

Adult-Gerontology Clinical Nurse Specialist (Wellness Through Acute Care)

Study of Practice Summary & Test Plan

ACCNS-AG



AACN
CERTIFICATION
CORPORATION

Certification Organization for the American Association of Critical-Care Nurses

MISSION

AACN Certification Corporation drives patient health and safety through comprehensive credentialing of acute and critical care nurses ensuring practice consistent with standards of excellence.

VISION

All nurses caring for acutely and critically ill patients and their families are certified.

VALUES

As the Corporation advances its mission and vision to fulfill its purpose and inherent obligation of ensuring the health and safety of patients experiencing acute and critical illness, the Corporation is guided by a set of deeply rooted values:

- **Providing leadership** to bring all stakeholders together to create and foster cultures of excellence and innovation.
- **Acting with integrity** and upholding ethical values and principles in all relationships and the provision of sound, fair and defensible credentialing programs.
- **Committing to excellence** in credentialing programs by striving to exceed industry standards and expectations.
- **Promoting leading edge, research-based credentialing programs** for all nurses who care for and influence the care of acutely and critically ill patients.
- **Demonstrating stewardship** through fair and responsible management of resources and cost-effective business processes.

ETHICS

AACN and AACN Certification Corporation consider the American Nurses Association (ANA) Code of Ethics for Nurses foundational for nursing practice, providing a framework for making ethical decisions and fulfilling responsibilities to the public, colleagues and the profession. AACN Certification Corporation's mission of public protection supports a standard of excellence that certified nurses have a responsibility to read, understand and act in a manner congruent with the ANA Code of Ethics for Nurses.

The following AACN Certification Corporation programs have been accredited by the National Commission for Certifying Agencies (NCCA), the accreditation arm of the Institute for Credentialing Excellence (ICE):



CCRN[®] (Adult)
CCRN[®] (Pediatric)
CCRN[®] (Neonatal)
CCRN-E[™] (Adult)

PCCN[®]
CMC[®]
CSC[®]

ACCNS-AG[®]
ACCNS-P[®]
ACCNS-N[®]
ACNPC-AG[®]

Our advanced practice certification programs, ACCNS-AG, ACCNS-P, ACCNS-N and ACNPC-AG, meet the National Council of State Boards of Nursing (NCSBN) criteria for APRN certification programs.

AACN

CERTIFICATION
CORPORATION

Certification Organization for the American Association of Critical-Care Nurses

**Study of Practice Summary
for the
Adult-Gerontology
Clinical Nurse Specialist
Wellness Through Acute Care
and
New ACCNS-AG Test Plan**

December 2016

Prepared for AACN Certification Corporation by:

Lawrence J. Fabrey, PhD
Senior Vice President, Psychometrics

Christopher Bialko, MA
Associate Psychometrician

James Hellrung, MA
Associate Psychometrician

Applied Measurement Professionals, Inc. (AMP), a PSI Business

Table of Contents

Executive Summary	1
Introduction	3
Methodology	4
Formation of the Practice Analysis Task Force	4
Development of the Job Analysis Inventory	4
Sample Selection.....	7
Results.....	8
Return Rate	8
Reliability of Ratings	8
Adequacy of the Instrument.....	8
Description of the Rating Sample	8
Mean Ratings	19
Test Specifications.....	20
Application of Decision Rules and Criteria	21
Development of Multiple-Choice Detailed Test Content Outline and Test Specifications	26
Summary	27

List of Tables

Table 1. Percent of Work Time Devoted to Nursing Tasks	12
Table 2. Years of Experience as RN	13
Table 3. Years of Experience as Advanced Practice Nurse.....	14
Table 4. Years of Experience in Acute/Critical Care Setting	15
Table 5. AACN Adult-Gerontology Clinical Nurse Specialist, Wellness Through Acute Care, Certification Item Allocation.....	26

List of Figures

Figure 1. Number of Respondents by State	9
Figure 2. Number of Respondents by Region	9
Figure 3. Employment Setting	10
Figure 4. Number of Beds	10
Figure 5. Primary Position	11
Figure 6. Type of Practice	11
Figure 7. Precept CNS Students	12
Figure 8. Years of Experience as an RN	13
Figure 9. Years of Experience as Advanced Practice Nurse	14
Figure 10. Years of Experience in Acute/Critical Care Setting.....	15
Figure 11. APRN license	16
Figure 12. Prescriptive Authority	16
Figure 13. Bill Under Own NPI Number.....	17
Figure 14. Highest Nursing Degree	17
Figure 15. Primary Population.....	18

Table of Appendices

Appendix A. Tasks in Survey Order – Adult Gerontology	28
Appendix B. Rule 1. Tasks in Percent Performed Order – Adult-Gerontology	72
Appendix C. Rule 2. Tasks Ratings in Mean Significance Order – Adult-Gerontology	97
Appendix D. ACCNS-AG® Test Plan	120

Executive Summary

The study of practice, also known as a job analysis, was completed in 2016 at the request of AACN Certification Corporation (the credentialing arm of the American Association of Critical-Care Nurses). The purpose of the job analysis was to describe the job activities of the Clinical Nurse Specialist (wellness through acute care) in sufficient detail to provide a basis for the development of a professional, job-related certification exam.

A Practice Analysis Task Force (PATF) was appointed by AACN Certification Corporation to conduct the activities necessary to identify the responsibilities of a Clinical Nurse Specialist, and to develop the test specifications. The diversity of this group was reflective of the Clinical Nurse Specialist's job. All PATF members demonstrated expertise in the duties and activities associated with this profession.

The study involved the development of a practice analysis survey, distribution of the survey to people involved in advanced practice nursing, and an analysis of the responses. Test specifications for the Adult-Gerontology, Pediatric, and Neonatal Clinical Nurse Specialist were developed on the basis of these data. The PATF was responsible for the following six tasks:

1. Developing a definition of the clinical nurse specialist, wellness through acute care
2. Developing a sampling plan for the survey
3. Identifying patient care problems, skills and procedures, and competencies for the survey instrument
4. Determining rating scales
5. Determining the relevant demographic variables of interest
6. Integrating the definition, patient care problems, skills and procedures, competencies, rating scale, and demographics into a survey instrument

The draft job analysis survey was distributed to the PATF for pilot testing. Modifications were made and the final survey was prepared for distribution.

Five thousand, seven hundred, ninety-five (5,795) invitations for the web survey were emailed to individuals identified by AACN Certification Corporation as holding Adult, Pediatric and Neonatal CCNS credentials, and/or the ACCNS-AG, ACCNS-P and ACCNS-N certification, as well as those AACN members who held the American Nurses Credentialing Center (ANCC) AGCNS-BC, ACNS-BC or PCNS-BC certifications for Adult, Gerontological and/or Pediatric populations.

In addition to the use of AACN Certification Corporation communications networks and strategies – including e-news blasts, AACN website and social media webpages to solicit participation from clinical nurse specialists, other stakeholders such as the National Association of Clinical Nurse Specialists and the National Association of Neonatal Nurses promoted the survey to CNSs within their membership. It was determined that approximately 21 percent of the sample responded; however, an exact figure cannot be determined because of the various methods used to contact survey participants. Additionally, the respondents' ratings displayed an acceptable level of interrater reliability for the patient care problems, skills and procedures and competencies.

After the survey data were analyzed, the results were reviewed by the PATF and decision rules were established. These rules were used to determine which patient care problems, skills and procedures and competencies were appropriate for assessment, and, therefore, for inclusion in the final test content outline. Application of the decision rules resulted in the retention of 123 patient care problems for the Adult-Gerontology Clinical Nurse Specialist, 151 for the Pediatric Clinical Nurse Specialist and 84 for the Neonatal Clinical Nurse Specialist.

Application of the decision rules resulted in the retention of 56 skills and procedures for the Adult-Gerontology Clinical Nurse Specialist, 52 for the Pediatric Clinical Nurse Specialist, and 24 for the Neonatal Clinical Nurse Specialist. A review of the respondents' comments did not result in the addition of any tasks. Each multiple-choice test will be comprised of 150 scored items. The resulting content outlines for the Adult-Gerontology, Pediatric, and Neonatal Clinical Nurse Specialist credentials will be used by AACN Certification Corporation's Exam Development Committee to assemble the exams.

Introduction

The purpose of conducting this job analysis, also known as a study of practice (SOP) or a practice analysis, was to describe the job activities of the Clinical Nurse Specialist in sufficient detail to provide a basis for the ACCNS-AG, ACCNS-P, and ACCNS-N exams. AACN Certification Corporation requested the services of PSI/AMP to design and conduct a study that would provide the support necessary to develop specifications upon which certification exams with substantial evidence of content validity could be developed.

As with all AACN Certification Corporation job analyses, several steps were undertaken to develop a comprehensive inventory of patient care problems, skills and procedures, and competencies performed or encountered by the Neonatal, Pediatric, and Adult-Gerontology Clinical Nurse Specialist. First, a Practice Analysis Task Force (PATF) comprised of a diverse group of experienced practitioners was selected. The PATF membership represented diversity that was reflective of the intended candidate population in terms of relevant demographic characteristics and took into account expertise related to the current role and knowledge needed for the anticipated evolution of the Clinical Nurse Specialist's scope of practice, including those with expertise in gerontology. Next, many sources of documentation were consulted regarding the role and competencies of the clinical nurse specialist. An inventory of patient care problems – both population-specific and those seen across the lifespan- skills and procedures, and competencies was developed by considering the current Clinical Nurse Specialist Test Plans, as well as the recently revised CNS Education Standards, Curriculum Guidelines, and Competencies for the Neonatal CNS (Draft) NANN 2016, Pediatric Nursing: Scope and Standards of Practice ANA 2015, Adult-Gerontology Clinical Nurse Specialist Competencies, and American Association of Colleges of Nursing, March 2010. This inventory was sent to the members of the PATF who were asked for their review and comment. The PATF then revised and finalized the inventory and survey instrument, distributed the instrument to at least 5,795 individuals, reviewed the results, and established the test specifications for the exams.

The job analysis survey was distributed to persons throughout the United States according to the sampling plan developed by the PATF. The data returned were evaluated to determine the degree of consensus among these experts on the significant aspects of the Adult-Gerontology Clinical Nurse Specialist's, Pediatric Clinical Nurse Specialist's, and Neonatal Clinical Nurse Specialist's job. Specifically, the data were analyzed to answer the following questions:

Is there a common knowledge base and set of core activities that is significant to the effective performance of the Certified Adult-Gerontology Clinical Nurse Specialist, Certified Pediatric Clinical Nurse Specialist, and Certified Neonatal Clinical Nurse Specialist?

What percentage of Certified Adult-Gerontology Clinical Nurse Specialists, Certified Pediatric Clinical Nurse Specialists, and Certified Neonatal Clinical Nurse Specialists encounter each patient care problem and perform each skill, procedure and competency?

The purpose of these questions was to identify the more significant topics to be considered for inclusion in the assessment procedure.

Methodology

Formation of the Practice Analysis Task Force

The Practice Analysis Task Force (PATF) was established to ensure that expert judgment was available to PSI/AMP staff at every stage of the project. Members of the PATF were experienced practitioners selected by AACN Certification Corporation, and included members who were familiar with the duties and activities of the Clinical Nurse Specialist's job.

The PATF membership represented diversity that was reflective of the intended candidate population in terms of relevant demographic characteristics and took into account expertise related to the current role and knowledge needed for the anticipated evolution of the Clinical Nurse Specialist's scope of practice. This study could not have been successful without the significant time involvement of the PATF. PSI/AMP is grateful to each of these individuals for their guidance and expertise, as well as their devotion to this project. Listed below are the responsibilities of the PATF.

Responsibilities of the Task Force

1. Determine a definition of the Certified Clinical Nurse Specialist
2. Determine a sampling plan for the survey
3. Identify patient care problems, skills and procedures, and competencies for the survey instrument
4. Determine rating scales
5. Determine the relevant demographic variables of interest
6. Identify the definitions, problems, tasks, competencies, rating scale, and demographics into a survey instrument

Development of the Job Analysis Inventory

Defining the Clinical Nurse Specialist, Wellness Through Acute Care. The first step in survey development was to operationally define the Clinical Nurse Specialist. For the purposes of the survey, the PATF defined the Clinical Nurse Specialist as follows:

The Clinical Nurse Specialist (CNS) is a nurse who has completed an accredited graduate-level CNS educational program within a defined population (adult-gerontology, pediatric, or neonatal). The CNS independently functions as an expert clinician and patient advocate (patient/family sphere), leads the advancement of nursing practice (nursing/nursing practice sphere), and identifies opportunities for and leads organizational and system change (organizations/systems sphere).

The CNS is responsible for diagnosis and treatment of health/illness states, disease management, health assessment, screening and promotion, and prevention of illness and risk behaviors among patients, families, groups, and communities. The CNS provides a scope of service anywhere within the wellness through healthcare continuum for at least one population.

Development of the Patient Care Problem, Skills and Procedures (Actions), and Competency List. While developing the survey, the PATF consulted a number of references regarding the role and competencies of the CNS. Patient care problem lists for the survey were developed and/or survey results validated by considering the current Clinical Nurse Specialist Test Plans, as well as the recently revised CNS Education Standards, Curriculum Guidelines, and Competencies for the Neonatal CNS (Draft) NANN 2016, Pediatric Nursing: Scope and Standards of Practice ANA 2015, Adult-Gerontology Clinical Nurse Specialist Competencies, and American Association of Colleges of Nursing, March 2010.

The PATF, with the assistance of PSI/AMP project staff, prepared a comprehensive inventory of patient care problems, actions, and competencies using all of these materials. The survey was designed to assess the job-related competencies needed for entry-level practices as a clinical nurse specialist. A pilot test of the survey instrument included several components, as discussed further in this report. The complete inventory consisted of 101 patient care problems from across the lifespan, 43 adult-specific, 45 pediatric-specific and 14 neonatal-specific patient care problems, 104 skills and procedures, and 144 competencies. Respondents were also encouraged to suggest additional patient care problems, skills and procedures, and competencies that were not included in the survey.

Clinical Nurse Specialist, Wellness Through Acute Care

- I. Patient Care Problems
 1. Cardiovascular
 2. Pulmonary
 3. Endocrine, Hematology, GI, Renal, and Integumentary
 4. Musculoskeletal, Neurology, and Psychosocial
 5. Factors Influencing Health Status and Multisystem
- II. Professional Caring and Ethical Practice
 6. Advocacy, Caring Practices, Response to Diversity, and Facilitation of Learning
 7. Collaboration, Systems Thinking, and Clinical Inquiry

Selection of the Rating Scale. The PATF also assisted in the development of the rating scale to be used with the inventory. The significance scale was used by respondents and was included as part of the inventory. This scale was recommended by PSI/AMP project staff and based on similar scales used in previous national and state job analysis studies.

Significance. This scale is designed to identify those patient care problems, skills and procedures, and competencies that are more significant to the achievement of the objectives of the Clinical Nurse Specialist's job. Thus, the following question was used:

How significant is this problem/task/action to your nursing practice area?

Not Necessary
Minimally Significant
Significant
Quite Significant

Selection of Background Information Questions. This section of the inventory was designed to gather information concerning the respondents' background characteristics. The PATF reviewed and adapted background information that had been used in previous job analysis studies, and selected the following areas to include:

- state of employment setting,
- size of community,
- primary employment setting,
- number of beds in facility,
- primary position,
- type of practice,
- precept CNS students,
- units/areas worked,
- percentage of patients from various age groups,
- percentage of time directed to various areas,
- years of experience as RN, advanced practice nurse, and in a setting,
- APRN license,
- prescriptive authority,
- own NPI number,
- highest nursing degree,
- other specialty certifications,
- primary population worked with,
- and gender, race, and age.

Several of these demographic variables were used to create subgroups, which the PATF would be able to analyze to ensure that the resulting specifications were applicable to the intended candidate population. For example, the state of employment setting was used to identify regional subgroups for separate analysis of the significance ratings for the Adult-Gerontology Clinical Nurse Specialist, to ensure that remaining problems, actions, and competencies were appropriate for a national exam.

Integration of Definition, Patient Care Problems, Skills and Procedures, Competencies, Rating Scale, and Demographics into a Survey Instrument. Following the first meeting with the PATF, all components of the survey were combined and designed into a draft survey instrument. Prior to distributing the survey to the full sample of professionals, the draft survey was distributed to the PATF for review and comment. The purpose of this review was to determine if any significant activities were missing from the survey, if the directions were clear, and if the rating scale was easy to use and understand. Comments from the PATF were reviewed with the PATF representatives, and minor changes were made prior to sending the survey invitations. Following the PATF's review, the survey was sent to Clinical Nurse Specialists credentialed by the Medical-Surgical Nursing Certification Board. These participants were asked to review the survey specifically looking for inclusion of topics from the wellness spectrum of care. In addition, other subject matter experts were consulted to ensure that the competencies appropriately reflected practice with Gerontological patients. Both aspects of the additional reviews were summarized and discussed with representatives of the PATF. This supplement to the pilot test confirmed that the survey was well-structured and no additional changes were needed.

Sample Selection

In an effort to obtain information from representative groups of respondents, 5,795 Adult-Gerontology, Pediatric, and Neonatal Clinical Nurse Specialists throughout the United States as well as those AACN members who held the American Nurses Credentialing Center (ANCC) CNS-BC certification for Adult-Gerontology, and/or Pediatric populations were identified by AACN Certification Corporation and emailed a survey invitation. In addition, other Adult CNSs were contacted via e-news blasts, AACN Certification Corporation's website and social media website. Respondents were offered an incentive to complete and return the survey by the published deadline.

Results

Return Rate

A survey invitation was sent to 5,795 individuals. Hyperlinks to the survey were also posted on AACN Certification Corporation websites. The various survey invitations resulted in 1,236 respondents taking the survey. This resulted in an approximate 21.3% usable response rate although an exact response rate could not be calculated due to the varied methodologies used to solicit participation.

Reliability of Ratings

To determine the extent to which the respondents were consistent in rating patient care problems, skills and procedures, and a statistic known as the intraclass correlation (Guilford, 1978) was used. Separate reliability estimates were calculated for each group. The content area intraclass reliability coefficients for the significance rating scale ranged from .821 to .996. Considering that 1.00 represents a maximum reliability coefficient, these scales demonstrate good reliability. Based on these data, it is likely that a different sample from the same population would have produced similar ratings.

Adequacy of the Instrument

After completing the patient care problem ratings, respondents were asked to indicate if they felt there was anything significant to their practice that was not included. After reviewing the responses, the PATF did not add any of these patient care problems.

Description of the Rating Sample

The Background Information section of the survey provides descriptive information about the rating sample. The data show that the most typical respondent is a 49-year-old, white female, practicing in the Midwest. Her highest degree in nursing is a Master's degree. She does not hold any of the CCNS certifications nor does she hold prescriptive authority, but she does hold the CCRN credential. She has over 24 years of experience as an RN, nearly 12 years as an advanced practice nurse, and 23 years in an acute/critical care setting. She works full-time as a Unit-based CNS at a community hospital in an urban setting with more than 500 beds. On average, she sees approximately ten, primarily adult, critical patients per day. The majority of her work day is devoted to teaching, and she spends most of her teaching time educating nursing personnel.

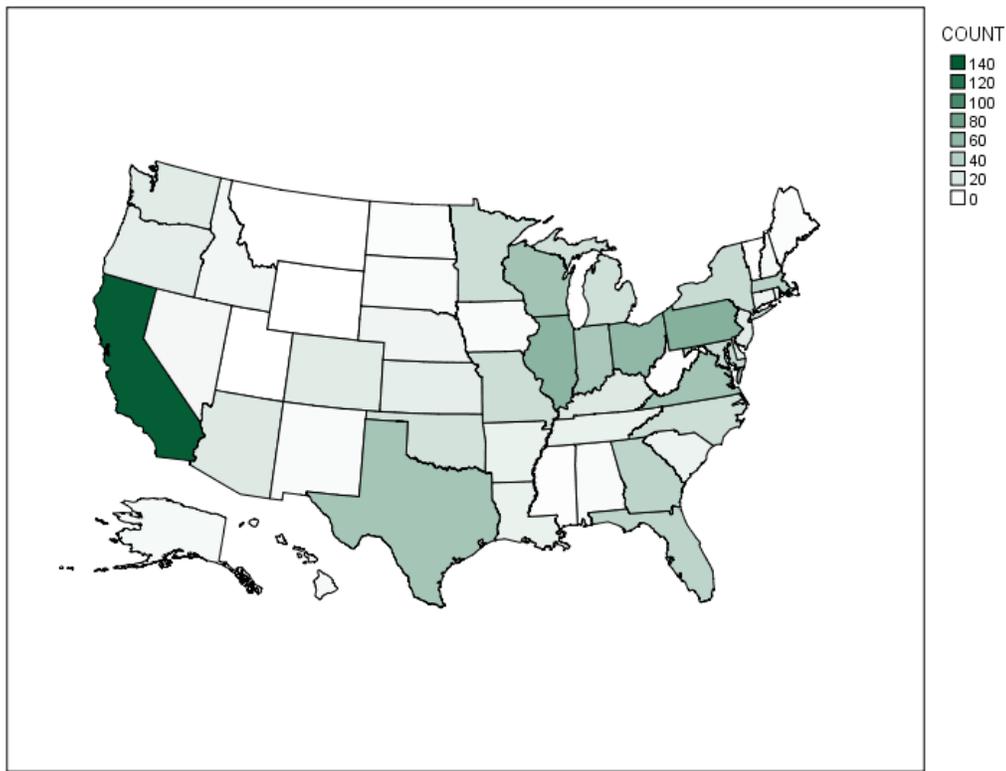


Figure 1. Number of Respondents by State

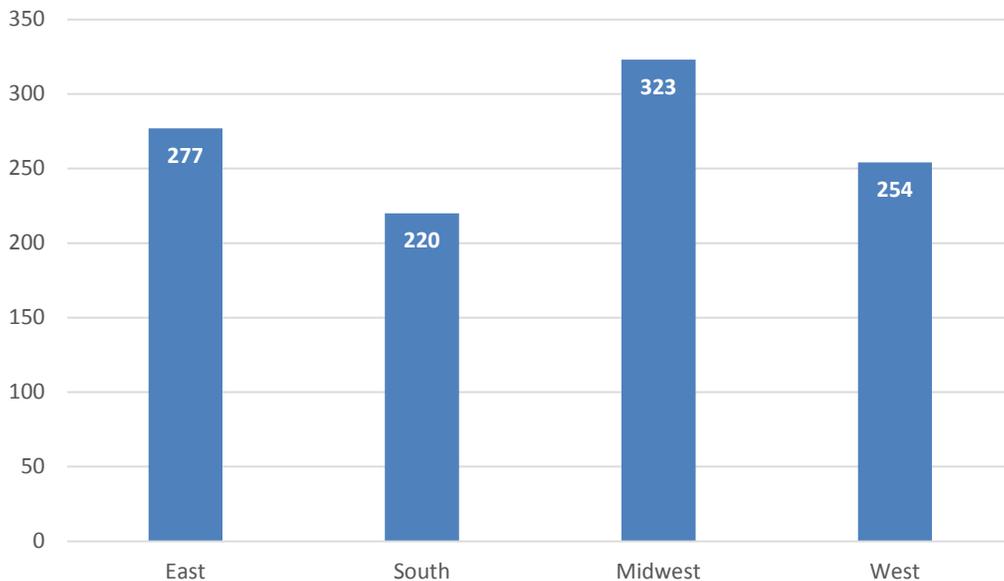


Figure 2. Number of Respondents by Region

East – CT, DC, DE, MA, MD, ME, NH, NJ, NY, PA, RI, VA, VT, WV;

South – AL, AR, FL, GA, LA, MS, NC, OK, TN, TX, SC;

Midwest – IA, IL, IN, KY, MI, MN, MO, OH, WI;

West – AK, AZ, CA, CO, HI, ID, KS, MT, ND, NE, NM, NV, OR, SD, UT, WA, WY

Responses from *Figure 1* were grouped into regions for *Figure 2*. One hundred eighty-two (182) respondents did not answer the question. These data show the largest group of respondents resides in the Midwestern states.

