

OPENING NEW CAREER DOORS WITH YOUR DNP



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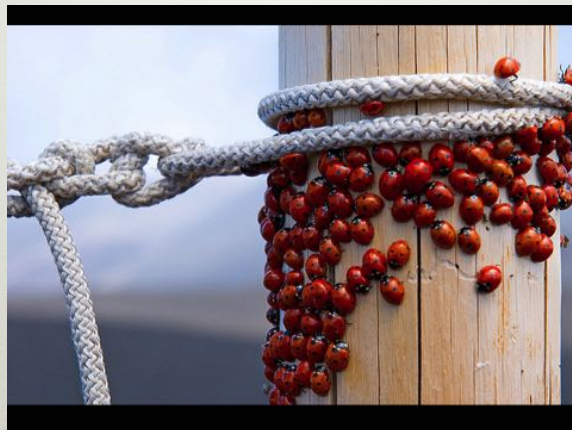
**SECOND NATIONAL DOCTORS OF
NURSING PRACTICE CONFERENCE**

**DEFINING
OURSELVES**

OBJECTIVES

- Explore how a DNP degree can enhance your already strong skill sets
- Discuss limitations of current DNP practice and identify ways to reduce/eliminate them
- Review and discuss the development of speaker's director position
- Collaborate regarding ways to support and advance DNP initiatives

COMMONALITIES



EDUCATION

MSN level education
National certification in speciality

PRACTICE

- Collaborative physicians in states still requiring this practice
- Autonomous practice
- Prescriptive privileges
- Admitting privileges *
- Scope of practice

DIFFERENCES



EDUCATION

- Nurse practitioners who are doctorally prepared have the same educational preparation time as their physician counterparts
- Emphasis on autonomous practice
- Some programs have research component for those who want to conduct research
- DNP certification is an additional bonus for some practitioners

PRACTICE

- Legislatively, there are currently no differences in practice
- DNPs are beginning to have more hospital privileges than MSN practitioners

WHAT DO YOU HAVE TO BRING TO THE TABLE?



BEFORE YOU START

- Prioritize what is important to you
- Where do you see yourself in 5 years?
- What do you want to do in your clinical practice that you are not already doing?
- Rank the things important to you

RATE IN ORDER FROM 1 TO 9

- ~~Autonomy of practice~~
- Ready access to MD
- Ready access to laboratory
- Rural setting
- Urban setting
- Working with other NPs and /or DNPs
- Working alone
- Autonomy of patient schedule
- Compensation

ARE THESE NECESSITIES OR LUXURIES?

- Benefits
- CEUs/Conference
- Malpractice
- Retirement/401K
- Profit Sharing
- Professional Dues Paid
- Flexible scheduling
- Personal days/Sick days
- Vacation
- Insurance

NEGOTIATIONS

- Know upfront what you have to offer to the practice and be prepared to sell yourself
- Determine what you NEED to take this job (i.e. what's your bottom line regarding practice, compensation, and autonomy)

BE PREPARED

- 1. Know the practice's reputation
- 2. Know the practices in the area (city, state, etc)
- 3. Know compensations for the area
- 4. If you're moving to a new state, know the state's nursing practice act regarding APN practice and any pending legislation if possible

PRESENTING YOURSELF

- Examples of your work (QA initiatives, articles, presentations, projects, publications)
- Strong CV
- References
- Be prepared to answer questions regarding your strengths, weaknesses, and clinical scenarios

GENERAL QUESTIONS TO ASK

- 1. Are there other doctorally prepared NPs in the practice?
- 2. What is the practice mix?
- 3. What is the practice's philosophy of patient care?
- 4. Does the practice support patient education, health promotion, and disease prevention? Ask for examples of this!

GENERAL QUESTIONS TO ASK

- 5. Does the practice support research? Participate in research? Will you be allowed to participate? Will you be allowed to be PI?
- 6. What is the practice's stance on supporting your having admitting privileges?
- 7. If your job will include administrative duties, what percentage of your time will be allotted to this area? What will these duties include?

YET MORE QUESTIONS

- 8. Are you expected to take call?
Weekends/evenings/holidays? What percent of the other practice providers' salaries are attributed to this? Expect a like percentage if you take rotation with other providers.
- 9. Are there any special skills/training required for this job? Will they provide time/financial support to secure these skills?
- 10. How will you be evaluated?
- 11. Who will evaluate you?
- 12. What support staff/services will be available to you?

