Hiring, Credentialing, and Privileging of Nurse Practitioners as Hospitalists:

A National Workforce and Employment Analysis

Researchers:

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Survey Implementation:

Social & Economic Sciences Research Center
Washington State University
Pullman, WA 99164-1801

Hospitalist: A nurse practitioner hospitalist is a nurse practitioner caring for adult hospitalized patients for a facility or in specific units/services including but not limited to intensive care, trauma, emergency department, acute care surgery, cardiology, pulmonology, orthopedics and medical-surgical units. Excluded from this study definition are certified nurse midwives, certified registered nurse anesthetists, and clinical nurse specialists.
Q01. Do you hire, credential OR privilege nurse practitioners (NPs) for hospitalist positions? *Circle your answer.*

1. Yes ➔ Continue with question 2
2. No ➔ Thank you. No further participation is required.
   Please return the questionnaire in the envelope provided.

Q02. What is your position? *Check all that apply.*

☐ CNO/nurse executive
☐ Administrative Services Director
☐ Human Resources Representative
☐ Medical Staff Services Representative
☐ Medical Director
☐ Hospital Medical Group Representative
☐ Credentials Verification Organization Representative
☐ Other (Please describe): ____________________________

Q03. What is the zip code of the hospital for which you work? *If you work for an organization that serves multiple hospitals, select the one which employs the largest number of nurse practitioners as hospitalists.*

ZIP code: __________________

**ANSWER ALL SUBSEQUENT QUESTIONS FOR THIS HOSPITAL.**

Q04. Is the hospital rural or urban/suburban? *Rural is defined as a community with less than 25,000 residents.*

1. Rural (less than 25,000 residents)
2. Urban/suburban (more than 25,000 residents)

Q05. What is the bed capacity of the hospital?

1. 5 or fewer
2. 6-49
3. 50-99
4. 100-199
5. 200-299
6. 300-399
7. 400-499
8. 500 or more

Q06. Does the hospital have Magnet® recognition status?

1. Yes
2. No
3. Don’t know

Q07. Is there an acute care nurse practitioner education program within 100 miles of your hospital?

1. Yes
2. No
3. Don’t know
Hiring is the authority to participate in the decision to employ a nurse practitioner as a hospitalist.

Q08. Do you participate in the decision to hire nurse practitioners for hospitalist positions?

1. Yes ➔ Continue with question 9
2. No ➔ Please skip to page 5, question 18, Section III

Q09. Please indicate the inpatient units/services for which you hire nurse practitioner hospitalists. Check all that apply.

- Burn
- Cardiology
- Cardiac Care
- Emergency care
- Endocrine
- Full coverage hospitalist
- ICU Step down
- Infectious disease
- Medical
- Medical ICU
- Medical-Surgical ICU
- Neurology/Neurosurgery
- Observation
- Oncology/Hematology
- Orthopedics
- Palliative care
- Psychiatry
- Rapid response team
- Rehabilitation
- Renal
- Surgical
- Surgical ICU
- Telemetry
- Trauma
- Other (please describe): ____________

Q10. How many nurse practitioner hospitalists do you currently employ?

1. 0
2. 1-5
3. 6-10
4. 11-15
5. 16-20
6. 21-25
7. 26-30
8. 31 or more
9. Don’t know

Q11. Please indicate which of the following are required for an applicant to be hired as an NP hospitalist.

1. Master’s degree
2. Doctoral degree
3. Either a master’s or doctoral degree

Q12. Indicate which of the following national certifications are required or preferred for an applicant to be hired for an NP hospitalist position. Circle one answer for each.

<table>
<thead>
<tr>
<th>Certification</th>
<th>Required</th>
<th>Preferred</th>
<th>Neither required nor preferred</th>
</tr>
</thead>
<tbody>
<tr>
<td>Acute Care NP</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Adult-Gerontology Acute Care NP</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Adult-Gerontology Primary Care NP</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Adult NP</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Family NP</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
<tr>
<td>Gerontology NP</td>
<td>1</td>
<td>2</td>
<td>3</td>
</tr>
</tbody>
</table>
Q13. Do you require RN experience for an applicant to be hired for an NP hospitalist position?
1. Yes
2. No
3. Don’t know

Q14. Do you require NP experience for an applicant to be hired for an NP hospitalist position?
1. Yes
2. No
3. Don’t know

Q15. Do you require NP hospitalist experience for an applicant to be hired for an NP hospitalist position?
1. Yes
2. No
3. Don’t know

Q16. To whom does the nurse practitioner hospitalist in your system or facility report? *Check all that apply.*

☐ Nursing services
☐ Medical staff
☐ Medical staff and Nursing services (combination)
☐ Employee of private medical practice affiliated with hospital
☐ Other (please describe): ____________________________

Q17. Please rate the importance of the following factors used to hire nurse practitioners as hospitalists working with adult inpatients. *Circle one answer for each.*

<table>
<thead>
<tr>
<th>Factor</th>
<th>Not at all important ▼</th>
<th>Somewhat important ▼</th>
<th>Moderately important ▼</th>
<th>Very important ▼</th>
<th>Extremely important ▼</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. National certification as an Acute Care NP</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>B. National certification as an Adult-Gerontology Acute Care NP</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>C. National certification as an Adult-Gerontology NP</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>D. National certification as an Adult NP</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>E. National certification as a Family NP</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>F. National certification as a Gerontology NP</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>G. Graduation from an accredited nurse practitioner program</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>H. Completion of a graduate level nurse practitioner program</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>I. Recent experience working as a hospitalist</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>J. History of physician supervised practice as an NP in a hospital</td>
<td>1</td>
<td>2</td>
<td>3</td>
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Q17. (Continued) Please rate the importance of the following factors used to hire nurse practitioners as hospitalists working with adult inpatients.