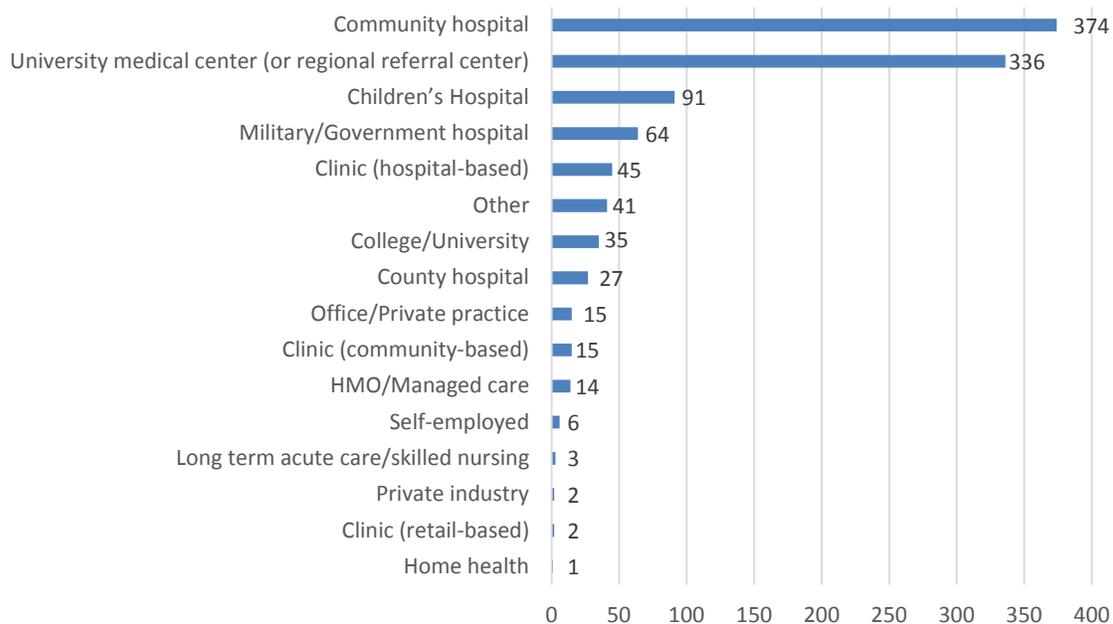


Figure 3. Employment Setting

Figure 3 shows respondents' employment setting. One hundred sixty-five (165) respondents did not answer the question. These data show the largest group of respondents worked at a Community Hospital (45.7%).

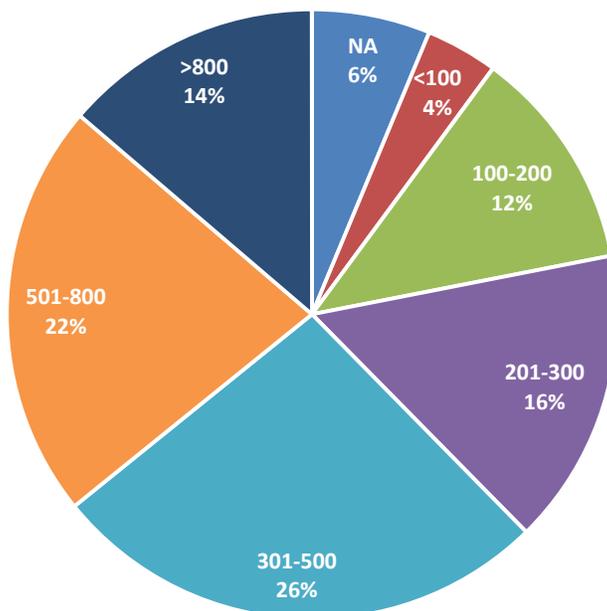


Figure 4. Number of Beds

Figure 4 shows the number of beds in respondents' facilities. The largest group of respondents (26.5%) work in a hospital with 301 to 500 beds. One hundred thirty-six (136) respondents did not answer this question.

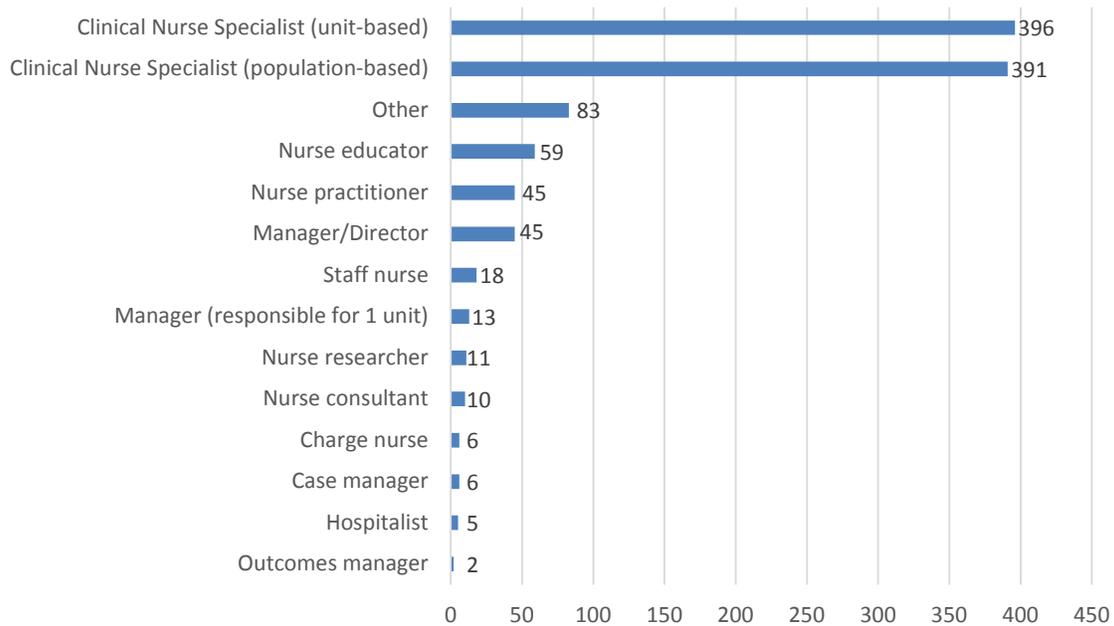


Figure 5. Primary Position

Figure 5 shows the largest group of respondents (396) hold the position of Unit-based CNS. One hundred forty-six (146) respondents did not answer this question.

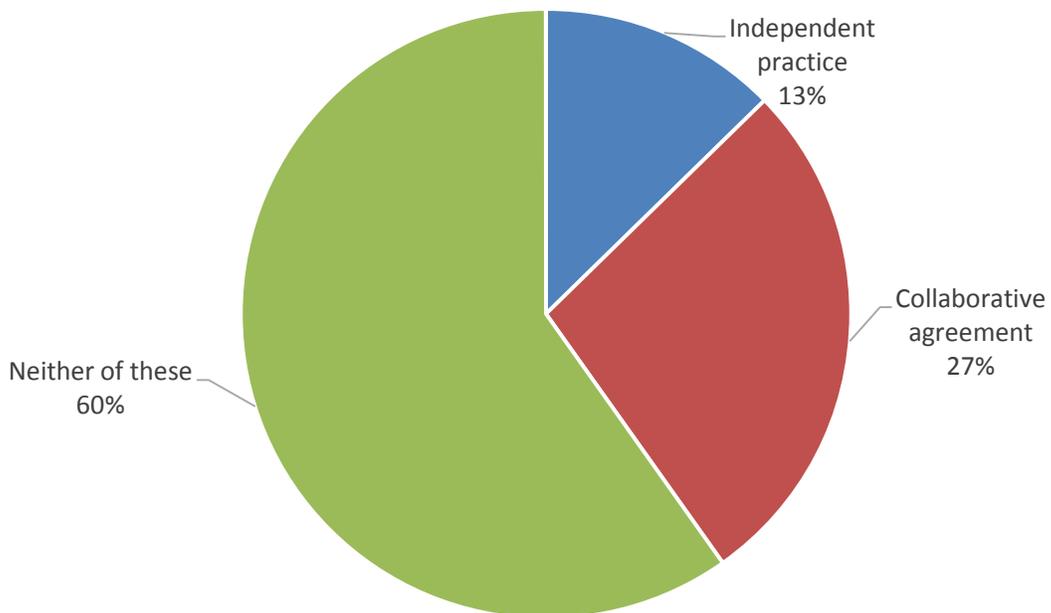


Figure 6. Type of Practice

Figure 6 shows the different types of respondents' practices. The majority of the respondents (59.8%) practice in neither an independent practice nor a collaborative agreement.

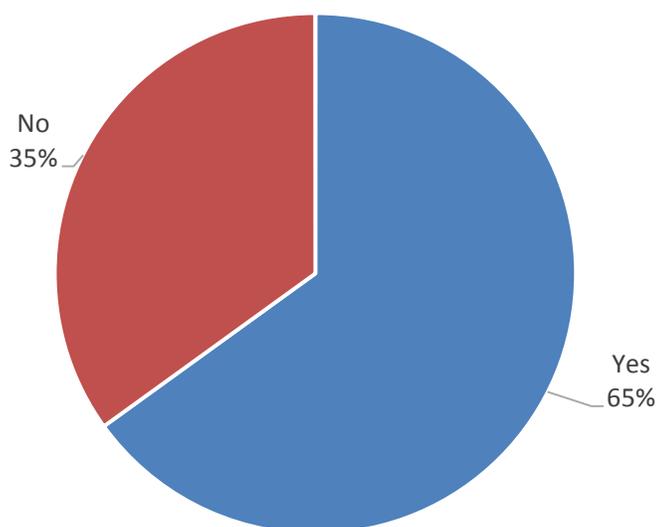


Figure 7. Precept CNS Students

Figure 7 displays respondents that do and do not precept CNS students. The majority of the respondents (65.0%) precept CNS students.

Table 1 shows the percent of work time respondents devote to nursing tasks. Respondents spend most time (23.98%) teaching.

Table 1. Percent of Work Time Devoted to Nursing Tasks

	N	Mean	Std. Error of Mean	Median	Std. Deviation	Min	Max
Administration	1054	22.82	0.68	20	22.05	0	100
Consultation	1054	22.37	0.55	20	17.81	0	95
Direct Patient Care	1054	21.02	0.77	10	25.03	0	100
Research	1054	9.81	0.34	10	10.93	0	100
Teaching	1054	23.98	0.59	20	19.11	0	100

Table 2 and *Figure 8* show respondents' years of experience as a Registered Nurse (RN). The average respondent has over 24 years of experience.

Table 2. Years of Experience as RN

N	Mean	Std. Error of Mean	Median	Std. Deviation	Min	Max
1048	24.12	.350	25.00	9.509	1	56

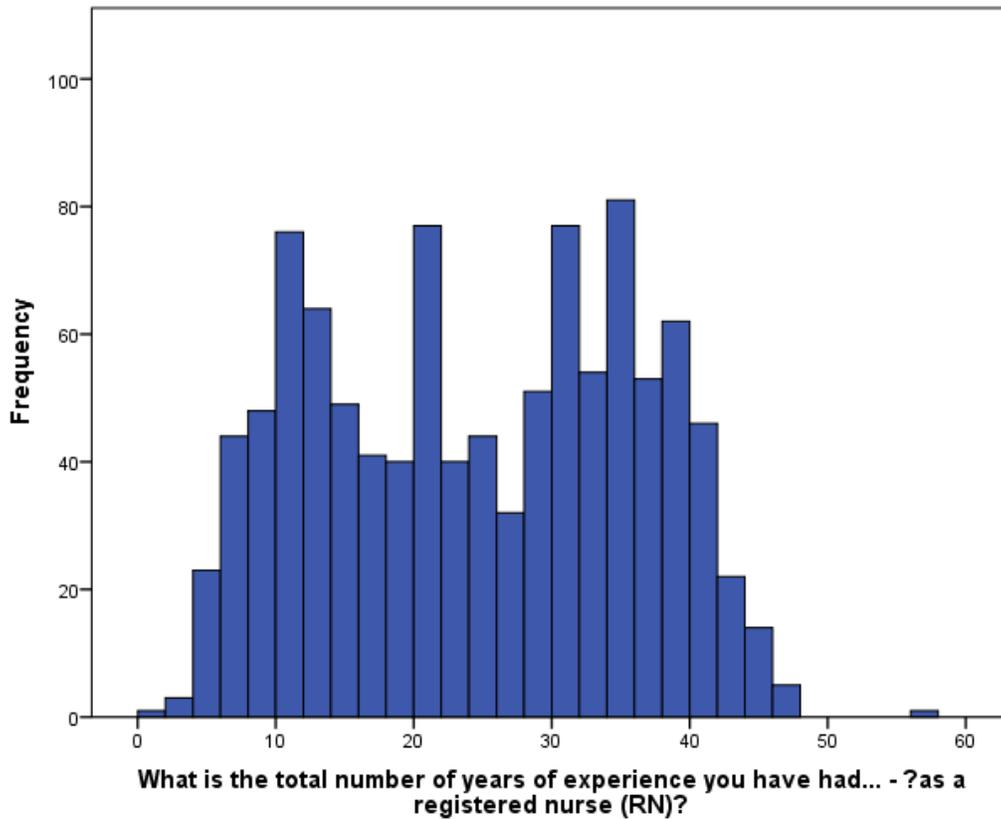


Figure 3. Years of Experience as an RN

Table 3 and Figure 9 show respondents' years of experience as an Advanced Practice Nurse (APRN). The average respondent had approximately 9 years of experience.

Table 3. Years of Experience as Advanced Practice Nurse

N	Mean	Std. Error of Mean	Median	Std. Deviation	Min	Max
1044	12.01	.300	9.00	9.69	0	40

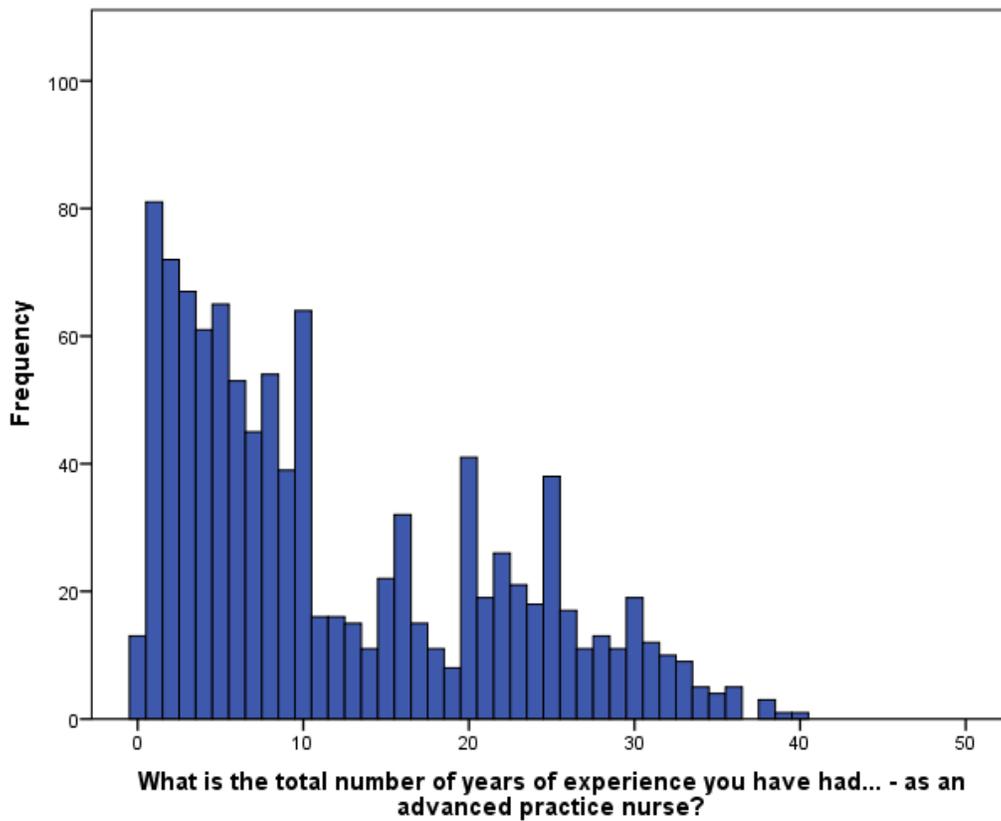


Figure 4. Years of Experience as Advanced Practice Nurse

Table 4 and Figure 10 show respondents' years of experience as an Acute/Critical care setting. The average respondent had over 22 years of experience.

Table 4. Years of Experience in Acute/Critical Care Setting

N	Mean	Std. Error of Mean	Median	Std. Deviation	Min	Max
1019	22.44	.351	22.00	9.280	0	56

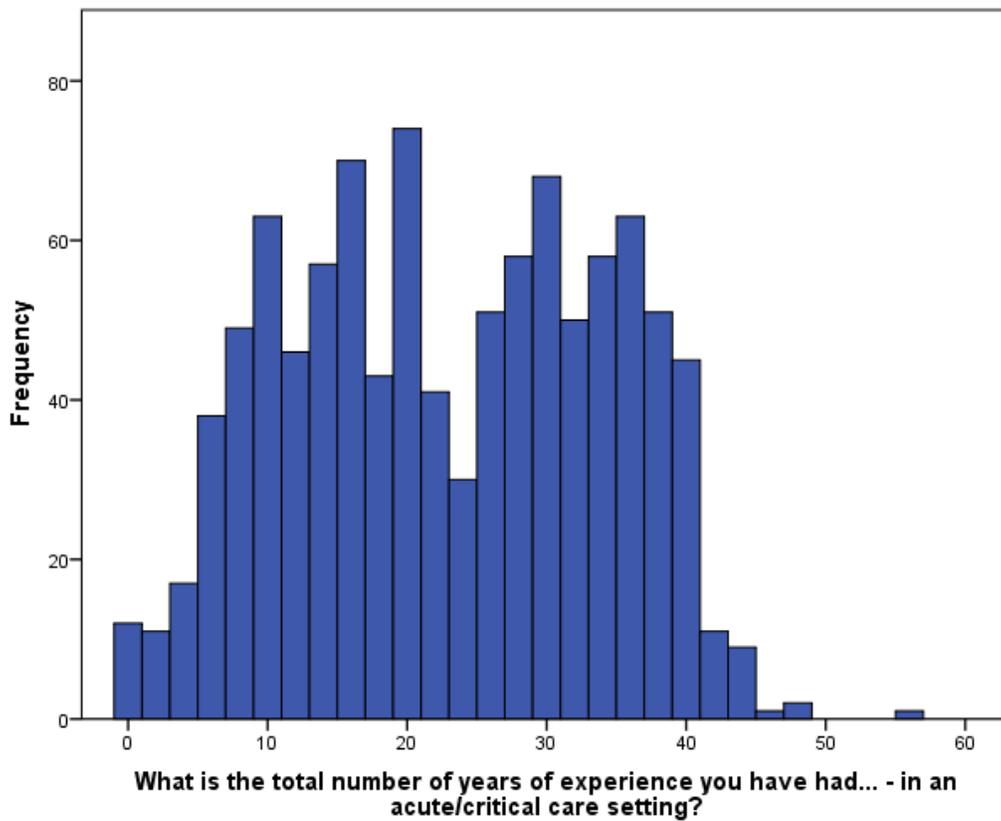


Figure 5. Years of Experience in Acute/Critical Care Setting

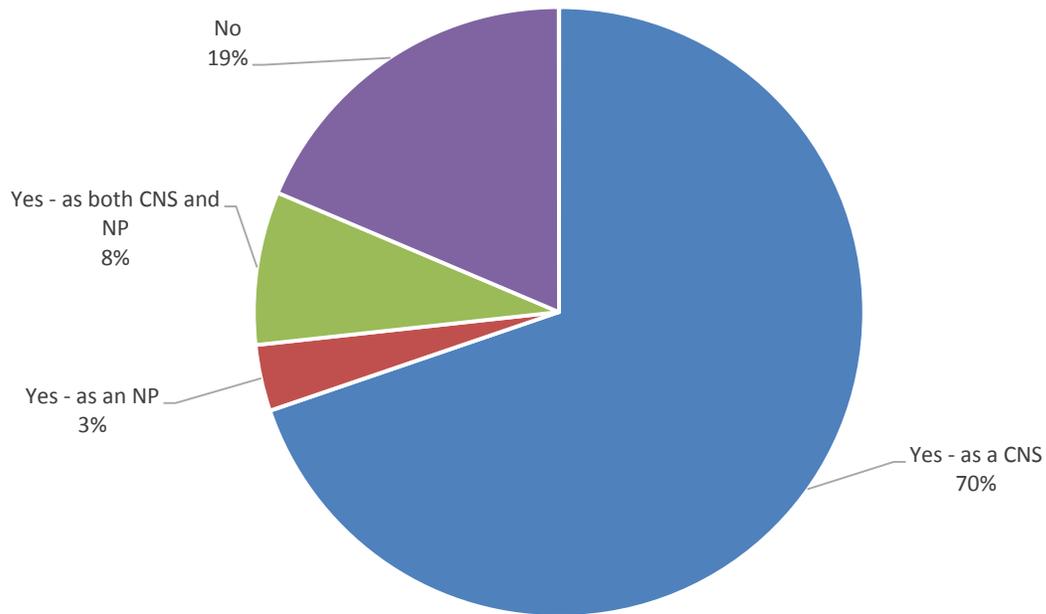


Figure 6. APRN license

Figure 11 shows most respondents have an APRN license in their state as a CNS.

