

1. Have an APRN & PA Reporting Structure
2. Have an Advanced Practice Council
3. Have standardized process for recruitment
4. Have an efficient processes for credentialing and privileging
5. Have a process for structured and consistent orientation
6. Have a consistent employment model
7. Have a consistent /equitable salary model
8. Have consistent scope of practice
9. Have clear roles and utilization
10. Have standardization of NP professional issues
 Made an investment in retention strategies
11. Have metrics for APRN & PA roles
12. Have a professional Ladder
13. Have centralized budget and resource allocation
14. Have maximize and optimize billing for APRNs & PAs
15. Track Inpatient time/procedures/ billing
16. Have consistent and appropriate performance evaluation
17. Professional practice evaluation
18. Quality Improvement/ Research Initiatives
19. Metrics – measure success of role
20. Ongoing Training and Education
21. Align APRN and PA Utilization and role with organizational goals and pillars