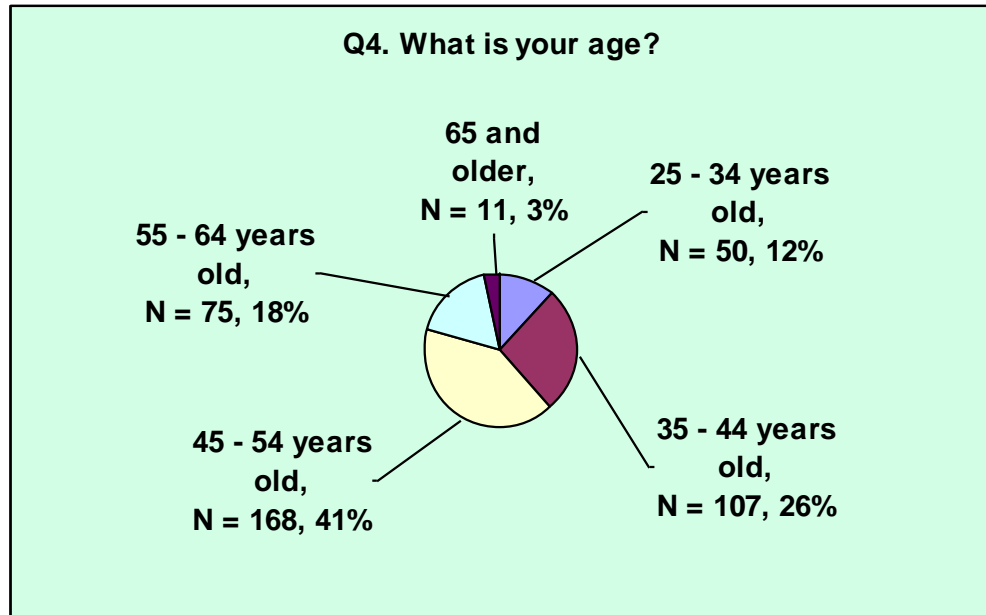
| | Count | Percent |
|--------------|------------|-------------|
| Female | 378 | 91.97% |
| Male | 33 | 8.03% |
| Total | 411 | 100% |

3. What is your race/Hispanic origin background?

| | Count | Percent |
|--|------------|-------------|
| White Alone, Not Hispanic or Latino | 375 | 91.24% |
| Black or African American Alone | 15 | 3.65% |
| American Indian and Alaska Native Alone | 1 | 0.24% |
| Asian Alone | 6 | 1.46% |
| Native Hawaiian and other Pacific Islander Alone | 1 | 0.24% |
| Two or More Races | 6 | 1.46% |
| Hispanic or Latino (Any Race) | 7 | 1.70% |
| Total | 411 | 100% |

4. What is your age?

| | Count | Percent |
|-------------------|------------|-------------|
| 25 - 34 years old | 50 | 12.17% |
| 35 - 44 years old | 107 | 26.03% |
| 45 - 54 years old | 168 | 40.88% |
| 55 - 64 years old | 75 | 18.25% |
| 65 and older | 11 | 2.68% |
| Total | 411 | 100% |



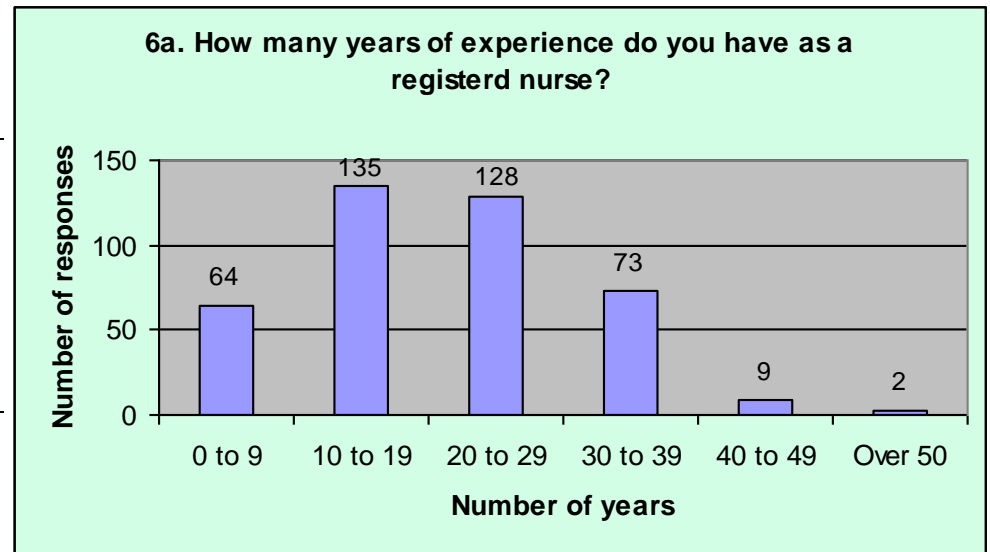
5. Indicate the highest educational level you have completed (Choose all that apply)

| | Count | Percent* |
|--|--------------|-----------------|
| Masters in Nursing | 369 | 89.78% |
| Masters in field other than Nursing | 24 | 5.84% |
| Doctorate in Nursing Research (e.g., Ph.D., DNS, DSN) | 8 | 1.95% |
| Doctorate in Nursing Practice (DNP) | 5 | 1.22% |
| Doctorate in field other than Nursing | 8 | 1.95% |
| Other | 20 | 4.87% |

*The percentage is computed using "Total = 411," however, the actual total count is larger than 411, as this question asks the respondents to choose all that apply.

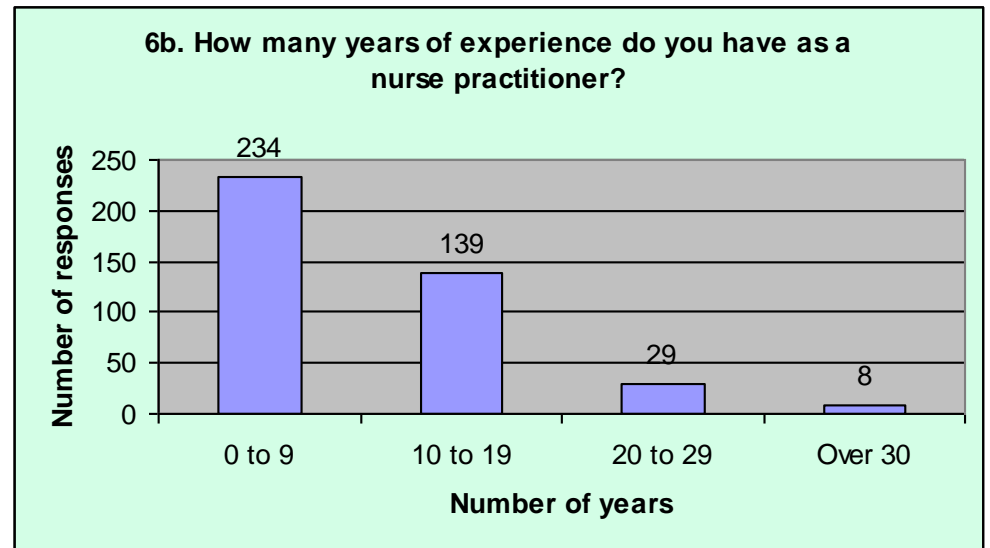
6a. How many years of experience do you have as a registered nurse?

| Number of Years | Count | Percent |
|-----------------|------------|----------------|
| 0 to 9 | 64 | 15.57% |
| 10 to 19 | 135 | 32.85% |
| 20 to 29 | 128 | 31.14% |
| 30 to 39 | 73 | 17.76% |
| 40 to 49 | 9 | 2.19% |
| Over 50 | 2 | 0.49% |
| Total | 411 | 100.00% |



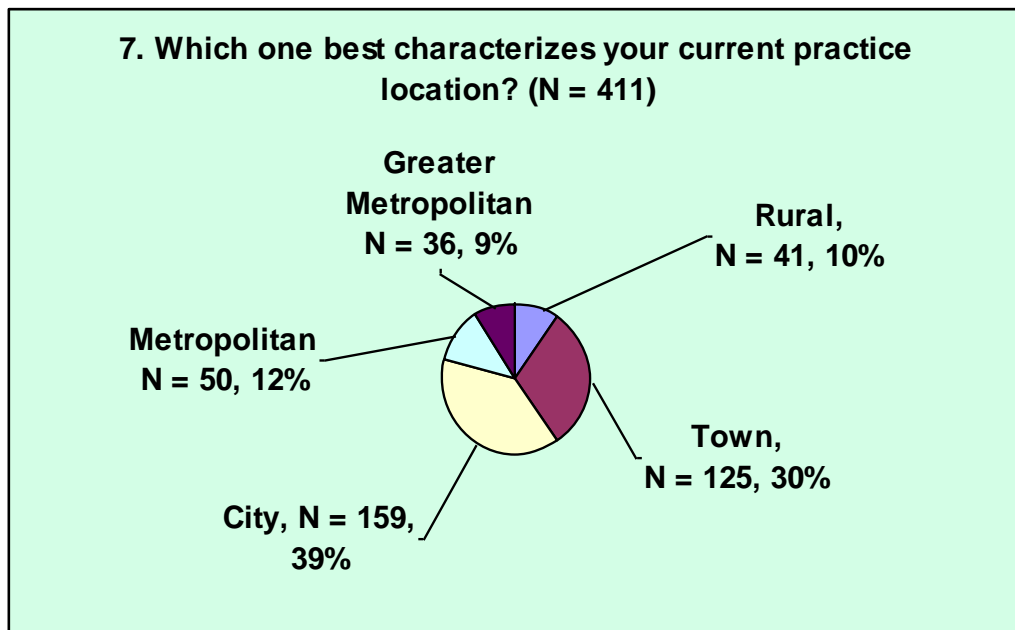
6b. How many years of experience do you have as a nurse practitioner?