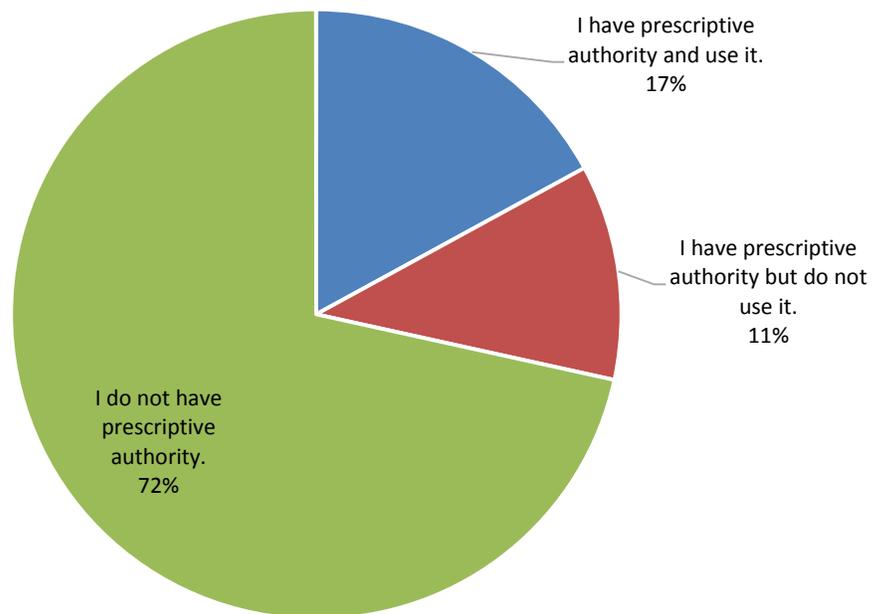


Figure 7. Prescriptive Authority

Figure 12 shows most respondents do not have prescriptive authority.

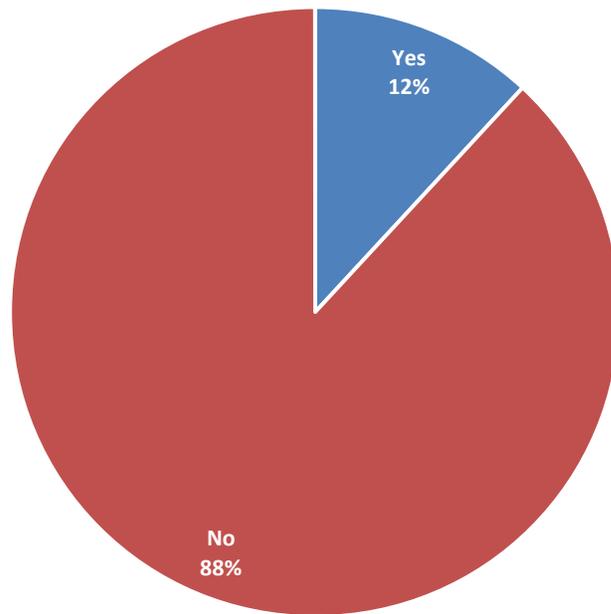


Figure 8. Bill Under Own NPI Number

Figure 13 shows most respondents do not bill under their own NPI number.

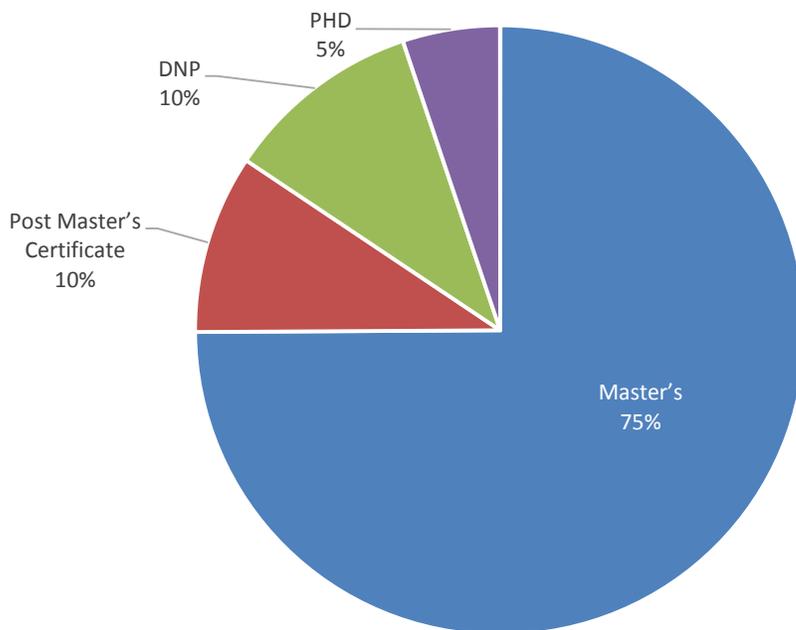


Figure 9. Highest Nursing Degree

Figure 14 shows most respondents' (75%) highest degree in nursing is a Master's degree.

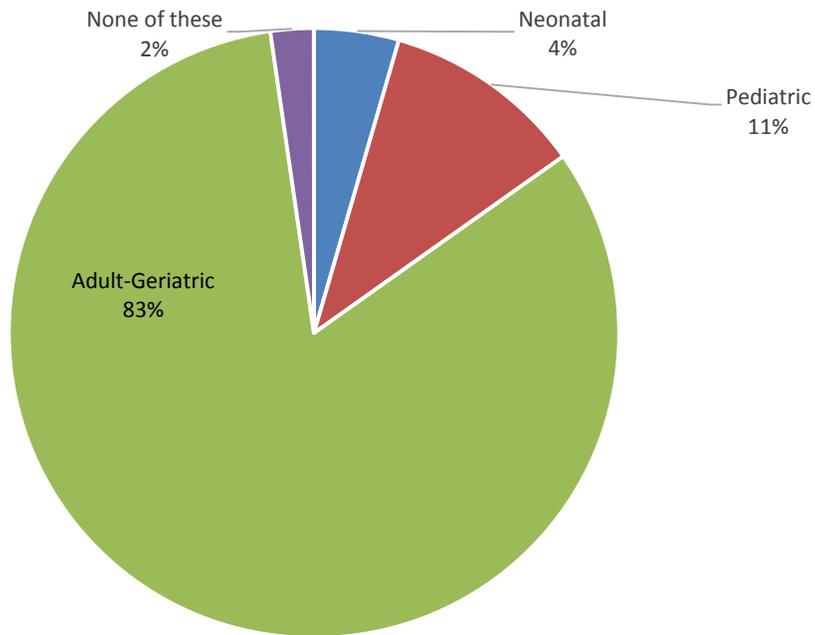


Figure 10. Primary Population

Respondents were asked to indicate the population that they primarily work with. *Figure 15* shows that most respondents (83%) primarily work with the adult-geriatric population.

Mean Ratings

Descriptive data for each of the 496 patient care problems from across the lifespan (192 adult-specific, 184 pediatric-specific, and 120 neonatal-specific patient care problems), 301 skills and procedures (159 adult-specific, 89 pediatric-specific, 53 neonatal-specific), 304 specific competencies (50 adult-specific, 116 pediatric-specific, 138 neonatal-specific), and 79 core competencies are presented in Appendix A. Included for each task is the descriptive label, number of respondents, mean significance rating, standard error, standard deviation, and the percentage of respondents not performing the task. For example, within the adult-specific patient care problems, Factors Influencing Health Status “Advance care planning” is listed as “AGT001”. Eight hundred and eighteen (818) respondents rated the task with a mean rating of 2.12, a standard error of the mean of 0.02, and a standard deviation of 0.70. The percentage of respondents who rated it as “not performed” was 3.88%. Therefore, 96.1% performed the patient care problem. The standard error indicates the “accuracy” of the mean. In this case, the “real mean” is likely to lie between 2.08 and 2.16, 95% of the time (mean +/- 2 standard errors). Appendix A will include the tasks in survey order, Appendix B will include the tasks by percent performed, and Appendix C will include the tasks by mean significance rating.

The Clinical Nurse Specialist PATF reviewed the results separately for each patient care problem, skill and procedure, and competency. They concluded that, in general, the ratings obtained in the practice analysis study were in agreement with their own judgments based on their experience in the field. Consequently, it was concluded that the job analysis survey data were adequate for defining the jobs of the Neonatal, Pediatric, and Adult-Gerontology Clinical Nurse Specialist on a national basis. Moreover, the data were judged to be sufficient for the purpose of delineating the structure and content of a voluntary national credentialing exam for AACN Certification Corporation.

Test Specifications

In developing the test specifications (or test content outline) for the exams, the judgment of the PATF was used to interpret the data gathered from the practice analysis survey. Of particular significance to a certification exam program is that the test specifications appropriately reflect the responsibilities of all groups who will participate in that program. Therefore, it is important to ensure that the test specifications and the resulting exam forms sample patient care problems, skills and procedures, and competencies that are considered to be significant responsibilities of the individuals for whom the exam is intended.

As previously discussed, Appendix C shows the mean significance ratings for each patient care problem, skill and procedure, and competency as well as percent rated as performed for each. Several decision rules were proposed for consideration by the PATF in determining which patient care problem, and skill and procedure should be excluded from the test content outline subgroup analyses. The topics chosen to eliminate Neonatal, Pediatric, and Adult-Gerontology statements are shown below. The PATF decided that none of the competencies were eligible for elimination under rules 3-12, the subgroup analyses. Rules 9-12 were only applied to the Adult-Gerontology mean significance ratings:

- 1. Overall percent of "performed" ratings**
- 2. Overall mean significance ratings for the total sample**
- 3. Comparison of mean significance ratings by region**
- 4. Comparison of mean significance ratings by Number of Beds in the Facility**
- 5. Comparison of mean significance ratings by Primary Position**
- 6. Comparison of mean significance ratings by Type of Practice**
- 7. Comparison of mean significance ratings by Primary Employer/setting**
- 8. Comparison of mean significance ratings by Number of Years of Experience as an APN**
- 9. Comparison of mean significance ratings by Size of Community**
- 10. Comparison of mean significance ratings by Highest Degree in Nursing**
- 11. Comparison of mean significance ratings by ACCNS-AG Certification**
- 12. Comparison of mean significance ratings by CCRN Certification**

The specific decision rules adopted by the PATF are discussed in detail in the following section. The first two decision rules are general and involve an analysis of all respondents. Decision rules 3 through 12 involve comparing mean ratings by subgroups. Applying these rules ensures that the resulting exam reflects the responsibilities of Neonatal, Pediatric, and Adult-Gerontology Clinical Nurse Specialists on a national basis and is representative of their typical activities. The PATF decided items should be written to reflect approved patient care problems, skills and procedures, and competencies.

Application of Decision Rules and Criteria

Rule 1. Is the patient care problem, skill and procedure, or competency performed by a majority of entry level Clinical Nurse Specialists?

By consensus, the PATF decided that a patient care problem, skill and procedure, or competency must be seen by at least 50% of the respondents in order to be included in the final test specifications. (Appendix B)

Twenty-three statements (NT: 059, 127, 129, 132, 133, 134, 135, 136, 138, 139, 149, 150, 151, 152, 155, 156, 157, 158, 159, 162, 168, 169, 170) were eliminated from the Neonatal test specifications.

Forty-five statements (PT: 013, 018, 022, 025, 026, 031, 033, 041, 071, 133, 173, 189, 193, 196, 197, 204, 206, 207, 208, 211, 214, 218, 223, 224, 225, 226, 228, 229, 235, 236, 237, 238, 239, 243, 248, 249, 251, 252, 253, 254, 255, 256, 258, 259, 268) were eliminated from the Pediatric test specifications.

One hundred and seven statements (AGT: 002, 135, 161, 164, 177, 194, 195, 196, 197, 200, 201, 202, 203, 204, 205, 206, 207, 208, 209, 213, 214, 215, 217, 219, 224, 226, 227, 228, 230, 231, 234, 236, 242, 243, 244, 247, 248, 249, 251, 258, 263, 264, 265, 266, 267, 269, 270, 271, 272, 273, 274, 275, 276, 277, 278, 280, 281, 282, 284, 286, 287, 288, 289, 290, 291, 292, 293, 294, 295, 296, 297, 298, 299, 300, 301, 302, 306, 309, 310, 311, 312, 313, 314, 315, 316, 317, 318, 319, 320, 321, 322, 323, 324, 325, 326, 327, 328, 329, 330, 331, 334, 336, 337, 340, 344, 345, 350) were eliminated from the Adult-Gerontology test specifications.

Thirty-three Neonatal statements (NT: 167, 185, 187, 188, 197, 198, 199, 203, 238, 239, 240, 242, 243, 244, 273, 275, 283, 285, 286, 287, 290, 295, 296, 297, 298, 299, 305, 307, 309, 310, 311, 324, 326) were retained by committee vote.

Rule 2. Is the patient care problem, skill and procedure, or competency considered significant to the practice of an entry level Clinical Nurse Specialist?

By consensus, the PATF decided that a mean significance rating of at least 1.75 would be used to include patient care problems, skills and procedures, and competencies. (Appendix C)

Under this rule, twenty-nine statements (NT: 008, 010, 012, 014, 017, 018, 020, 034, 036, 037, 049, 052, 055, 058, 069, 072, 073, 074, 075, 083, 087, 090, 091, 121, 131, 154, 160, 161, 172) were eliminated from the Neonatal test specifications. Sixteen additional statements (PT: 002, 006, 010, 035, 048, 057, 060, 064, 065, 067, 076, 078, 111, 127, 130, 135) were eliminated from the Pediatric test specifications. Fifty-one additional statements (AGT: 005, 006, 009, 013, 017, 022, 044, 054, 056, 071, 076, 077, 078, 079, 080, 082, 085, 087, 088, 092, 093, 095, 096, 099, 102, 103, 106, 116, 120, 128, 132, 136, 137, 138, 139, 140, 141, 142, 144, 145, 147, 151, 152, 162, 171, 176, 181, 182, 183, 184, 261) were eliminated from the Adult-Gerontology test specifications.

Two Neonatal statements (NT: 167, 241) were retained by committee vote.

Rule 3. Is the patient care problem or skill and procedure considered significant regardless of geographic region?

To determine if patient care problems and skills and procedures seen by the Clinical Nurse Specialist were viewed differently by geographic region, a comparison of the mean significance ratings between regions was made. The PATF decided to review patient care problems that had mean ratings of less than 1.7 in at least two of the four geographic subgroups. Application of this criterion helps to ensure that the exam reflects uniform practice across regions. Six additional Neonatal statements (NT: 011, 043, 044, 050, 056, 076) were removed as a result of this rule. Nine additional Pediatric statements (PT: 049, 072, 090, 118, 134, 163, 221, 233, 246) were removed as a result of this rule. Seven additional Adult-Gerontology statements (AG: T063, T068, T069, T070, T089, T091, T104) were removed as a result of this rule.

Twelve neonatal statements (NT: 015, 016, 045, 068, 093, 094, 095, 120, 124, 165, 171), forty-six pediatric statements (PT: 014, 016, 017, 029, 030, 037, 066, 073, 101, 115, 119, 123, 131, 136, 137, 138, 139, 142, 145, 147, 148, 156, 167, 175, 176, 181, 183, 187, 190, 191, 200, 201, 202, 205, 209, 212, 219, 222, 227, 250, 260, 263, 266, 271, 272, 274), and five Adult-Gerontology statements (AGT: 003, 008, 019, 235) were retained by committee vote.

Rule 4. Is the patient care problem or skill and procedure considered significant regardless of facility size?

To determine if patient care problems and skills and procedures seen by the Clinical Nurse Specialist were viewed differently by facility size, a comparison of the mean significance ratings between various sized facilities was made. The PATF decided to review problems that had mean ratings of less than 1.7 in at least two of the three facility size subgroups. Application of this criterion helps to ensure that the exam reflects uniform practice across different sized facilities. One Neonatal statement (NT101) was removed as a result of this rule.

Eight Pediatric statements (PT: 001, 011, 108, 146, 180, 184, 230, 247) were retained by committee vote.

Rule 5. Is the patient care problem or skill and procedure considered significant regardless of primary position?

To determine if patient care problems and skills and procedures seen by the Clinical Nurse Specialist were viewed differently by primary position held, a comparison of the mean significance ratings between positions was made. The PATF decided to review problems that had mean ratings of less than 1.7 in at least one of the two subgroups. Application of this criterion helps to ensure that the exam reflects uniform practice across positions.

Six Neonatal statements (NT: 021, 031, 039, 086, 099, 130), Sixteen Pediatric (PT: 002, 006, 010, 035, 048, 057, 060, 064, 065, 067, 076, 078, 111, 127, 130, 135) and three Adult-Gerontology (AGT: 073, 113, 125) were removed as a result of this rule.

Four Neonatal statements (NT: 082, 114, 147, 164), twenty-seven Pediatric statements (PT: 003, 004, 019, 021, 032, 046, 050, 051, 061, 063, 069, 087, 105, 125, 126, 169, 170, 171, 179, 186, 199, 216, 217, 241, 262, 265, 270), and four Adult-Gerontology statements (AGT: 114, 168, 170, 192) were retained by committee vote.

Rule 6. Is the patient care problem or skill and procedure considered significant regardless of type of practice?

To determine if patient care problems or skills and procedures seen by the Clinical Nurse Specialist were viewed differently by type of practice (independent, collaborative agreement, or neither), a comparison of the mean significance ratings between the subgroups was made. This rule was neither applied for Pediatric patient care problems nor skills and procedures. The PATF decided to review patient care problems that had mean ratings of less than 1.7 in at least two of the three subgroups. Application of this criterion helps to ensure that the exam reflects uniform practice across different types of practice. No additional patient care problems were removed as a result of this rule.

Rule 7. Is the patient care problem or skill and procedure considered significant regardless of primary employer/setting?

To determine if patient care problems or skills and procedures seen by the Clinical Nurse Specialist were viewed differently by primary employer/setting, a comparison of the mean significance ratings between settings was made. The PATF decided to review statements that had mean ratings of less than 1.7 in any of the subgroups for Neonatal and Pediatric and at least two for Adult-Gerontology. Application of this criterion helps to ensure that the exam reflects uniform practice across different settings. No additional patient care problems were removed as a result of this rule.

Eighteen Pediatric statements (PT: 012, 028, 039, 058, 081, 091, 107, 116, 120, 121, 140, 165, 172, 192, 203, 215, 231, 267) were retained by committee vote.

Rule 8. Is the patient care problem or skill and procedure considered significant regardless of years of experience as an advanced practice nurse?

To determine if patient care problems and skills and procedures seen by the Clinical Nurse Specialist were viewed differently by those with different amounts of experience, a comparison of the mean significance ratings was made. The PATF decided to review patient care problems that had mean ratings of less than 1.7 in either of the two subgroups to ensure problems were critical to entry level Clinical Nurse Specialists. Application of this criterion helps to ensure that the exam reflects uniform practice across years of experience. One Pediatric statement (PT055) and one Adult-Gerontology statement (AGT190) were removed as a result of this rule.

Seven Pediatric statements (PT: 008, 054, 074, 075, 096, 182, 234) were retained by committee vote.

Rule 9. Is the patient care problem or skill and procedure considered significant regardless of community size?

The following four rules below were applied to the mean significance ratings of the Adult-Gerontology patient care problems and skills and procedures. Data for the following rules were not collected for the Neonatal and Pediatric patient care problems and skills and procedures. To determine if patient care problems and skills and procedures are seen by the Clinical Nurse Specialist were viewed differently by community size, a comparison of the mean significance ratings between rural, suburban, and urban communities was made. The PATF decided to review statements that had mean ratings of less than 1.7 in at least two out of the three community subgroups. Application of this criterion helps to ensure that the exam reflects

uniform practice across communities. Three statements were removed as a result of this rule (AGT: 084, 187, 193).

Rule 10. Is the patient care problem or skill and procedure considered significant regardless of Highest Degree Achieved in Nursing?

To determine if patient care problems and skills and procedures seen by the Clinical Nurse Specialist were viewed differently across those who hold different levels of education in nursing, a comparison of the mean significance ratings across subgroups was made. The PATF decided to review statements that had mean ratings of less than 1.7 in at least two of four subgroups. Application of this criterion helps to ensure that the exam reflects uniform practice across those with different levels of education in nursing. No additional statements were removed as a result of this rule.

Rule 11. Is the patient care problem or skill and procedure significant regardless of ACCNS-AG certification?

To determine if patient care problems seen by the Clinical Nurse Specialist were viewed differently by those who did and did not hold the ACCNS-AG certification, a comparison of the mean significance ratings was made. The PATF decided to review the patient care problem ratings of those who held the ACCNS-AG certification. The PATF decided to review statements that had mean ratings of less than 1.7 in either subgroup. Application of this criterion helps to ensure that the exam reflects population-specific practice as determined by those who are most familiar with the population. No additional statements were removed as a result of this rule. One Adult-Gerontology task (AGT261) was retained by committee vote.

Rule 12. Is the patient care problem or skill and procedure considered significant regardless of CCRN certification?

To determine if patient care problems and skills and procedures seen by the Clinical Nurse Specialist were viewed differently by those who did and did not hold the CCRN certification, a comparison of the mean significance ratings was made. The PATF decided to review statements that had mean ratings of less than 1.7 in either subgroup. Application of this criterion helps to ensure that the exam reflects population-specific practice as determined by those who are most familiar with the population. No additional statements were removed as a result of this rule.

Edited Tasks. One patient care problem and one skill and procedure were edited by the PATF following survey distribution. Revisions are underlined.

Pediatric:

T036 1. Patient Care Problems: Pulmonary: Acute lung injury (ALI) (e.g., Acute Respiratory Distress Syndrome, ARDS)

Adult-Gerontology:

T109 Vascular malformation

T235 Interpret pulmonary function test results

T268 Support organ procurement after brain death

Decision Rule Summary

Three hundred twenty-five (325) of the 390 ACCNS-N statements were approved. This includes 84 of 120 patient care problems and 24 of 53 skills and procedures. Two hundred ninety-two (292) of the 469 ACCNS-P statements were approved. This includes 151 of 185 patient care problems and 52 of 89 skills and procedures. Three hundred eight (308) of the 480 ACCNS-AG statements were approved. This includes 123 of 192 patient care problems and 56 of 159 skills and procedures.

