



# NATIONAL NURSE PRACTITIONER RESIDENCY & FELLOWSHIP TRAINING CONSORTIUM

## TRACK TWO:

Established Fellowship/Residency Programs:  
Expansion and Sharing Best Practices

### Workshop 3:

Joint NP/PA Programs: The Need, The Challenges and The  
Opportunities

**Presenters:** Shannon Fitzgerald, MSN, ARNP, Consultant & Former Chief, Advanced Practice, Seattle Children's Hospital; NP, Bainbridge Pediatrics;

**Amanda Coleman**, Hospitalist Nurse Practitioner, University of New Mexico Hospital

**Moderator:** Radha Denmark, MSN, FNP-C, Director of Advanced Practice Education and Professional Development, University of New Mexico

**Time: 11:30am-12:45pm**

# Joint NP/PA Programs: The Needs, The Challenges, The Opportunities

Amanda Coleman, MSN, FNP-C

Shannon Fitzgerald, MSN, FPN/PNP

# Objectives

- Identify the commonalities and value of inter-professional NP and PA postgraduate training
- Identify common challenges in the implementation of post graduate training for advanced practice
- Integrate solutions that address the needs of patient populations, credentialing, and employment variables.

# Poll Questions

1. Is your program:
  - A. PA only
  - B. APRN only
  - C. Joint program
2. Is your program:
  - A. Inpatient
  - B. Outpatient
3. What is your employee mix?
  - A. Mix of both APRN
  - B. Only APRN
  - C. Only PA
4. What type of organization are you from?
  - A. Community hospital
  - B. University hospital
  - C. FQHC or FQHC look alike
  - D. School of nursing
  - E. School of medicine
  - F. Other

# Clarification of Terms

- APRN: Advanced Practice Registered Nurse
  - Encompasses: Nurse Practitioners, Clinical Nurse Specialists, Certified Registered Nurse Anesthetists, Certified Nurse Midwives
- PA: Physician Assistant or Physician Associate
- APP: Advanced Practice Provider
  - Encompasses: APRNs and PAs

# University of New Mexico APP Hospital Medicine Fellowship







UNM HOSPITAL

UNM HOSPITAL

UNM CHILDREN'S HOSPITAL

EMERGENCY  
ENTRANCE

EMERGENCY

EMERGENCY TRAINING CENTER

# UNM APP HMF Mission

- To attract, train, inspire and retain outstanding advanced practice provider hospitalists who deliver exemplary patient care to a diverse patient population.



# UNM HMF Clinical and Didactic Curriculum

Block	Duration	Clinical Focus	HMF Seminar Focus	Additional HMF Curriculum
HMF 101	Eight weeks	Orientation & Boot Camp	Approach to Common Problems	APP Journal Club Clinical Reasoning
HMF 102	Eight weeks	Introduction to the Role of the APP Hospitalist	Respiratory and Cardiovascular Conditions	APP Journal Club Clinical Reasoning Simulation Sessions Work-Life Balance
HMF 103	Six weeks	Additional Roles for the APP Hospitalist	Gastrointestinal Conditions	APP Journal Club Art-in-Medicine Quality Improvement Work-Life Balance
HMF 104	14 weeks	Specialties in Hospital Medicine	Genitourinary, Neurological, and Infectious Conditions	APP Journal Club Art-in-Medicine Quality Improvement Work-Life Balance
HMF 105	16 weeks	Refining the Role of the APP Hospitalist	Derm, Immune, Endocrine, and Psychiatric Conditions	APP Journal Club Quality Improvement Work-Life Balance

- HMF Seminar, Society of Hospital Medicine (SHM) Core Competencies
- APP Journal Club
- Art-in-Medicine Sessions
- Clinical Reasoning Course
- Quality Improvement Practicum
- Simulation Sessions
- Work-Life Balance Series
- Buprenorphine waiver



## Seattle Children's Hospital – Advanced Practice Providers

- Serves 1/6 of the continental US land mass
- 400 beds, tertiary regional center
- 39 ambulatory specialties, one site for primary care
- APPs PAs/NPs in single infrastructure
  - 300+, covering: Inpatient, ED, ICUs, ambulatory clinics and urgent care
  - 40% of clinic visits are with APPs in 39 specialties
  - Full practice authority state for NPs
  - Dependent PA licensing/full practice
  - Third party billing enabled
- Ronna Smith, APP Chief
- Angela Forbes, APP Fellowship Director

