



How to Read The Menu?

Career Options for Hungry Nurses!

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Objectives

- Discuss the 3 entry points into nursing practice and factors contributing to the current push towards BSN for entry for practice.
- Explore various NP role opportunities for nurses.
- Review the role of the CNS and discuss the changes on the horizon in education and practice.
- Consider other career paths in nursing: clinical nurse leader, informatics, nurse manager, nurse executive, nurse educator & nurse researcher.
- Explore terminal degrees in nursing DNP, DRNP , DNS, DNSc & PhD.



Entry in to Nursing Practice

- 2008- 3 million RNs in US
- Majority 1.3 million practice in hospitals
- Average Age-46
- 2008:
 - 50% RN population have bachelor's or higher degree in nursing or a nursing-related field/ 50% highest education level was a diploma or an ADN.

(U.S. Department of Health & Human Services, 2010)

Factors Influencing BSN for Nursing Practice

- *Magnet status*
- *Quality & Patient Safety*
- *Job Security*
- *Career Advancement*
- *Economy*
 - *(Lack of positions for graduates of ADN/Diploma Programs)*



Nurse Practitioner (NP)

- 160,00 nurses prepared as NPs.
 - largest group of advanced practiced registered nurses (APRNs).
- 35% NPs are under 45 years old.
- 85 % NPs hold master's degree/ 3.9 % hold a doctorate degree.
- Of all NPs, 10.3% also prepared as clinical nurse specialists (CNSs).
- >93 % NPs employed in nursing report having either national certification or State Board recognition.

NP Role Opportunities

- Acute (hospitalist)
- Adult (Oncology, Hospitalist)
- Mental Health (Adult psychiatric and mental health, Family psychiatric and mental health)
- Family (Primary care, Emergency, Hospitalist, Cardiology, Dermatology, Gastroenterology, Urology)
- Gerontology
- Pediatric (Pediatric acute care)
- Neonatal
- Women's health.





NP Role

- NPs earned an average of \$73,776 (2008).
- More than 87% of NPs were **moderately or extremely satisfied** with their position.
- The scope of NP practice is regulated by each state
- NP regulations are administered by the board of nursing of each state
- Masters degree is current entry level with plan to transition to DNP as entry level in the year 2015.



NP Role

- APNs made gains in most states with regard to expanding scope of practice enabling them to diagnose and treat disease.
- Half of 50 states still require APNs to have collaborative relationship with MD.
 - Dependent, supervised, relationship with medicine

NP Practice

- 14/50 states granted APNs with prescriptive authority for all meds including controlled substances
- 34/50 have granted APNs with prescriptive authority and controlled substances with some degree of MD involvement
- 3 additional states have granted prescriptive authority to NPs excluding controlled substances with some degree of physician involvement
- Some states have granted APNs authority to admit patients to hospitals but not all 50 states
- In some states prescription authority may also be granted to CNS, Midwives and CRNAs





NP Programs Drexel

- Psychiatric Mental Health NP (Online Program)
- Acute Care NP (Online Program)
- Family NP (Hybrid Program)
- Women's Health NP (Online Program)
- Primary Care Pediatric NP (Online Program)

Nurse Midwives (NMs)

- 18,492 nurses prepared as NMs.
 - Smallest of the APRN groups
- 54% are 50 years or older, and half (50.3 %) report having a graduate degree.
- The majority (84.3 %) of NMs are employed in nursing, but only 41.7 % of NMs reported a job title of nurse midwife.
 - All of these NMs also have State Board recognition or national certification in this field. The majority (57.9 percent) of NMs worked in hospital settings, 25.1 percent worked in ambulatory care.
- NMs earn an average of \$69,222 per year. They have a **high level of satisfaction** with their position.





Certified Registered Nurse Anesthetists (CRNA)

- 34,821 nurses prepared CRNAs
 - the third largest group of APRNs.
- The youngest group of APRNs: nearly 40 % are under 45. Nearly 40% are men.
- 65.4 % held a master's or doctorate degree as their highest nursing or nursing-related degree, and almost all had national certification or State Board recognition (99.3 %).
- CRNAs earn an average of \$135,776 per year, making them the highest-paid APRN group.
- They are **the most satisfied** of the APRN groups, **with 93.5 % reporting moderate or extreme satisfaction** with their position.

CRNA Program at Drexel

- 28-month, 89-quarter credit, full-time integrated program that begins each January.
- The department offers:
 - 18 theoretical nursing and research quarter credits.
 - 15 quarter credit basic science component.
 - 31 quarter credit didactic anesthesia component integrated with a 25-credit clinical practicum.
- Prepared to take comprehensive examination, awarded an M.S.N. in nurse anesthesia and eligible to take the national certification examination offered by the National Board on Certification and Recertification of Nurse Anesthetists (NBCRNA).

Clinical Nurse Specialists

- 60,000 nurses prepared as CNSs.
 - CNSs were the second largest group of APRNs.
- Marked decline (18.3 %) in the number of CNSs between 2004-2008.
- CNSs are older than other APRNs, with 63.6% over 50 years old.
- The vast majority of CNSs (92.8%) report at least a master's degree as their highest preparation, with 7.2% completing a doctorate degree.
- More than 50% had national certification or recognition from their State Board of Nursing.
- CNSs had the lowest rate of employment in nursing of all the advanced specialties, with 84% working in nursing.

Clinical Nurse Specialist

- Only 18.8 % of CNSs reported their job title as clinical nurse specialist.
 - Other common job titles: instruction (21.1 %), management or administration (17.8 %).
- Nearly half of nurses prepared as CNSs worked in hospitals (49.4 %).
- Some nurses prepared as CNSs also had preparation in other advanced specialties.
- More than 27 percent of CNSs also had preparation as NPs. Among such dual-prepared RNs the most common job title was nurse practitioner (54.8 percent).