Appendix D presents the Detailed Content Outline (DCO) for the multiple choice exam developed after the application of the decision rules and review of respondent comments.

Development of Multiple-Choice Detailed Test Content Outline and Test Specifications

The PATF reviewed the patient care problems, skills, procedures, and competencies that remained after application of the above decision rules. They considered the mean significance ratings for each of the content categories, as well as the number of remaining patient care problems and competencies in each category. The PATF used this information, along with current test specifications to guide their final decisions regarding the number of items for each of the areas of practice. The goal was to distribute items in accordance with known working patterns across the content areas. The final item distributions are presented in Table 5.

Table 5. AACN Adult-Gerontology Clinical Nurse Specialist, Wellness Through Acute Care, Certification Item Allocation

Section Title	# of items	% of exam
I. Clinical Judgment	98	65
A. Cardiovascular	19	13
B. Pulmonary	16	11
C. Endocrine	6	4
D. Hematology/Immunology/Oncology	5	3
E. Gastrointestinal	7	5
F. Renal/Genitourinary	6	4
G. Integumentary	2	1
H. Musculoskeletal	4	3
I. Neurology	8	5
J. Psychosocial, Behavioral and Cognitive Health Issues	6	4
K. Factors Influencing Health Status	6	4
L. Multisystem	13	9
II. Professional Caring and Ethical Practice	52	35
A. Advocacy and Moral Agency	6	4
B. Caring Practices	9	6
C. Response to Diversity	4	3
D. Facilitation of Learning	7	5
E. Collaboration	8	5
F. Systems Thinking	9	6
G. Clinical Inquiry	9	6
Total	150	

Summary

The practice analysis described in this report was undertaken to serve as the basis for documenting the content validity of the Clinical Nurse Specialist certification exams for AACN Certification Corporation. The purpose of this study was twofold: (1) to determine and comprehensively describe the job of the Clinical Nurse Specialist, and (2) to evaluate these descriptions through the ratings of job experts to define areas that should be assessed on a certification exam.

A Practice Analysis Task Force was formed to prepare a comprehensive list of patient care problems, skills and procedures, and competencies describing the job. This inventory was completed by a representative sample of job experts throughout the United States, and the rating results were reviewed by the Clinical Nurse Specialist exam committees. These results were used to develop test specifications directly related to the significant activities performed by the Clinical Nurse Specialist. These test specifications, empirically derived from a national practice analysis study, represent the plan for development of criterion-referenced exams. Each form of each exam will contain the specified number of items, with a representative sampling of patient care problems, skills and procedures, and competencies within each domain. Each test form developed to match these job-related test specifications will demonstrate substantial evidence of content validity.

Appendix A. Tasks in Survey Order

Key	
	In by committee vote during current rule
	Eliminated under current rule /Out by committee vote during current rule
	In by committee vote during previous or subsequent rule
	Eliminated under previous or subsequent rule/Out by committee vote on previous or subsequent rule

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT001	I. Patient Care Problems - A. Factors Influencing Health Status (risk assessment, prevention and wellness) - Advance care planning	818	2.12	0.02	0.70	33	96.12
AGT002	I. Patient Care Problems - A. Factors Influencing Health Status (risk assessment, prevention and wellness) - Body modifications (e.g., body piercing, tattooing)	393	1.15	0.02	0.39	458	46.18
AGT003	I. Patient Care Problems - A. Factors Influencing Health Status (risk assessment, prevention and wellness) - Cancer prevention (e.g., tobacco cessation, sunscreen)	718	1.73	0.03	0.73	134	84.27
AGT004	I. Patient Care Problems - A. Factors Influencing Health Status (risk assessment, prevention and wellness) - Caregiver burden	779	1.97	0.03	0.73	76	91.11
AGT005	I. Patient Care Problems - A. Factors Influencing Health Status (risk assessment, prevention and wellness) - Developmental care	495	1.31	0.02	0.51	358	58.03
AGT006	I. Patient Care Problems - A. Factors Influencing Health Status (risk assessment, prevention and wellness) - Genetic testing	336	1.23	0.03	0.51	514	39.53
AGT007	I. Patient Care Problems - A. Factors Influencing Health Status (risk assessment, prevention and wellness) - Health literacy	802	2.12	0.03	0.73	51	94.02
AGT008	I. Patient Care Problems - A. Factors Influencing Health Status (risk assessment, prevention and wellness) - Immunizations	691	1.68	0.03	0.71	158	81.39

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT009	I. Patient Care Problems - A. Factors Influencing Health Status (risk assessment, prevention and wellness) - Injury prevention (e.g., helmets, seatbelts, environmental modification)	631	1.66	0.03	0.77	222	73.97
AGT010	I. Patient Care Problems - A. Factors Influencing Health Status (risk assessment, prevention and wellness) - Mental health screenings (e.g., depression, suicidal ideation, eating disorders)	720	1.86	0.03	0.74	134	84.31
AGT011	I. Patient Care Problems - A. Factors Influencing Health Status (risk assessment, prevention and wellness) - Nutrition and weight management	731	1.89	0.03	0.72	120	85.90
AGT012	I. Patient Care Problems - A. Factors Influencing Health Status (risk assessment, prevention and wellness) - Pain prevention and management	823	2.43	0.02	0.70	27	96.82
AGT013	I. Patient Care Problems - A. Factors Influencing Health Status (risk assessment, prevention and wellness) - Physical health screenings (e.g., hearing, mammography, prostate exam, bone density)	526	1.50	0.03	0.69	327	61.66
AGT014	I. Patient Care Problems - A. Factors Influencing Health Status (risk assessment, prevention and wellness) - Prudent heart living	708	1.95	0.03	0.75	143	83.20
AGT015	I. Patient Care Problems - A. Factors Influencing Health Status (risk assessment, prevention and wellness) - Risk-taking behaviors (e.g., substance use)	757	1.92	0.03	0.77	92	89.16
AGT016	I. Patient Care Problems - A. Factors Influencing Health Status (risk assessment, prevention and wellness) - Secondary prevention (e.g., cardiac rehab, pulmonary rehab)	718	1.83	0.03	0.76	135	84.17

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT017	I. Patient Care Problems - A. Factors Influencing Health Status (risk assessment, prevention and wellness) - Sexual health education and counseling	488	1.32	0.02	0.55	364	57.28
AGT018	I. Patient Care Problems - A. Factors Influencing Health Status (risk assessment, prevention and wellness) - Sleep hygiene	662	1.76	0.03	0.73	189	77.79
AGT019	I. Patient Care Problems - A. Factors Influencing Health Status (risk assessment, prevention and wellness) - Vulnerable population screens (e.g., intimate partner violence, human trafficking)	593	1.54	0.03	0.69	259	69.60
AGT020	I. Patient Care Problems - B. Cardiovascular - Acute coronary syndrome	787	2.34	0.03	0.75	55	93.47
AGT021	I. Patient Care Problems - B. Cardiovascular - Acute inflammatory disease (e.g., myocarditis, endocarditis, pericarditis)	769	2.05	0.03	0.79	67	91.99
AGT022	I. Patient Care Problems - B. Cardiovascular - Cardiac surgery: heart transplant	455	1.65	0.04	0.81	386	54.10
AGT023	I. Patient Care Problems - B. Cardiovascular - Cardiac surgery: on pump	463	1.87	0.04	0.86	378	55.05
AGT024	I. Patient Care Problems - B. Cardiovascular - Cardiac surgery: off pump	450	1.78	0.04	0.83	415	52.02
AGT025	I. Patient Care Problems - B. Cardiovascular - Cardiac surgery: valve procedures	522	1.93	0.04	0.84	320	62.00
AGT026	I. Patient Care Problems - B. Cardiovascular - Cardiac surgery: hybrid procedures	479	1.87	0.04	0.85	361	57.02
AGT027	I. Patient Care Problems - B. Cardiovascular - Cardiac surgery: revascularization procedures	569	2.00	0.04	0.84	271	67.74
AGT028	I. Patient Care Problems - B. Cardiovascular - Cardiac tamponade	653	1.96	0.03	0.81	186	77.83
AGT029	I. Patient Care Problems - B. Cardiovascular - Cardiac trauma (blunt and penetrative)	570	1.78	0.03	0.81	269	67.94

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT030	I. Patient Care Problems - B. Cardiovascular - Cardiogenic shock	685	2.17	0.03	0.81	154	81.64
AGT031	I. Patient Care Problems - B. Cardiovascular - Cardiomyopathies (e.g., hypertrophic, dilated, restrictive, idiopathic)	707	2.19	0.03	0.78	158	81.73
AGT032	I. Patient Care Problems - B. Cardiovascular - Coronary artery disease	792	2.36	0.03	0.72	49	94.17
AGT033	I. Patient Care Problems - B. Cardiovascular - Dyslipidemia	759	2.15	0.03	0.77	80	90.46
AGT034	I. Patient Care Problems - B. Cardiovascular - Dysrhythmias	793	2.38	0.03	0.71	72	91.68
AGT035	I. Patient Care Problems - B. Cardiovascular - Heart failure	795	2.41	0.03	0.71	42	94.98
AGT036	I. Patient Care Problems - B. Cardiovascular - Heart failure: acute	777	2.35	0.03	0.75	61	92.72
AGT037	I. Patient Care Problems - B. Cardiovascular - Heart failure: chronic	787	2.31	0.03	0.75	78	90.98
AGT038	I. Patient Care Problems - B. Cardiovascular - Heart failure: advanced	759	2.28	0.03	0.76	76	90.90
AGT039	I. Patient Care Problems - B. Cardiovascular - Hypertension	803	2.39	0.02	0.70	28	96.63
AGT040	I. Patient Care Problems - B. Cardiovascular - Hypertensive urgencies or emergencies	766	2.27	0.03	0.76	99	88.55
AGT041	I. Patient Care Problems - B. Cardiovascular - Peripheral vascular disease (e.g., acute, arterial occlusion, carotid artery stenosis, endarterectomy, peripheral stents and Fem-Pop bypass)	773	2.20	0.03	0.74	92	89.36
AGT042	I. Patient Care Problems - B. Cardiovascular - Pulmonary edema	776	2.25	0.03	0.75	89	89.71
AGT043	I. Patient Care Problems - B. Cardiovascular - Ruptured or dissecting aneurysm	687	1.97	0.03	0.82	178	79.42
AGT044	I. Patient Care Problems - B. Cardiovascular - Structural heart defects and disease (acquired and congenital)	629	1.72	0.03	0.78	236	72.72
AGT045	I. Patient Care Problems - C. Pulmonary - Acute pulmonary embolus	773	2.31	0.02	0.69	56	93.24

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT046	I. Patient Care Problems - C. Pulmonary - Acute respiratory distress syndrome (ARDS)	730	2.26	0.03	0.77	96	88.38
AGT047	I. Patient Care Problems - C. Pulmonary - Acute respiratory failure	760	2.43	0.03	0.70	64	92.23
AGT048	I. Patient Care Problems - C. Pulmonary - Air-leak syndromes (e.g., pneumothorax, pulmonary interstitial emphysema, pneumopericardium, pneumomediastinum)	724	2.07	0.03	0.78	104	87.44
AGT049	I. Patient Care Problems - C. Pulmonary - Airway obstruction (e.g., angioedema, mucus plug, air space occupying lesions)	745	2.09	0.03	0.78	82	90.08
AGT050	I. Patient Care Problems - C. Pulmonary - Aspiration	769	2.34	0.03	0.71	59	92.87
AGT051	I. Patient Care Problems - C. Pulmonary - Asthma/reactive airway disease	743	2.00	0.03	0.76	83	89.95
AGT052	I. Patient Care Problems - C. Pulmonary - Chronic lung disease (e.g., COPD, exacerbation, interstitial pulmonary fibrosis, cystic fibrosis)	783	2.27	0.03	0.73	45	94.57
AGT053	I. Patient Care Problems - C. Pulmonary - Chronic respiratory failure (e.g., ventilator dependency)	686	2.10	0.03	0.80	143	82.75
AGT054	I. Patient Care Problems - C. Pulmonary - Congenital and acquired anomalies	558	1.46	0.03	0.66	271	67.31
AGT055	I. Patient Care Problems - C. Pulmonary - Obstructive sleep apnea	763	2.10	0.03	0.75	65	92.15
AGT056	I. Patient Care Problems - C. Pulmonary - Pulmonary hemorrhage (e.g., infection, auto-immune disorders)	646	1.69	0.03	0.77	180	78.21
AGT057	I. Patient Care Problems - C. Pulmonary - Pulmonary arterial hypertension	693	1.93	0.03	0.77	133	83.90
AGT058	I. Patient Care Problems - C. Pulmonary - Pulmonary infections (e.g., pneumonia, tuberculosis)	750	2.35	0.03	0.73	76	90.80

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT059	I. Patient Care Problems - C. Pulmonary - Thoracic surgery (e.g., lung contusions, fractured ribs, hemothorax, lung reduction surgery, pneumonectomy, lobectomy, tracheal surgery, lung transplant)	662	1.96	0.03	0.81	167	79.86
AGT060	I. Patient Care Problems - C. Pulmonary - Thoracic and pulmonary trauma and injuries	613	1.84	0.03	0.82	216	73.94
AGT061	I. Patient Care Problems - C. Pulmonary - Restrictive lung disease (e.g., obesity hypoventilation, tumor metastasis, pulmonary fibrosis)	730	2.05	0.03	0.77	99	88.06
AGT062	I. Patient Care Problems - C. Pulmonary - Pleural effusion	744	2.17	0.03	0.72	85	89.75
AGT063	I. Patient Care Problems - D. Endocrine - Adrenal disorders	683	1.59	0.03	0.69	140	82.99
AGT064	I. Patient Care Problems - D. Endocrine - Diabetes mellitus	810	2.58	0.02	0.60	13	98.42
AGT065	I. Patient Care Problems - D. Endocrine - Diabetic ketoacidosis/hyperglycemic hyperosmolar syndrome (HHS)	745	2.11	0.03	0.78	77	90.63
AGT066	I. Patient Care Problems - D. Endocrine - Hyperglycemia	792	2.42	0.02	0.67	31	96.23
AGT067	I. Patient Care Problems - D. Endocrine - Hypoglycemia	787	2.25	0.03	0.73	35	95.74
AGT068	I. Patient Care Problems - D. Endocrine - Pituitary disorders	663	1.54	0.03	0.70	157	80.85
AGT069	I. Patient Care Problems - D. Endocrine - Syndrome of inappropriate secretion of antidiuretic hormone (SIADH)	688	1.72	0.03	0.77	135	83.60
AGT070	I. Patient Care Problems - D. Endocrine - Thyroid disorders	730	1.64	0.03	0.72	93	88.70
AGT071	I. Patient Care Problems - E. Musculoskeletal - Acute Gout	578	1.35	0.02	0.58	242	70.49
AGT072	I. Patient Care Problems - E. Musculoskeletal - (e.g., immobility, falls, debility secondary to acute or chronic illness)	775	2.35	0.03	0.72	44	94.63
AGT073	I. Patient Care Problems - E. Musculoskeletal - Gait disorders (e.g., spastic gait, waddling gait, ataxic gait)	691	1.81	0.03	0.79	130	84.17

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT074	I. Patient Care Problems - E. Musculoskeletal - Infections (e.g., necrotizing fasciitis, osteomyelitis)	744	2.16	0.03	0.76	75	90.84
AGT075	I. Patient Care Problems - E. Musculoskeletal - Neuromuscular illness related to critical illness	693	1.91	0.03	0.79	127	84.51
AGT076	I. Patient Care Problems - E. Musculoskeletal - Osteoarthritis	663	1.68	0.03	0.76	152	81.35
AGT077	I. Patient Care Problems - E. Musculoskeletal - Osteoporosis and bone disease	636	1.62	0.03	0.75	181	77.85
AGT078	I. Patient Care Problems - E. Musculoskeletal - Spinal disease (e.g., scoliosis, kyphosis, disc disease)	611	1.60	0.03	0.76	208	74.60
AGT079	I. Patient Care Problems - E. Musculoskeletal - Sports injuries	467	1.58	0.04	0.76	353	56.95
AGT080	I. Patient Care Problems - E. Musculoskeletal - Stress fractures	494	1.50	0.03	0.71	326	60.24
AGT081	I. Patient Care Problems - E. Musculoskeletal - Traumatic fractures	569	1.88	0.04	0.84	249	69.56
AGT082	I. Patient Care Problems - F. Hematology/Immunology/Oncology - AIDS and HIV	682	1.51	0.03	0.66	133	83.68
AGT083	I. Patient Care Problems - F. Hematology/Immunology/Oncology - Anemias (e.g., microcytic, macrocytic)	733	1.86	0.03	0.74	82	89.94
AGT084	I. Patient Care Problems - F. Hematology/Immunology/Oncology - Autoimmune diseases	708	1.75	0.03	0.73	102	87.41
AGT085	I. Patient Care Problems - F. Hematology/Immunology/Oncology - Blood group incompatibilities	630	1.57	0.03	0.73	182	77.59
AGT086	I. Patient Care Problems - F. Hematology/Immunology/Oncology - Coagulopathies (e.g., VTE, DIC, hypercoagulable states)	746	2.18	0.03	0.74	68	91.65
AGT087	I. Patient Care Problems - F. Hematology/Immunology/Oncology - Congenital and acquired immunosuppression	609	1.55	0.03	0.71	205	74.82
AGT088	I. Patient Care Problems - F. Hematology/Immunology/Oncology - HELLP syndrome	479	1.42	0.03	0.65	336	58.77

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT089	I. Patient Care Problems - F. Hematology/Immunology/Oncology - Hematologic and solid tumors	605	1.67	0.03	0.78	210	74.23
AGT090	I. Patient Care Problems - F. Hematology/Immunology/Oncology - Myelosuppression(i.e., neutropenia, anemia, thrombocytopenia)	651	1.79	0.03	0.77	165	79.78
AGT091	I. Patient Care Problems - F. Hematology/Immunology/Oncology - Organ, tissue, and bone marrow transplantation and associated problems	525	1.71	0.04	0.82	292	64.26
AGT092	I. Patient Care Problems - F. Hematology/Immunology/Oncology - Polycythemia	573	1.44	0.03	0.66	243	70.22
AGT093	I. Patient Care Problems - F. Hematology/Immunology/Oncology - Sickle cell disease	572	1.50	0.03	0.70	243	70.18
AGT094	I. Patient Care Problems - G. Neurology - Brain death	635	2.11	0.03	0.82	179	78.01
AGT095	I. Patient Care Problems - G. Neurology - Cerebral salt wasting	499	1.62	0.04	0.79	313	61.45
AGT096	I. Patient Care Problems - G. Neurology - Congenital neurological abnormalities	444	1.38	0.03	0.65	369	54.61
AGT097	I. Patient Care Problems - G. Neurology - Encephalopathy	632	2.01	0.03	0.76	182	77.64
AGT098	I. Patient Care Problems - G. Neurology - Head and brain trauma/injury	594	2.02	0.03	0.84	218	73.15
AGT099	I. Patient Care Problems - G. Neurology - Hydrocephalus	506	1.64	0.03	0.76	308	62.16
AGT100	I. Patient Care Problems - G. Neurology - Intracranial hypertension	577	1.94	0.04	0.85	236	70.97
AGT101	I. Patient Care Problems - G. Neurology - Intracerebral hemorrhage	636	2.09	0.03	0.82	177	78.23
AGT102	I. Patient Care Problems - G. Neurology - Migraine headaches	554	1.53	0.03	0.71	260	68.06
AGT103	I. Patient Care Problems - G. Neurology - Neurologic infectious diseases	558	1.68	0.03	0.76	256	68.55
AGT104	I. Patient Care Problems - G. Neurology - Neuromuscular disorders	612	1.72	0.03	0.73	200	75.37

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT105	I. Patient Care Problems - G. Neurology - Seizure disorders	680	1.92	0.03	0.76	134	83.54
AGT106	I. Patient Care Problems - G. Neurology - Space-occupying lesions	559	1.69	0.03	0.78	255	68.67
AGT107	I. Patient Care Problems - G. Neurology - Spinal cord injury	574	1.85	0.04	0.84	237	70.78
AGT108	I. Patient Care Problems - G. Neurology - Stroke	762	2.35	0.03	0.74	50	93.84
AGT109	I. Patient Care Problems - G. Neurology - Vascular malformation	598	1.76	0.03	0.79	214	73.65
AGT110	I. Patient Care Problems - H. Gastrointestinal - Abdominal trauma	557	1.78	0.04	0.83	250	69.02
AGT111	I. Patient Care Problems - H. Gastrointestinal - GI hemorrhage	720	2.19	0.03	0.77	87	89.22
AGT112	I. Patient Care Problems - H. Gastrointestinal - Bowel infarction/obstruction/perforation	711	2.16	0.03	0.75	97	88.00
AGT113	I. Patient Care Problems - H. Gastrointestinal - Gallbladder disease	648	1.80	0.03	0.79	161	80.10
AGT114	I. Patient Care Problems - H. Gastrointestinal - Gastro-esophageal reflux	692	1.80	0.03	0.77	116	85.64
AGT115	I. Patient Care Problems - H. Gastrointestinal - Gastrointestinal Infectious disorders	651	1.80	0.03	0.79	153	80.97
AGT116	I. Patient Care Problems - H. Gastrointestinal - GI abnormalities (congenital and acquired)	574	1.57	0.03	0.73	234	71.04
AGT117	I. Patient Care Problems - H. Gastrointestinal - GI motility disorders (e.g., constipation, diarrhea, ileus, gastroparesis)	718	2.03	0.03	0.77	91	88.75
AGT118	I. Patient Care Problems - H. Gastrointestinal - GI surgeries	651	1.93	0.03	0.80	158	80.47
AGT119	I. Patient Care Problems - H. Gastrointestinal - Hepatorenal syndrome	623	1.82	0.03	0.77	183	77.30
AGT120	I. Patient Care Problems - H. Gastrointestinal - Inflammatory bowel disease	641	1.66	0.03	0.76	168	79.23
AGT121	I. Patient Care Problems - H. Gastrointestinal - Liver disease (e.g., hepatitis, hepatic failure)	711	1.99	0.03	0.76	98	87.89
AGT122	I. Patient Care Problems - H. Gastrointestinal - Malnutrition	720	1.99	0.03	0.76	89	89.00

