

AACN - American Association of Colleges of Nursing
 AANA - American Association of Nurse Anesthetists
 AANP - American Association of Nurse Practitioners
 ACNM - American College of Nurse Midwives
 ANA - American Nurses Association
 APN - Advanced Nurse Practitioner
 NLN - National League for Nursing

Figure 1. The AACN Introduced Transformational Change into a System of Systems

Figure 2. Mapping Effects-Based Outcomes

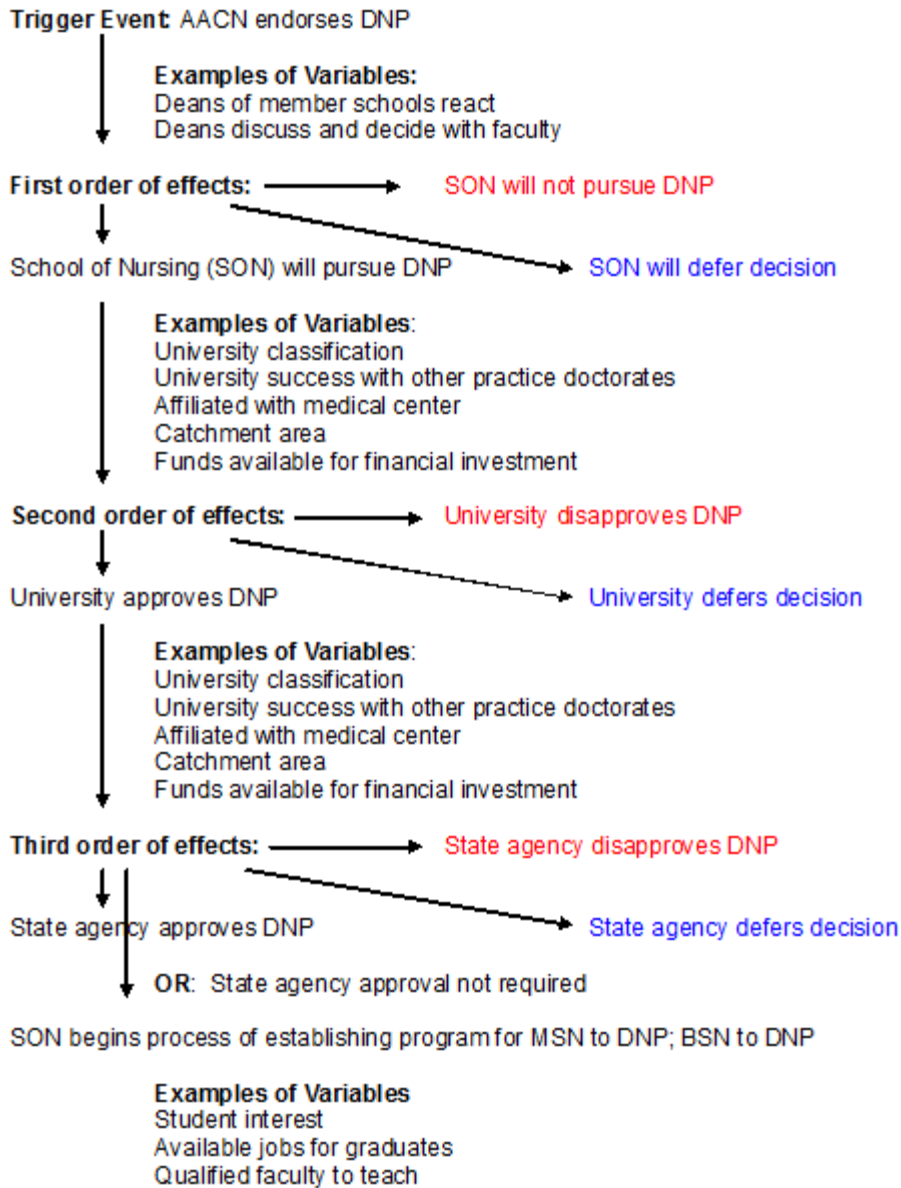


Figure 3. Effects-Based Reasoning: Acceptance, Rejection or Deferral of the DNP Initiative by APN Schools of Nursing

Trigger Action: AACN endorses DNP for sole entry level for APN

388 APN programs will: **ACCEPT**

REJECT

DEFER DECISION

First Order Effects

117 Baccalaureate to DNP APN programs enrolling students or planned

271 master's degree APN programs plus post-master's DNP programs

Second Order Effects

All APNs enter practice with DNP Educational debt higher

Master's APN Programs Remain
Supports individual career goals
Allows post-master's PhD or DNP

Master's APN Programs Close
70% reduction in APN production

Third Order Effects

Potential for fewer APNs
Potential for fewer PhD prepared APNs to research APN specific care

Potential to increase APN care with healthcare reform

Reduced APN care; Inability to meet increased need for APN care with healthcare reform
Potential for nursing school closure if dependent on APN program revenue