| Number of Years | Count | Percent |
|-----------------|------------|----------------|
| 0 to 9 | 234 | 57.07% |
| 10 to 19 | 139 | 33.90% |
| 20 to 29 | 29 | 7.07% |
| Over 30 | 8 | 1.95% |
| Total | 410 | 100.00% |
| (Missing | 1) | |



7. Which one of the following best characterizes your current clinical practice location? (Mark only one)

| | Count | Percent |
|--|------------|-------------|
| Rural (population less than 2,500) | 41 | 9.98% |
| Town (population between 2,500 - 49,999) | 125 | 30.41% |
| City (population between 50,000 - 249,999) | 159 | 38.69% |
| Metropolitan (population between 250,000 - 999,999) | 50 | 12.17% |
| Greater Metropolitan (population greater than 999,999) | 36 | 8.76% |
| Total | 411 | 100% |



8. The percentage of time (during an average week) that you provide health care for patients in each of the age groups

| | Infant (birth to 2 years) | | Child (3 to 12 years) | | Adolescent (13 to 17 years) | | Adult (18 to 65 years) | | Aging Adult (over 65 years) | |
|---|------------------------------|----------------|--------------------------|----------------|--------------------------------|----------------|---------------------------|----------------|--------------------------------|----------------|
| | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Less than 20% | 368 | 96.84% | 333 | 86.95% | 332 | 84.48% | 44 | 10.78% | 199 | 50.77% |
| 21% to 40% | 9 | 2.37% | 43 | 11.23% | 50 | 12.72% | 126 | 30.88% | 106 | 27.04% |
| 41% to 60% | 3 | 0.79% | 6 | 1.57% | 6 | 1.53% | 137 | 33.58% | 61 | 15.56% |
| 61% to 80% | 0 | 0.00% | 1 | 0.26% | 4 | 1.02% | 62 | 15.20% | 22 | 5.61% |
| 81% to 100% | 0 | 0.00% | 0 | 0.00% | 1 | 0.25% | 39 | 9.56% | 4 | 1.02% |
| Valid Responses | 380 | 100.00% | 383 | 100.00% | 393 | 100.00% | 408 | 100.00% | 392 | 100.00% |
| Missing | 31 | | 28 | | 18 | | 3 | | 19 | |
| | Infant (birth to 2 years) | | Child (3 to 12 years) | | Adolescent (13 to 17 years) | | Adult (18 to 65 years) | | Aging Adult (over 65 years) | |
| Mean percent spent with each age group | 5.16% | | 9.28% | | 12.65% | | 49.11% | | 26.97% | |

9. The percentage of time (during an average week) that you provide patients with

| | Health Maintenance | | Maternity Care | | Acute Illness Care | | Chronic Illness Care | | End-of-Life Care | |
|---|--------------------|----------------|----------------|----------------|--------------------|----------------|----------------------|----------------|------------------|----------------|
| | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Less than 20% | 268 | 66.50% | 375 | 97.66% | 125 | 31.09% | 164 | 41.00% | 369 | 97.88% |
| 21% to 40% | 102 | 25.31% | 5 | 1.30% | 154 | 38.31% | 157 | 39.25% | 6 | 1.59% |
| 41% to 60% | 19 | 4.71% | 2 | 0.52% | 60 | 14.93% | 49 | 12.25% | 0 | 0.00% |
| 61% to 80% | 11 | 2.73% | 1 | 0.26% | 46 | 11.44% | 21 | 5.25% | 0 | 0.00% |
| 81% to 100% | 3 | 0.74% | 1 | 0.26% | 17 | 4.23% | 9 | 2.25% | 2 | 0.53% |
| Valid Responses | 403 | 100.00% | 384 | 100.00% | 402 | 100.00% | 400 | 100.00% | 377 | 100.00% |
| Missing | 8 | | 27 | | 9 | | 11 | | 34 | |
| | Health Maintenance | | Maternity Care | | Acute Illness Care | | Chronic Illness Care | | End-of-Life Care | |
| Mean percent spent with each age group | 20.37% | | 1.87% | | 36.09% | | 29.44% | | 2.67% | |

(Continue on the next page)

9. The percentage of time (during an average week) that you provide patients with (continue)

| | Mental Health Care | | Other | |
|---|---------------------------|----------------|--------------|----------------|
| | Count | Percent | Count | Percent |
| Less than 20% | 356 | 92.47% | 160 | 90.40% |
| 21% to 40% | 24 | 6.23% | 8 | 4.52% |
| 41% to 60% | 1 | 0.26% | 4 | 2.26% |
| 61% to 80% | 0 | 0.00% | 3 | 1.69% |
| 81% to 100% | 4 | 1.04% | 2 | 1.13% |
| <hr/> | | | | |
| Valid Responses | 385 | 100.00% | 177 | 100.00% |
| Missing | 26 | | 234 | |
| <hr/> | | | | |
| | Mental health care | | Other | |
| Mean percent spent with each age group | 9.33% | | 7.28% | |

10. Which of the following describes your practice setting? (Mark all that apply.)

| | Count | Percent* |
|--|-------|----------|
| Private group practice | 149 | 36.25% |
| Hospital, outpatient | 65 | 15.82% |
| Hospital, inpatient | 55 | 13.38% |
| Community/Public health (city/county/state/federal agency) | 43 | 10.46% |
| Rural health clinic | 38 | 9.25% |
| School or college health | 29 | 7.06% |
| Retail based clinic | 24 | 5.84% |
| Nursing home/long-term care | 20 | 4.87% |
| Occupational health | 17 | 4.14% |
| VA/Armed forces | 17 | 4.14% |
| Managed care (e.g., HMO, Blue Cross/Blue Shield) | 15 | 3.65% |
| Independent nurse practitioner practice | 11 | 2.68% |
| School/College of nursing | 10 | 2.43% |
| Hospice facility | 5 | 1.22% |
| Medical school | 4 | 0.97% |
| Home health care | 1 | 0.24% |
| Other | 59 | 14.36% |

*The percentage is computed using "Total = 411," however, the actual total count is larger than 411, as this question asks the respondents to choose all that apply.

11. On average, how many hours per week do you spend in direct patient care?

| | Count | Percent |
|-----------------|------------|----------------|
| 0 to 9 hours | 17 | 4.31% |
| 10 to 19 hours | 31 | 7.87% |
| 20 to 29 hours | 58 | 14.72% |
| 30 to 39 hours | 147 | 37.31% |
| 40 to 49 hours | 105 | 26.65% |
| Over 50 hours | 36 | 9.14% |
| Total | 394 | 100.00% |
| (Missing | 17) | |

12. The percentage of an average week spent in each of the following activities

| | Direct patient care | | Management, supervision, and administration | | Teaching | | Research | | Consultation | | Other | |
|--|---------------------|----------------|---|----------------|---------------|----------------|--------------|----------------|--------------|----------------|--------------|----------------|
| | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent | Count | Percent |
| Less than 20% | 22 | 5.37% | 290 | 88.69% | 283 | 88.71% | 280 | 98.94% | 291 | 98.31% | 158 | 98.14% |
| 21% to 40% | 19 | 4.63% | 26 | 7.95% | 18 | 5.64% | 3 | 1.06% | 4 | 1.35% | 2 | 1.24% |
| 41% to 60% | 44 | 10.73% | 9 | 2.75% | 11 | 3.45% | 0 | 0.00% | 0 | 0.00% | 1 | 0.62% |
| 61% to 80% | 100 | 24.39% | 1 | 0.31% | 4 | 1.25% | 0 | 0.00% | 1 | 0.34% | 0 | 0.00% |
| 81% to 100% | 225 | 54.88% | 1 | 0.31% | 3 | 0.94% | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Valid Responses | 410 | 100.00% | 327 | 100.00% | 319 | 100.00% | 283 | 100.00% | 296 | 100.00% | 161 | 100.00% |
| Missing | 1 | | 84 | | 92 | | 128 | | 115 | | 250 | |
| | Direct patient care | | Management, supervision, and administration | | Teaching | | Research | | Consultation | | Other | |
| Mean percent spent with each activity | 78.50% | | 8.94% | | 10.36% | | 2.27% | | 5.23% | | 3.10% | |

13. Do you have privileges to prescribe medications in your current practice setting?

| | Count | Percent |
|--------------|------------|-------------|
| Yes | 390 | 94.89% |
| No | 21 | 5.11% |
| Total | 411 | 100% |

14. Are you required to have a physician collaborator/supervisor?

| | Count | Percent |
|-----------------|------------|-------------|
| Yes | 358 | 87.53% |
| No | 51 | 12.47% |
| Total | 409 | 100% |
| (Missing | 2) | |

15. Do you have hospital privileges in your current practice setting?

| | Count | Percent |
|--------------|------------|-------------|
| Yes | 152 | 36.98% |
| No | 259 | 63.02% |
| Total | 411 | 100% |

16. Do you: (Mark all that apply)

| | Count | Percent |
|--|-------|---------|
| Admit patients to the hospital | 78 | 18.97% |
| Manage patients during hospitalization | 93 | 22.63% |
| Discharge patients from the hospital | 71 | 17.27% |

*The percentage is computed using "Total = 411."