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT123	I. Patient Care Problems - H. Gastrointestinal - Nausea/Vomiting	731	2.07	0.03	0.76	78	90.36
AGT124	I. Patient Care Problems - H. Gastrointestinal - Pancreatitis	699	1.96	0.03	0.80	110	86.40
AGT125	I. Patient Care Problems - H. Gastrointestinal - Peptic ulcer disease	677	1.79	0.03	0.75	129	84.00
AGT126	I. Patient Care Problems - I. Renal/Genitourinary - Acute kidney injury	753	2.40	0.03	0.72	51	93.66
AGT127	I. Patient Care Problems - I. Renal/Genitourinary - Chronic kidney disease	757	2.35	0.03	0.69	47	94.15
AGT128	I. Patient Care Problems - I. Renal/Genitourinary - Congenital or acquired renal/genitourinary abnormalities	587	1.59	0.03	0.73	217	73.01
AGT129	I. Patient Care Problems - I. Renal/Genitourinary - Contrast induced nephropathy	671	1.86	0.03	0.79	132	83.56
AGT130	I. Patient Care Problems - I. Renal/Genitourinary - Electrolyte imbalances	767	2.48	0.02	0.65	38	95.28
AGT131	I. Patient Care Problems - I. Renal/Genitourinary - Fluid volume imbalances	763	2.50	0.02	0.65	38	95.26
AGT132	I. Patient Care Problems - I. Renal/Genitourinary - Gynecological disorders	470	1.43	0.03	0.67	333	58.53
AGT133	I. Patient Care Problems - I. Renal/Genitourinary - Incontinence	662	1.93	0.03	0.80	142	82.34
AGT134	I. Patient Care Problems - I. Renal/Genitourinary - Infections (e.g., UTI, PID, STDs)	694	2.13	0.03	0.79	110	86.32
AGT135	I. Patient Care Problems - I. Renal/Genitourinary - Obstetrical issues	377	1.38	0.03	0.62	426	46.95
AGT136	I. Patient Care Problems - I. Renal/Genitourinary - Prostate disorders	552	1.52	0.03	0.70	250	68.83
AGT137	I. Patient Care Problems - I. Renal/Genitourinary - Renal and genitourinary surgeries	556	1.70	0.03	0.76	248	69.15
AGT138	I. Patient Care Problems - I. Renal/Genitourinary - Renal calculi	541	1.60	0.03	0.73	261	67.46

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT139	I. Patient Care Problems - I. Renal/Genitourinary - Renal trauma	515	1.69	0.03	0.79	287	64.21
AGT140	I. Patient Care Problems - J. Integumentary - Congenital abnormalities	420	1.22	0.02	0.50	380	52.50
AGT141	I. Patient Care Problems - J. Integumentary - Dermatologic disorders (e.g., rash, hives)	599	1.48	0.03	0.67	200	74.97
AGT142	I. Patient Care Problems - J. Integumentary - Exfoliative skin disorders (e.g., Stevens Johnson syndrome)	552	1.54	0.03	0.73	248	69.00
AGT143	I. Patient Care Problems - J. Integumentary - Extravasation	644	1.74	0.03	0.76	157	80.40
AGT144	I. Patient Care Problems - J. Integumentary - Graft versus host skin disorders	444	1.50	0.03	0.73	356	55.50
AGT145	I. Patient Care Problems - J. Integumentary - Infectious skin disorders	592	1.64	0.03	0.76	205	74.28
AGT146	I. Patient Care Problems - J. Integumentary - Pressure ulcers	733	2.29	0.03	0.75	65	91.85
AGT147	I. Patient Care Problems - J. Integumentary - Pruritus	599	1.53	0.03	0.70	200	74.97
AGT148	I. Patient Care Problems - J. Integumentary - Wounds (surgical and non-surgical)	744	2.31	0.03	0.75	54	93.23
AGT149	I. Patient Care Problems - K. Multisystem - Acid-base imbalances	748	2.37	0.03	0.72	50	93.73
AGT150	I. Patient Care Problems - K. Multisystem - Bariatric care issues	702	2.01	0.03	0.76	94	88.19
AGT151	I. Patient Care Problems - K. Multisystem - Bariatric surgery	527	1.64	0.03	0.79	268	66.29
AGT152	I. Patient Care Problems - K. Multisystem - Burns	379	1.55	0.04	0.77	416	47.67
AGT153	I. Patient Care Problems - K. Multisystem - Compartment syndrome	624	1.81	0.03	0.79	174	78.20
AGT154	I. Patient Care Problems - K. Multisystem - Distributive shock (e.g., anaphylaxis, neurogenic)	646	2.05	0.03	0.82	153	80.85
AGT155	I. Patient Care Problems - K. Multisystem - End of life issues	757	2.55	0.02	0.67	41	94.86
AGT156	I. Patient Care Problems - K. Multisystem - Failure to thrive	650	1.93	0.03	0.81	146	81.66

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT157	I. Patient Care Problems - K. Multisystem - Hospital acquired conditions (e.g., CAUTI, CLABSI, falls, pressure ulcers)	745	2.55	0.02	0.67	54	93.24
AGT158	I. Patient Care Problems - K. Multisystem - Hypovolemic shock	692	2.29	0.03	0.78	106	86.72
AGT159	I. Patient Care Problems - K. Multisystem - Hypoxic ischemic encephalopathy	623	1.98	0.03	0.81	172	78.36
AGT160	I. Patient Care Problems - K. Multisystem - Infectious diseases (e.g., congenital viral, bacterial, hospital acquired infections)	712	2.29	0.03	0.74	83	89.56
AGT161	I. Patient Care Problems - K. Multisystem - Life-threatening maternal-fetal complications	306	1.46	0.04	0.73	490	38.44
AGT162	I. Patient Care Problems - K. Multisystem - Methemoglobinemia	395	1.37	0.03	0.63	401	49.62
AGT163	I. Patient Care Problems - K. Multisystem - Multisystem trauma	464	2.00	0.04	0.85	335	58.07
AGT164	I. Patient Care Problems - K. Multisystem - Near-drowning	359	1.55	0.04	0.75	436	45.16
AGT165	I. Patient Care Problems - K. Multisystem - Pain	770	2.66	0.02	0.60	26	96.73
AGT166	I. Patient Care Problems - K. Multisystem - Palliative care issues	748	2.47	0.03	0.72	48	93.97
AGT167	I. Patient Care Problems - K. Multisystem - Rhabdomyolysis	682	1.88	0.03	0.78	114	85.68
AGT168	I. Patient Care Problems - K. Multisystem - Sensory impairment (e.g., hearing loss)	649	1.75	0.03	0.77	143	81.94
AGT169	I. Patient Care Problems - K. Multisystem - Systemic inflammatory response syndrome (SIRS)/sepsis/severe sepsis/septic shock/MODS	718	2.42	0.03	0.73	80	89.97
AGT170	I. Patient Care Problems - K. Multisystem - Toxic exposures, ingestions and inhalations (e.g., overdose, carbon monoxide, lead, asbestos)	556	1.74	0.03	0.81	241	69.76
AGT171	I. Patient Care Problems - K. Multisystem - Transgender care issues	502	1.35	0.03	0.61	294	63.07

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT172	I. Patient Care Problems - K. Multisystem - Withdrawal (e.g., alcohol, opioids, benzodiazapines)	734	2.25	0.03	0.78	62	92.21
AGT173	I. Patient Care Problems - L. Psychosocial, Behavioral and Cognitive Health Issues - Aggression	731	1.91	0.03	0.77	62	92.18
AGT174	I. Patient Care Problems - L. Psychosocial, Behavioral and Cognitive Health Issues - Agitation	749	2.17	0.03	0.74	43	94.57
AGT175	I. Patient Care Problems - L. Psychosocial, Behavioral and Cognitive Health Issues - Anxiety disorders (e.g., PTSD, OCD, fears, phobias)	744	2.02	0.03	0.74	48	93.94
AGT176	I. Patient Care Problems - L. Psychosocial, Behavioral and Cognitive Health Issues - Attention Deficit - Hyperactivity Disorder	483	1.37	0.03	0.63	310	60.91
AGT177	I. Patient Care Problems - L. Psychosocial, Behavioral and Cognitive Health Issues - Autism and autism spectrum disorders	392	1.27	0.03	0.57	401	49.43
AGT178	I. Patient Care Problems - L. Psychosocial, Behavioral and Cognitive Health Issues - Capacity for decision making	726	2.14	0.03	0.79	66	91.67
AGT179	I. Patient Care Problems - L. Psychosocial, Behavioral and Cognitive Health Issues - Delirium	743	2.42	0.03	0.73	50	93.69
AGT180	I. Patient Care Problems - L. Psychosocial, Behavioral and Cognitive Health Issues - Dementia	751	2.25	0.03	0.74	39	95.06
AGT181	I. Patient Care Problems - L. Psychosocial, Behavioral and Cognitive Health Issues - Eating Disorders (e.g., obesity, anorexia)	529	1.48	0.03	0.70	262	66.88
AGT182	I. Patient Care Problems - L. Psychosocial, Behavioral and Cognitive Health Issues - Learning disabilities and disorders	531	1.38	0.03	0.60	260	67.13
AGT183	I. Patient Care Problems - L. Psychosocial, Behavioral and Cognitive Health Issues - Life stage transitions	592	1.68	0.03	0.76	200	74.75

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT184	I. Patient Care Problems - L. Psychosocial, Behavioral and Cognitive Health Issues - Maltreatment (e.g., abuse, neglect, self-harm)	628	1.57	0.03	0.73	164	79.29
AGT185	I. Patient Care Problems - L. Psychosocial, Behavioral and Cognitive Health Issues - Medical nonadherence	729	2.21	0.03	0.76	58	92.63
AGT186	I. Patient Care Problems - L. Psychosocial, Behavioral and Cognitive Health Issues - Mood disorders (e.g., depression)	710	1.95	0.03	0.76	79	89.99
AGT187	I. Patient Care Problems - L. Psychosocial, Behavioral and Cognitive Health Issues - Personality disorders (e.g., anti-social behaviors, schizophrenia)	650	1.75	0.03	0.78	143	81.97
AGT188	I. Patient Care Problems - L. Psychosocial, Behavioral and Cognitive Health Issues - Post-ICU syndrome	636	1.94	0.03	0.79	153	80.61
AGT189	I. Patient Care Problems - L. Psychosocial, Behavioral and Cognitive Health Issues - Risk-taking behaviors (e.g., tobacco, unprotected sex)	628	1.79	0.03	0.78	163	79.39
AGT190	I. Patient Care Problems - L. Psychosocial, Behavioral and Cognitive Health Issues - Sleep Disorders	652	1.75	0.03	0.75	139	82.43
AGT191	I. Patient Care Problems - L. Psychosocial, Behavioral and Cognitive Health Issues - Substance abuse	725	2.07	0.03	0.78	68	91.42
AGT192	I. Patient Care Problems - L. Psychosocial, Behavioral and Cognitive Health Issues - Suicidal behavior	662	1.81	0.03	0.80	126	84.01
AGT193	II. Skills and Procedures - A. Cardiovascular - Adjust implantable cardioverter defibrillators (ICD)	418	1.90	0.04	0.81	359	53.80
AGT194	II. Skills and Procedures - A. Cardiovascular - Adjust permanent transvenous pacemakers	384	1.81	0.04	0.80	393	49.42

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT195	II. Skills and Procedures - A. Cardiovascular - Adjust pulmonary artery pressure catheters	373	1.85	0.04	0.83	403	48.07
AGT196	II. Skills and Procedures - A. Cardiovascular - Deactivate AICD	376	1.66	0.04	0.76	397	48.64
AGT197	II. Skills and Procedures - A. Cardiovascular - Deactivate permanent pacemakers	366	1.63	0.04	0.75	405	47.47
AGT198	II. Skills and Procedures - A. Cardiovascular - Determine lead selection for patient care monitoring (e.g., ST segment monitoring)	569	2.21	0.03	0.78	208	73.23
AGT199	II. Skills and Procedures - A. Cardiovascular - Direct cardiopulmonary resuscitation	635	2.33	0.03	0.78	140	81.94
AGT200	II. Skills and Procedures - A. Cardiovascular - Direct extracorporeal compression pressure (EECP) therapy	194	1.49	0.05	0.76	581	25.03
AGT201	II. Skills and Procedures - A. Cardiovascular - Harvest saphenous vein graft	196	1.68	0.06	0.79	581	25.23
AGT202	II. Skills and Procedures - A. Cardiovascular - Insert arterial pressure catheters	319	2.12	0.05	0.83	456	41.16
AGT203	II. Skills and Procedures - A. Cardiovascular - Insert central venous catheters	363	2.15	0.04	0.83	414	46.72
AGT204	II. Skills and Procedures - A. Cardiovascular - Insert implantable cardioverter defibrillators (ICD)	236	1.78	0.05	0.82	541	30.37
AGT205	II. Skills and Procedures - A. Cardiovascular - Insert intra-aortic balloon catheter	219	1.87	0.05	0.81	559	28.15
AGT206	II. Skills and Procedures - A. Cardiovascular - Insert permanent transvenous pacemakers	240	1.76	0.05	0.81	534	31.01
AGT207	II. Skills and Procedures - A. Cardiovascular - Insert pulmonary artery pressure catheters	260	1.83	0.05	0.84	516	33.51
AGT208	II. Skills and Procedures - A. Cardiovascular - Insert temporary transvenous pacemakers	278	1.79	0.05	0.81	498	35.82
AGT209	II. Skills and Procedures - A. Cardiovascular - Insert transesophageal pacemakers	160	1.46	0.06	0.72	613	20.70

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT210	II. Skills and Procedures - A. Cardiovascular - Interpret 12-lead ECGs	642	2.28	0.03	0.78	136	82.52
AGT211	II. Skills and Procedures - A. Cardiovascular - Interpret hemodynamic values	614	2.39	0.03	0.76	161	79.23
AGT212	II. Skills and Procedures - A. Cardiovascular - Interpret non-invasive hemodynamic values	623	2.42	0.03	0.73	153	80.28
AGT213	II. Skills and Procedures - A. Cardiovascular - Interpret stress tests	269	1.61	0.05	0.77	504	34.80
AGT214	II. Skills and Procedures - A. Cardiovascular - Interrogate implantable cardioverter defibrillators (ICD)	236	1.59	0.05	0.78	539	30.45
AGT215	II. Skills and Procedures - A. Cardiovascular - Interrogate permanent transvenous pacemakers	221	1.57	0.05	0.77	553	28.55
AGT216	II. Skills and Procedures - A. Cardiovascular - Manage patient with arterial sheath removal	426	2.08	0.04	0.82	348	55.04
AGT217	II. Skills and Procedures - A. Cardiovascular - Manage patient with cardiac assist devices (e.g., RVAD, BVAD, LVAD, ECMO)	304	1.90	0.05	0.86	471	39.23
AGT218	II. Skills and Procedures - A. Cardiovascular - Manage patient with dysrhythmias	655	2.40	0.03	0.74	121	84.41
AGT219	II. Skills and Procedures - A. Cardiovascular - Manage patient with epicardial pacemakers	355	2.05	0.05	0.88	420	45.81
AGT220	II. Skills and Procedures - A. Cardiovascular - Manage patient with hemodynamics with pharmacologic intervention	593	2.47	0.03	0.71	182	76.52
AGT221	II. Skills and Procedures - A. Cardiovascular - Manage patient with life vest	399	1.78	0.04	0.83	377	51.42
AGT222	II. Skills and Procedures - A. Cardiovascular - Manage patient with temporary transvenous pacemakers	445	2.07	0.04	0.86	326	57.72
AGT223	II. Skills and Procedures - A. Cardiovascular - Manage patient with transcutaneous (external) pacemakers	479	1.98	0.04	0.85	296	61.81

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT224	II. Skills and Procedures - A. Cardiovascular - Manage patient with transesophageal pacemakers	185	1.63	0.06	0.81	590	23.87
AGT225	II. Skills and Procedures - A. Cardiovascular - Manage patient with venous sheath removal	432	2.03	0.04	0.84	344	55.67
AGT226	II. Skills and Procedures - A. Cardiovascular - Perform interventional radiology (e.g., arteriogram, fistulogram)	208	1.74	0.06	0.82	567	26.84
AGT227	II. Skills and Procedures - A. Cardiovascular - Perform pericardiocentesis	220	1.70	0.05	0.78	558	28.28
AGT228	II. Skills and Procedures - A. Cardiovascular - Perform stress testing	162	1.64	0.06	0.79	614	20.88
AGT229	II. Skills and Procedures - A. Cardiovascular - Perform synchronized cardioversion	441	1.98	0.04	0.81	335	56.83
AGT230	II. Skills and Procedures - A. Cardiovascular - Perform tilt-table testing	157	1.49	0.06	0.72	616	20.31
AGT231	II. Skills and Procedures - A. Cardiovascular - Remove intra-aortic balloon catheter	188	1.90	0.06	0.81	584	24.35
AGT232	II. Skills and Procedures - A. Cardiovascular - Use data from echocardiograms	494	2.02	0.04	0.81	282	63.66
AGT233	II. Skills and Procedures - B. Pulmonary - Initiate mechanical ventilation	406	2.25	0.04	0.82	363	52.80
AGT234	II. Skills and Procedures - B. Pulmonary - Insert chest tubes	348	2.13	0.04	0.81	421	45.25
AGT235	II. Skills and Procedures - B. Pulmonary - Interpret pulmonary function tests	363	1.69	0.04	0.75	408	47.08
AGT236	II. Skills and Procedures - B. Pulmonary - Manage patient receiving nitric oxide	268	1.66	0.05	0.79	501	34.85
AGT237	II. Skills and Procedures - B. Pulmonary - Manage patient with artificial airways	554	2.36	0.03	0.77	213	72.23
AGT238	II. Skills and Procedures - B. Pulmonary - Manage patient with chest tubes	604	2.39	0.03	0.73	167	78.34

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT239	II. Skills and Procedures - B. Pulmonary - Manage patient with mechanical ventilation	525	2.46	0.03	0.73	243	68.36
AGT240	II. Skills and Procedures - B. Pulmonary - Manage patient with multi-modal oxygen therapy	530	2.20	0.04	0.81	240	68.83
AGT241	II. Skills and Procedures - B. Pulmonary - Manage patient with non-invasive ventilation/CPAP	607	2.36	0.03	0.73	165	78.63
AGT242	II. Skills and Procedures - B. Pulmonary - Manage patient with percussion vest	330	1.72	0.04	0.80	438	42.97
AGT243	II. Skills and Procedures - B. Pulmonary - Perform bronchial alveolar lavage	251	1.80	0.05	0.81	518	32.64
AGT244	II. Skills and Procedures - B. Pulmonary - Perform bronchoscopy	244	1.84	0.05	0.81	526	31.69
AGT245	II. Skills and Procedures - B. Pulmonary - Perform end-tidal CO2 monitoring	512	2.29	0.03	0.78	259	66.41
AGT246	II. Skills and Procedures - B. Pulmonary - Perform extubation	410	2.30	0.04	0.80	358	53.39
AGT247	II. Skills and Procedures - B. Pulmonary - Perform intubation	301	2.30	0.05	0.80	467	39.19
AGT248	II. Skills and Procedures - B. Pulmonary - Perform percutaneous tracheotomy	232	1.77	0.05	0.82	535	30.25
AGT249	II. Skills and Procedures - B. Pulmonary - Perform StO2 monitoring	256	1.86	0.05	0.84	506	33.60
AGT250	II. Skills and Procedures - B. Pulmonary - Perform terminal ventilator withdrawal	367	2.23	0.04	0.81	400	47.85
AGT251	II. Skills and Procedures - B. Pulmonary - Perform thoracentesis	269	1.95	0.05	0.81	498	35.07
AGT252	II. Skills and Procedures - B. Pulmonary - Remove chest tube	363	2.02	0.04	0.84	405	47.27
AGT253	II. Skills and Procedures - C. Endocrine - Manage patient with corticosteroid tapering	490	1.85	0.04	0.79	279	63.72
AGT254	II. Skills and Procedures - C. Endocrine - Manage patient with fluid and electrolyte levels of endocrine disorders	584	2.12	0.03	0.79	185	75.94

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT255	II. Skills and Procedures - C. Endocrine - Manage patient with glycemic abnormalities	632	2.28	0.03	0.75	138	82.08
AGT256	II. Skills and Procedures - C. Endocrine - Manage patient with insulin infusions	568	2.33	0.03	0.76	200	73.96
AGT257	II. Skills and Procedures - C. Endocrine - Manage patient with insulin pumps	525	1.85	0.04	0.82	244	68.27
AGT258	II. Skills and Procedures - D. Hematology/Immunology/Oncology - Insert permanent vascular access devices (e.g., port)	240	1.78	0.05	0.84	520	31.58
AGT259	II. Skills and Procedures - D. Hematology/Immunology/Oncology - Manage patient with blood and blood products	616	2.41	0.03	0.74	149	80.52
AGT260	II. Skills and Procedures - D. Hematology/Immunology/Oncology - Manage patient with cancer treatments symptoms	472	1.82	0.04	0.81	291	61.86
AGT261	II. Skills and Procedures - D. Hematology/Immunology/Oncology - Manage patient with chemotherapy and biotherapy	370	1.69	0.04	0.80	395	48.37
AGT262	II. Skills and Procedures - D. Hematology/Immunology/Oncology - Manage patient with immunosuppression therapy	445	1.80	0.04	0.81	318	58.32
AGT263	II. Skills and Procedures - D. Hematology/Immunology/Oncology - Order plasmapheresis	223	1.57	0.05	0.76	542	29.15
AGT264	II. Skills and Procedures - D. Hematology/Immunology/Oncology - Perform bone marrow aspiration	135	1.43	0.06	0.71	630	17.65
AGT265	II. Skills and Procedures - D. Hematology/Immunology/Oncology - Perform bone marrow biopsy	131	1.43	0.06	0.71	630	17.21
AGT266	II. Skills and Procedures - D. Hematology/Immunology/Oncology - Perform bone marrow transplant	104	1.44	0.08	0.79	658	13.65
AGT267	II. Skills and Procedures - D. Hematology/Immunology/Oncology - Perform exchange transfusions	131	1.40	0.06	0.71	634	17.12

