



**NURSE PRACTITIONER**  
*(UNC-Chapel Hill Use Only)*

**DESCRIPTION OF WORK:**

Positions in this banded class provide patient care, including performing assessment, determining diagnosis, developing treatment plans, prescribing medication, engaging in research activities, and providing training and education for a wide variety of medical conditions. The NC Board of Nursing and Medical Board require a collaborative practice agreement between the NP and a physician. Processes for communications and collaboration are outlined in that agreement. Patient care is provided in a variety of clinical settings, including hospitals, outpatient medical offices, health departments, universities, and correctional facilities. Nurse Practitioners may practice general medicine or specialize in a specific area of patient care which may include research protocols.

Advanced practice nursing is performed by registered nurses with advanced education (i.e., Masters or Doctoral degree) who are accountable for providing care to well individuals, patients with undifferentiated symptoms, and those with acute, complex chronic and/or critical illnesses. This care includes, but is not limited to, physical assessment and diagnosis; patient education; ordering and interpreting diagnostic tests; prescribing drugs and devices; and conducting clinical research activities.



## COMPETENCIES

Competency	Definition
<b>Professional Knowledge/ Critical Thinking</b>	Ability to acquire, critically assess, maintain, and integrate into clinical practice knowledge of patient care practices, health care systems, procedures, medical terminology, pathology, pharmacology, diagnostic procedures, treatments and research. Ability to use sound, situation-appropriate reasoning and judgment in applying professional knowledge in all areas of clinical practice and communication.
<b>Patient Care</b>	Ability to assess, diagnose, and treat patients in a clinical setting. Develops and maintains professional relationships with patients, families and healthcare personnel. Orders and interprets procedures, diagnostic tests, and other clinical information. Prescribes medications and devices and/or modifies treatment plans to maximize patient outcomes.
<b>Instruction/ Coaching/Mentoring</b>	Ability to instruct, coach and mentor patients, families, and communities toward positive health behavior changes. Ability to instruct, coach and mentor students, professional colleagues, allied health personnel, medical residents, and/or medical staff.
<b>Communication</b>	Ability to establish and maintain effective communications clearly and concisely either verbally or in writing with patients, families, and healthcare personnel in a variety of situations and settings,
<b>Clinical Research</b>	Ability to apply professional knowledge in a clinical research setting and manage research protocols. Ability to contribute to protocol design, data management, data analysis, and dissemination of research findings.
<b>Leadership</b>	Ability to influence, guide, and motivate others toward common goals, coordinating and facilitating a collaborative approach to the completion of tasks or assignments.

Note: Not all competencies apply to every position/employee; evaluate only those that apply. Competency statements are progressive.



## COMPETENCY STATEMENTS BY LEVEL

<b>Professional Knowledge/Critical Thinking: Ability to acquire, critically assess, maintain, and integrate into clinical practice knowledge of patient care practices, health care systems, procedures, medical terminology, pathology, pharmacology, diagnostic procedures, treatments and research. Ability to use sound, situation-appropriate reasoning and judgment in applying professional knowledge in all areas of clinical practice and communication.</b>		
Demonstrates basic knowledge of the principles and practices of advanced practice nursing, general medicine and/or area of specialty.	Demonstrates comprehensive knowledge of general medicine and/or area of specialty. Actively pursues and maintains up to date professional knowledge base.	Demonstrates extensive knowledge of the theories, concepts, principles, practices and techniques of advanced practice nursing, general medicine and/or area of specialty. Demonstrates ability to consistently synthesize advanced knowledge into clinical practice.
Demonstrates basic knowledge and techniques of medical history review, therapeutic procedures, medical terminology, pathology, pharmacology.	Demonstrates comprehensive knowledge of interview techniques, basic health appraisal tools, interpretation of laboratory test results, and therapeutic procedures.	Demonstrates extensive professional knowledge based on clinical expertise, ongoing professional education, and evidence based medicine related to patient assessment, diagnoses, and evaluation of clinical outcomes.
Demonstrates use of basic knowledge and situation-appropriate judgment to develop &/or utilize patient health care plans based on assessment and pre-established patient management guidelines.	Demonstrates use of judgment and comprehensive knowledge to design, develop, modify and tailor health care plans based on individual situations, patient specific assessment and findings, available resources and evidence-based medicine.	Demonstrates extensive knowledge of care management in increasing complex patient populations and situations, not necessarily limited to particular areas of expertise. May develop care management guidelines and act as case management resource and/or consultant for other health care professionals.
Demonstrates utilization of research related resources as needed for basic patient care. Incorporates national practice guidelines as appropriate into patient specific situations and clinical settings.	Demonstrates ability to utilize general and/or specialty specific research tailored to patient specific situations. Demonstrates ability to be organized, systematic and discerning regarding patient management issues.	Acquires, critically evaluates, and maintains extensive specialty specific and multi-disciplinary knowledge. Routinely incorporates professional knowledge into practice, disseminates clinical and professional information, develops professional practice standards.