Appendix C

Work Activities Descriptive Statistics

**Family Nurse Practitioner
Survey Order**

| | Performance Expectation | | | | Consequence | | | | Frequency | | | | Overall Rank | | |
|--|-------------------------|------|---------|--------|-------------|------|---------|--------|-----------|------|---------|--------|--------------|-------|---------|
| | N | Mean | Std Dev | Median | N | Mean | Std Dev | Median | N | Mean | Std Dev | Median | N | Mean | Std Dev |
| 1 Obtain a comprehensive patient history | 411 | 1.99 | 0.12 | 2 | 411 | 1.19 | 0.63 | 1 | 411 | 3.4 | 0.59 | 3 | 411 | 26.15 | 3.7 |
| 2 Obtain a problem-focused or interval history | 411 | 1.99 | 0.12 | 2 | 411 | 1.29 | 0.61 | 1 | 411 | 3.65 | 0.51 | 4 | 411 | 26.91 | 3.6 |
| 3 Collect data according to the patient's immediate condition or needs | 411 | 1.99 | 0.1 | 2 | 411 | 1.49 | 0.6 | 2 | 411 | 3.79 | 0.44 | 4 | 411 | 28.11 | 3.49 |
| 4 Assess patient and family knowledge and behavior regarding nutrition/hydration | 411 | 1.95 | 0.24 | 2 | 411 | 1.01 | 0.59 | 1 | 411 | 3.04 | 0.72 | 3 | 411 | 24.4 | 4.9 |
| 5 Assess family communication and decision-making | 411 | 1.94 | 0.23 | 2 | 411 | 1.23 | 0.67 | 1 | 411 | 3.53 | 0.69 | 4 | 411 | 25.84 | 5.32 |
| 6 Assess patient and family support systems | 411 | 1.91 | 0.29 | 2 | 411 | 0.86 | 0.55 | 1 | 411 | 3.13 | 0.7 | 3 | 411 | 23.01 | 5.66 |
| 7 Assess patient and family perception of health and health risk factors | 411 | 1.93 | 0.25 | 2 | 411 | 0.98 | 0.59 | 1 | 410 | 3.34 | 0.68 | 3 | 410 | 24.25 | 5.2 |
| 8 Assess patient and family risk for violence, abuse, and neglect | 411 | 1.92 | 0.3 | 2 | 411 | 1.53 | 0.6 | 2 | 411 | 3.14 | 0.91 | 3 | 411 | 26.64 | 5.86 |
| 9 Assess patient and family unintentional injury risk | 411 | 1.85 | 0.38 | 2 | 411 | 1.17 | 0.64 | 1 | 411 | 2.91 | 0.94 | 3 | 411 | 23.67 | 7.02 |
| 10 Assess patient and family psychosocial risks and needs | 411 | 1.89 | 0.32 | 2 | 411 | 1.01 | 0.54 | 1 | 411 | 3.15 | 0.74 | 3 | 411 | 23.65 | 5.91 |

Performance expectation response options: 0 = never, 1 = after first 6 months, 2 = within the first 6 months; Consequences response option: 0 = little or none, 1 = moderate, 2 = severe; Frequency response options): 0 = never, 1 = seldom, 2 = occasionally 3 = often 4 = frequently

**Family Nurse Practitioner
Survey Order**

| | Performance Expectation | | | | Consequence | | | | Frequency | | | | Overall Rank | | |
|--|-------------------------|------|---------|--------|-------------|------|---------|--------|-----------|------|---------|--------|--------------|-------|---------|
| | N | Mean | Std Dev | Median | N | Mean | Std Dev | Median | N | Mean | Std Dev | Median | N | Mean | Std Dev |
| 11 Assess patient and family cultural and spiritual beliefs/values that influence health care | 411 | 1.82 | 0.4 | 2 | 411 | 0.77 | 0.6 | 1 | 411 | 2.82 | 0.93 | 3 | 411 | 21.12 | 7.21 |
| 12 Assess patient and family health risks and needs based on developmental/life stage | 411 | 1.92 | 0.27 | 2 | 411 | 0.98 | 0.57 | 1 | 411 | 3.25 | 0.76 | 3 | 411 | 23.94 | 5.59 |
| 13 Assess patient and family knowledge and use of complementary/alternative therapies | 411 | 1.55 | 0.56 | 2 | 411 | 0.79 | 0.65 | 1 | 411 | 2.61 | 0.9 | 3 | 411 | 17.27 | 9.24 |
| 14 Assess patient and family knowledge and use of prescription and over-the-counter medications | 411 | 1.97 | 0.18 | 2 | 411 | 1.62 | 0.57 | 2 | 411 | 3.68 | 0.54 | 4 | 411 | 28.31 | 4.04 |
| 15 Assess patient and family health risks based on lifestyle, health habits, substance use/abuse, and sexual practices | 411 | 1.96 | 0.2 | 2 | 411 | 1.32 | 0.58 | 1 | 411 | 3.42 | 0.63 | 3 | 411 | 26.38 | 4.51 |
| 16 Assess health risks based on past medical history | 411 | 1.92 | 0.27 | 2 | 411 | 1.26 | 0.58 | 1 | 411 | 3.52 | 0.6 | 4 | 411 | 25.62 | 5.25 |
| 17 Assess health risks based on socioeconomic factors | 411 | 1.85 | 0.37 | 2 | 411 | 0.94 | 0.53 | 1 | 411 | 3.09 | 0.75 | 3 | 411 | 22.57 | 6.55 |
| 18 Assess genetic/familial health risks | 410 | 1.75 | 0.44 | 2 | 411 | 0.94 | 0.56 | 1 | 411 | 2.91 | 0.88 | 3 | 410 | 20.97 | 7.87 |
| 19 Assess occupational health risks | 411 | 1.79 | 0.43 | 2 | 411 | 0.91 | 0.53 | 1 | 411 | 2.76 | 0.85 | 3 | 411 | 21.25 | 7.38 |

Performance expectation response options: 0 = never, 1 = after first 6 months, 2 = within the first 6 months; Consequences response option: 0 = little or none, 1 = moderate, 2 = severe; Frequency response options): 0 = never, 1 = seldom, 2 = occasionally 3 = often 4 = frequently

**Family Nurse Practitioner
Survey Order**

| | Performance Expectation | | | | Consequence | | | | Frequency | | | | Overall Rank | | |
|--|-------------------------|------|---------|--------|-------------|------|---------|--------|-----------|------|---------|--------|--------------|-------|---------|
| | N | Mean | Std Dev | Median | N | Mean | Std Dev | Median | N | Mean | Std Dev | Median | N | Mean | Std Dev |
| 20 Assess health risks based on immunization status | 411 | 1.91 | 0.34 | 2 | 411 | 0.99 | 0.61 | 1 | 411 | 2.99 | 0.89 | 3 | 411 | 23.72 | 5.94 |
| 21 Assess interaction between the physical environment and patient health status | 411 | 1.78 | 0.43 | 2 | 410 | 0.83 | 0.53 | 1 | 410 | 2.81 | 0.85 | 3 | 411 | 20.63 | 7.61 |
| 22 Assess interaction between the community and patient health status | 411 | 1.64 | 0.53 | 2 | 410 | 0.63 | 0.55 | 1 | 410 | 2.52 | 0.91 | 3 | 411 | 17.67 | 8.63 |
| 23 Assess conditions related to the head, eyes, ears, nose, and throat | 411 | 1.99 | 0.12 | 2 | 411 | 1.25 | 0.59 | 1 | 411 | 3.42 | 0.58 | 3 | 411 | 26.56 | 3.55 |
| 24 Assess conditions related to the respiratory system | 411 | 2 | 0.07 | 2 | 411 | 1.61 | 0.54 | 2 | 411 | 3.67 | 0.5 | 4 | 411 | 28.65 | 2.97 |
| 25 Assess conditions related to the cardiovascular system | 411 | 1.97 | 0.18 | 2 | 411 | 1.69 | 0.52 | 2 | 410 | 3.65 | 0.53 | 4 | 410 | 28.65 | 3.81 |
| 26 Assess conditions related to the gastrointestinal system | 411 | 1.98 | 0.15 | 2 | 411 | 1.41 | 0.54 | 1 | 411 | 3.37 | 0.58 | 3 | 411 | 27.14 | 3.71 |
| 27 Assess conditions related to the genitourinary system | 411 | 1.97 | 0.18 | 2 | 411 | 1.25 | 0.57 | 1 | 411 | 3.24 | 0.69 | 3 | 411 | 26.09 | 4.14 |
| 28 Assess conditions related to the musculoskeletal system | 411 | 1.94 | 0.24 | 2 | 411 | 1.19 | 0.6 | 1 | 411 | 3.23 | 0.64 | 3 | 411 | 25.25 | 5.07 |
| 29 Assess conditions related to the neurological system | 411 | 1.91 | 0.29 | 2 | 411 | 1.49 | 0.57 | 2 | 411 | 3.23 | 0.72 | 3 | 411 | 26.33 | 5.58 |
| 30 Assess conditions related to the endocrine system (including metabolic disorders) | 411 | 1.88 | 0.32 | 2 | 411 | 1.43 | 0.56 | 1 | 411 | 3.15 | 0.71 | 3 | 411 | 25.56 | 5.96 |
| 31 Assess conditions related to the hematopoietic system | 411 | 1.8 | 0.41 | 2 | 411 | 1.36 | 0.57 | 1 | 411 | 2.93 | 0.82 | 3 | 411 | 23.73 | 7.28 |

