The Role of the Nurse Practitioner-A 50 year history: What is our future?

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Disclosures
I disclose that I have no conflict of interest relative to this educational activity.

Objectives
At the completion of this discussion, the audience will:
• understand the history of the PNP role
• understand the historical significance in relation to the context and evolution of the role
• incorporate the values of advocacy, legacy, and mentoring the future of our profession
Introduction

- The personal path to legacy
- You know you are a grown up
- Historical Perspective
- Advocacy
- Mentoring
- Forging your legacy - the journey to fellowship

Acknowledgement to Students

Nursing 646
Advanced Practice Role
University of Maryland School of Nursing

Meredith Baker
Elizabeth Foley
Alison Hewitt
Consuela Thompson

APRN History: Loretta Ford’s Story

https://vimeo.com/139502509
## History of the Development of the NP Role

<table>
<thead>
<tr>
<th>Year</th>
<th>Event</th>
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<tbody>
<tr>
<td>1965</td>
<td>First certificate program to meet demands and needs of underserved populations in pediatrics.</td>
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<td>1967</td>
<td>Boston College initiates one of the first Master’s degree programs for NPs.</td>
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<td>1970s</td>
<td>Certificate to BSN or MS; Expanded to other specialties beyond pediatrics and women’s health.</td>
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<td>1973</td>
<td>NAPNAP.</td>
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<td>1980</td>
<td>&gt;200 NP degree programs; 15,000-20,000 NPs practicing.</td>
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<tr>
<td>1985</td>
<td>American Academy of Nurse Practitioners (AANP).</td>
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<tr>
<td>1989</td>
<td>95% NP programs either Master’s Degree or Postmaster’s certificate.</td>
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<tr>
<td>2008</td>
<td>AANP presence increases advocacy and leadership for all NPs through lobbying and direct communication with policy makers. Petition pharmaceutical companies and other suppliers of health care products to use neither patient-provider language in consumer print and broadcast advertisements.</td>
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<tr>
<td>2009</td>
<td>Open letter to President Obama and Members of Congress highlighting NPs as primary care providers.</td>
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<td>2010</td>
<td>APN organizations meet with White House Office of Health Reform. Review the primary care perspective on preventive care, access, coordinated primary care, quality of care, payment and the need to recognize all primary care providers as solutions to the health care crisis.</td>
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<tr>
<td>2013</td>
<td>American Academy of Nurse Practitioner and the American College of Nurse Practitioners combine to create the largest membership organization for nurse practitioners (all specialties).</td>
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## Advocacy

- Advocacy
Significance of the PNP- PC: Work still to be done

- Approximately 1 million children in the US have no access to a local child physician, particularly in low-income and rural areas.
- Access to care is significantly limited by the shortage of qualified healthcare providers.
  - 2005-2020 There will be a shortage of as many as 50,000 physicians.
  - 2008-2025 The NP workforce is predicted to increase by 94% overall, increasing by 6,000 - 7,000 NPs per year. (Most are FNP).
- Most NPs and PAs do not practice caring for children less than 9 years of age.
- Increasing the proportion of children who are unable to gain access to quality healthcare providers.

http://dx.doi.org/10.1016/j.pedhc.2013.03.005

State Distribution of PNPs

Nurse Practitioner Graduates, 1996-2011
Legislative Advocacy

- Medicare regulation is written in physician-centric language and sets the foundation for insurance companies.
- Most still require MD signature for:
  - Home health (skilled NURSING visit orders)
  - Hospice care (NPs can declare death, sign MOLST)
  - Palliative Care
  - Durable Medical Equipment

- Services needed for home care post hospitalization
- Consolidating care (Medical home)
- Physicians are not doing follow-up care, yet are responsible for the authorizers of services for patients whom they don’t know
- Payer policies related to NP practice need to support NP independent practices

- Autonomy of practice: remaining barriers to independent practice
- Insurance companies
- Business acumen
- CMS regulation
- Access to care improved with increase number of providers available
- Population Health and Pediatric Medical Homes

*Change needed: Insurance companies must credential and authorize NPs as primary care provider.
State of current PNP-AC Practice

First Acute Care PNP certification (PNCB) 2005
Populations include:
  - Acute
  - Critically-Ill
  - Chronically Ill
  - Specialty care
Across a variety of settings:
  - ICU
  - Subspecialty Practices (cardiology, GI, surgery, oncology)
  - Inpatient hospitalist

Role Analysis (Reuter-Rice, et al., 2016)

Areas of Greatest Utilization:
  - Texas, Ohio, PA, North Carolina
Salary:
  - $80-$120k
  - Majority in urban settings and academic medical centers
  - 2/3 of the respondents reported spending 75% of their time caring for inpatients
  - 5.5% reported caring for patients >21 years

Five Top Areas of Practice

- Critical care
- Emergency department
- Cardiology
- Hematology/oncology
- General surgery****
Practice Locations of PNP-ACs

Major Role Domains

- Assessment
- Diagnosis
- Management
- Professional Practice

The AC role is differentiated by the level of acuity rather than the practice setting.

Under Representation of the Role

- Graduate Program locations
- Limited practice opportunities
- Lack of acceptance of the role
- Regulatory restrictions regarding scope of practice
- 25% of those practicing in the role were NOT prepared as CPNP-AC
  - LACE
  - NONPF
  - Regulatory Requirements
What Is Our Legislative Responsibility?