Clinical Nurse Specialist

- CNSs earned on average \$74,918 per year in their principal nursing position.
- CNSs were **very satisfied** with their principal positions, with **91% being moderately or extremely satisfied.**
- **Clinical Nurse Specialist**

- **History**

*“Of nursing and for nursing”
(Goudreau, 2011,.p. 23)*



***Thoughts on current
changes in the CNS role?***





Consensus Model for APRN Regulation:

Licensure, Accreditation, Certification, Education



NCSBN

National Council of State Boards of Nursing



Reasons for a Future APRN Model

- Lack of common definitions related to APRN roles
- Lack of standardization in programs leading to APRN preparation
- Proliferation of specialties and subspecialties
- Lack of common legal recognition across jurisdictions



Benefits of APRN Consensus Model

- Facilitates mobility of APRNs
- Ensures public safety
- Increases access to health care
- Advocates appropriate scope of practice



Broad-Based APRN Education (cont.)

- For entry into APRN practice and for regulatory purpose the APRN education must:
 - Include at least three separate comprehensive graduate level courses in the APRN core
 - Advanced Physiology/Pathophysiology
 - Advanced Health Assessment
 - Advanced Pharmacology
 - Provide basic understanding of decision-making principles
 - Ensure clinical and didactic coursework is comprehensive to prepare the graduate to practice in the APRN role and population foci



APRN Regulatory Model

- APRN regulation includes:
 - **Licensure**
 - The granting of authority to practice
 - **Accreditation**
 - Formal review and approval by a recognized agency of educational degree or certification programs in nursing or nursing related programs
 - **Certification**
 - The formal recognition of knowledge, skills and experience demonstrated by the achievement of standards identified by the profession
 - **Education**
 - The formal preparation of APRNs in graduate or post-graduate programs

CNS Certification

Implications of this document for CNS are multiple and far reaching.

1. CNSs are considered one of the advanced practice roles
2. CNS education must respond to the document by preparing the CNS with foundation in 3P's physiology, pharmacology, and health and physical assessment
3. The CNS will be certified
4. The CNS will have a 2nd license to practice as a CNS based on the role and population within which the CNS practices.



CNS Core Certification

- ANCC developed CNS Core Certification Program that measures the competencies required in the CNS role with patients across the lifespan (from birth to death) and health continuum, regardless of specialty.
- Passing gives CNS-BC
- Renew certification on 5 year cycle with demonstration of practice hours and continuing education.



CNS Programs PA

- [Gwynedd-Mercy College](#) (Gwynedd Valley, PA)
CNS in Gerontology, CNS in Oncology, CNS in Pediatrics
Accreditation: NLNAC accredited
- [La Salle University](#) (Philadelphia, PA)
Adult Health and Illness CNS
Accreditation: CCNE accredited
- [Thomas Jefferson University](#) (Danville, PA / Philadelphia, PA)
Acute Care (NP and/or CNS), Adult Health (NP and/or CNS), Pediatric (NP and/or CNS)
Accreditation: CCNE accredited
- [University of Pennsylvania](#) (Philadelphia, PA)
Matching Program Tracks: Clinical Nurse Specialist Option
Accreditation: CCNE accredited

CNS Programs PA/DE/NJ

- [West Chester University of Pennsylvania](#) (West Chester, PA)
Community Health Nursing (CNS)
Accreditation: CCNE accredited
- [University of Delaware](#) (Newark, DE)
Clinical Nurse Specialist
Accreditation: CCNE accredited, NLNAC accredited
- [Rutgers The State University of New Jersey-Newark](#) (Newark, NJ)

ONLINE CNS PROGRAMS OFFERED

Acute Care of the Adult and Aged (NP or CNS), Advanced Practice in Pediatric Nursing (NP or CNS), Community Health Nursing NP/CNS, Oncology (Adult and/or Pediatric), Primary Care of the Adult and Aged (NP or CNS), Psychiatric/Mental Health Nursing (NP or CNS)

Accreditation: CCNE accredited





Other Career Paths

- Clinical nurse leader
 - What is the difference between CNL & CNS?????
- Nursing Informatics
- MSN in Innovation & Intra/Entrepreneurship in Advance Nursing Practice (Online Program)
- Nurse manager
 - Drexel MSN in Nursing leadership in Health Systems Management (Online Program)
 - MSN/Masters in Health Administration -Coming soon!

Other Career Paths

- Nurse Executive
 - CNO
- MSN in Nursing Education and Faculty Role (Online)
- Nurse Researcher
- MSN in Clinical Trials Research (Online)

Terminal Degrees

- DNP.- non research clinical doctorate.
 - Currently there are over 84 DNP programs in the US.
- Controversies about DNP role: recognition with MD's as doctors, decline in number of PhD prepared nurses, eligibility for tenure in academic institutions.
- Conversion of DNS/DNSc to PhD.
- PHD- academic, research practice doctorate





Thinking About a Career in Academia?

- 40 % of faculty between ages of 50 & 59. More than 19% of faculty 60 years or older.
- Nursing faculty receive lower annual earnings than RNs in general (RNs who work full-time average \$66,973, while earnings for faculty =\$63,985 on average)
- **Nearly 90 percent** of faculty reported that they are **moderately or extremely satisfied** with their position, as compared **with 81.1 percent of all working RNs**.
 - The satisfaction of faculty is similar to that of nurses with graduate degrees, of whom 87.3 percent were moderately or extremely satisfied.

(U.S. Department of Health & Human Services, 2010)

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