Maintain clinical advancement programs based on education, certification, and advanced preparation.

- What rewards based on educational preparation are available?
- Does the evaluation of clinical advancement, competencies, and professional contributions include consideration of:
  - Patient satisfaction
  - Self-initiated education
  - Dissemination of clinical information, e.g. nursing rounds, case presentations
  - Improvement of clinical outcomes and efficiency
  - Evidence-based practice
  - Ability to delegate to and guide non-bachelor’s prepared nursing staff
  - Serving as mentor, consultant, or preceptor to students and recent graduates
  - Ability to work in an interdisciplinary context
  - Leadership role in institutional self-governance and practice committees

Utilize technological advances in clinical care and information systems.

- Do nurses have electronic access to clinical nursing and health care knowledge and research results, including Web access? Is this access available on nursing units or departments of the practice setting?
- Does the practice setting allocate budgeted resources for new equipment and patient care technology? Do clinical care providers have routine opportunities to provide input to the budget planning process?
- What clinical information system, including patient care documentation, does the practice setting use? Is the system integrated throughout all or most clinical departments?
- Do nurses from the practice setting feel that their practice is supported by up-to-date clinical care technology?

Create collaborative relationships among members of the health care team

- How is the quality of patient care and safety reviewed? Who is involved, and is it a peer review process?
- Do nursing departments have interdisciplinary or shared leadership models?
- Does the practice setting have interdisciplinary standing committees for quality improvement, peer review, patient safety, quality care, or disease state management?
- Are clinical practice privileges extended to advanced practice nurses as part of the staff bylaws and credentialing system?

Hallmarks of the Professional Nursing Practice Setting

What Every Nursing School Graduate Should Consider When Seeking Employment

An interview tip sheet for baccalaureate and higher degree prepared nurses

www.aacn.nche.edu
Recognize the value of nurses' expertise on clinical care quality and patient outcomes.

- How are nurses held accountable for high quality practice?
- Are there differentiated practice levels or roles and differentiated pay scales for nursing congruent with differences in educational preparation, certification, and other advanced nursing preparation?
- Are professional and education credentials recognized by titles on nametags?
- Does the organization utilize clinical nurse specialists, nurse practitioners, nurse scientists, and/or educators to support and enhance the work of staff nurses in clinical care?

Empower nurses' participation in clinical decision-making and organization of clinical care systems.

- Do nurses control decisions directly related to nursing practice and delivery of care, such as staffing, nursing quality improvement, and peer review?
- Do nurses have input into the systems, equipment, and environment of care?
- What is the specific patient population and nature of nursing care on this unit? What issues are evident in the performance improvement plans for this department? What role is defined for nursing staff in the unit plan?
- How are nurses involved in establishing and monitoring the workload measurement system? How does this system influence daily staffing?

Promote executive level nursing leadership.

- What are the key responsibilities of the top nurse executive? Request job description.
- Where is the top nursing voice in the organization? Are nurses represented in key committees and in governance? Request organizational chart.
- What resources and functions fall under the nurse executive? What professional development, educational, and research functions are included in nursing services? Request the organizational chart for patient care/nursing services.

Demonstrate professional development support for nurses.

- What resources are committed to the ongoing professional development of nurses, i.e. tuition, continuing education, and certification?
- Are there support systems such as internships and mentorships available for the development of staff?
- What are the opportunities for professional growth? What can I learn here and how would employment here facilitate my career goals?