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT268	II. Skills and Procedures - E. Neurology - Initiate organ procurement after brain death	359	2.04	0.04	0.82	397	47.49
AGT269	II. Skills and Procedures - E. Neurology - Insert catheter to measure brain tissue oxygenation	112	1.65	0.08	0.81	644	14.81
AGT270	II. Skills and Procedures - E. Neurology - Insert cerebral oxygenation monitoring devices	108	1.70	0.08	0.83	649	14.27
AGT271	II. Skills and Procedures - E. Neurology - Insert epidural catheters	162	1.70	0.06	0.80	594	21.43
AGT272	II. Skills and Procedures - E. Neurology - Insert epidural ICP monitoring devices	139	1.79	0.07	0.86	616	18.41
AGT273	II. Skills and Procedures - E. Neurology - Insert intraventricular ICP monitoring devices	165	1.97	0.07	0.87	592	21.80
AGT274	II. Skills and Procedures - E. Neurology - Insert lumbar drain	169	1.85	0.07	0.85	588	22.32
AGT275	II. Skills and Procedures - E. Neurology - Insert sJO ₂ catheter	86	1.42	0.07	0.69	670	11.38
AGT276	II. Skills and Procedures - E. Neurology - Insert subdural ICP monitoring devices	135	1.81	0.07	0.85	620	17.88
AGT277	II. Skills and Procedures - E. Neurology - Interpret EEG data	247	1.62	0.05	0.73	511	32.59
AGT278	II. Skills and Procedures - E. Neurology - Interpret transcranial Doppler data	152	1.61	0.06	0.77	603	20.13
AGT279	II. Skills and Procedures - E. Neurology - Manage patient with epidural catheters	374	1.97	0.04	0.83	383	49.41
AGT280	II. Skills and Procedures - E. Neurology - Manage patient with epidural ICP monitoring devices	236	1.90	0.06	0.85	519	31.26
AGT281	II. Skills and Procedures - E. Neurology - Manage patient with intraventricular ICP monitoring devices	298	2.11	0.05	0.85	458	39.42
AGT282	II. Skills and Procedures - E. Neurology - Manage patient with lumbar drain	349	2.03	0.04	0.82	405	46.29
AGT283	II. Skills and Procedures - E. Neurology - Manage patient with patient receiving neuromuscular blockade	425	2.21	0.04	0.81	331	56.22

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT284	II. Skills and Procedures - E. Neurology - Manage patient with patient undergoing bispectral index monitoring	265	2.05	0.05	0.88	490	35.10
AGT285	II. Skills and Procedures - E. Neurology - Manage patient with patient undergoing targeted temperature management	397	2.26	0.04	0.78	358	52.58
AGT286	II. Skills and Procedures - E. Neurology - Manage patient with subdural ICP monitoring devices	260	2.03	0.05	0.86	497	34.35
AGT287	II. Skills and Procedures - E. Neurology - Monitor sjO2 results	129	1.57	0.07	0.80	625	17.11
AGT288	II. Skills and Procedures - E. Neurology - Perform brain death testing	238	2.02	0.05	0.82	518	31.48
AGT289	II. Skills and Procedures - E. Neurology - Perform lumbar puncture	208	1.81	0.06	0.81	548	27.51
AGT290	II. Skills and Procedures - E. Neurology - Perform transcranial Doppler	113	1.58	0.07	0.79	641	14.99
AGT291	II. Skills and Procedures - E. Neurology - Remove cerebral oxygenation monitoring devices	102	1.68	0.08	0.83	651	13.55
AGT292	II. Skills and Procedures - E. Neurology - Remove epidural ICP monitoring devices	113	1.75	0.08	0.84	643	14.95
AGT293	II. Skills and Procedures - E. Neurology - Remove intraventricular ICP monitoring devices	137	1.86	0.07	0.85	618	18.15
AGT294	II. Skills and Procedures - E. Neurology - Remove lumbar drain	168	1.79	0.06	0.79	589	22.19
AGT295	II. Skills and Procedures - E. Neurology - Remove subdural ICP monitoring devices	122	1.80	0.07	0.82	635	16.12
AGT296	II. Skills and Procedures - E. Neurology - Replace shunt	101	1.51	0.08	0.77	656	13.34
AGT297	II. Skills and Procedures - E. Neurology - Reprogram a shunt	91	1.48	0.08	0.78	664	12.05
AGT298	II. Skills and Procedures - E. Neurology - Tap ventricular reservoirs/shunts	100	1.57	0.08	0.76	657	13.21
AGT299	II. Skills and Procedures - E. Neurology - Troubleshoot shunt	146	1.66	0.07	0.79	611	19.29

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT300	II. Skills and Procedures - F. Gastrointestinal - Insert drainage catheters (e.g., biliary drains)	204	1.56	0.05	0.74	546	27.20
AGT301	II. Skills and Procedures - F. Gastrointestinal - Insert PEG tube	246	1.77	0.05	0.79	500	32.98
AGT302	II. Skills and Procedures - F. Gastrointestinal - Insert PEG/JT catheters	235	1.77	0.05	0.79	503	31.84
AGT303	II. Skills and Procedures - F. Gastrointestinal - Manage patient with drainage catheters (e.g., biliary drains)	505	2.02	0.04	0.83	242	67.60
AGT304	II. Skills and Procedures - F. Gastrointestinal - Manage patient with enteral nutrition	577	2.29	0.03	0.78	173	76.93
AGT305	II. Skills and Procedures - F. Gastrointestinal - Manage patient with large-bore nasogastric tubes	568	2.26	0.03	0.77	180	75.94
AGT306	II. Skills and Procedures - F. Gastrointestinal - Manage patient with liver replacement therapies (i.e., Molecular Adsorbent Recirculating System)	146	1.53	0.07	0.79	601	19.54
AGT307	II. Skills and Procedures - F. Gastrointestinal - Manage patient with PEG/JT catheters	568	2.22	0.03	0.77	181	75.83
AGT308	II. Skills and Procedures - F. Gastrointestinal - Manage patient with small-bore nasogastric tubes	572	2.28	0.03	0.75	174	76.68
AGT309	II. Skills and Procedures - F. Gastrointestinal - Perform endoscopy	202	1.76	0.06	0.82	548	26.93
AGT310	II. Skills and Procedures - F. Gastrointestinal - Perform paracentesis	220	1.70	0.05	0.77	530	29.33
AGT311	II. Skills and Procedures - F. Gastrointestinal - Perform sigmoidoscopy	167	1.54	0.06	0.77	581	22.33
AGT312	II. Skills and Procedures - F. Gastrointestinal - Remove drainage catheters (e.g., biliary drains)	253	1.75	0.05	0.78	497	33.73
AGT313	II. Skills and Procedures - F. Gastrointestinal - Remove PEG/JT catheters	231	1.75	0.05	0.78	517	30.88
AGT314	II. Skills and Procedures - G. Renal/Genitourinary - Complete Pap smears	60	1.42	0.09	0.72	687	8.03

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT315	II. Skills and Procedures - G. Renal/Genitourinary - Disconnect and flush renal stent	148	1.45	0.06	0.70	600	19.79
AGT316	II. Skills and Procedures - G. Renal/Genitourinary - Initiate renal replacement therapies	244	2.19	0.05	0.83	503	32.66
AGT317	II. Skills and Procedures - G. Renal/Genitourinary - Insert dialysis catheters	179	1.91	0.06	0.81	566	24.03
AGT318	II. Skills and Procedures - G. Renal/Genitourinary - Insert suprapubic catheters	172	1.51	0.06	0.76	572	23.12
AGT319	II. Skills and Procedures - G. Renal/Genitourinary - Manage patient with renal replacement therapies	371	2.22	0.04	0.82	376	49.67
AGT320	II. Skills and Procedures - G. Renal/Genitourinary - Perform pelvic exams	91	1.49	0.08	0.74	657	12.17
AGT321	II. Skills and Procedures - H. Musculoskeletal - Administer analgesic blocks	150	1.69	0.06	0.80	592	20.22
AGT322	II. Skills and Procedures - H. Musculoskeletal - Administer steroid injections	179	1.75	0.06	0.82	563	24.12
AGT323	II. Skills and Procedures - H. Musculoskeletal - Manage patient with durable medical equipment to support musculoskeletal disorders	359	1.86	0.04	0.79	385	48.25
AGT324	II. Skills and Procedures - H. Musculoskeletal - Perform casting/splinting	142	1.65	0.06	0.77	603	19.06
AGT325	II. Skills and Procedures - H. Musculoskeletal - Perform joint aspiration	97	1.53	0.08	0.77	644	13.09
AGT326	II. Skills and Procedures - H. Musculoskeletal - Perform joint injections	91	1.63	0.09	0.84	651	12.26
AGT327	II. Skills and Procedures - H. Musculoskeletal - Prescribe durable medical equipment to support musculoskeletal disorders	190	1.83	0.06	0.81	554	25.54
AGT328	II. Skills and Procedures - H. Musculoskeletal - Provide trigger point injections	83	1.53	0.08	0.75	660	11.17

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT329	II. Skills and Procedures - H. Musculoskeletal - Relocate dislocated bones	104	1.58	0.08	0.78	638	14.02
AGT330	II. Skills and Procedures - I. Integumentary - Debride wounds	352	1.72	0.04	0.77	391	47.38
AGT331	II. Skills and Procedures - I. Integumentary - Excise lesions	188	1.63	0.06	0.79	554	25.34
AGT332	II. Skills and Procedures - I. Integumentary - Implement measures to prevent surgical site infections	568	2.43	0.03	0.75	174	76.55
AGT333	II. Skills and Procedures - I. Integumentary - Implement pressure ulcer prevention strategies	619	2.60	0.03	0.66	125	83.20
AGT334	II. Skills and Procedures - I. Integumentary - Incise and drain abscesses	246	1.72	0.05	0.81	494	33.24
AGT335	II. Skills and Procedures - I. Integumentary - Manage patient with pressure ulcers	590	2.42	0.03	0.75	154	79.30
AGT336	II. Skills and Procedures - I. Integumentary - Perform KOH testing	93	1.38	0.07	0.67	649	12.53
AGT337	II. Skills and Procedures - I. Integumentary - Perform skin biopsies	104	1.59	0.08	0.82	636	14.05
AGT338	II. Skills and Procedures - I. Integumentary - Provide wound care	566	2.33	0.03	0.77	176	76.28
AGT339	II. Skills and Procedures - I. Integumentary - Stage pressure ulcers	568	2.32	0.03	0.80	176	76.34
AGT340	II. Skills and Procedures - I. Integumentary - Suture wounds	198	1.80	0.06	0.88	543	26.72
AGT341	II. Skills and Procedures - J. Multisystem - Implement measures to prevent hospital acquired infections	679	2.65	0.02	0.62	63	91.51
AGT342	II. Skills and Procedures - J. Multisystem - Interpret diagnostic imaging (e.g., radiographic, CT, MRI)	466	1.95	0.04	0.80	277	62.72
AGT343	II. Skills and Procedures - J. Multisystem - Manage patient with complex pain problems	616	2.19	0.03	0.78	124	83.24
AGT344	II. Skills and Procedures - J. Multisystem - Perform as a surgical first assist	77	1.65	0.10	0.85	664	10.39

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT345	II. Skills and Procedures - J. Multisystem - Perform procedural sedation	361	2.13	0.04	0.83	380	48.72
AGT346	II. Skills and Procedures - J. Multisystem - Provide nonpharmacological interventions for pain	642	2.28	0.03	0.79	100	86.52
AGT347	II. Skills and Procedures - K. Behavioral - De-escalation techniques (e.g., crisis prevention)	601	1.97	0.03	0.83	142	80.89
AGT348	II. Skills and Procedures - K. Behavioral - Manage assaultive behavior	497	1.90	0.04	0.82	242	67.25
AGT349	II. Skills and Procedures - K. Behavioral - Manage patient in restraints	564	2.26	0.03	0.79	177	76.11
AGT350	II. Skills and Procedures - K. Behavioral - Perform ECT therapy	59	1.63	0.11	0.87	681	7.97
AGT351	II. Skills and Procedures - K. Behavioral - Suggest restraint alternatives	588	2.27	0.03	0.78	153	79.35
AGT352	III. A/G Competencies - A. Direct Care Competency: Conducts a comprehensive, holistic assessment of individuals including those who are non-verbal, developmentally, functionally, and/or cognitively impaired.	647	2.27	0.03	0.77	70	90.24
AGT353	III. A/G Competencies - A. Direct Care Competency: Assesses physiological and functional changes associated with aging and development across the adult continuum.	670	2.31	0.03	0.72	45	93.71
AGT354	III. A/G Competencies - A. Direct Care Competency: Assesses age-specific and genetic risk factors.	636	2.07	0.03	0.78	78	89.08
AGT355	III. A/G Competencies - A. Direct Care Competency: Assesses the interaction between acute and chronic physical and mental health problems.	646	2.16	0.03	0.77	65	90.86

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT356	III. A/G Competencies - A. Direct Care Competency: Recognizes the presence of co-morbidities and psychosocial issues that may impact optimal level of health.	690	2.38	0.03	0.70	26	96.37
AGT357	III. A/G Competencies - A. Direct Care Competency: Uses reliable and valid age-appropriate assessment instruments to assess acute and chronic health concerns, including but not limited to mental status, delirium, dementia, and pain.	675	2.31	0.03	0.73	43	94.01
AGT358	III. A/G Competencies - A. Direct Care Competency: Assesses for manifestations of health disorders or health disruptions, e.g. infection, adverse drug effect, dehydration, ischemia, and geriatric syndromes.	673	2.36	0.03	0.71	44	93.86
AGT359	III. A/G Competencies - A. Direct Care Competency: Evaluates for common mental health disorders such as depression, dementia, anxiety, or substance-related disorders.	636	2.05	0.03	0.78	81	88.70
AGT360	III. A/G Competencies - A. Direct Care Competency: Conducts a pharmacologic assessment including polypharmacy, drug interactions, over-the-counter and herbal product use, and the ability to safely and correctly store and self administer medications.	639	2.17	0.03	0.80	77	89.25
AGT361	III. A/G Competencies - A. Direct Care Competency: Interprets values/results of laboratory and diagnostic tests with consideration of age, ethnicity, and health status.	680	2.40	0.03	0.71	36	94.97
AGT362	III. A/G Competencies - A. Direct Care Competency: Assesses patient, family, and caregiver's ability to implement complex plans of care.	679	2.36	0.03	0.73	36	94.97
AGT363	III. A/G Competencies - A. Direct Care Competency: Assesses patient, caregiver, and family's preferences in relation to cultural, spiritual, quality of life, and lifestyle choices.	683	2.31	0.03	0.73	33	95.39

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT364	III. A/G Competencies - A. Direct Care Competency: Determines diagnoses in the complex patient and takes into consideration: Physiologic and pathophysiologic changes, Morbidities and co-morbidities, Events across the life span, Patient's pharmacologic history	647	2.30	0.03	0.75	69	90.36
AGT365	III. A/G Competencies - A. Direct Care Competency: Manages or appropriately refers the patient with signs and symptoms of physical and mental health disorders across the adult lifespan, including geriatric syndromes.	622	2.17	0.03	0.78	93	86.99
AGT366	III. A/G Competencies - A. Direct Care Competency: Intervenes to prevent or minimize iatrogenesis.	611	2.21	0.03	0.79	107	85.10
AGT367	III. A/G Competencies - A. Direct Care Competency: Intervenes to facilitate transitions of care with emphasis on quality, safety, and risk avoidance.	679	2.33	0.03	0.74	38	94.70
AGT368	III. A/G Competencies - A. Direct Care Competency: Designs a comprehensive, individualized, age- and disease- appropriate plan for health promotion.	630	2.16	0.03	0.77	84	88.24
AGT369	III. A/G Competencies - A. Direct Care Competency: Develops age specific, individualized treatment plans and interventions with consideration of cognitive status, sensory function, perception, and the environment.	639	2.19	0.03	0.75	77	89.25
AGT370	III. A/G Competencies - A. Direct Care Competency: Uses behavioral, communication, and environmental-modification strategies with individuals who have cognitive and psychiatric impairments.	629	2.06	0.03	0.80	87	87.85

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT371	III. A/G Competencies - A. Direct Care Competency: Coordinates care with other healthcare providers and community resources, with special attention to the needs of the non-verbal, developmentally and cognitively impaired patient and frail older adult.	650	2.29	0.03	0.78	68	90.53
AGT372	III. A/G Competencies - A. Direct Care Competency: Manages patient's transitions of care in collaboration with the individual, family, caregivers and interdisciplinary team members, including: analyzing the readiness of the patient and family to transition, determining appropriate level and/or setting of care, coordinating implementation of transition	654	2.30	0.03	0.77	62	91.34
AGT373	III. A/G Competencies - B. Consultation Competency: Assists healthcare team members to integrate the needs, preferences, and strengths of the patient into the healthcare plan in order to optimize health outcomes.	695	2.57	0.02	0.62	22	96.93
AGT374	III. A/G Competencies - B. Consultation Competency: Provides consultation to the interdisciplinary team regarding the patient's mental status, home environment, mobility, functional status, self-care, and caregiver's abilities.	668	2.45	0.03	0.71	47	93.43
AGT375	III. A/G Competencies - C: Systems Leadership Competency: Integrates information technology into systems of care to enhance safety and monitor health outcomes.	694	2.49	0.02	0.65	19	97.34
AGT376	III. A/G Competencies - C: Systems Leadership Competency: Creates therapeutic health-promoting, aging friendly environments.	668	2.23	0.03	0.72	45	93.69

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT377	III. A/G Competencies - C: Systems Leadership Competency: Promotes healthcare policy and system changes that facilitate access to care and address biases (e.g. socioeconomic, ethnic, ageism, sexism, cultural, mental health stigma)	652	2.29	0.03	0.75	60	91.57
AGT378	III. A/G Competencies - C: Systems Leadership Competency: Provides leadership to address threats to healthcare safety and quality in the adult-older adult population.	680	2.44	0.03	0.69	32	95.51
AGT379	III. A/G Competencies - C: Systems Leadership Competency: Participates in development, implementation, and evaluation of clinical practice guidelines that address patient needs across the adult age spectrum.	689	2.59	0.02	0.61	23	96.77
AGT380	III. A/G Competencies - C: Systems Leadership Competency: Advocates for access to hospice and palliative care services for patients across the adult age spectrum.	674	2.42	0.03	0.71	40	94.40
AGT381	III. A/G Competencies - C: Systems Leadership Competency: Promotes system-wide policies and protocols that address cultural, ethnic, spiritual, and intergenerational/age differences among patients, healthcare providers, and caregivers.	687	2.48	0.03	0.68	27	96.22
AGT382	III. A/G Competencies - C: Systems Leadership Competency: Implements system level changes based on analysis and evaluation of age-specific outcomes of care.	678	2.44	0.03	0.70	34	95.22
AGT383	III. A/G Competencies - D. Collaboration Competency: Coordinates formal and informal education for healthcare providers to improve adult-older adult healthcare outcomes.	696	2.54	0.03	0.66	17	97.62

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT384	III. A/G Competencies - D. Collaboration Competency: Leads collaborative efforts of the healthcare team in focusing on individuals and systems issues that impact the adult-older adult patient.	690	2.55	0.02	0.62	22	96.91
AGT385	III. A/G Competencies - E. Coaching Competency: Advises patients, families and caregivers on how to address sensitive issues such as sexually transmitted diseases, suicide prevention, substance use, driving, independent living, potential for abuse, end-of-life concerns, advance care planning, and finances.	610	2.09	0.03	0.80	100	85.92
AGT386	III. A/G Competencies - E. Coaching Competency: Facilitates decision-making regarding treatment options with the patient, family, caregivers and/or healthcare proxy.	645	2.22	0.03	0.78	66	90.72
AGT387	III. A/G Competencies - E. Coaching Competency: Modifies health information, patient education programs, and interventions for patients with sensory, perceptual, cognitive, and physical and mental illness limitations.	648	2.16	0.03	0.77	63	91.14
AGT388	III. A/G Competencies - E. Coaching Competency: Facilitates access to and use of information and care technology based on assessment of the ability and preferences of patients across the adult age spectrum.	640	2.15	0.03	0.76	70	90.14
AGT389	III. A/G Competencies - E. Coaching Competency: Designs educational programs that enhance the knowledge of older adults, families, and caregivers regarding normal changes of aging, myths and stereotypes of aging, and health promotion and prevention activities for older adults.	613	2.12	0.03	0.79	97	86.34

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT390	III. A/G Competencies - E. Coaching Competency: Provides education to patients, families, caregivers, and the community including but not limited to the following topics: health promotion, high risk behaviors and their impact on Health, the interaction between physical and mental health.	631	2.13	0.03	0.77	80	88.75
AGT391	III. A/G Competencies - E. Coaching Competency: Provides programs for the development of healthcare providers, students, and caregivers that incorporate age specific cultural competence and skills.	648	2.27	0.03	0.74	62	91.27
AGT392	III. A/G Competencies - E. Coaching Competency: Articulates the role and significance of the CNS in improving healthcare outcomes for adults-older adults to other healthcare providers and the public.	679	2.41	0.03	0.71	31	95.63
AGT393	III. A/G Competencies - E. Coaching Competency: Mentors healthcare providers, students, and others to develop expertise in the care of the vulnerable adult including the frail elderly patient.	680	2.44	0.03	0.67	30	95.77
AGT394	III. A/G Competencies - F. Research Competency: I. Interpretation, Translation and Use of Evidence - Facilitates the incorporation of evidence based practices, products, and technology that are specific to adult-older adult populations, into clinical practice and policies.	698	2.71	0.02	0.52	10	98.59
AGT395	III. A/G Competencies - F. Research Competency: II. Evaluation of Clinical Practice - Provides leadership in identifying gaps in data and analyses specific to age-related outcomes of care.	688	2.45	0.03	0.67	23	96.77

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT396	III. A/G Competencies - F. Research Competency: II. Evaluation of Clinical Practice - Facilitates the incorporation of evidence related to adults-older adults when formulating and reviewing age-specific policies, procedures, and protocols.	692	2.54	0.02	0.62	18	97.46
AGT397	III. A/G Competencies - F. Research Competency: II. Evaluation of Clinical Practice - Evaluates innovative approaches to delivering care to the adult-older adult populations	687	2.48	0.02	0.65	21	97.03
AGT398	III. A/G Competencies - F. Research Competency: III. Conduct of Research - Identifies areas of inquiry relevant to the adult-older adult population.	662	2.21	0.03	0.74	48	93.24
AGT399	III. A/G Competencies - F. Research Competency: III. Conduct of Research - Advocates the use of data collection tools and consents that are understandable and appropriate for adult-older adult populations.	655	2.23	0.03	0.74	53	92.51
AGT400	III. A/G Competencies - F. Research Competency: III. Conduct of Research - Applies ethical principles in safeguarding the confidentiality, dignity, and safety of all adult older adult research participants, including the vulnerable and those with impaired decision making capacity.	656	2.38	0.03	0.70	52	92.66
AGT401	III. A/G Competencies - G. Ethical decision-making, moral agency and advocacy: Balances patient and family preferences, threats to patient safety, and risk/benefit analysis of interventions such as fall prevention, pain management, and treatment choices.	688	2.52	0.02	0.61	22	96.90