Performance expectation response options: 0 = never, 1 = after first 6 months, 2 = within the first 6 months; Consequences response option: 0 = little or none, 1 = moderate, 2 = severe; Frequency response options): 0 = never, 1 = seldom, 2 = occasionally 3 = often 4 = frequently

**Family Nurse Practitioner
Survey Order**

| | Performance Expectation | | | | Consequence | | | | Frequency | | | | Overall Rank | | |
|--|-------------------------|------|---------|---------|-------------|------|---------|---------|-----------|------|---------|---------|--------------|-------|---------|
| | N | Mean | Std Dev | Med-ian | N | Mean | Std Dev | Med-ian | N | Mean | Std Dev | Med-ian | N | Mean | Std Dev |
| 32 Assess conditions related to the immune system | 411 | 1.8 | 0.41 | 2 | 411 | 1.29 | 0.58 | 1 | 411 | 2.83 | 0.87 | 3 | 411 | 23.33 | 7.38 |
| 33 Assess conditions related to the integumentary system | 411 | 1.92 | 0.27 | 2 | 410 | 1.1 | 0.59 | 1 | 410 | 3.24 | 0.71 | 3 | 410 | 24.6 | 5.46 |
| 34 Assess conditions related to the lymphatic system | 411 | 1.86 | 0.37 | 2 | 411 | 1.23 | 0.58 | 1 | 411 | 2.98 | 0.81 | 3 | 411 | 24.17 | 6.75 |
| 35 Assess conditions related to infectious/communicable diseases | 411 | 1.91 | 0.29 | 2 | 411 | 1.41 | 0.59 | 1 | 411 | 3.17 | 0.72 | 3 | 411 | 25.92 | 5.62 |
| 36 Assess conditions related to physical function and mobility | 411 | 1.92 | 0.27 | 2 | 411 | 1.15 | 0.56 | 1 | 411 | 3.23 | 0.77 | 3 | 411 | 24.8 | 5.5 |
| 37 Assess conditions related to developmental delays/impairments | 411 | 1.79 | 0.43 | 2 | 411 | 1.17 | 0.63 | 1 | 411 | 2.83 | 0.95 | 3 | 411 | 22.69 | 7.63 |
| 38 Assess conditions related to learning disabilities | 411 | 1.62 | 0.56 | 2 | 410 | 1.01 | 0.62 | 1 | 411 | 2.44 | 1.05 | 2 | 410 | 19.23 | 8.99 |
| 39 Assess conditions related to acute and/or chronic pain | 411 | 1.91 | 0.28 | 2 | 411 | 1.26 | 0.59 | 1 | 411 | 3.3 | 0.66 | 3 | 411 | 25.3 | 5.71 |
| 40 Assess conditions related to nutrition/hydration | 411 | 1.96 | 0.19 | 2 | 411 | 1.28 | 0.59 | 1 | 410 | 3.24 | 0.74 | 3 | 410 | 26.04 | 4.61 |
| 41 Assess conditions related to mental health | 410 | 1.88 | 0.34 | 2 | 411 | 1.38 | 0.58 | 1 | 409 | 3.17 | 0.75 | 3 | 408 | 25.35 | 6.2 |
| 42 Assess cognitive status and decision-making capacity | 411 | 1.84 | 0.37 | 2 | 411 | 1.31 | 0.6 | 1 | 411 | 3.13 | 0.89 | 3 | 411 | 24.25 | 7.17 |
| 43 Assess sexual and/or reproductive health | 411 | 1.83 | 0.39 | 2 | 411 | 0.98 | 0.59 | 1 | 411 | 2.7 | 0.82 | 3 | 411 | 22.13 | 7.15 |
| 44 Perform problem-focused or interval physical examination | 411 | 1.97 | 0.16 | 2 | 411 | 1.4 | 0.58 | 1 | 411 | 3.56 | 0.57 | 4 | 411 | 27.14 | 4.04 |

Performance expectation response options: 0 = never, 1 = after first 6 months, 2 = within the first 6 months; Consequences response option: 0 = little or none, 1 = moderate, 2 = severe; Frequency response options): 0 = never, 1 = seldom, 2 = occasionally 3 = often 4 = frequently

**Family Nurse Practitioner
Survey Order**

| | Performance Expectation | | | | Consequence | | | | Frequency | | | | Overall Rank | | |
|--|-------------------------|------|---------|---------|-------------|------|---------|---------|-----------|------|---------|---------|--------------|-------|---------|
| | N | Mean | Std Dev | Med-ian | N | Mean | Std Dev | Med-ian | N | Mean | Std Dev | Med-ian | N | Mean | Std Dev |
| 45 Perform comprehensive physical examination | 411 | 1.95 | 0.23 | 2 | 411 | 1.33 | 0.6 | 1 | 411 | 3.11 | 0.67 | 3 | 411 | 25.95 | 4.78 |
| 46 Select and/or perform physical, psychosocial, or developmental screening tests that are appropriate to condition or needs based on clinical guidelines, risks, costs and benefits | 411 | 1.7 | 0.5 | 2 | 411 | 1.16 | 0.6 | 1 | 411 | 2.81 | 0.9 | 3 | 411 | 21.37 | 8.6 |
| 47 Identify normal and abnormal findings in history and physical examination | 411 | 1.93 | 0.25 | 2 | 411 | 1.67 | 0.52 | 2 | 411 | 3.77 | 0.44 | 4 | 411 | 28.13 | 4.53 |
| 48 Identify age-related findings in history and physical examination | 411 | 1.88 | 0.32 | 2 | 411 | 1.08 | 0.59 | 1 | 411 | 3.42 | 0.63 | 3 | 411 | 24.05 | 6.24 |
| 49 Select and/or perform diagnostic tests that are appropriate to condition or needs based on clinical guidelines, risks, costs and benefits | 411 | 1.83 | 0.38 | 2 | 411 | 1.43 | 0.56 | 1 | 411 | 3.47 | 0.58 | 4 | 411 | 25.04 | 6.7 |
| 50 Identify any interactions among diet, medications, substance use and/or complementary/alt-ernative therapies | 411 | 1.77 | 0.42 | 2 | 411 | 1.48 | 0.58 | 2 | 411 | 3.35 | 0.73 | 3 | 408 | 24.41 | 7.74 |
| 51 Determine life-threatening illness and/or unstable conditions | 411 | 1.91 | 0.31 | 2 | 411 | 1.91 | 0.33 | 2 | 411 | 3.3 | 0.9 | 4 | 411 | 28.43 | 5.22 |

Performance expectation response options: 0 = never, 1 = after first 6 months, 2 = within the first 6 months; Consequences response option: 0 = little or none, 1 = moderate, 2 = severe; Frequency response options): 0 = never, 1 = seldom, 2 = occasionally 3 = often 4 = frequently

**Family Nurse Practitioner
Survey Order**

| | Performance Expectation | | | | Consequence | | | | Frequency | | | | Overall Rank | | |
|--|-------------------------|------|---------|---------|-------------|------|---------|---------|-----------|------|---------|---------|--------------|-------|---------|
| | N | Mean | Std Dev | Med-ian | N | Mean | Std Dev | Med-ian | N | Mean | Std Dev | Med-ian | N | Mean | Std Dev |
| 52 Develop a comprehensive problem list based on assessment findings | 411 | 1.85 | 0.37 | 2 | 411 | 1.17 | 0.57 | 1 | 411 | 3.44 | 0.69 | 4 | 411 | 24.03 | 6.65 |
| 53 Use diagnostic reasoning to establish and prioritize differential diagnoses | 411 | 1.84 | 0.37 | 2 | 411 | 1.39 | 0.57 | 1 | 411 | 3.62 | 0.58 | 4 | 411 | 25.14 | 6.73 |
| 54 Interpret laboratory and other diagnostic data based on physiologic and pathologic conditions | 410 | 1.87 | 0.34 | 2 | 411 | 1.63 | 0.51 | 2 | 411 | 3.55 | 0.55 | 4 | 410 | 26.68 | 5.86 |
| 55 Engage in consultation, referral and/or collaboration with other health professionals and community resources | 411 | 1.84 | 0.36 | 2 | 411 | 1.18 | 0.59 | 1 | 411 | 3.09 | 0.67 | 3 | 411 | 23.63 | 6.86 |
| 56 Prescribe medications considering interactions, effects (therapeutic, side, adverse), patient characteristics, diagnoses, cost and/or accessibility | 411 | 1.92 | 0.28 | 2 | 411 | 1.79 | 0.47 | 2 | 411 | 3.65 | 0.54 | 4 | 411 | 28.37 | 4.94 |
| 57 Prescribe medications considering absorption, distribution, metabolism and excretion | 411 | 1.81 | 0.41 | 2 | 411 | 1.66 | 0.51 | 2 | 411 | 3.48 | 0.7 | 4 | 411 | 26.03 | 6.98 |

Performance expectation response options: 0 = never, 1 = after first 6 months, 2 = within the first 6 months; Consequences response option: 0 = little or none, 1 = moderate, 2 = severe; Frequency response options): 0 = never, 1 = seldom, 2 = occasionally 3 = often 4 = frequently

