

Job Title	Nurse Practitioner-Acute Care	Nurse Practitioner-Critical Care	Nurse Practitioner-Ambulatory Care
Summary	The nurse practitioner functioning within the acute care hospital setting works in collaboration with, and is an integral member of, a multidisciplinary health care team. The nurse practitioner functions primarily as a hospitalist in the inpatient setting, managing the care of acute and complex chronically ill patients. The nurse practitioner is generally on a service aligned team and manages the day to day patient care from step down to discharge. In some instances, the nurse practitioner may have responsibilities for this same patient population as they return for follow up in the outpatient setting. The nurse practitioner has a strong foundation in evidenced based practice and education and has a responsibility for providing an environment of safe quality care. The nurse practitioner demonstrates an advanced level of medical and nursing knowledge, clinical and technical competence, sound clinical judgment, professionalism as it relates to interpersonal and general communication skills, timely and compliant documentation, and take responsibility for ongoing professional development and competency validation.	The critical care nurse practitioner works in collaboration with a multidisciplinary health care team. The critical care nurse practitioner generally functions as an intensivist within a designated intensive care unit and manages the critical care aspects of the assigned patient's intensive care stay from admission to transfer. The critical care nurse practitioner has a strong foundation in evidenced based practice and education and has a responsibility for ensuring adherence to critical pathways and protocols and ensures an environment of safe quality care. The nurse practitioner demonstrates an advanced level of medical and nursing knowledge, clinical and technical competence, sound clinical judgment, professionalism as it relates to interpersonal and general communication skills, timely and compliant documentation, and take responsibility for ongoing professional development and competency validation.	The specialty nurse practitioner in the ambulatory care setting works in collaboration with a multidisciplinary health care team. The specialty nurse practitioner is generally service or physician aligned and manages a distinct patient population in the outpatient setting. On occasion, the nurse practitioner who functions primarily in the clinic setting, may be required to perform some coordination of inpatient care and facilitate discharges and outpatient follow up. The specialty clinic nurse practitioner has a strong foundation in evidenced based practice and education and has a responsibility for ensuring adherence to clinical pathways and protocols and ensures an environment of safe quality care. The nurse practitioner demonstrates an advanced level of medical and nursing knowledge, clinical and technical competence, sound clinical judgment, professionalism as it relates to interpersonal and general communication skills, timely and compliant documentation, and take responsibility for ongoing professional development and competency validation.
Key Functions 1	Assessment of Health Status	Assessment of Health Status	Assessment of Health Status
	Performs and documents in the medical record a complete history and physical examination for acute and complex chronically ill patients.	Performs and documents in the medical record a complete history and physical examination for acute and complex chronically ill patients.	Performs and documents in the medical record a complete history and physical examination for acute and complex chronically ill patients.
	Orders and collects data using appropriate assessment techniques, relevant supporting diagnostic information and diagnostic procedures where indicated.	Orders and collects data using appropriate assessment techniques, relevant supporting diagnostic information and diagnostic procedures where indicated.	Orders and collects data using appropriate assessment techniques, relevant supporting diagnostic information and diagnostic procedures where indicated.
	The nurse practitioner may serve as the first responder for both nursing and house staff in the event of patient status changes, orders, and in situations requiring procedural and resuscitative interventions.	The nurse practitioner may serve as the first responder for both nursing and house staff in the event of patient status changes, orders, and in situations requiring procedural and resuscitative interventions.	The nurse practitioner may serve as the first responder for both nursing and house staff in the event of patient status changes, orders, and in situations requiring procedural and resuscitative interventions.
	Assesses for risks associated with the care of the acute and complex chronically ill patient including: medication side effects, immobility, impaired nutrition, fluid and electrolyte imbalance, immunocompetence, invasive interventions and diagnostic procedures.	Assesses for risks associated with the care of the acute and complex chronically ill patient including medication side effects, immobility, impaired nutrition, fluid and electrolyte imbalance, immunocompetence, invasive interventions and diagnostic procedures.	Assesses for risks associated with the care of the acute and complex chronically ill patient including medication side effects, immobility, impaired nutrition, fluid and electrolyte imbalance, immunocompetence, invasive interventions and diagnostic procedures.
	Coordinates daily rounds with the Attending physician teams, presents 24 hour patient report, collaborates in plan of care, and follows assigned patient population throughout the day.	Coordinates daily rounds with the Attending and Intensivist physician teams, presents 24 hour patient report, collaborates in plan of care.	Coordinates daily clinic schedule with the attending physician team, presents patient report, collaborates in plan of care, and follows assigned patient population.
Key Functions 2	Diagnosis	Diagnosis	Diagnosis
	Collaborates with interdisciplinary health care team in making diagnoses of acute and complex chronic conditions.	Collaborates with interdisciplinary health care team in making diagnoses of acute and complex chronic conditions.	Collaborates with interdisciplinary health care team in making diagnoses of acute and complex chronic conditions.
	Manages diagnostic tests through ordering, interpretation, performance, and supervision.	Manages diagnostic tests through ordering, interpretation, performance, and supervision.	Manages diagnostic tests through ordering, interpretation, performance, and supervision.
	Formulates differential diagnoses by priority.	Formulates differential diagnoses by priority.	Formulates differential diagnoses by priority.
	Diagnoses complications and orders appropriate interventions	Diagnoses complications and orders appropriate interventions.	Diagnoses complications and orders appropriate interventions.