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT402	IV. Core Competencies - A. Direct Care Competency: Conducts comprehensive, holistic wellness and illness assessments using known or innovative evidence-based techniques, tools, and direct and indirect methods.	650	2.32	0.03	0.73	48	93.12
AGT403	IV. Core Competencies - A. Direct Care Competency: Obtains data about context and etiologies (including both non-disease and disease-related factors) necessary to formulate differential diagnoses and plans of care, and to identify and evaluate of outcomes.	652	2.34	0.03	0.73	47	93.28
AGT404	IV. Core Competencies - A. Direct Care Competency: Employs evidence-based clinical practice guidelines to guide screening and diagnosis.	664	2.52	0.03	0.65	35	94.99
AGT405	IV. Core Competencies - A. Direct Care Competency: Assesses the effects of interactions among the individual, family, community, and social systems on health and illness.	651	2.30	0.03	0.72	47	93.27
AGT406	IV. Core Competencies - A. Direct Care Competency: Identifies potential risks to patient safety, autonomy and quality of care based on assessments across the patient, nurse and system spheres of influence.	673	2.49	0.02	0.65	25	96.42
AGT407	IV. Core Competencies - A. Direct Care Competency: Assesses the impact of environmental/system factors on care.	678	2.41	0.03	0.68	21	97.00
AGT408	IV. Core Competencies - A. Direct Care Competency: Synthesizes assessment data, advanced knowledge, and experience, using critical thinking and clinical judgment to formulate differential diagnoses for clinical problems amenable to CNS intervention.	672	2.50	0.03	0.65	28	96.00

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT409	IV. Core Competencies - A. Direct Care Competency: Prioritizes differential diagnoses to reflect those conditions most relevant to signs, symptoms and patterns amenable to CNS interventions.	657	2.40	0.03	0.70	42	93.99
AGT410	IV. Core Competencies - A. Direct Care Competency: Selects interventions that may include, but are not limited to: Application of advanced nursing therapies, Initiation of interdisciplinary team meetings, consultations and other communications to benefit patient care, Management of patient medications, clinical procedures and other interventions, Psychosocial support including patient counseling and spiritual interventions	662	2.45	0.03	0.68	34	95.11
AGT411	IV. Core Competencies - A. Direct Care Competency: Designs strategies, including advanced nursing therapies, to meet the multifaceted needs of complex patients and groups of patients.	672	2.37	0.03	0.71	28	96.00
AGT412	IV. Core Competencies - A. Direct Care Competency: Develops evidence-based clinical interventions and systems to achieve defined patient and system outcomes.	675	2.53	0.02	0.65	22	96.84
AGT413	IV. Core Competencies - A. Direct Care Competency: Uses advanced communication skills within therapeutic relationships to improve patient outcomes.	678	2.54	0.02	0.63	20	97.13
AGT414	IV. Core Competencies - A. Direct Care Competency: Prescribe: pharmacologic interventions	280	2.33	0.05	0.83	418	40.11
AGT415	IV. Core Competencies - A. Direct Care Competency: Prescribe: non-pharmacologic interventions	433	2.39	0.03	0.73	266	61.95
AGT416	IV. Core Competencies - A. Direct Care Competency: Prescribe: diagnostic measures	303	2.31	0.05	0.82	397	43.29

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT417	IV. Core Competencies - A. Direct Care Competency: Prescribe: equipment	348	2.20	0.04	0.80	351	49.79
AGT418	IV. Core Competencies - A. Direct Care Competency: Prescribe: treatments	354	2.23	0.04	0.81	339	51.08
AGT419	IV. Core Competencies - A. Direct Care Competency: Provides direct care to selected patients based on the needs of the patient and the CNS's specialty knowledge and skills	610	2.35	0.03	0.75	86	87.64
AGT420	IV. Core Competencies - A. Direct Care Competency: Assists staff in the development of innovative, cost effective programs or protocols of care	675	2.55	0.02	0.62	24	96.57
AGT421	IV. Core Competencies - A. Direct Care Competency: Evaluates nursing practice that considers Safety, Timeliness, Effectiveness, Efficiency, Efficacy and Patient-centered care.	679	2.62	0.02	0.59	20	97.14
AGT422	IV. Core Competencies - A. Direct Care Competency: Determines when evidence based guidelines, policies, procedures and plans of care need to be tailored to the individual.	683	2.59	0.02	0.60	15	97.85
AGT423	IV. Core Competencies - A. Direct Care Competency: Differentiates between outcomes that require care process modification at the individual patient level and those that require modification at the system level.	679	2.51	0.03	0.65	19	97.28
AGT424	IV. Core Competencies - A. Direct Care Competency: Leads development of evidence-based plans for meeting individual, family, community, and population needs.	676	2.45	0.03	0.70	23	96.71
AGT425	IV. Core Competencies - A. Direct Care Competency: Provides leadership for collaborative, evidence-based revision of diagnoses and plans of care, to improve patient outcomes	677	2.53	0.03	0.65	22	96.85

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT426	IV. Core Competencies - B. Consultation Competency: Provides consultation to staff nurses, medical staff and interdisciplinary colleagues	694	2.68	0.02	0.53	10	98.58
AGT427	IV. Core Competencies - B. Consultation Competency: Initiates consultation to obtain resources as necessary to facilitate progress toward achieving identified outcomes.	689	2.57	0.02	0.60	15	97.87
AGT428	IV. Core Competencies - B. Consultation Competency: Communicates consultation findings to appropriate parties consistent with professional and institutional standards.	690	2.59	0.02	0.59	14	98.01
AGT429	IV. Core Competencies - B. Consultation Competency: Analyzes data from consultations to implement practice improvements.	688	2.60	0.02	0.58	15	97.87
AGT430	IV. Core Competencies - C: Systems Leadership Competency: Facilitates the provision of clinically competent care by staff/team through education, role modeling, teambuilding, and quality monitoring.	688	2.67	0.02	0.55	11	98.43
AGT431	IV. Core Competencies - C: Systems Leadership Competency: Performs system level assessments to identify variables that influence nursing practice and outcomes, including but not limited to: Population variables, Environment, System of health care delivery, Regulatory requirements, Internal and external political influences/stability, Health care financing, Recurring practices that enhance or compromise patient or system outcomes.	673	2.50	0.03	0.65	24	96.56
AGT432	IV. Core Competencies - C: Systems Leadership Competency: Determines nursing practice and system interventions that will promote patient, family and community safety.	683	2.54	0.02	0.64	17	97.57

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT433	IV. Core Competencies - C: Systems Leadership Competency: Uses effective strategies for changing clinician and team behavior to encourage adoption of evidence-based practices and innovations in care delivery.	684	2.57	0.02	0.59	16	97.71
AGT434	IV. Core Competencies - C: Systems Leadership Competency: Provides leadership in maintaining a supportive and healthy work environment.	685	2.62	0.02	0.57	14	98.00
AGT435	IV. Core Competencies - C: Systems Leadership Competency: Provides leadership in promoting interdisciplinary collaboration to implement outcome-focused patient care programs meeting the clinical needs of patients, families, populations and communities.	685	2.64	0.02	0.56	13	98.14
AGT436	IV. Core Competencies - C: Systems Leadership Competency: Develops age-specific clinical standards, policies and procedures.	665	2.41	0.03	0.70	33	95.27
AGT437	IV. Core Competencies - C: Systems Leadership Competency: Uses leadership, team building, negotiation, and conflict resolution skills to build partnerships within and across systems, including communities.	679	2.54	0.02	0.64	20	97.14
AGT438	IV. Core Competencies - C: Systems Leadership Competency: Coordinates the care of patients with use of system and community resources to assure successful health/illness/wellness transitions, enhance delivery of care, and achieve optimal patient outcomes.	663	2.41	0.03	0.71	33	95.26

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT439	IV. Core Competencies - C: Systems Leadership Competency: Considers fiscal and budgetary implications in decision making regarding practice and system modifications: Evaluates use of products and services for appropriateness and cost/benefit in meeting care needs, Conducts cost/benefit analysis of new clinical technologies, Evaluates impact of introduction or withdrawal of products, services, and technologies	671	2.41	0.03	0.69	29	95.86
AGT440	IV. Core Competencies - C: Systems Leadership Competency: Leads system change to improve health outcomes through evidence based practice: Specifies expected clinical and system level outcomes., Designs programs to improve clinical and system level processes and outcomes., Facilitates the adoption of practice change	676	2.58	0.02	0.61	23	96.71
AGT441	IV. Core Competencies - C: Systems Leadership Competency: Evaluates impact of CNS and other nursing practice on systems of care using nurse-sensitive outcomes	663	2.49	0.03	0.67	36	94.85
AGT442	IV. Core Competencies - C: Systems Leadership Competency: Disseminates outcomes of system-level change internally and externally	668	2.46	0.03	0.69	30	95.70
AGT443	IV. Core Competencies - D. Collaboration Competency: Assesses the quality and effectiveness of interdisciplinary, intra-agency, and inter-agency communication and collaboration.	674	2.38	0.03	0.71	23	96.70
AGT444	IV. Core Competencies - D. Collaboration Competency: Establishes collaborative relationships within and across departments that promote patient safety, culturally competent care, and clinical excellence	690	2.60	0.02	0.58	7	99.00

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT445	IV. Core Competencies - D. Collaboration Competency: Provides leadership for establishing, improving, and sustaining collaborative relationships to meet clinical needs.	685	2.60	0.02	0.58	13	98.14
AGT446	IV. Core Competencies - D. Collaboration Competency: Practices collegially with medical staff and other members of the healthcare team so that all providers' unique contributions to health outcomes will be enhanced.	690	2.66	0.02	0.53	7	99.00
AGT447	IV. Core Competencies - D. Collaboration Competency: Facilitates intra-agency and inter-agency communication.	663	2.30	0.03	0.75	33	95.26
AGT448	IV. Core Competencies - E. Coaching Competency: Coaches patients and families to help them navigate the healthcare system.	646	2.17	0.03	0.77	49	92.95
AGT449	IV. Core Competencies - E. Coaching Competency: Designs health information and patient education appropriate to the patient's developmental level, health literacy level, learning needs, readiness to learn, and cultural values and beliefs.	639	2.20	0.03	0.77	55	92.07
AGT450	IV. Core Competencies - E. Coaching Competency: Provides education to individuals, families, groups and communities to promote knowledge, understanding and optimal functioning across the wellness-illness continuum.	647	2.24	0.03	0.75	48	93.09

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT451	IV. Core Competencies - E. Coaching Competency: participates in pre-professional, graduate and continuing education of nurses and other health care providers: Completes a needs assessment as appropriate to guide interventions with staff; Promotes professional development of staff nurses and continuing education activities; Implements staff development and continuing education activities; Mentors nurses to translate research into practice.	677	2.48	0.03	0.68	18	97.41
AGT452	IV. Core Competencies - E. Coaching Competency: Contributes to the advancement of the profession as a whole by disseminating outcomes of CNS practice through presentations and publications.	649	2.40	0.03	0.72	46	93.38
AGT453	IV. Core Competencies - E. Coaching Competency: Mentors staff nurses, graduate students and others to acquire new knowledge and skills and develop their careers.	684	2.62	0.02	0.59	12	98.28
AGT454	IV. Core Competencies - E. Coaching Competency: Mentors health professionals in applying the principles of evidence-based care.	684	2.61	0.02	0.57	10	98.56
AGT455	IV. Core Competencies - E. Coaching Competency: Uses coaching and advanced communication skills to facilitate the development of effective clinical teams.	680	2.58	0.02	0.59	13	98.12
AGT456	IV. Core Competencies - E. Coaching Competency: Provides leadership in conflict management and negotiation to address problems in the healthcare system.	674	2.42	0.03	0.69	21	96.98

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT457	IV. Core Competencies - F. Research Competency: I. Interpretation, Translation and Use of Evidence - Analyzes research findings and other evidence for their potential application to clinical practice	683	2.53	0.02	0.63	11	98.41
AGT458	IV. Core Competencies - F. Research Competency: I. Interpretation, Translation and Use of Evidence - Integrates evidence into the health, illness, and wellness management of patients, families, communities and groups.	683	2.48	0.03	0.66	12	98.27
AGT459	IV. Core Competencies - F. Research Competency: I. Interpretation, Translation and Use of Evidence - Applies principles of evidence-based practice and quality improvement to all patient care.	687	2.66	0.02	0.53	8	98.85
AGT460	IV. Core Competencies - F. Research Competency: I. Interpretation, Translation and Use of Evidence - Assesses system barriers and facilitators to adoption of evidence-based practices.	678	2.60	0.02	0.60	14	97.98
AGT461	IV. Core Competencies - F. Research Competency: I. Interpretation, Translation and Use of Evidence - Designs programs for effective implementation of research findings and other evidence in clinical practice	665	2.45	0.03	0.69	28	95.96
AGT462	IV. Core Competencies - F. Research Competency: I. Interpretation, Translation and Use of Evidence - Cultivates a climate of clinical inquiry across spheres of influence: Evaluates the need for improvement or redesign of care delivery processes to improve safety, efficiency, reliability, and quality., Disseminates expert knowledge.	672	2.55	0.02	0.64	18	97.39

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT463	IV. Core Competencies - F. Research Competency: II. Evaluation of Clinical Practice - Fosters an interdisciplinary approach to quality improvement, evidence-based practice, research, and translation of research into practice	685	2.57	0.02	0.61	10	98.56
AGT464	IV. Core Competencies - F. Research Competency: II. Evaluation of Clinical Practice - Participates in establishing quality improvement agenda for unit, department, program, system, or population	671	2.57	0.02	0.63	24	96.55
AGT465	IV. Core Competencies - F. Research Competency: II. Evaluation of Clinical Practice - Provides leadership in planning data collection and quality monitoring	669	2.49	0.03	0.67	24	96.54
AGT466	IV. Core Competencies - F. Research Competency: II. Evaluation of Clinical Practice - Uses quality monitoring data to assess the quality and effectiveness of clinical programs in meeting outcomes.	674	2.53	0.03	0.65	19	97.26
AGT467	IV. Core Competencies - F. Research Competency: II. Evaluation of Clinical Practice - Develops quality improvement initiatives based on assessments.	671	2.53	0.03	0.65	22	96.83
AGT468	IV. Core Competencies - F. Research Competency: II. Evaluation of Clinical Practice - Provides leadership in the design, implementation and evaluation of process improvement initiatives.	669	2.54	0.03	0.65	25	96.40
AGT469	IV. Core Competencies - F. Research Competency: II. Evaluation of Clinical Practice - Provides leadership in the system-wide implementation of quality improvements and innovations.	666	2.56	0.03	0.65	28	95.97

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT470	IV. Core Competencies - F. Research Competency: III. Conduct of Research - Participates in conduct and implementation of research which includes one or more of the following: Identification of questions for clinical inquiry, Conduct of literature reviews, Study design and implementation, Data collection,	636	2.19	0.03	0.79	52	92.44
AGT471	IV. Core Competencies - F. Research Competency: III. Conduct of Research - Dissemination of findings	624	2.29	0.03	0.75	47	93.00
AGT472	IV. Core Competencies - G. Ethical decision-making, moral agency and advocacy: Engages in a formal self-evaluation process, seeking feedback regarding own practice, from patients, peers, professional colleagues and others	682	2.53	0.02	0.61	12	98.27
AGT473	IV. Core Competencies - G. Ethical decision-making, moral agency and advocacy: Fosters professional accountability in self or others.	687	2.68	0.02	0.50	6	99.13
AGT474	IV. Core Competencies - G. Ethical decision-making, moral agency and advocacy: Facilitates resolution of ethical conflicts: Identifies ethical implications of complex care situations, Considers the impact of scientific advances, cost, clinical effectiveness, patient and family values and preferences, and other external influences., Applies ethical principles to resolving concerns across the three spheres of influence	681	2.46	0.03	0.66	11	98.41
AGT475	IV. Core Competencies - G. Ethical decision-making, moral agency and advocacy: Promotes a practice climate conducive to providing ethical care.	683	2.63	0.02	0.54	11	98.41

Tasks in Survey Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT476	IV. Core Competencies - G. Ethical decision-making, moral agency and advocacy: Facilitates interdisciplinary teams to address ethical concerns, risks or considerations, benefits and outcomes of patient care.	668	2.43	0.03	0.68	21	96.95
AGT477	IV. Core Competencies - G. Ethical decision-making, moral agency and advocacy: Facilitates patient and family understanding of the risks, benefits, and outcomes of proposed healthcare regimen to promote informed decision making.	663	2.37	0.03	0.71	30	95.67
AGT478	IV. Core Competencies - G. Ethical decision-making, moral agency and advocacy: Advocates for equitable patient care by: Participating in organizational, local, state, national, or international level of policy-making activities for issues related to their expertise, Evaluating the impact of legislative and regulatory policies as they apply to nursing practice and patient or population outcomes	635	2.22	0.03	0.79	59	91.50
AGT479	IV. Core Competencies - G. Ethical decision-making, moral agency and advocacy: Promotes the role and scope of practice of the CNS to legislators, regulators, other health care providers, and the public: Communicates information that promotes nursing, the role of the CNS and outcomes of nursing and CNS practice through the use of the media, advanced technologies, and community networks.	641	2.24	0.03	0.80	52	92.50
AGT480	IV. Core Competencies - G. Ethical decision-making, moral agency and advocacy: Advocates for the CNS/APRN role and for positive legislative response to issues affecting nursing practice.	646	2.24	0.03	0.81	47	93.22

Appendix B. Tasks in Percent Performed Order

Rule 1. Percent Performed Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT350	Perform ECT therapy	59	1.63	0.11	0.87	681	8.0
AGT314	Complete Pap smears	60	1.42	0.09	0.72	687	8.0
AGT344	Perform as a surgical first assist	77	1.65	0.10	0.85	664	10.4
AGT328	Provide trigger point injections	83	1.53	0.08	0.75	660	11.2
AGT275	Insert sjO2 catheter	86	1.42	0.07	0.69	670	11.4
AGT297	Reprogram a shunt	91	1.48	0.08	0.78	664	12.1
AGT320	Perform pelvic exams	91	1.49	0.08	0.74	657	12.2
AGT326	Perform joint injections	91	1.63	0.09	0.84	651	12.3
AGT336	Perform KOH testing	93	1.38	0.07	0.67	649	12.5
AGT325	Perform joint aspiration	97	1.53	0.08	0.77	644	13.1
AGT298	Tap ventricular reservoirs/shunts	100	1.57	0.08	0.76	657	13.2
AGT296	Replace shunt	101	1.51	0.08	0.77	656	13.3
AGT291	Remove cerebral oxygenation monitoring devices	102	1.68	0.08	0.83	651	13.5
AGT266	Perform bone marrow transplant	104	1.44	0.08	0.79	658	13.6
AGT329	Relocate dislocated bones	104	1.58	0.08	0.78	638	14.0
AGT337	Perform skin biopsies	104	1.59	0.08	0.82	636	14.1
AGT270	Insert cerebral oxygenation monitoring devices	108	1.70	0.08	0.83	649	14.3
AGT269	Insert catheter to measure brain tissue oxygenation	112	1.65	0.08	0.81	644	14.8
AGT292	Remove epidural ICP monitoring devices	113	1.75	0.08	0.84	643	14.9
AGT290	Perform transcranial Doppler	113	1.58	0.07	0.79	641	15.0
AGT295	Remove subdural ICP monitoring devices	122	1.80	0.07	0.82	635	16.1
AGT287	Monitor sjO2 results	129	1.57	0.07	0.80	625	17.1
AGT267	Perform exchange transfusions	131	1.40	0.06	0.71	634	17.1
AGT265	Perform bone marrow biopsy	131	1.43	0.06	0.71	630	17.2
AGT264	Perform bone marrow aspiration	135	1.43	0.06	0.71	630	17.6
AGT276	Insert subdural ICP monitoring devices	135	1.81	0.07	0.85	620	17.9
AGT293	Remove intraventricular ICP monitoring devices	137	1.86	0.07	0.85	618	18.1
AGT272	Insert epidural ICP monitoring devices	139	1.79	0.07	0.86	616	18.4
AGT324	Perform casting/splinting	142	1.65	0.06	0.77	603	19.1
AGT299	Troubleshoot shunt	146	1.66	0.07	0.79	611	19.3
AGT306	Manage patient with liver replacement therapies (i.e., Molecular Adsorbent Recirculating System)	146	1.53	0.07	0.79	601	19.5

Rule 1. Percent Performed Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT315	Disconnect and flush renal stent	148	1.45	0.06	0.70	600	19.8
AGT278	Interpret transcranial Doppler data	152	1.61	0.06	0.77	603	20.1
AGT321	Administer analgesic blocks	150	1.69	0.06	0.80	592	20.2
AGT230	Perform tilt-table testing	157	1.49	0.06	0.72	616	20.3
AGT209	Insert transesophageal pacemakers	160	1.46	0.06	0.72	613	20.7
AGT228	Perform stress testing	162	1.64	0.06	0.79	614	20.9
AGT271	Insert epidural catheters	162	1.70	0.06	0.80	594	21.4
AGT273	Insert intraventricular ICP monitoring devices	165	1.97	0.07	0.87	592	21.8
AGT294	Remove lumbar drain	168	1.79	0.06	0.79	589	22.2
AGT274	Insert lumbar drain	169	1.85	0.07	0.85	588	22.3
AGT311	Perform sigmoidoscopy	167	1.54	0.06	0.77	581	22.3
AGT318	Insert suprapubic catheters	172	1.51	0.06	0.76	572	23.1
AGT224	Manage patient with transesophageal pacemakers	185	1.63	0.06	0.81	590	23.9
AGT317	Insert dialysis catheters	179	1.91	0.06	0.81	566	24.0
AGT322	Administer steroid injections	179	1.75	0.06	0.82	563	24.1
AGT231	Remove intra-aortic balloon catheter	188	1.90	0.06	0.81	584	24.4
AGT200	Direct extracorporeal compression pressure (EECP) therapy	194	1.49	0.05	0.76	581	25.0
AGT201	Harvest saphenous vein graft	196	1.68	0.06	0.79	581	25.2
AGT331	Excise lesions	188	1.63	0.06	0.79	554	25.3
AGT327	Prescribe durable medical equipment to support musculoskeletal disorders	190	1.83	0.06	0.81	554	25.5
AGT340	Suture wounds	198	1.80	0.06	0.88	543	26.7
AGT226	Perform interventional radiology (e.g., arteriogram, fistulogram)	208	1.74	0.06	0.82	567	26.8
AGT309	Perform endoscopy	202	1.76	0.06	0.82	548	26.9
AGT300	Insert drainage catheters (e.g., biliary drains)	204	1.56	0.05	0.74	546	27.2
AGT289	Perform lumbar puncture	208	1.81	0.06	0.81	548	27.5
AGT205	Insert intra-aortic balloon catheter	219	1.87	0.05	0.81	559	28.1
AGT227	Perform pericardiocentesis	220	1.70	0.05	0.78	558	28.3
AGT215	Interrogate permanent transvenous pacemakers	221	1.57	0.05	0.77	553	28.6
AGT263	Order plasmapheresis	223	1.57	0.05	0.76	542	29.2
AGT310	Perform paracentesis	220	1.70	0.05	0.77	530	29.3
AGT248	Perform percutaneous tracheotomy	232	1.77	0.05	0.82	535	30.2
AGT204	Insert implantable cardioverter defibrillators (ICD)	236	1.78	0.05	0.82	541	30.4
AGT214	Interrogate implantable cardioverter defibrillators (ICD)	236	1.59	0.05	0.78	539	30.5
AGT313	Remove PEG/JT catheters	231	1.75	0.05	0.78	517	30.9