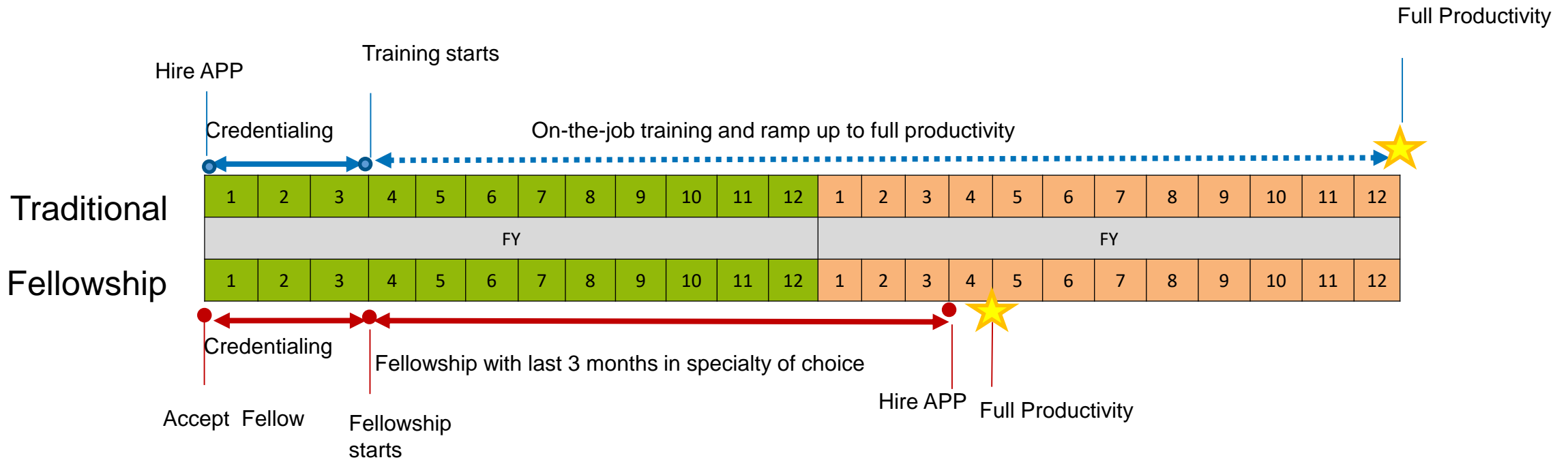


# Neonatology: Key Regional Initiative

Rapid expansion of regional neonatal program, 2004-2020

- Closure of NNP graduate track (2014) and national shortage of NNPs
- Hired first neonatal PA 2015
- APP Fellowship: Neonatal PA Fellowship “Beta”
  - Used open positions to create PA track
  - Developed parallel robust NNP transition to practice system
  - Multiple educational pathways to clinical excellence
  - BUILT a culture of collaboration, respect, and interprofessionalism
- 4 PAs/year, to match graduation dates from PA programs
- Several with prior primary care or surgical background
- 2021: 50/50 PA/NP expert workforce, eliminated locums