Key Functions 3	Formulates Plan of Care	Formulates Plan of Care	Formulates Plan of Care
	Identifies expected outcomes from diagnosis, and formulates and documents a plan of care to address complex acute and chronic health care needs.	Identifies expected outcomes from diagnosis, and formulates and documents a plan of care to address immediate critical care needs.	Identifies expected outcomes from diagnosis, and formulates and documents a plan of care to address complex acute and chronic health care needs.

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	Utilizes evidenced based practice guidelines or protocols in an individualized, dynamic plan of care that can be applied across the continuum.	Utilizes evidenced based practice guidelines, pathways or protocols in an individualized, dynamic plan of care that can be applied across the continuum.	Utilizes evidenced based practice guidelines or protocols in an individualized, dynamic plan of care that can be applied across the continuum.
Key Functions 4	Implements and modifies plan of care	Implements and modifies plan of care	Implements and modifies plan of care
	Prescribes diagnostic strategies and therapeutic interventions both pharmacologic, non-pharmacologic and surgical, needed to achieve expected outcomes.	Prescribes diagnostic strategies and therapeutic interventions both pharmacologic, non-pharmacologic and surgical, needed to achieve expected outcomes.	Prescribes diagnostic strategies and therapeutic interventions both pharmacologic, non-pharmacologic, and surgical, needed to achieve expected outcomes.
	Manages further diagnostic tests through ordering, interpretation, performance, and supervision.	Manages further diagnostic tests through ordering, interpretation, performance, and supervision.	Manages further diagnostic tests through ordering, interpretation, performance, and supervision.
	May perform advanced procedures consistent with privileges and competency validation including minor suturing, complex wound management, line and tube placements and removals.	May perform advanced procedures consistent with privileges and competency validation, including minor suturing, complex wound management, line and tube placements and removals.	May perform advanced procedures consistent with privileges and competency validation, including minor suturing, complex wound management, line and tube placements and removals.
Key Functions 5	Communication and Collaboration	Communication and Collaboration	Communication and Collaboration
	Maintains ongoing communication and collaboration with interdisciplinary health care team .	Maintains ongoing communication and collaboration with interdisciplinary health care team .	Maintains ongoing communication and collaboration with interdisciplinary health care team .
	Facilitates and communicates with patient, family and staff to promote continuity of care across the inpatient and outpatient continuum of care.	Facilitates and communicates with patient, family and staff to promote continuity of care across the inpatient continuum of care.	Facilitates and communicates with patient, family and staff to promote continuity of care across the outpatient continuum of care.
Key Functions 6	Documentation.	Documentation.	Documentation.
	Documents/dictates key components of patient's progress via daily progress note, transfer, and discharge summary , and or clinic note where applicable. (h&p, daily progress notes, plan of care, problem lists, procedure notes, acute event note, discharge summaries, in medical record per specific patient unit or service, death summary)	Documents/dictates key components of patient's progress via daily progress note, transfer, and discharge summary, and/or clinic note where applicable. (h&p, daily progress notes, plan of care, problem lists, procedure notes, acute event note, discharge summaries in medical record per specific patient unit or service, death summary)	Documents/dictates key components of patient's progress via daily progress note, transfer, and discharge summary, and/or clinic note where applicable. (h&p, daily progress notes, plan of care, problem lists, procedure notes, acute event note, discharge summaries in medical record per specific patient unit or service, death summary)
	Documentation is timely, meets acute care compliance standards and captures patient acuity.	Documentation is timely, meets critical care compliance standards and captures patient acuity.	Documentation is timely, meets critical care compliance standards and captures patient acuity.
Key Functions 7	Professional Practice	Professional Practice	Professional Practice
	Demonstrates Professional Practice behaviors including: preceptor/mentoring, education and instruction of students, nursing staff, nurses, graduate and novice nurse practitioners.	Demonstrates Professional Practice behaviors including: preceptor/mentoring, education and instruction of students, nursing staff, nurses, graduate and novice nurse practitioners.	Demonstrates Professional Practice behaviors including: preceptor/mentoring, education and instruction of students, nursing staff, nurses, graduate and novice nurse practitioners,
	Seeks opportunities for active engagement in research and the analysis of evidenced based practice.	Seeks opportunities for active engagement in research and the analysis of evidenced based practice.	Seeks opportunities for active engagement in research and the analysis of evidenced based practice.
	Actively participates in Grand Rounds, APN council meetings, faculty and unit meetings, M&M presentations.	Actively participates in Grand Rounds, APN council meetings, faculty and unit meetings, M&M presentations.	Actively participates in Grand Rounds, APN council meetings, faculty and unit meetings, M&M presentations.
	Maintains CEUs, and membership in a professional organization.	Maintains CEUs, and membership in a professional organization.	Maintains CEUs, and membership in a professional organization.
Education	Master's degree in Nursing -Acute, Family, Adult, Pediatric, or other specialty as appropriate	Master's degree in Nursing -Adult or Pediatric Acute Care or appropriate specialty	Master's degree in Nursing -Acute Care, Adult, Pediatric, Family, or other specialty specific track as appropriate
Experience	0 months of nursing experience required 12 months of nursing experience preferred	12 months of nursing experience required 12 months of critical care nursing experience preferred	0 months of nursing experience required 12 months of nursing experience preferred
Licensure	Inpatient acute care advanced practice nursing experience desirable Registered Nurse National Specialty Board Certification, TN APN certificate/certificate of fitness to prescribe, Eligible for DEA	Advanced practice critical care nursing experience desirable Registered Nurse National Specialty Board Certification, TN APN certificate/certificate of fitness to prescribe, Eligible for DEA	Advanced practice nursing in the ambulatory or acute care setting desirable Registered Nurse National Specialty Board Certification, TN APN certificate/certificate of fitness to prescribe, Eligible for DEA