- Lobbying through legislative committee
- Email, phone calls, conversations, petition signatures
- Create relationships
- Volunteer for fundraisers, meet and greet opportunities
- Participate in Health Policy calls and monthly Child Health Policy Learning Collaborative

Legislative Next Steps

- Improve public understanding and awareness of NP role and scope of practice
- Standardize the NP scope of practice across all states in order to promote full utilization of the role
- Increase the number of NP led publications that demonstrate improved health outcomes utilizing NPs
- Balance clinical time with professional advancement and advocacy
- Increase NP visibility in Washington DC and among legislatures to influence healthcare policy on a Federal level
- Support APSNA, NAPNAP, and AANP


- Identified the need for NPs to be offered education related to:
  - Communication skills
  - Consensus building
  - Conflict resolution
  - Staff development
  - Collaboration and negotiation
  - Mentoring
  - Staying abreast of technological advances
  - Graduate NPs need a mentoring plan prior to graduation
Strategies

- Utilize organizational development (HR)
- Engage the services of a professional coach
- Seek out leadership mentors
- Learning business practices
- Policy making

Where found: DNP programs that focus on leadership principles

Mentoring- Definition of the Concept

- An interpersonal process
- An extended commitment
- Enhancing career development of the mentee
- Promoting a sense of
  - Role identity
  - Socialization
  - Self-efficacy
  - Role modeling
  - Friendship

What Does The Mentor Look Like?

- An experienced person with qualities such as
  - Willingness
  - Motivation to be a mentor
  - Competence
  - Respect in position
  - Teaching ability
- Benefits to the Mentor include
  - Validation
  - Personal satisfaction
What does the Mentee look like?

- An inexperienced person
  - Intelligent
  - Ambitious
  - Risk-taker
  - Shares the mentor’s interests
  - Well regarded in the organization
- Benefits include
  - New skills
  - Values
  - Self-efficacy

Other Concepts

- Mentoring is an interactive and interpersonal process
- Assists in role socialization
- Helps to develop self-efficacy with new role
- The mentor performs role behaviors such as:
  - Teaching
  - Guiding
  - Advising

Mentoring

Voluntary, committed, dynamic, extended, intense and supportive relationship characterized by trust, friendship, and mutuality between an experienced, respected person and a novice or student.

The purpose is to promote the NP role and the NP novice self-efficacy (the belief in one’s ability to perform or achieve a goal that will produce a certain outcome (Bandura, ’77).
Other Ideas About Mentoring

A relationship that helps you build talent
People come into our lives for a
  Reason
  Season
  Lifetime
Reverse Mentoring
  What can novices teach mentors?
Peer Mentors

What Mentoring Isn’t

• Precepting
• Orientation
• Onboarding
• Collaborating

Why Not Mentor?

• Lack of appreciation for the time commitment
• Lack of time
• Having to give feedback that might be uncomfortable
• Heartbreaking- if the mentee
  Is disappointing
  Is difficult
  Is defensive
Lori Hunt

- Mentoring improves declining brain function
- Concept of unintentional mentoring
- One day of mentoring can change a life forever

Patrick Boland - The Benefits of Failure - Mentors

- Concept of a ‘Learning Cycle’
  - Try
  - Fail
  - Learn
  - Grow
- Characteristics of these kind of mentors
  - Open to new ideas
  - More interested in what’s inside
  - Sticks with you through the failure

The Power of SIGs: (Tori and Morley, 2011)

- The purpose of the study was to determine the effectiveness of SIGs in meeting members’ needs.
- Results demonstrated that memberships in professional organizations increased:
  - Networking
  - Education
  - Sharing
  - Collegiality
  - Belonging
  - Professional relationships
  - Mentoring
What does the evidence say? (Harrington, S., 2011)

- Improved role transition and role clarity
- Increased productivity
- Quality of care by Peer Review
- Increased job satisfaction
- Mentoring requires a training program
- Debriefing and offering feedback

Creating Legacy

Leadership  
Mentoring  
Advocacy  

............the Path to Fellowship

FAANP

- Established by AANP in 2000
- Recognized NPs who have made outstanding contributions to health care through:
  - Clinical practice
  - Research
  - Education
  - Policy
- Focused on programs that foster Leadership and Mentoring of NPs and NP students
Why Fellowship?

- Highest Grade of Membership and Recognition for the contributions to the profession or to a population over a lifetime
- Recognition
  - Outstanding contributions
  - Remarkable achievements
- Opportunity to give back

"Leave the Light On" - Judith Berg

Legacy of our Leaders is mentoring
1. Create light
2. Shed light
3. Share light

What is the Light?
- Knowledge
- Ideas
- Understanding
- Welcoming
- Leaving behind

The Purpose of Legacy

Contributions to the care of children is our mandate.
Our daily work is forged by commitment to the care and love of children and their families and does not go unnoticed.
Our immense pride in the work we have accomplished is recognized, not in a prideful way but as a meaningful contribution - Self Actualization.
Our call to mentoring welcomes new colleagues, builds relationships, and invites innovation and change.
The Meaning of Life - Steve Jobs

- Connect the dots
- Love and Loss
  Don’t be afraid to fail—find what you love
  Keep Looking/Don’t settle
- Death
  If you live each day as if it is your last, some day you will inevitably be right
  Remembering you will be dead soon—avoid thinking you have something to lose
- “We’re here to put a dent in the universe. Otherwise why else even be here?”

Jobs’ Commencement Speech 2006

- Connect the dots
- Love
- Death
- Stay hungry, stay foolish
  https://www.youtube.com/watch?v=icZDWo6hiuI

Conclusion - The Path Forward

- Advocate for the population and the role
- Love what we do
- Be Passionate
- Inspire mentoring
- Create a legacy
References


Hare, O., & Derko, L. (2016). Barriers to nurse-practitioner practice that impact healthcare redesign. CJW: The Online Journal of Issues in Nursing, 21(3), manuscript 1.