**Family Nurse Practitioner
Survey Order**

| | Performance Expectation | | | | Consequence | | | | Frequency | | | | Overall Rank | | |
|---|-------------------------|------|---------|---------|-------------|------|---------|---------|-----------|------|---------|---------|--------------|-------|---------|
| | N | Mean | Std Dev | Med-ian | N | Mean | Std Dev | Med-ian | N | Mean | Std Dev | Med-ian | N | Mean | Std Dev |
| 58 Prescribe non-pharmacologic interventions and/or medical equipment considering risks and benefits, patient characteristics, diagnoses, cost and/or accessibility | 411 | 1.82 | 0.4 | 2 | 411 | 1.01 | 0.57 | 1 | 411 | 3.13 | 0.75 | 3 | 411 | 22.57 | 7.2 |
| 59 Prioritize interventions based on severity and complexity of health problems | 411 | 1.86 | 0.35 | 2 | 411 | 1.34 | 0.55 | 1 | 411 | 3.5 | 0.61 | 4 | 411 | 25.06 | 6.6 |
| 60 Determine treatment decisions considering comorbidities | 411 | 1.83 | 0.37 | 2 | 411 | 1.41 | 0.56 | 1 | 410 | 3.51 | 0.61 | 4 | 410 | 25.05 | 6.94 |
| 61 Incorporate existing support system into treatment plan | 411 | 1.83 | 0.38 | 2 | 411 | 0.9 | 0.55 | 1 | 411 | 3.12 | 0.76 | 3 | 411 | 22.05 | 6.79 |
| 62 Plan follow-up care at designated intervals based on condition and/or clinical guidelines | 411 | 1.89 | 0.32 | 2 | 411 | 1.17 | 0.56 | 1 | 411 | 3.58 | 0.54 | 4 | 411 | 24.81 | 6 |
| 63 Manage conditions related to the head, eyes, ears, nose, and throat | 411 | 1.94 | 0.27 | 2 | 411 | 1.25 | 0.6 | 1 | 411 | 3.34 | 0.65 | 3 | 411 | 25.78 | 4.92 |
| 64 Manage conditions related to the respiratory system | 411 | 1.94 | 0.25 | 2 | 411 | 1.61 | 0.54 | 2 | 411 | 3.48 | 0.59 | 4 | 411 | 27.74 | 4.66 |
| 65 Manage conditions related to the cardiovascular system | 411 | 1.87 | 0.35 | 2 | 411 | 1.73 | 0.48 | 2 | 411 | 3.4 | 0.69 | 3 | 411 | 27.17 | 5.77 |
| 66 Manage conditions related to the gastrointestinal system | 411 | 1.92 | 0.28 | 2 | 411 | 1.38 | 0.55 | 1 | 411 | 3.28 | 0.63 | 3 | 411 | 26.01 | 5.29 |

Performance expectation response options: 0 = never, 1 = after first 6 months, 2 = within the first 6 months; Consequences response option: 0 = little or none, 1 = moderate, 2 = severe; Frequency response options): 0 = never, 1 = seldom, 2 = occasionally 3 = often 4 = frequently

**Family Nurse Practitioner
Survey Order**

| | | Performance Expectation | | | | Consequence | | | | Frequency | | | | Overall Rank | | |
|----|---|-------------------------|------|---------|--------|-------------|------|---------|--------|-----------|------|---------|--------|--------------|-------|---------|
| | | N | Mean | Std Dev | Median | N | Mean | Std Dev | Median | N | Mean | Std Dev | Median | N | Mean | Std Dev |
| 67 | Manage conditions related to the genitourinary system | 411 | 1.92 | 0.28 | 2 | 411 | 1.27 | 0.56 | 1 | 411 | 3.18 | 0.69 | 3 | 411 | 25.34 | 5.41 |
| 68 | Manage conditions related to the musculoskeletal system | 411 | 1.89 | 0.32 | 2 | 411 | 1.19 | 0.58 | 1 | 411 | 3.17 | 0.68 | 3 | 411 | 24.55 | 5.88 |
| 69 | Manage conditions related to the neurological system | 411 | 1.81 | 0.43 | 2 | 411 | 1.51 | 0.56 | 2 | 411 | 2.99 | 0.9 | 3 | 411 | 24.79 | 7.13 |
| 70 | Manage conditions related to the endocrine system (including metabolic disorders) | 411 | 1.81 | 0.41 | 2 | 411 | 1.46 | 0.54 | 1 | 411 | 3.07 | 0.76 | 3 | 411 | 24.53 | 7.13 |
| 71 | Manage conditions related to the hematopoietic system | 411 | 1.72 | 0.49 | 2 | 411 | 1.38 | 0.56 | 1 | 411 | 2.76 | 0.95 | 3 | 411 | 22.55 | 8.07 |
| 72 | Manage conditions related to the immune system | 411 | 1.73 | 0.49 | 2 | 411 | 1.36 | 0.57 | 1 | 411 | 2.75 | 0.95 | 3 | 411 | 22.71 | 8.07 |
| 73 | Manage conditions related to the integumentary system | 411 | 1.88 | 0.34 | 2 | 411 | 1.13 | 0.61 | 1 | 411 | 3.12 | 0.76 | 3 | 411 | 24.12 | 6.18 |
| 74 | Manage conditions related to the lymphatic system | 411 | 1.75 | 0.49 | 2 | 411 | 1.28 | 0.58 | 1 | 411 | 2.74 | 0.98 | 3 | 411 | 22.55 | 8.13 |
| 75 | Manage conditions related to infectious/communicable diseases | 411 | 1.91 | 0.31 | 2 | 411 | 1.45 | 0.58 | 1 | 411 | 3.12 | 0.77 | 3 | 411 | 25.99 | 5.59 |
| 76 | Manage conditions related to physical function and mobility | 411 | 1.89 | 0.32 | 2 | 411 | 1.14 | 0.52 | 1 | 411 | 3.07 | 0.81 | 3 | 411 | 24.23 | 5.89 |
| 77 | Manage conditions related to developmental delays/impairments | 411 | 1.72 | 0.51 | 2 | 411 | 1.19 | 0.59 | 1 | 411 | 2.57 | 1.02 | 3 | 411 | 21.63 | 8.32 |

Performance expectation response options: 0 = never, 1 = after first 6 months, 2 = within the first 6 months; Consequences response option: 0 = little or none, 1 = moderate, 2 = severe; Frequency response options): 0 = never, 1 = seldom, 2 = occasionally 3 = often 4 = frequently

**Family Nurse Practitioner
 Survey Order**

| | Performance Expectation | | | | Consequence | | | | Frequency | | | | Overall Rank | | |
|---|-------------------------|------|---------|--------|-------------|------|---------|--------|-----------|------|---------|--------|--------------|-------|---------|
| | N | Mean | Std Dev | Median | N | Mean | Std Dev | Median | N | Mean | Std Dev | Median | N | Mean | Std Dev |
| 78 Manage conditions related to acute and/or chronic pain | 411 | 1.89 | 0.32 | 2 | 411 | 1.28 | 0.56 | 1 | 411 | 3.19 | 0.71 | 3 | 411 | 24.9 | 6.02 |
| 79 Manage conditions related to nutrition/hydration | 411 | 1.95 | 0.22 | 2 | 411 | 1.31 | 0.59 | 1 | 411 | 3.08 | 0.79 | 3 | 411 | 25.99 | 4.8 |
| 80 Manage conditions related to mental health | 410 | 1.81 | 0.42 | 2 | 411 | 1.39 | 0.58 | 1 | 411 | 3.02 | 0.86 | 3 | 410 | 24.16 | 7.21 |
| 81 Manage conditions affecting sexual and reproductive health | 411 | 1.71 | 0.47 | 2 | 411 | 1.05 | 0.59 | 1 | 411 | 2.58 | 0.89 | 3 | 411 | 20.66 | 8.14 |
| 82 Manage comorbidities | 411 | 1.73 | 0.45 | 2 | 411 | 1.46 | 0.55 | 1 | 411 | 3.2 | 0.71 | 3 | 411 | 23.52 | 7.8 |
| 83 Manage psychosocial concerns | 411 | 1.79 | 0.41 | 2 | 411 | 1.08 | 0.56 | 1 | 411 | 2.99 | 0.78 | 3 | 411 | 22.24 | 7.29 |
| 84 Formulate plan of care that consider the pathophysiology of acute and chronic conditions | 411 | 1.82 | 0.38 | 2 | 411 | 1.34 | 0.58 | 1 | 411 | 3.35 | 0.73 | 3 | 411 | 24.44 | 7.31 |
| 85 Formulate plan of care that incorporate principles of epidemiology | 410 | 1.54 | 0.6 | 2 | 410 | 0.98 | 0.64 | 1 | 410 | 2.53 | 1.04 | 3 | 410 | 18.15 | 9.73 |
| 86 Select interventions based on clinical practice standards, evidence-based guidelines, and ethical/legal principles | 411 | 1.88 | 0.32 | 2 | 411 | 1.37 | 0.59 | 1 | 411 | 3.6 | 0.6 | 4 | 411 | 25.71 | 6.64 |
| 87 Treat acute and/or chronic conditions using current technological interventions | 411 | 1.84 | 0.37 | 2 | 411 | 1.28 | 0.57 | 1 | 411 | 3.33 | 0.72 | 3 | 411 | 24.37 | 6.98 |
| 88 Immunize based on current recommendations | 411 | 1.94 | 0.29 | 2 | 411 | 1.19 | 0.61 | 1 | 411 | 3.29 | 0.89 | 3 | 411 | 25.52 | 5.25 |