Notice You Did Not Speak About Money in the First Meeting

1. Take notes during the interview.
2. Thank the interviewer for the interview opportunity at the end of the interview and by follow-up phone call or e-mail (or both)
3. When they call you back for the second interview, then talk compensation

INTROSPECTION

- Are you willing to take call?
- Are you willing to be put in situations where you may encounter ethical dilemmas?
- Is the travel time to the practice site convenient?
- Salary versus hourly pay

COMPENSATION NEGOTIATION

- Determine worth of service with your particular skill set (Amount of income you'll produce versus your upkeep costs)
- Focus on the following:
 - Cost of Service
 - Practice overhead
 - Malpractice
 - Hours
 - Medicare: 48, 48, 4

-
- Most practices expect 15-20% profit from your presence. Is this the case in this practice? Is this figured into overhead?
 - How will your productivity be calculated? Will you have access to this calculation?

APN WORTH OF SERVICE

- Will vary according to location, practice type, etc
- During the interview, inquire about reimbursement mix
 - Example: 25% Medicare, 65% HMØPPO, 10% commercial insurance
 - This will help you get an idea of the salary you will need / request

EXAMPLE OF HOW TO CALCULATE

- NP sees 18 patients / day
- 2 new pts, 16 established
- Level 2: 2 Level 3: 7 Level 4: 3 Level 5: 4
- 2 EKGs and 3 microscopic urinalyses
- NP generated income of \$1075 / day
\$5375 / week (48 week work year)

- Salary \$90,000
- FICA \$7,200
- Health Insurance \$5,000
- Malpractice Insurance \$700
- Continuing Education \$2,000
- 401K \$4000
- Professional org / license \$300
- Total: \$109,200
- Overhead \$54,446

- Expense to Practice \$ 163,646
- NP Generated Income: \$258,000

COMPENSATION

- Bonuses:
 - Quality
 - Productivity
- Hours negotiation
- Profit sharing

CONTRACTS

- Competition clauses
- Termination clauses
- Avoid “modifications at employer/contractor discretion without notice”
- You may need a contract attorney
- Have everything in writing!!

BUILDING A STRONGER FOUNDATION



THINGS TO DO

- Read
- Publish
- Learn a new skill
- Teach

NETWORKING



-
- DNP Groups
 - Listservs
 - Alumni Office / Previous professors
 - Colleagues / Mentors

ROAD BLOCKS



Sometimes you feel all alone



And still sometimes, it seems that you're
getting ready to sink



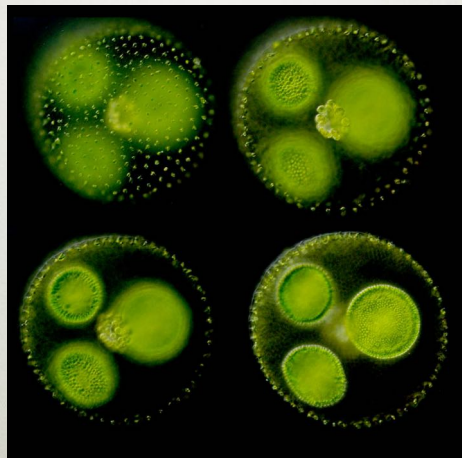
HOW CAN WE FIX IT?

- Educate the potential employer of the difference between a MSN-prepared and DNP prepared practitioner
- Educate the public
- Uniting of forces

A STORY IN THE MAKING

Once upon a time...

FOCUS



**BACKGROUND:
EDUCATION**



BACKGROUND: EXPERIENCE



BACKGROUND: NETWORKING





PUTTING IT ALL TOGETHER



- School of Nursing Faculty Position
- **CONTRACT SPECIFICS**
- Conferences: \$2,500/year
- Salary: \$140,000
- Books/Professional Organization Reimbursement: \$1,000
- Vacation: 8 weeks
- DEA/Malpractice/NP Licensure: Dept payment
- Research: Actrieviely involved in all dept research
- Director of Clinical Cardiac Surgery QI

CONTRACT SPECIFICS

- Sole NP in practice
- Admission privileges
- No weekends/holidays, nights
- Phone triage
- Develop productivity tool
- Clinical Duties:
 - Procedures
 - Manage all patients

ACHIEVE



FUTURE OF DNP



STRENGTHENING OURSELVES





*I am always doing that which I can not do,
in order that I may learn how to do it.*

PABLO PICASSO

TEACH



**Become
A Mentor
Today!**



LEGISLATE



COLLABORATION MOMENTS



Making a Difference: the Starfish Award

An old man was picking up objects off the beach and tossing them out into the sea. A young man approached him and saw that the objects were starfish. "Why in the world are you throwing starfish into the water?"

"If the starfish are still on the beach when the tide goes out and the sun rises high in the sky, they will die," replied the old man.

"That is ridiculous. There are thousands of miles of beach and millions of starfish. You can't really believe that what you're doing could possibly make a difference!"

The wise old man picked up another starfish, paused thoughtfully, and remarked as he tossed it out into the waves,

"It makes a difference to this one."



CONTACT INFORMATION

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