**Patient Care: Ability to assess, diagnose, and treat patients in a clinical setting. Develops and maintains professional relationships with patients, families and healthcare personnel. Orders and interprets procedures, diagnostic tests, and other clinical information. Prescribes medications and devices and/or modifies treatment plans to maximize patient outcomes.**

<p>Assess, diagnose, prescribe treatments, evaluate patient outcomes, modify care plans continuously. Performs routine patient care in general medicine and/or specialty area. Obtains patient histories, performs physical examinations, provides medical diagnoses, develops health care plans, performs and/or orders diagnostic and therapeutic procedures including medications, and counsels patients and families. Accurately records and documents patient care according professional standards and site-specific guidelines. Collaborates regarding patient care with supervising physician as appropriate</p>	<p>Performs routine and non-routine patient care for increasingly complex patients. Obtains comprehensive patient histories from multiple sources (e.g., family, other providers, medical records, etc.), performs comprehensive and focused physical examinations, develops and continuously modifies health care plans based on ongoing evaluation. Synthesizes data to develop &amp;/or modify ongoing plan of care. Consults with other health care professionals when indicated or necessary. Demonstrates creativity in the management of complex patient issues. Orders consultations and refers as appropriate.</p>	<p>Performs increasingly complex and specialized patient care for patients with acute, chronic, unstable, and/or multiple comorbidities. May serve as a consultant to other health care providers regarding patient care. Demonstrates ability to anticipate, recognize and/or manage complex ethical and/or sensitive situations (e.g., interpersonal violence, unplanned pregnancy, potentially suicidal/homicidal patients). Anticipates and plans for predicted illness trajectory as well as unexpected and unanticipated outcomes.</p>
<p>N/A</p>	<p>May serve as assistant in routine operations or procedures(e.g., biopsies, surgeries, colposcopies, flexible sigmoidoscopies, setting fractures, wound debridement, joint injections, and suturing) as appropriate based on education, clinical training, professional standards, experience and rules governing professional practice.</p>	<p>Performs routine and/or advanced operations or procedures (e.g., biopsies, surgeries, colposcopies, flexible sigmoidoscopies, setting fractures, wound debridement, joint injections, and suturing) as appropriate based on education, clinical training, professional standards, experience and rules governing professional practice.</p>



<b>Instruction/Coaching/Mentoring: Ability to instruct, coach and mentor patients, families, and communities toward positive health behavior changes. Ability to instruct, coach and mentor students, professional colleagues, allied health personnel, medical residents, and/or medical staff.</b>		
Partners with patients and their families to provide patient education regarding disease and health processes, treatment, self-care, health promotion and illness prevention. Individualizes education plans based on patient abilities, educational level, available support systems, and preferences. Identifies appropriate and attainable behavioral goals.	Educates and coaches individuals and/or groups of patients, families with specialized needs regarding complex disease processes, advanced medical procedures, clinical research opportunities, and utilization of community and multidisciplinary resources. Encourages and actively supports positive behavior changes toward attaining goals.	Encourages, enables, empowers and supports patients, families, and communities in attaining maximal functional independence.
Provides education, training and/or consultation to paraprofessional, professional staff, students, agencies, and groups.	Serves as a liaison between physicians, nurses, other allied health care professionals, and administrators in providing patient care and services. Educates healthcare personnel through orientation and on-the-job training. Precepts allied healthcare personnel.	Formally and informally trains, precepts and/or mentors students, professional colleagues, allied health personnel, medical residents, and/or medical staff in hospitals, academic, clinical and/or community settings, May serve as a technical expert and/or consultant in a specialized field. .
<b>Communication: Ability to establish and maintain effective communications clearly and concisely either verbally or in writing with patients, families, and healthcare personnel in a variety of situations and settings,</b>		
Establishes and maintains effective communications with patients, families, communities, and healthcare personnel in order to elicit information and assess understanding, in a concise, nonjudgmental, situation appropriate manner.	Communicates complex information concisely when consulting, collaborating and/or referring patients to other health care providers. Demonstrates ability to elicit subtle information, assess underlying concerns and/or issues, determine informational relevance.	Practices advanced communication techniques e.g., functioning as a group facilitator and/or group leader. Demonstrates ability to employ creative, sensitive and professional communication skills in complicated and/or sensitive clinical settings, e.g., patient with poor prognosis, ambiguous or uncertain circumstances, difficult and/or potentially volatile situations.