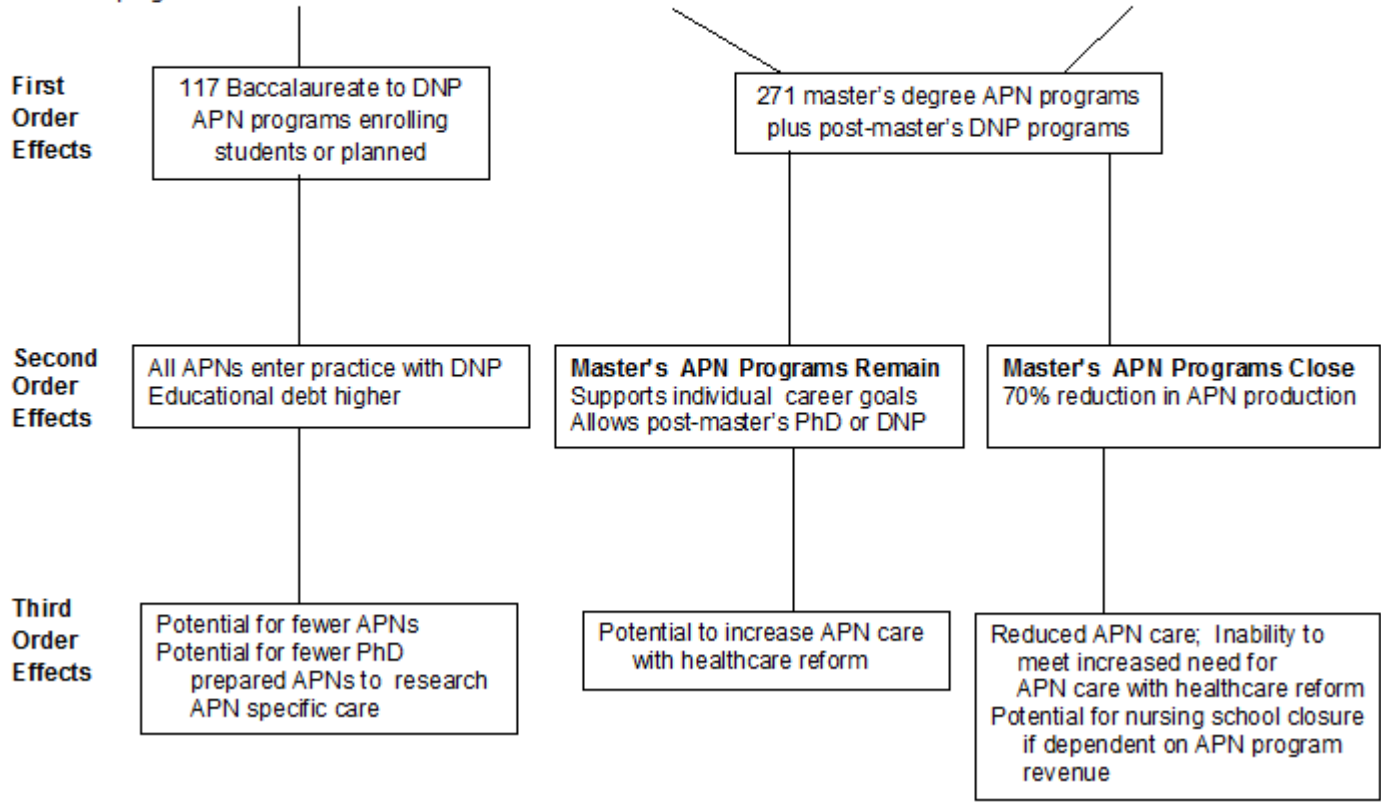


Table. Effects-Based Reasoning: Professional Nursing Organizations Accept, Reject, or Defer Decision

Organization	Accept	Accept with Qualifications	Reject	Defer Decision	Remarks
American Nurses Association				(ANA, 2005)	Published list of concerns and questions on education, practice, economics, regulation, credentialing
			(ANA, 2011)		"While supportive of the DNP, the ANA continues to endorse both master's and doctoral preparation as entry into APRN practice" (p. 1)
National League for Nursing				(NLN, 2005)	Absence of evidence for DNP as sole entry level education for APN; requested action be evidence-based; encouraged research
American Association of Nurse Anesthetists			(AANA, 2006a)		"evidence does not support mandatory clinical doctorate" (p. 1)
		(AANA, 2007)			"supports doctoral education... by 2025" (p. 1)
American College of Nurse Midwives			(ACNM, 2009)		"no data are available addressing the need for additional education to practice safely...decades of evidence" (p. 1) support that CNMs provide safe, cost-effective care
National Association of Clinical Nurse Specialists				(NACNS, 2005)	"has significant concerns...neutral about the proposed DNP until our concerns can be resolved and our questions answered" (p.5)
				(NACNS, 2009)	"affirms a position of neutrality with respect to the DNP" (p. 1)
American Organization of Nurse Executives			(AONE, 2007)		"lack of an analysis detailing the need for and the efficacy of a practice doctorate across all aspects of care" (p. 2)
National Practitioner Roundtable	(NPR, 2008)				"DNP more accurately reflects current competencies" (p. 1)
National Practitioner Roundtable Member Organizations with Published Positions on DNP					
American Academy of Nurse Practitioners		(AANP, 2010a)			Creates parity, degree commensurate with hours of study, stresses need to avoid disenfranchisement or denigration of master's prepared APNs.
National Association of Nurse Practitioners in Women's Health			(NPWH, 2007)		"absence of evidence of superior patient outcomes" (p. 2)
National Association of Pediatric Nurse Practitioners	(NAPNAP, 2008)				Acknowledges that challenges for implementation include time, costs, no guarantee of increased salary

Figure 4. Effects-Based Reasoning: Healthcare System

Trigger Action: AACN endorses DNP for sole entry level for APN