# APP Hiring to Productivity Gap



# Solution: Build a Fellowship Pipeline!

## Program Overview – Building on Neonatal Successes

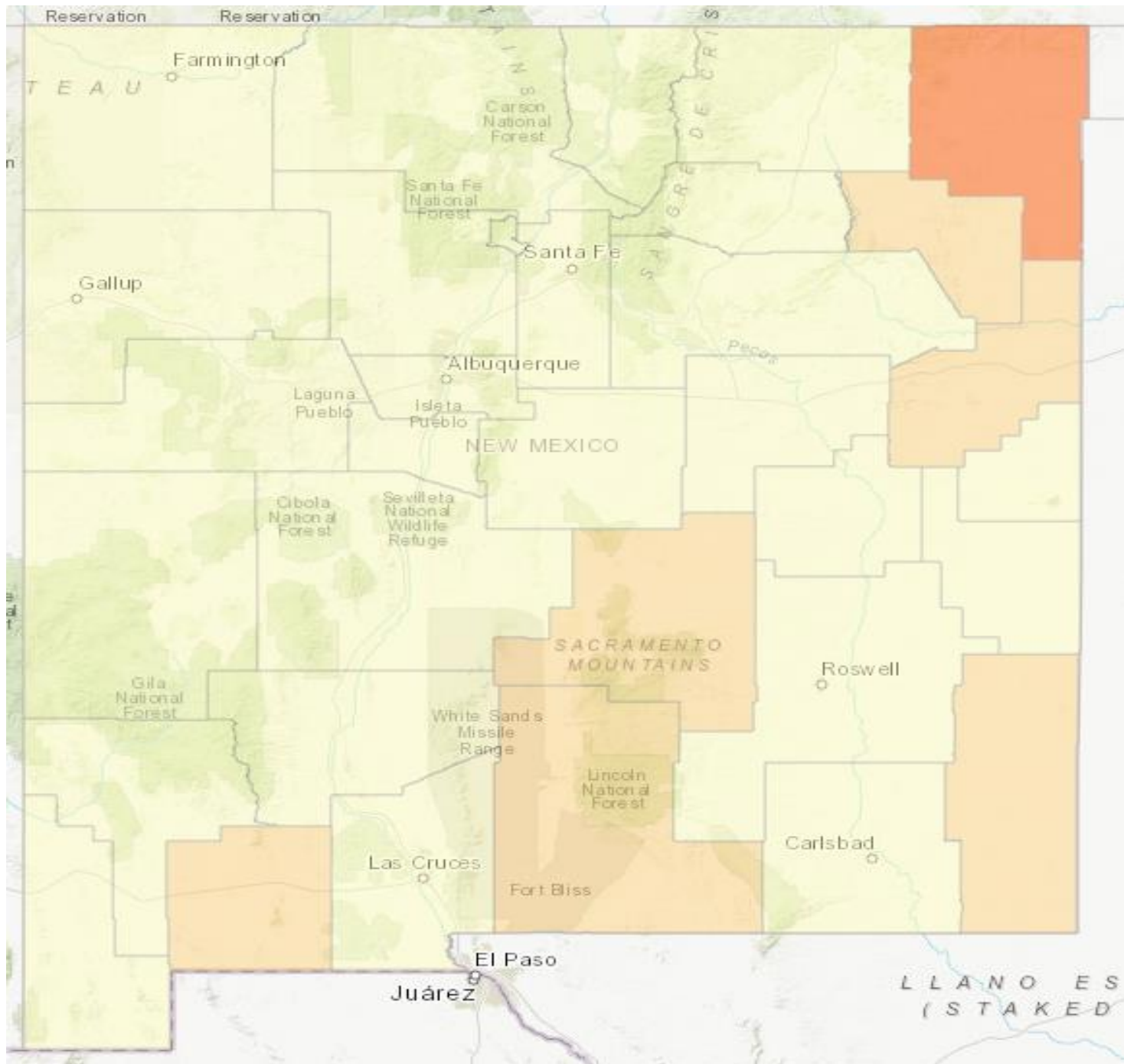
- 12 month limited term position, \$75K, full benefits, 15K hiring bonus
- BUILDS on graduate preparation; no repeated content
- Foundational and specialty rotations; didactics, simulations, and seminars
- Fellows: licensed, credentialed, billing providers
- Batch- style hiring for 3 cohorts/year = continuous supply of prepared candidates to flow into new roles
  - Front loads work
  - Standardized approach
  - Attractive >90 candidates/cohort





# New Mexico

- **Physician Associates**
  - Supervision requirements:
    - Supervising/collaborating physician-relationship determined at practice level
  - Prescriptive authority:
    - May prescribe scheduled II-V controlled substances if under physician supervision
  - Scope of Practice:
    - Performs acts and duties assigned by the supervising physician that are within scope of practice of physician
- **Nurse Practitioners**
  - Supervision requirements:
    - Full independent practice authority
  - Prescriptive authority:
    - May independently prescribe scheduled II-V controlled substances
  - Scope of Practice:
    - May serve as primary care providers, primary acute, chronic long-term and end-of-life health care providers



NM\_County\_Primary\_Care\_2015 - Pop. / Physician Ratio (Euclidean Dist.)

GMRATIO

- Greater than 2,500 Persons
- 1,500 to 2,500 Persons
- Less than 1,500 Persons

# A fellowship to match the workforce: Challenges and Successes

NPs and PAs: What matters most?

- Recognizing skills, training, and expertise that is unique to their training
- Patient care, evidence based practice, clinical contributions, autonomous clinical decision making in a collaborative environment
- Sharing expertise, mentoring, team based care
- APP leadership has always included NPs and PAs
- PA leaders for APP fellowship
- Physician advisor role; CMO an APP champion

# What about the rest of us?

- Future of Fellowships in training all new graduate APPs

# Accreditation

- Ronna Smith, MN, ARNP, created the fellowship curriculum and systems to support based on NNPRTC standards, representing two years of planning and research
- Neonatal PA program built by Elena Bosque, PhD, former leader of NNP academic program
- SCH first accredited hospital based program; rigor, effort, and time
- Example: Emory – two separate pathways for NP and PA
- Goal: add neonatology PA fellowship to accreditation as soon as it is allowed and possible

Questions?



# References

- *New Mexico Scope of Practice Policy - State Profile.* (2021). Scope of Practice Policy. <https://scopeofpracticepolicy.org/states/nm/>
- Spear, L. S. (2021, June 9). *Other New Mexico Spatial Analysis Applications.* UNM.Edu.  
[http://www.unm.edu/~lspear/other\\_nm.html](http://www.unm.edu/~lspear/other_nm.html)