<b>Clinical Research: Ability to apply professional knowledge in a clinical research setting and manage research protocols. Ability to contribute to protocol design, data management, data analysis, and dissemination of research findings.</b>		
Demonstrates and applies knowledge of Good Clinical Practice (GCP), federal, state, local, and international (as appropriate) guidelines/regulations for conducting safe and ethical clinical trials. Develops specialized knowledge as it pertains to specific areas under investigation including e.g., medical specialty and/or disease or health problem, drug, device, and/or patient-population.	Full area-specific knowledge of medical specialty and/or disease or health problem, drug, device, and/or patient-population under investigation. Able to provide information and training to professional and non-professional staff in the area.	Serves as research-related resource, liaison, consultant and/or technical expert for other professional medical staff, non-clinical research personnel and/or administrators internally to the institution or externally to multi-centered groups, sponsors and others.
Recruit, screen, enroll and manage participants and data on clinical research protocols. Ensure participant safety, monitors for toxicities and adverse events, communicates protocol and participant related activities and information. Manage acute, self-limiting health problems. Participate in quality assurance (QA) and/or quality control (QC) activities.	Independently manages acute, self-limiting health problems within context of protocol. Assists PI with advanced toxicity assessment and management. May make recommendations for site-specific study selection, future research options, and/or allocation of resources for protocol related activities. May assist with regulatory submissions and/or documentation. Organizes distribution of support staff and resources. May design and/or develop protocol data collection and protocol management tools.	May formulate research proposal, May conduct international and/or multicenter trials, multiple complex protocols, early phase clinical trials, trials involving highly complex and/or vulnerable patient populations. Manages protocols requiring independent judgment regarding clinical safety and protocol requirements. May author or co-authored research related and/or professional articles, assist with grant applications, analyze data and treatment outcomes, and/or disseminate research findings. May be involved in research related policy decisions.



**Leadership: Ability to influence, guide, and motivate others toward common goals, coordinating and facilitating a collaborative approach to the completion of tasks or assignments**

Serves as a confident role model and demonstrates goal-directed behavior. Recognizes and maximizes opportunities for improvement in the work environment. Demonstrates ability to persuade, motivate, and support others. Ability to identify problems, anticipate barriers, formulate solutions, and enlist resources necessary to accomplish goals.

Coordinates and facilitates formal and informal work groups. Nurtures and utilizes skills and abilities of coworkers working toward professional development and common organizational goals. Leads work teams in problem solving and quality improvement efforts.

Demonstrates ability to be a change agent in organizational structure. May assist with resolving service delivery or work unit issues. May lead work teams assigned to implement new programs, technology, and/or processes. May conduct peer review and recommendations for professional credentialing.

**MINIMUM TRAINING & EXPERIENCE:**

Currently licensed Registered Nurse approved to perform medical acts by the Joint Subcommittee Of the NC Board of Nursing and the NC Medical Board. Education: A post-graduate NP certificate, Master's in Nursing and NP certificate or a post-Master's NP certificate. As of January 1, 2005 all newly graduated nurse practitioners must have a Masters Degree in Nursing. National certification is required for first time certifications after January 1, 2000. Continuing education is mandatory for continued national certification and for continued approval to practice in the State. (MS can be added as a preference by the hiring agency/university) Note: This is a generalized representation of positions in this class and is not intended to identify essential work functions per ADA. Examples of competencies are primarily those of the majority of positions in this class, but may not be applicable to all positions.