Education
Advanced Practice Registered Nurses in Georgia

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Purpose of Presentation

• Define the 4 APRN roles;
• Describe evolution of APRN Regulation;
• Discuss the DNP: why and what;
• Present Georgia data for APRN clinicians, students, and educational programs;
• Display distributions on maps; and
• Give major obstacles to APRN education and strategies to overcome
Eight IOM Recommendations

- Entry: 80% BSN and above
- Higher education overall
- Doctorates: Double by 2020
  - Doctor of Nursing Practice
  - Doctor of Philosophy
- Remove barriers to APRN practice
APRN Consensus Model (2008): LACE

National consensus (70+ entities) standardized recommended requirements for

- Licensure
- Accreditation
- Certification
- Education
APRN Regulatory Model

APRN Specialties
Focus of Practice beyond role and population focus
Linked to health care needs
Examples include but are not limited to: Oncology, Older Adults, Orthopedics, Nephrology, Palliative care

Population Foci

Licensure at levels of role and population foci

APRN Roles
Nurse Anesthetist
Nurse Midwife
Clinical Nurse Specialist
Nurse Practitioner
Primary care
Acute care
New Role

Psych/Mental Health
Neonatal
Pediatrics
Gender Specific
Adult-gerontology
Family/individual
Across lifespan
Advanced Practice Registered Nurse

1. Completed a **graduate-level education** program in preparation for one of the four APRN roles;
2. Passed a **national certification** examination; maintains certification;
3. Acquired **advanced clinical knowledge and skills**;
4. Builds practice on the competencies of registered nurses (RNs) by **demonstrating greater** knowledge, increased complexity of skills and interventions, and greater role autonomy;
5. Prepared to assume **responsibility and accountability** for health promotion and/or maintenance as well as the assessment, diagnosis, and management of patient problems, including **prescription of pharmacologic and non-pharmacologic interventions**;
6. Has **sufficient clinical experience** to reflect the intended license;
7. Obtained a **license** to practice as an APRN
DNP Driving Forces

- Comparable Professional Doctorates
- Workforce Deficits
- Technology & Knowledge Revolution
- Constraints with MSN credits
- Demographic Changes
- Healthcare Consumer Complexity
- Healthcare Systems & Quality

Constraints with MSN credits

- Technology & Knowledge Revolution
- Workforce Deficits
- Comparable Professional Doctorates
- Demographic Changes
- Healthcare Consumer Complexity
- Healthcare Systems & Quality
## Models of APRN Education in Georgia

<table>
<thead>
<tr>
<th>LEVELS OF COMPETENCE</th>
<th>CURRICULUM MODELS</th>
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<tbody>
<tr>
<td></td>
<td>Traditional with “stop outs”</td>
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<tr>
<td></td>
<td>Generic Masters</td>
</tr>
<tr>
<td></td>
<td>BSN to DNP</td>
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<tr>
<td>Pre-Nursing Preparation</td>
<td>BSN</td>
</tr>
<tr>
<td>Basic Nursing</td>
<td>Bachelor’s Degree (BS/BA)/No BSN prerequisites</td>
</tr>
<tr>
<td>Advanced Nursing</td>
<td>Generalist Master’s Entry</td>
</tr>
<tr>
<td>APRN</td>
<td>Doctorate of Nursing Practice/APRN</td>
</tr>
<tr>
<td>Doctoral Competencies/ Specialization</td>
<td>Practice Doctorate</td>
</tr>
</tbody>
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**ADDITIONAL OPTIONS:** POST-DNP PhD; JOINT PHD-DNP; POST - GRAD APRN CERTIFICATE
Advanced Nurses

- Graduate Degrees: MSN, DNP, PhD/EdD/DSN
- Education
- Administration
- Research
- Agents of quality and safety
- Professional development
- Program development
- Policy development and advocacy
Types of Advanced Practice Registered Nurses

- CNS  Clinical Nurse Specialist
- CRNA  Nurse Anesthetist
- CNM  Nurse Midwife
- CNP  Nurse Practitioner:

  Celebrating 50th Anniversary, NP Week, 11/8-15
## Types of Primary Care APRNs

<table>
<thead>
<tr>
<th>Abbreviation</th>
<th>Description</th>
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<tbody>
<tr>
<td>FNP</td>
<td>Family Nurse Practitioner</td>
</tr>
<tr>
<td>PNP</td>
<td>Pediatric Nurse Practitioner</td>
</tr>
<tr>
<td>CNM</td>
<td>Nurse Midwife</td>
</tr>
<tr>
<td>WHNP</td>
<td>Women’s Health Nurse Practitioner</td>
</tr>
<tr>
<td>MHNP/CNS</td>
<td>Mental Health Nurse Practitioner/ Clinical Nurse Specialist</td>
</tr>
<tr>
<td>GNP</td>
<td>Geriatric Nurse Practitioner</td>
</tr>
</tbody>
</table>
## Types of Acute Care APRNs

<table>
<thead>
<tr>
<th>Title</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>CRNA</td>
<td>Nurse Anesthetist</td>
</tr>
<tr>
<td>CNM</td>
<td>Nurse Midwife</td>
</tr>
<tr>
<td>NNP</td>
<td>Neonatal Nurse Practitioner</td>
</tr>
<tr>
<td>AGACNP</td>
<td>Adult Geriatric Acute Care Nurse Practitioner</td>
</tr>
<tr>
<td>AGACNP</td>
<td>Pediatric Acute Care Nurse Practitioner</td>
</tr>
</tbody>
</table>
Georgia distribution of Nurse Practitioners according to region and county
From the Georgia Board of Nursing re-licensure data, 2014-2016
NURSE PRACTITIONERS

Georgia distribution of Nurse Practitioners according to region and county.
From the Georgia Board of Nursing re-licensure data, 2014-2015.
APRNs in Georgia, November/2015

- CRNA - 1,869
- CNM – 501
- NP – 7,696
- CNS/PMH – 271
- CNS – 405
- RN’s – 124, 508
- Licensed Undergraduate Nurse – 5

Sos.ga.gov/cgi-bin/activelicenses.asp
Incomplete NP Data, but Growth

- Active NPs estimated at 110,800; doubled from 2002 to 2012 \(\text{NSSRN 2010}\)
- In 2014, more than 205,000 licensed NPs in the U.S. \(\text{AANP 2015}\)
- Average age 49 yo
- Half of NPs in primary care in 2010
- AACN: graduating more NPs each year
  - 12,273 – 2011; 14,400 – 2012; 15,000 - 2013
  - ? Students and graduates in GA?
Georgia APRN Estimated Enrollment

APRN Students in Georgia: 2014, 2015 (est)

~ 10  Clinical Nurse Specialist
~ 80  Nursing Anesthesia
~ 35  Nurse Midwifery
~4,000 Nurse Practitioner (?? dual majors)
Georgia APRN Programs

• Albany State University - PC
• Armstrong State University – PC, AC
• Brenau University - PC
• Columbus State University - PC
• Emory University – PC, AC, CNM, APRN Specialties/DNP, PhD
• Clayton State University – PC
• Mercer University Georgia Baptist – PC/ DNP, PhD

PC-Primary Care
AC-Acute Care
MH-Mental Health
NAP-Nursing Anesthesia
CNM-Nurse Midwifery
More... **Georgia APRN Programs**

- Georgia College and State University – PC, MH/DNP
- **Georgia Regents University** – PC, AC, MH, NAP/ DNP, PhD
- Georgia Southern University – PC, MH/DNP
- Georgia Southwestern State University - PC
- **Georgia State University** – PC, AC, MH/ DNP, PhD
- Kennesaw State University – PC/DSN
- University of North Georgia – PC
- Valdosta State University -PC, MH
- Others from distance programs
Georgia distribution of Nurse Practitioners according to region and county
From the Georgia Board of Nursing re-licensure data, 2014-2015
Barriers to APRN Education

• Lack of clinical preceptors and preceptor sites
  – Incentives for MD preceptors but not APRN preceptors of APRN students
  – Increasing demands from all professions

• Paucity of APRN faculty
  – Faculty salaries not competitive with practice
  – General shortage of APRNs and high demand
  – Georgia not destination state for APRNs

• Financial need followed by high debt load
Some Strategies

• Promote faculty practice/nurse managed centers
  – Maximize student learning
  – Faculty maintain competence; salary supplement

• Increase faculty salaries; forgive ed debt

• Provide for incentives for APRN preceptors

• Encourage interprofessional team assignments to preceptor sites
Thank You