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**Family Nurse Practitioner
Survey Order**

| | Performance Expectation | | | | Consequence | | | | Frequency | | | | Overall Rank | | |
|--|-------------------------|------|---------|---------|-------------|------|---------|---------|-----------|------|---------|---------|--------------|-------|---------|
| | N | Mean | Std Dev | Med-ian | N | Mean | Std Dev | Med-ian | N | Mean | Std Dev | Med-ian | N | Mean | Std Dev |
| 89 Recommend complementary and/or alternative therapies | 411 | 1.53 | 0.57 | 2 | 411 | 0.68 | 0.64 | 1 | 411 | 2.28 | 0.89 | 2 | 411 | 16.18 | 9.29 |
| 90 Make referrals to support services and resources to reduce caregiver stress | 411 | 1.77 | 0.44 | 2 | 411 | 0.94 | 0.59 | 1 | 411 | 2.43 | 0.89 | 2 | 411 | 20.77 | 7.76 |
| 91 Activate protective services in cases of suspected abuse and neglect | 411 | 1.91 | 0.31 | 2 | 411 | 1.73 | 0.5 | 2 | 411 | 2.43 | 1.29 | 2 | 411 | 26.86 | 5.68 |
| 92 Coordinate care (including multiple specialty follow-up and treatment plans) for patients with complex conditions | 411 | 1.54 | 0.54 | 2 | 410 | 1.4 | 0.59 | 1 | 410 | 2.68 | 0.95 | 3 | 411 | 19.96 | 8.65 |
| 93 Evaluate patient progress in health promotion/disease prevention activities | 411 | 1.86 | 0.35 | 2 | 411 | 0.99 | 0.53 | 1 | 411 | 3.14 | 0.71 | 3 | 411 | 22.98 | 6.55 |
| 94 Evaluate diagnostic findings and modify treatment plans accordingly | 411 | 1.91 | 0.29 | 2 | 411 | 1.45 | 0.55 | 1 | 411 | 3.45 | 0.59 | 4 | 411 | 26.28 | 5.33 |
| 95 Evaluate effectiveness of pharmacologic regimen, considering polypharmacy, and modify treatment plan as appropriate | 411 | 1.86 | 0.34 | 2 | 411 | 1.55 | 0.53 | 2 | 411 | 3.46 | 0.6 | 4 | 411 | 26.17 | 6.1 |
| 96 Evaluate effectiveness of nonpharmacologic interventions and modify treatment plan as appropriate | 411 | 1.86 | 0.36 | 2 | 411 | 1.03 | 0.54 | 1 | 411 | 3.16 | 0.74 | 3 | 411 | 23.27 | 6.42 |

Performance expectation response options: 0 = never, 1 = after first 6 months, 2 = within the first 6 months; Consequences response option: 0 = little or none, 1 = moderate, 2 = severe; Frequency response options): 0 = never, 1 = seldom, 2 = occasionally 3 = often 4 = frequently

**Family Nurse Practitioner
Survey Order**

| | Performance Expectation | | | | Consequence | | | | Frequency | | | | Overall Rank | | |
|---|-------------------------|------|---------|--------|-------------|------|---------|--------|-----------|------|---------|--------|--------------|-------|---------|
| | N | Mean | Std Dev | Median | N | Mean | Std Dev | Median | N | Mean | Std Dev | Median | N | Mean | Std Dev |
| 97 Evaluate adherence to treatment plan and modify as appropriate | 411 | 1.92 | 0.26 | 2 | 411 | 1.19 | 0.56 | 1 | 411 | 3.43 | 0.61 | 3 | 411 | 25.25 | 5.17 |
| 98 Evaluate the impact of diagnosis and treatment on patient and family | 411 | 1.84 | 0.37 | 2 | 411 | 1 | 0.56 | 1 | 411 | 3.09 | 0.81 | 3 | 411 | 22.78 | 6.91 |
| 99 Formulate plan of care based on emerging trends in health care | 411 | 1.64 | 0.5 | 2 | 411 | 0.9 | 0.56 | 1 | 411 | 3 | 0.82 | 3 | 411 | 19.36 | 8.53 |
| 100 Provide palliative care interventions | 411 | 1.5 | 0.62 | 2 | 409 | 1.11 | 0.62 | 1 | 410 | 2.14 | 1.1 | 2 | 410 | 17.76 | 9.22 |
| 101 Collaborate with patient and family to determine plan of care including health care goals | 411 | 1.85 | 0.36 | 2 | 411 | 1.01 | 0.55 | 1 | 411 | 3.04 | 0.83 | 3 | 411 | 22.8 | 6.87 |
| 102 Provide non-biased counseling to obtain informed consent/assent | 411 | 1.84 | 0.41 | 2 | 411 | 1.16 | 0.65 | 1 | 411 | 2.89 | 1.04 | 3 | 411 | 23.41 | 7.36 |
| 103 Provide non-biased counseling regarding advance directives | 411 | 1.66 | 0.58 | 2 | 411 | 1.01 | 0.69 | 1 | 411 | 2.27 | 1.17 | 2 | 411 | 19.84 | 8.93 |
| 104 Provide for patient safety within scope of legal and professional guidelines | 411 | 1.94 | 0.25 | 2 | 411 | 1.55 | 0.58 | 2 | 411 | 3.5 | 0.81 | 4 | 411 | 27.4 | 5.3 |
| 105 Provide transitional care and information exchange between inpatient, outpatient, and community care settings | 411 | 1.62 | 0.57 | 2 | 410 | 1.05 | 0.62 | 1 | 410 | 2.46 | 1.05 | 2 | 411 | 19.45 | 9.02 |

Performance expectation response options: 0 = never, 1 = after first 6 months, 2 = within the first 6 months; Consequences response option: 0 = little or none, 1 = moderate, 2 = severe; Frequency response options): 0 = never, 1 = seldom, 2 = occasionally 3 = often 4 = frequently

**Family Nurse Practitioner
 Survey Order**

| | Performance Expectation | | | | Consequence | | | | Frequency | | | | Overall Rank | | |
|---|-------------------------|------|---------|---------|-------------|------|---------|---------|-----------|------|---------|---------|--------------|-------|---------|
| | N | Mean | Std Dev | Med-ian | N | Mean | Std Dev | Med-ian | N | Mean | Std Dev | Med-ian | N | Mean | Std Dev |
| 106 Perform primary care procedures including but not limited to suturing, minor lesion removal, microscopy, pap test | 411 | 1.69 | 0.49 | 2 | 411 | 1.35 | 0.59 | 1 | 411 | 2.73 | 0.87 | 3 | 411 | 22.01 | 8.16 |
| 107 Document assessment and physical findings | 411 | 2 | 0.05 | 2 | 411 | 1.5 | 0.62 | 2 | 411 | 3.94 | 0.23 | 4 | 411 | 28.39 | 3.24 |
| 108 Document diagnoses and plan of care | 411 | 1.99 | 0.12 | 2 | 411 | 1.43 | 0.63 | 2 | 411 | 3.92 | 0.26 | 4 | 411 | 27.83 | 3.69 |
| 109 Negotiate care considering patient's/proxy's right to choose/refuse treatment options | 411 | 1.81 | 0.42 | 2 | 411 | 1.22 | 0.62 | 1 | 411 | 3.05 | 1.03 | 3 | 411 | 23.44 | 7.49 |
| 110 Incorporate patient/family culture, values, health beliefs and behaviors into clinical practice | 411 | 1.85 | 0.36 | 2 | 411 | 1.03 | 0.6 | 1 | 410 | 3.27 | 0.83 | 3 | 410 | 23.11 | 6.98 |
| 111 Maintain patient confidentiality according to current guidelines (e.g., HIPAA) | 411 | 2 | 0.05 | 2 | 411 | 1.53 | 0.65 | 2 | 411 | 3.97 | 0.18 | 4 | 411 | 28.56 | 3.4 |
| 112 Identify and refer patient conditions beyond the individual NP's clinical expertise | 411 | 1.94 | 0.28 | 2 | 411 | 1.75 | 0.47 | 2 | 411 | 3.45 | 0.88 | 4 | 411 | 28.43 | 5.08 |
| 113 Identify and refer patient conditions beyond the individual NP's legal scope of practice | 411 | 1.95 | 0.27 | 2 | 411 | 1.72 | 0.51 | 2 | 411 | 3.39 | 0.99 | 4 | 411 | 28.3 | 5.02 |

Performance expectation response options: 0 = never, 1 = after first 6 months, 2 = within the first 6 months; Consequences response option: 0 = little or none, 1 = moderate, 2 = severe; Frequency response options): 0 = never, 1 = seldom, 2 = occasionally 3 = often 4 = frequently