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<tbody>
<tr>
<td>K. History of precepted hospitalist clinical experience as an NP student</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>L. Reference by a physician privileged at the hospital</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>M. Total number of years of experience working as a nurse practitioner</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>N. Total number of years as a registered nurse prior to becoming a nurse practitioner</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>O. Experience as a registered nurse in an intensive care unit or acute care service such as the one for which the position is advertised</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>P. Drug Enforcement Agency Registration</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>Q. Advanced Cardiac Life Support certification</td>
<td>1</td>
<td>2</td>
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</tr>
</tbody>
</table>

SECTION III – Credentialing Criteria

Credentialing is the process by which a nurse practitioner’s licensure, certification, education, experience, and discipline history are authenticated by an institution.

Q18. Do you participate in credentialing nurse practitioners for hospitalist positions?
   1. Yes ➔ Please continue with question 19
   2. No ➔ Please skip to page 7, question 20, Section IV
Q19. Please rate the importance of the following factors used to credential nurse practitioners as hospitalists working with adult inpatients. *Circle one answer for each.*

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<td>B. Graduation from a master’s or doctoral nurse practitioner program</td>
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<td>2</td>
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<td>5</td>
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<tr>
<td>C. Current active unencumbered licensure as a nurse practitioner</td>
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<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>Q. No prior, current, or pending discipline by the Board of Nursing</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>R. No history of denial, suspension, or revocation of national board certification</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>S. No history of denial, suspension, or revocation of participation in a health plan</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>T. No prior, current, or pending health care law suits</td>
<td>1</td>
<td>2</td>
<td>3</td>
<td>4</td>
<td>5</td>
</tr>
<tr>
<td>U. No prior or current substance use disorder</td>
<td>1</td>
<td>2</td>
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<td>4</td>
<td>5</td>
</tr>
</tbody>
</table>
Privileging is the process of authorizing a nurse practitioner to perform specific clinical responsibilities such as admitting and discharging patients, writing orders, invasive testing, and invasive procedures.

Q20. Do you participate in privileging nurse practitioners for hospitalist functions?

1. Yes → Please continue with question 21
2. No → Please skip to page 8, question 24, Section V

Q21. Please indicate which of the following privileges are potentially granted to nurse practitioner hospitalists. Check all that apply.

- Admission/discharge in their own name
- Independently write orders
- Transfer patients from unit to unit
- Transfer patients from levels of care
- Ancillary (can make rounds, examine, teach, chart)
- Other (explain): _____________________________________________

Q22. Are nurse practitioners required to complete a residency or fellowship (outside of orientation) prior to receiving hospital privileges?

1. Yes
2. No
3. Don't know

Q23. Are NPs granted privileges to perform procedures to manage care of acutely and critically ill patients?

1. Yes → What type? Check all that apply.
2. No

- Arterial line placement
- Bedside ultrasound
- Bone marrow aspiration
- Bronchoscopy
- Central line placement
- Chest tube insertion
- Cricothyrotomy and tracheostomy
- Endoscopy
- Endotracheal/nasotracheal intubation
- First Assistant in surgery
- Insert softbore NG or postpyloric tube
- Joint needle aspirations
- Lumbar puncture
- Manage care of patients receiving mechanical ventilation
- Paracentesis
- Pulmonary artery line placement
- Needle thoracotomies
- Nerve blocks
- Suturing
- Other (please explain): __________________________
Currently, there is no uniform model of regulation of Advanced Practice Registered Nurse (APRNs) in the United States. Each state independently determines the APRN legal scope of practice, the roles that are recognized, the criteria for entry-into advanced practice and the certification examinations accepted for entry-level competence assessment. The 2008 Consensus Model for APRN Regulation: Licensure, Accreditation, Certification & Education provides a regulatory model in which acute care nurse practitioners (ACNPs) are certified as adult-gerontology ACNPs or pediatric ACNPs. Information regarding the APRN Consensus Model can be accessed at http://www.nursecredentialing.org/Certification/APRNCorner and https://www.ncsbn.org/736.htm.

Q24. Are you familiar with the Consensus Model for APRN Regulation?
   1. Yes
   2. No

Q25. Is the APRN Consensus Model used to guide hiring and credentialing of nurse practitioners as hospitalists?
   1. Yes
   2. No
   3. Don’t know

We welcome any comments regarding your experience hiring, credentialing and/or privileging nurse practitioners as hospitalists and on the APRN Consensus Model. We would be particularly interested in your rationale if you have a preference for hiring one type of NP.

Thank you very much for completing this questionnaire!

To receive a $50 Amazon gift card electronically, please enter your email address. This information will be saved separately from your survey answers.

First name: ____________________ Last name: ____________________

Email address: ____________________

Return your completed questionnaire in the envelope provided or mail to:

SESRC – WSU
PO Box 641801
Washington State University
Pullman, WA 99164-1801