**Family Nurse Practitioner
Survey Order**

| | | Performance Expectation | | | | Consequence | | | | Frequency | | | | Overall Rank | | |
|-----|---|-------------------------|------|---------|---------|-------------|------|---------|---------|-----------|------|---------|---------|--------------|-------|---------|
| | | N | Mean | Std Dev | Med-ian | N | Mean | Std Dev | Med-ian | N | Mean | Std Dev | Med-ian | N | Mean | Std Dev |
| 114 | Engage in continuous quality improvement activities | 411 | 1.72 | 0.47 | 2 | 410 | 0.88 | 0.63 | 1 | 411 | 3.07 | 0.91 | 3 | 410 | 20.3 | 8.72 |
| 115 | Advocate to improve patient access to quality, cost-effective health care | 411 | 1.64 | 0.5 | 2 | 411 | 0.88 | 0.66 | 1 | 411 | 2.92 | 0.95 | 3 | 411 | 19.17 | 9.21 |
| 116 | Participate in clinical and/or evaluation research | 411 | 1.17 | 0.58 | 1 | 411 | 0.45 | 0.6 | 0 | 411 | 1.75 | 0.98 | 2 | 411 | 9.75 | 8.57 |
| 117 | Participate in personal professional development activities | 411 | 1.73 | 0.45 | 2 | 411 | 0.85 | 0.66 | 1 | 411 | 2.88 | 0.82 | 3 | 411 | 20.1 | 8.47 |
| 118 | Evaluate the impact of regulations and legislation on advanced nursing practice and advocate for changes when appropriate | 411 | 1.43 | 0.55 | 1 | 411 | 0.79 | 0.7 | 1 | 411 | 2.41 | 0.97 | 2 | 411 | 15.1 | 9.69 |
| 119 | Incorporate current evidence-based findings into clinical practice | 411 | 1.86 | 0.35 | 2 | 411 | 1.19 | 0.6 | 1 | 411 | 3.46 | 0.64 | 4 | 411 | 24.32 | 6.8 |
| 120 | Incorporate informatics into clinical practice | 410 | 1.62 | 0.56 | 2 | 410 | 0.7 | 0.64 | 1 | 410 | 2.72 | 1.05 | 3 | 410 | 18.13 | 9.44 |
| 121 | Address legal/ethical dilemmas in clinical practice | 411 | 1.74 | 0.45 | 2 | 411 | 1.14 | 0.67 | 1 | 411 | 2.69 | 1.01 | 3 | 411 | 21.65 | 8.37 |
| 122 | Document in accordance with current regulatory processes and payer systems | 411 | 1.92 | 0.29 | 2 | 410 | 1.17 | 0.76 | 1 | 410 | 3.82 | 0.56 | 4 | 410 | 25.54 | 5.94 |

Performance expectation response options: 0 = never, 1 = after first 6 months, 2 = within the first 6 months; Consequences response option: 0 = little or none, 1 = moderate, 2 = severe; Frequency response options): 0 = never, 1 = seldom, 2 = occasionally 3 = often 4 = frequently

**Family Nurse Practitioner
Survey Order**

| | Performance Expectation | | | | Consequence | | | | Frequency | | | | Overall Rank | | |
|---|-------------------------|------|---------|---------|-------------|------|---------|---------|-----------|------|---------|---------|--------------|-------|---------|
| | N | Mean | Std Dev | Med-ian | N | Mean | Std Dev | Med-ian | N | Mean | Std Dev | Med-ian | N | Mean | Std Dev |
| 123 Develop comprehensive education plans for patients and/or families that consider health literacy and learning barriers and facilitators | 411 | 1.59 | 0.54 | 2 | 411 | 1.07 | 0.61 | 1 | 411 | 2.67 | 1.03 | 3 | 411 | 19.18 | 9.59 |
| 124 Educate patient and/or family regarding plan of care including testing, diagnosis, treatments and/or implications | 411 | 1.95 | 0.22 | 2 | 411 | 1.3 | 0.59 | 1 | 411 | 3.62 | 0.6 | 4 | 411 | 26.35 | 4.93 |
| 125 Provide anticipatory guidance for patient and/or family | 411 | 1.88 | 0.33 | 2 | 411 | 1.01 | 0.55 | 1 | 411 | 3.27 | 0.74 | 3 | 411 | 23.52 | 6.55 |
| 126 Counsel patient and/or family through grief, dying, and death | 411 | 1.61 | 0.57 | 2 | 411 | 1.13 | 0.62 | 1 | 411 | 2.12 | 1.04 | 2 | 411 | 19.32 | 8.88 |
| 127 Provide community/group education | 411 | 1.27 | 0.56 | 1 | 411 | 0.53 | 0.59 | 0 | 411 | 1.82 | 0.93 | 2 | 411 | 11.27 | 8.96 |
| 128 Provide educational offerings to health care professionals | 411 | 1.13 | 0.53 | 1 | 410 | 0.4 | 0.55 | 0 | 408 | 1.71 | 0.92 | 2 | 409 | 8.68 | 7.86 |

Performance expectation response options: 0 = never, 1 = after first 6 months, 2 = within the first 6 months; Consequences response option: 0 = little or none, 1 = moderate, 2 = severe; Frequency response options): 0 = never, 1 = seldom, 2 = occasionally 3 = often 4 = frequently

Appendix D
Work Activities Mean Overall Criticality – Rank Order

**Family Nurse Practitioner
Rank Order**

| | | Overall Rank | | |
|-----|---|---------------------|-------------|----------------|
| | | N | Mean | Std Dev |
| 24 | Assess conditions related to the respiratory system | 411 | 28.65 | 2.97 |
| 25 | Assess conditions related to the cardiovascular system | 410 | 28.65 | 3.81 |
| 111 | Maintain patient confidentiality according to current guidelines (e.g., HIPAA) | 411 | 28.56 | 3.4 |
| 51 | Determine life-threatening illness and/or unstable conditions | 411 | 28.43 | 5.22 |
| 112 | Identify and refer patient conditions beyond the individual NP's clinical expertise | 411 | 28.43 | 5.08 |
| 107 | Document assessment and physical findings | 411 | 28.39 | 3.24 |
| 56 | Prescribe medications considering interactions, effects (therapeutic, side, adverse), patient characteristics, diagnoses, cost and/or accessibility | 411 | 28.37 | 4.94 |
| 14 | Assess patient and family knowledge and use of prescription and over-the-counter medications | 411 | 28.31 | 4.04 |
| 113 | Identify and refer patient conditions beyond the individual NP's legal scope of practice | 411 | 28.3 | 5.02 |
| 47 | Identify normal and abnormal findings in history and physical examination | 411 | 28.13 | 4.53 |
| 3 | Collect data according to the patient's immediate condition or needs | 411 | 28.11 | 3.49 |
| 108 | Document diagnoses and plan of care | 411 | 27.83 | 3.69 |
| 64 | Manage conditions related to the respiratory system | 411 | 27.74 | 4.66 |
| 104 | Provide for patient safety within scope of legal and professional guidelines | 411 | 27.4 | 5.3 |
| 65 | Manage conditions related to the cardiovascular system | 411 | 27.17 | 5.77 |
| 26 | Assess conditions related to the gastrointestinal system | 411 | 27.14 | 3.71 |
| 44 | Perform problem-focused or interval physical examination | 411 | 27.14 | 4.04 |
| 2 | Obtain a problem-focused or interval history | 411 | 26.91 | 3.6 |

**Family Nurse Practitioner
Rank Order**

| | | Overall Rank | | |
|-----|---|---------------------|-------------|----------------|
| | | N | Mean | Std Dev |
| 91 | Activate protective services in cases of suspected abuse and neglect | 411 | 26.86 | 5.68 |
| 54 | Interpret laboratory and other diagnostic data based on physiologic and pathologic conditions | 410 | 26.68 | 5.86 |
| 8 | Assess patient and family risk for violence, abuse, and neglect | 411 | 26.64 | 5.86 |
| 23 | Assess conditions related to the head, eyes, ears, nose, and throat | 411 | 26.56 | 3.55 |
| 15 | Assess patient and family health risks based on lifestyle, health habits, substance use/abuse, and sexual practices | 411 | 26.38 | 4.51 |
| 124 | Educate patient and/or family regarding plan of care including testing, diagnosis, treatments and/or implications | 411 | 26.35 | 4.93 |
| 29 | Assess conditions related to the neurological system | 411 | 26.33 | 5.58 |
| 94 | Evaluate diagnostic findings and modify treatment plans accordingly | 411 | 26.28 | 5.33 |
| 95 | Evaluate effectiveness of pharmacologic regimen, considering polypharmacy, and modify treatment plan as appropriate | 411 | 26.17 | 6.1 |
| 1 | Obtain a comprehensive patient history | 411 | 26.15 | 3.7 |
| 27 | Assess conditions related to the genitourinary system | 411 | 26.09 | 4.14 |
| 40 | Assess conditions related to nutrition/hydration | 410 | 26.04 | 4.61 |
| 57 | Prescribe medications considering absorption, distribution, metabolism and excretion | 411 | 26.03 | 6.98 |
| 66 | Manage conditions related to the gastrointestinal system | 411 | 26.01 | 5.29 |
| 79 | Manage conditions related to nutrition/hydration | 411 | 25.99 | 4.8 |
| 75 | Manage conditions related to infectious/communicable diseases | 411 | 25.99 | 5.59 |
| 45 | Perform comprehensive physical examination | 411 | 25.95 | 4.78 |
| 35 | Assess conditions related to infectious/communicable diseases | 411 | 25.92 | 5.62 |

**Family Nurse Practitioner
Rank Order**

| | | Overall Rank | | |
|-----|---|---------------------|-------------|----------------|
| | | N | Mean | Std Dev |
| 5 | Assess family communication and decision-making | 411 | 25.84 | 5.32 |
| 63 | Manage conditions related to the head, eyes, ears, nose, and throat | 411 | 25.78 | 4.92 |
| 86 | Select interventions based on clinical practice standards, evidence-based guidelines, and ethical/legal principles | 411 | 25.71 | 6.64 |
| 16 | Assess health risks based on past medical history | 411 | 25.62 | 5.25 |
| 30 | Assess conditions related to the endocrine system (including metabolic disorders) | 411 | 25.56 | 5.96 |
| 122 | Document in accordance with current regulatory processes and payer systems | 410 | 25.54 | 5.94 |
| 88 | Immunize based on current recommendations | 411 | 25.52 | 5.25 |
| 41 | Assess conditions related to mental health | 408 | 25.35 | 6.2 |
| 67 | Manage conditions related to the genitourinary system | 411 | 25.34 | 5.41 |
| 39 | Assess conditions related to acute and/or chronic pain | 411 | 25.3 | 5.71 |
| 28 | Assess conditions related to the musculoskeletal system | 411 | 25.25 | 5.07 |
| 97 | Evaluate adherence to treatment plan and modify as appropriate | 411 | 25.25 | 5.17 |
| 53 | Use diagnostic reasoning to establish and prioritize differential diagnoses | 411 | 25.14 | 6.73 |
| 59 | Prioritize interventions based on severity and complexity of health problems | 411 | 25.06 | 6.6 |
| 60 | Determine treatment decisions considering comorbidities | 410 | 25.05 | 6.94 |
| 49 | Select and/or perform diagnostic tests that are appropriate to condition or needs based on clinical guidelines, risks, costs and benefits | 411 | 25.04 | 6.7 |
| 78 | Manage conditions related to acute and/or chronic pain | 411 | 24.9 | 6.02 |
| 62 | Plan follow-up care at designated intervals based on condition and/or clinical guidelines | 411 | 24.81 | 6 |
| 36 | Assess conditions related to physical function and mobility | 411 | 24.8 | 5.5 |

**Family Nurse Practitioner
Rank Order**

| | | Overall Rank | | |
|-----|---|---------------------|-------------|----------------|
| | | N | Mean | Std Dev |
| 69 | Manage conditions related to the neurological system | 411 | 24.79 | 7.13 |
| 33 | Assess conditions related to the integumentary system | 410 | 24.6 | 5.46 |
| 68 | Manage conditions related to the musculoskeletal system | 411 | 24.55 | 5.88 |
| 70 | Manage conditions related to the endocrine system (including metabolic disorders) | 411 | 24.53 | 7.13 |
| 84 | Formulate plan of care that consider the pathophysiology of acute and chronic conditions | 411 | 24.44 | 7.31 |
| 50 | Identify any interactions among diet, medications, substance use and/or complementary/alternative therapies | 408 | 24.41 | 7.74 |
| 4 | Assess patient and family knowledge and behavior regarding nutrition/hydration | 411 | 24.4 | 4.9 |
| 87 | Treat acute and/or chronic conditions using current technological interventions | 411 | 24.37 | 6.98 |
| 119 | Incorporate current evidence-based findings into clinical practice | 411 | 24.32 | 6.8 |
| 7 | Assess patient and family perception of health and health risk factors | 410 | 24.25 | 5.2 |
| 42 | Assess cognitive status and decision-making capacity | 411 | 24.25 | 7.17 |
| 76 | Manage conditions related to physical function and mobility | 411 | 24.23 | 5.89 |
| 34 | Assess conditions related to the lymphatic system | 411 | 24.17 | 6.75 |
| 80 | Manage conditions related to mental health | 410 | 24.16 | 7.21 |
| 73 | Manage conditions related to the integumentary system | 411 | 24.12 | 6.18 |
| 48 | Identify age-related findings in history and physical examination | 411 | 24.05 | 6.24 |
| 52 | Develop a comprehensive problem list based on assessment findings | 411 | 24.03 | 6.65 |
| 12 | Assess patient and family health risks and needs based on developmental/life stage | 411 | 23.94 | 5.59 |
| 31 | Assess conditions related to the hematopoietic system | 411 | 23.73 | 7.28 |

**Family Nurse Practitioner
Rank Order**

| | | Overall Rank | | |
|-----|---|---------------------|-------------|----------------|
| | | N | Mean | Std Dev |
| 20 | Assess health risks based on immunization status | 411 | 23.72 | 5.94 |
| 9 | Assess patient and family unintentional injury risk | 411 | 23.67 | 7.02 |
| 10 | Assess patient and family psychosocial risks and needs | 411 | 23.65 | 5.91 |
| 55 | Engage in consultation, referral and/or collaboration with other health professionals and community resources | 411 | 23.63 | 6.86 |
| 82 | Manage comorbidities | 411 | 23.52 | 7.8 |
| 125 | Provide anticipatory guidance for patient and/or family | 411 | 23.52 | 6.55 |
| 109 | Negotiate care considering patient's/proxy's right to choose/refuse treatment options | 411 | 23.44 | 7.49 |
| 102 | Provide non-biased counseling to obtain informed consent/assent | 411 | 23.41 | 7.36 |
| 32 | Assess conditions related to the immune system | 411 | 23.33 | 7.38 |
| 96 | Evaluate effectiveness of nonpharmacologic interventions and modify treatment plan as appropriate | 411 | 23.27 | 6.42 |
| 110 | Incorporate patient/family culture, values, health beliefs and behaviors into clinical practice | 410 | 23.11 | 6.98 |
| 6 | Assess patient and family support systems | 411 | 23.01 | 5.66 |
| 93 | Evaluate patient progress in health promotion/disease prevention activities | 411 | 22.98 | 6.55 |
| 101 | Collaborate with patient and family to determine plan of care including health care goals | 411 | 22.8 | 6.87 |
| 98 | Evaluate the impact of diagnosis and treatment on patient and family | 411 | 22.78 | 6.91 |
| 72 | Manage conditions related to the immune system | 411 | 22.71 | 8.07 |
| 37 | Assess conditions related to developmental delays/impairments | 411 | 22.69 | 7.63 |
| 17 | Assess health risks based on socioeconomic factors | 411 | 22.57 | 6.55 |

**Family Nurse Practitioner
Rank Order**

| | | Overall Rank | | |
|-----|---|---------------------|-------------|----------------|
| | | N | Mean | Std Dev |
| 58 | Prescribe non-pharmacologic interventions and/or medical equipment considering risks and benefits, patient characteristics, diagnoses, cost and/or accessibility | 411 | 22.57 | 7.2 |
| 71 | Manage conditions related to the hematopoietic system | 411 | 22.55 | 8.07 |
| 74 | Manage conditions related to the lymphatic system | 411 | 22.55 | 8.13 |
| 83 | Manage psychosocial concerns | 411 | 22.24 | 7.29 |
| 43 | Assess sexual and/or reproductive health | 411 | 22.13 | 7.15 |
| 61 | Incorporate existing support system into treatment plan | 411 | 22.05 | 6.79 |
| 106 | Perform primary care procedures including but not limited to suturing, minor lesion removal, microscopy, pap test | 411 | 22.01 | 8.16 |
| 121 | Address legal/ethical dilemmas in clinical practice | 411 | 21.65 | 8.37 |
| 77 | Manage conditions related to developmental delays/impairments | 411 | 21.63 | 8.32 |
| 46 | Select and/or perform physical, psychosocial, or developmental screening tests that are appropriate to condition or needs based on clinical guidelines, risks, costs and benefits | 411 | 21.37 | 8.6 |
| 19 | Assess occupational health risks | 411 | 21.25 | 7.38 |
| 11 | Assess patient and family cultural and spiritual beliefs/values that influence health care | 411 | 21.12 | 7.21 |
| 18 | Assess genetic/familial health risks | 410 | 20.97 | 7.87 |
| 90 | Make referrals to support services and resources to reduce caregiver stress | 411 | 20.77 | 7.76 |
| 81 | Manage conditions affecting sexual and reproductive health | 411 | 20.66 | 8.14 |
| 21 | Assess interaction between the physical environment and patient health status | 411 | 20.63 | 7.61 |
| 114 | Engage in continuous quality improvement activities | 410 | 20.3 | 8.72 |
| 117 | Participate in personal professional development activities | 411 | 20.1 | 8.47 |
| 92 | Coordinate care (including multiple specialty follow-up and treatment plans) for patients with complex conditions | 411 | 19.96 | 8.65 |

**Family Nurse Practitioner
Rank Order**

| | | Overall Rank | | |
|-----|---|---------------------|-------------|----------------|
| | | N | Mean | Std Dev |
| 103 | Provide non-biased counseling regarding advance directives | 411 | 19.84 | 8.93 |
| 105 | Provide transitional care and information exchange between inpatient, outpatient, and community care settings | 411 | 19.45 | 9.02 |
| 99 | Formulate plan of care based on emerging trends in health care | 411 | 19.36 | 8.53 |
| 126 | Counsel patient and/or family through grief, dying, and death | 411 | 19.32 | 8.88 |
| 38 | Assess conditions related to learning disabilities | 410 | 19.23 | 8.99 |
| 123 | Develop comprehensive education plans for patients and/or families that consider health literacy and learning barriers and facilitators | 411 | 19.18 | 9.59 |
| 115 | Advocate to improve patient access to quality, cost-effective health care | 411 | 19.17 | 9.21 |
| 85 | Formulate plan of care that incorporate principles of epidemiology | 410 | 18.15 | 9.73 |
| 120 | Incorporate informatics into clinical practice | 410 | 18.13 | 9.44 |
| 100 | Provide palliative care interventions | 410 | 17.76 | 9.22 |
| 22 | Assess interaction between the community and patient health status | 411 | 17.67 | 8.63 |
| 13 | Assess patient and family knowledge and use of complementary/alternative therapies | 411 | 17.27 | 9.24 |
| 89 | Recommend complementary and/or alternative therapies | 411 | 16.18 | 9.29 |
| 118 | Evaluate the impact of regulations and legislation on advanced nursing practice and advocate for changes when appropriate | 411 | 15.1 | 9.69 |
| 127 | Provide community/group education | 411 | 11.27 | 8.96 |
| 116 | Participate in clinical and/or evaluation research | 411 | 9.75 | 8.57 |
| 128 | Provide educational offerings to health care professionals | 409 | 8.68 | 7.86 |

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8515 Georgia Avenue
Suite 400
Silver Spring, MD 20910-4392
1.800.284.2378
301.628.5000 *tel*
301.628.5004 *fax*

www.nursecredentialing.org

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