Rule 1. Percent Performed Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT206	Insert permanent transvenous pacemakers	240	1.76	0.05	0.81	534	31.0
AGT280	Manage patient with epidural ICP monitoring devices	236	1.90	0.06	0.85	519	31.3
AGT288	Perform brain death testing	238	2.02	0.05	0.82	518	31.5
AGT258	Insert permanent vascular access devices (e.g., port)	240	1.78	0.05	0.84	520	31.6
AGT244	Perform bronchoscopy	244	1.84	0.05	0.81	526	31.7
AGT302	Insert PEG/JT catheters	235	1.77	0.05	0.79	503	31.8
AGT277	Interpret EEG data	247	1.62	0.05	0.73	511	32.6
AGT243	Perform bronchial alveolar lavage	251	1.80	0.05	0.81	518	32.6
AGT316	Initiate renal replacement therapies	244	2.19	0.05	0.83	503	32.7
AGT301	Insert PEG tube	246	1.77	0.05	0.79	500	33.0
AGT334	Incise and drain abscesses	246	1.72	0.05	0.81	494	33.2
AGT207	Insert pulmonary artery pressure catheters	260	1.83	0.05	0.84	516	33.5
AGT249	Perform StO2 monitoring	256	1.86	0.05	0.84	506	33.6
AGT312	Remove drainage catheters (e.g., biliary drains)	253	1.75	0.05	0.78	497	33.7
AGT286	Manage patient with subdural ICP monitoring devices	260	2.03	0.05	0.86	497	34.3
AGT213	Interpret stress tests	269	1.61	0.05	0.77	504	34.8
AGT236	Manage patient receiving nitric oxide	268	1.66	0.05	0.79	501	34.9
AGT251	Perform thoracentesis	269	1.95	0.05	0.81	498	35.1
AGT284	Manage patient with patient undergoing bispectral index monitoring	265	2.05	0.05	0.88	490	35.1
AGT208	Insert temporary transvenous pacemakers	278	1.79	0.05	0.81	498	35.8
AGT161	Life-threatening maternal-fetal complications	306	1.46	0.04	0.73	490	38.4
AGT247	Perform intubation	301	2.30	0.05	0.80	467	39.2
AGT217	Manage patient with cardiac assist devices (e.g., RVAD, BVAD, LVAD, ECMO)	304	1.90	0.05	0.86	471	39.2
AGT281	Manage patient with intraventricular ICP monitoring devices	298	2.11	0.05	0.85	458	39.4
AGT006	Genetic testing	336	1.23	0.03	0.51	514	39.5
AGT414	Prescribe: pharmacologic interventions	280	2.33	0.05	0.83	418	40.1
AGT202	Insert arterial pressure catheters	319	2.12	0.05	0.83	456	41.2
AGT242	Manage patient with percussion vest	330	1.72	0.04	0.80	438	43.0
AGT416	Prescribe: diagnostic measures	303	2.31	0.05	0.82	397	43.3
AGT164	Near-drowning	359	1.55	0.04	0.75	436	45.2
AGT234	Insert chest tubes	348	2.13	0.04	0.81	421	45.3

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 1. Percent Performed Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT219	Manage patient with epicardial pacemakers	355	2.05	0.05	0.88	420	45.8
AGT002	Body modifications (e.g., body piercing, tattooing)	393	1.15	0.02	0.39	458	46.2
AGT282	Manage patient with lumbar drain	349	2.03	0.04	0.82	405	46.3
AGT203	Insert central venous catheters	363	2.15	0.04	0.83	414	46.7
AGT135	Obstetrical issues	377	1.38	0.03	0.62	426	46.9
AGT235	Interpret pulmonary function test results	363	1.69	0.04	0.75	408	47.1
AGT252	Remove chest tube	363	2.02	0.04	0.84	405	47.3
AGT330	Debride wounds	352	1.72	0.04	0.77	391	47.4
AGT197	Deactivate permanent pacemakers	366	1.63	0.04	0.75	405	47.5
AGT268	Support organ procurement after brain death	359	2.04	0.04	0.82	397	47.5
AGT152	Burns	379	1.55	0.04	0.77	416	47.7
AGT250	Perform terminal ventilator withdrawal	367	2.23	0.04	0.81	400	47.8
AGT195	Adjust pulmonary artery pressure catheters	373	1.85	0.04	0.83	403	48.1
AGT323	Manage patient with durable medical equipment to support musculoskeletal disorders	359	1.86	0.04	0.79	385	48.3
AGT261	Manage patient with chemotherapy and biotherapy	370	1.69	0.04	0.80	395	48.4
AGT196	Deactivate AICD	376	1.66	0.04	0.76	397	48.6
AGT345	Perform procedural sedation	361	2.13	0.04	0.83	380	48.7
AGT279	Manage patient with epidural catheters	374	1.97	0.04	0.83	383	49.4
AGT194	Adjust permanent transvenous pacemakers	384	1.81	0.04	0.80	393	49.4
AGT177	Autism and autism spectrum disorders	392	1.27	0.03	0.57	401	49.4
AGT162	Methemoglobinemia	395	1.37	0.03	0.63	401	49.6
AGT319	Manage patient with renal replacement therapies	371	2.22	0.04	0.82	376	49.7
AGT417	Prescribe: equipment	348	2.20	0.04	0.80	351	49.8
AGT418	Prescribe: treatments	354	2.23	0.04	0.81	339	51.1
AGT221	Manage patient with life vest	399	1.78	0.04	0.83	377	51.4
AGT024	Cardiac surgery: off pump	450	1.78	0.04	0.83	415	52.0
AGT140	Congenital abnormalities	420	1.22	0.02	0.50	380	52.5
AGT285	Manage patient with patient undergoing targeted temperature management	397	2.26	0.04	0.78	358	52.6
AGT233	Initiate mechanical ventilation	406	2.25	0.04	0.82	363	52.8
AGT246	Perform extubation	410	2.30	0.04	0.80	358	53.4

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 1. Percent Performed Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT193	Adjust implantable cardioverter defibrillators (ICD)	418	1.90	0.04	0.81	359	53.8
AGT022	Cardiac surgery: heart transplant	455	1.65	0.04	0.81	386	54.1
AGT096	Congenital neurological abnormalities	444	1.38	0.03	0.65	369	54.6
AGT216	Manage patient with arterial sheath removal	426	2.08	0.04	0.82	348	55.0
AGT023	Cardiac surgery: on pump	463	1.87	0.04	0.86	378	55.1
AGT144	Graft versus host skin disorders	444	1.50	0.03	0.73	356	55.5
AGT225	Manage patient with venous sheath removal	432	2.03	0.04	0.84	344	55.7
AGT283	Manage patient with patient receiving neuromuscular blockade	425	2.21	0.04	0.81	331	56.2
AGT229	Perform synchronized cardioversion	441	1.98	0.04	0.81	335	56.8
AGT079	Sports injuries	467	1.58	0.04	0.76	353	57.0
AGT026	Cardiac surgery: hybrid procedures	479	1.87	0.04	0.85	361	57.0
AGT017	Sexual health education and counseling	488	1.32	0.02	0.55	364	57.3
AGT222	Manage patient with temporary transvenous pacemakers	445	2.07	0.04	0.86	326	57.7
AGT005	Developmental care	495	1.31	0.02	0.51	358	58.0
AGT163	Multisystem trauma	464	2.00	0.04	0.85	335	58.1
AGT262	Manage patient with immunosuppression therapy	445	1.80	0.04	0.81	318	58.3
AGT132	Gynecological disorders	470	1.43	0.03	0.67	333	58.5
AGT088	HELLP syndrome	479	1.42	0.03	0.65	336	58.8
AGT080	Stress fractures	494	1.50	0.03	0.71	326	60.2
AGT176	Attention Deficit - Hyperactivity Disorder	483	1.37	0.03	0.63	310	60.9
AGT095	Cerebral salt wasting	499	1.62	0.04	0.79	313	61.5
AGT013	Physical health screenings (e.g., hearing, mammography, prostate exam, bone density)	526	1.50	0.03	0.69	327	61.7
AGT223	Manage patient with transcutaneous (external) pacemakers	479	1.98	0.04	0.85	296	61.8
AGT260	Manage patient with cancer treatments symptoms	472	1.82	0.04	0.81	291	61.9
AGT415	Prescribe: non-pharmacologic interventions	433	2.39	0.03	0.73	266	61.9
AGT025	Cardiac surgery: valve procedures	522	1.93	0.04	0.84	320	62.0
AGT099	Hydrocephalus	506	1.64	0.03	0.76	308	62.2
AGT342	Interpret diagnostic imaging (e.g., radiographic, CT, MRI)	466	1.95	0.04	0.80	277	62.7
AGT171	Transgender care issues	502	1.35	0.03	0.61	294	63.1
AGT232	Use data from echocardiograms	494	2.02	0.04	0.81	282	63.7

Rule 1. Percent Performed Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT253	Manage patient with corticosteroid tapering	490	1.85	0.04	0.79	279	63.7
AGT139	Renal trauma	515	1.69	0.03	0.79	287	64.2
AGT091	Organ, tissue, and bone marrow transplantation and associated problems	525	1.71	0.04	0.82	292	64.3
AGT151	Bariatric surgery	527	1.64	0.03	0.79	268	66.3
AGT245	Perform end-tidal CO2 monitoring	512	2.29	0.03	0.78	259	66.4
AGT181	Eating Disorders (e.g., obesity, anorexia)	529	1.48	0.03	0.70	262	66.9
AGT182	Learning disabilities and disorders	531	1.38	0.03	0.60	260	67.1
AGT348	Manage assaultive behavior	497	1.90	0.04	0.82	242	67.3
AGT054	Congenital and acquired anomalies	558	1.46	0.03	0.66	271	67.3
AGT138	Renal calculi	541	1.60	0.03	0.73	261	67.5
AGT303	Manage patient with drainage catheters (e.g., biliary drains)	505	2.02	0.04	0.83	242	67.6
AGT027	Cardiac surgery: revascularization procedures	569	2.00	0.04	0.84	271	67.7
AGT029	Cardiac trauma (blunt and penetrative)	570	1.78	0.03	0.81	269	67.9
AGT102	Migraine headaches	554	1.53	0.03	0.71	260	68.1
AGT257	Manage patient with insulin pumps	525	1.85	0.04	0.82	244	68.3
AGT239	Manage patient with mechanical ventilation	525	2.46	0.03	0.73	243	68.4
AGT103	Neurologic infectious diseases	558	1.68	0.03	0.76	256	68.6
AGT106	Space-occupying lesions	559	1.69	0.03	0.78	255	68.7
AGT136	Prostate disorders	552	1.52	0.03	0.70	250	68.8
AGT240	Manage patient with multi-modal oxygen therapy	530	2.20	0.04	0.81	240	68.8
AGT142	Exfoliative skin disorders (e.g., Stevens Johnson syndrome)	552	1.54	0.03	0.73	248	69.0
AGT110	Abdominal trauma	557	1.78	0.04	0.83	250	69.0
AGT137	Renal and genitourinary surgeries	556	1.70	0.03	0.76	248	69.2
AGT081	Traumatic fractures	569	1.88	0.04	0.84	249	69.6
AGT019	Vulnerable population screens (e.g., intimate partner violence, human trafficking)	593	1.54	0.03	0.69	259	69.6
AGT170	Toxic exposures, ingestions and inhalations (e.g., overdose, carbon monoxide, lead, asbestos)	556	1.74	0.03	0.81	241	69.8
AGT093	Sickle cell disease	572	1.50	0.03	0.70	243	70.2
AGT092	Polycythemia	573	1.44	0.03	0.66	243	70.2
AGT071	Acute Gout	578	1.35	0.02	0.58	242	70.5
AGT107	Spinal cord injury	574	1.85	0.04	0.84	237	70.8
AGT100	Intracranial hypertension	577	1.94	0.04	0.85	236	71.0

Rule 1. Percent Performed Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT116	GI abnormalities (congenital and acquired)	574	1.57	0.03	0.73	234	71.0
AGT237	Manage patient with artificial airways	554	2.36	0.03	0.77	213	72.2
AGT044	Structural heart defects and disease (acquired and congenital)	629	1.72	0.03	0.78	236	72.7
AGT128	Congenital or acquired renal/genitourinary abnormalities	587	1.59	0.03	0.73	217	73.0
AGT098	Head and brain trauma/injury	594	2.02	0.03	0.84	218	73.2
AGT198	Determine lead selection for patient care monitoring (e.g., ST segment monitoring)	569	2.21	0.03	0.78	208	73.2
AGT109	Vascular malformation	598	1.76	0.03	0.79	214	73.6
AGT060	Thoracic and pulmonary trauma and injuries	613	1.84	0.03	0.82	216	73.9
AGT256	Manage patient with insulin infusions	568	2.33	0.03	0.76	200	74.0
AGT009	Injury prevention (e.g., helmets, seatbelts, environmental modification)	631	1.66	0.03	0.77	222	74.0
AGT089	Hematologic and solid tumors	605	1.67	0.03	0.78	210	74.2
AGT145	Infectious skin disorders	592	1.64	0.03	0.76	205	74.3
AGT078	Spinal disease (e.g., scoliosis, kyphosis, disc disease)	611	1.60	0.03	0.76	208	74.6
AGT183	Life stage transitions	592	1.68	0.03	0.76	200	74.7
AGT087	Congenital and acquired immunosuppression	609	1.55	0.03	0.71	205	74.8
AGT141	Dermatologic disorders (e.g., rash, hives)	599	1.48	0.03	0.67	200	75.0
AGT147	Pruritus	599	1.53	0.03	0.70	200	75.0
AGT104	Neuromuscular disorders	612	1.72	0.03	0.73	200	75.4
AGT307	Manage patient with PEG/JT catheters	568	2.22	0.03	0.77	181	75.8
AGT305	Manage patient with large-bore nasogastric tubes	568	2.26	0.03	0.77	180	75.9
AGT254	Manage patient with fluid and electrolyte levels of endocrine disorders	584	2.12	0.03	0.79	185	75.9
AGT349	Manage patient in restraints	564	2.26	0.03	0.79	177	76.1
AGT338	Provide wound care	566	2.33	0.03	0.77	176	76.3
AGT339	Stage pressure ulcers	568	2.32	0.03	0.80	176	76.3
AGT220	Manage patient with hemodynamics with pharmacologic intervention	593	2.47	0.03	0.71	182	76.5
AGT332	Implement measures to prevent surgical site infections	568	2.43	0.03	0.75	174	76.5
AGT308	Manage patient with small-bore nasogastric tubes	572	2.28	0.03	0.75	174	76.7
AGT304	Manage patient with enteral nutrition	577	2.29	0.03	0.78	173	76.9

Rule 1. Percent Performed Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT119	Hepatorenal syndrome	623	1.82	0.03	0.77	183	77.3
AGT085	Blood group incompatibilities	630	1.57	0.03	0.73	182	77.6
AGT097	Encephalopathy	632	2.01	0.03	0.76	182	77.6
AGT018	Sleep hygiene	662	1.76	0.03	0.73	189	77.8
AGT028	Cardiac tamponade	653	1.96	0.03	0.81	186	77.8
AGT077	Osteoporosis and bone disease	636	1.62	0.03	0.75	181	77.8
AGT094	Brain death	635	2.11	0.03	0.82	179	78.0
AGT153	Compartment syndrome	624	1.81	0.03	0.79	174	78.2
AGT056	Pulmonary hemorrhage (e.g., infection, auto-immune disorders)	646	1.69	0.03	0.77	180	78.2
AGT101	Intracerebral hemorrhage	636	2.09	0.03	0.82	177	78.2
AGT238	Manage patient with chest tubes	604	2.39	0.03	0.73	167	78.3
AGT159	Hypoxic ischemic encephalopathy	623	1.98	0.03	0.81	172	78.4
AGT241	Manage patient with non-invasive ventilation/CPAP	607	2.36	0.03	0.73	165	78.6
AGT211	Interpret hemodynamic values	614	2.39	0.03	0.76	161	79.2
AGT120	Inflammatory bowel disease	641	1.66	0.03	0.76	168	79.2
AGT184	Maltreatment (e.g., abuse, neglect, self-harm)	628	1.57	0.03	0.73	164	79.3
AGT335	Manage patient with pressure ulcers	590	2.42	0.03	0.75	154	79.3
AGT351	Suggest restraint alternatives	588	2.27	0.03	0.78	153	79.4
AGT189	Risk-taking behaviors (e.g., tobacco, unprotected sex)	628	1.79	0.03	0.78	163	79.4
AGT043	Ruptured or dissecting aneurysm	687	1.97	0.03	0.82	178	79.4
AGT090	Myelosuppression(i.e., neutropenia, anemia, thrombocytopenia)	651	1.79	0.03	0.77	165	79.8
AGT059	Thoracic surgery (e.g., lung contusions, fractured ribs, hemothorax, lung reduction surgery, pneumonectomy, lobectomy, tracheal surgery, lung transplant)	662	1.96	0.03	0.81	167	79.9
AGT113	Gallbladder disease	648	1.80	0.03	0.79	161	80.1
AGT212	Interpret non-invasive hemodynamic values	623	2.42	0.03	0.73	153	80.3
AGT143	Extravasation	644	1.74	0.03	0.76	157	80.4
AGT118	GI surgeries	651	1.93	0.03	0.80	158	80.5
AGT259	Manage patient with blood and blood products	616	2.41	0.03	0.74	149	80.5
AGT188	Post-ICU syndrome	636	1.94	0.03	0.79	153	80.6
AGT154	Distributive shock (e.g., anaphylaxis, neurogenic)	646	2.05	0.03	0.82	153	80.9
AGT068	Pituitary disorders	663	1.54	0.03	0.70	157	80.9
AGT347	De-escalation techniques (e.g., crisis prevention)	601	1.97	0.03	0.83	142	80.9
AGT115	Gastrointestinal Infectious disorders	651	1.80	0.03	0.79	153	81.0

Rule 1. Percent Performed Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT076	Osteoarthritis	663	1.68	0.03	0.76	152	81.3
AGT008	Immunizations	691	1.68	0.03	0.71	158	81.4
AGT030	Cardiogenic shock	685	2.17	0.03	0.81	154	81.6
AGT156	Failure to thrive	650	1.93	0.03	0.81	146	81.7
AGT031	Cardiomyopathies (e.g., hypertrophic, dilated, restrictive, idiopathic)	707	2.19	0.03	0.78	158	81.7
AGT199	Direct cardiopulmonary resuscitation	635	2.33	0.03	0.78	140	81.9
AGT168	Sensory impairment (e.g., hearing loss)	649	1.75	0.03	0.77	143	81.9
AGT187	Personality disorders (e.g., anti-social behaviors, schizophrenia)	650	1.75	0.03	0.78	143	82.0
AGT255	Manage patient with glycemic abnormalities	632	2.28	0.03	0.75	138	82.1
AGT133	Incontinence	662	1.93	0.03	0.80	142	82.3
AGT190	Sleep Disorders	652	1.75	0.03	0.75	139	82.4
AGT210	Interpret 12-lead ECGs	642	2.28	0.03	0.78	136	82.5
AGT053	Chronic respiratory failure (e.g., ventilator dependency)	686	2.10	0.03	0.80	143	82.8
AGT063	Adrenal disorders	683	1.59	0.03	0.69	140	83.0
AGT014	Prudent heart living	708	1.95	0.03	0.75	143	83.2
AGT333	Implement pressure ulcer prevention strategies	619	2.60	0.03	0.66	125	83.2
AGT343	Manage patient with complex pain problems	616	2.19	0.03	0.78	124	83.2
AGT105	Seizure disorders	680	1.92	0.03	0.76	134	83.5
AGT129	Contrast induced nephropathy	671	1.86	0.03	0.79	132	83.6
AGT069	Syndrome of inappropriate secretion of antidiuretic hormone (SIADH)	688	1.72	0.03	0.77	135	83.6
AGT082	AIDS and HIV	682	1.51	0.03	0.66	133	83.7
AGT057	Pulmonary arterial hypertension	693	1.93	0.03	0.77	133	83.9
AGT125	Peptic ulcer disease	677	1.79	0.03	0.75	129	84.0
AGT192	Suicidal behavior	662	1.81	0.03	0.80	126	84.0
AGT073	Gait disorders (e.g., spastic gait, waddling gait, ataxic gait)	691	1.81	0.03	0.79	130	84.2
AGT016	Secondary prevention (e.g., cardiac rehab, pulmonary rehab)	718	1.83	0.03	0.76	135	84.2
AGT003	Cancer prevention (e.g., tobacco cessation, sunscreen)	718	1.73	0.03	0.73	134	84.3
AGT010	Mental health screenings (e.g., depression, suicidal ideation, eating disorders)	720	1.86	0.03	0.74	134	84.3
AGT218	Manage patient with dysrhythmias	655	2.40	0.03	0.74	121	84.4
AGT075	Neuromuscular illness related to critical illness	693	1.91	0.03	0.79	127	84.5

Rule 1. Percent Performed Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT366	Intervenes to prevent or minimize iatrogenesis.	611	2.21	0.03	0.79	107	85.1
AGT114	Gastro-esophageal reflux	692	1.80	0.03	0.77	116	85.6
AGT167	Rhabdomyolysis	682	1.88	0.03	0.78	114	85.7
AGT011	Nutrition and weight management	731	1.89	0.03	0.72	120	85.9
AGT385	Advises patients, families and caregivers on how to address sensitive issues such as sexually transmitted diseases, suicide prevention, substance use, driving, independent living, potential for abuse, end-of-life concerns, advance care planning, and finances.	610	2.09	0.03	0.80	100	85.9
AGT134	Infections (e.g., UTI, PID, STDs)	694	2.13	0.03	0.79	110	86.3
AGT389	Designs educational programs that enhance the knowledge of older adults, families, and caregivers regarding normal changes of aging, myths and stereotypes of aging, and health promotion and prevention activities for older adults.	613	2.12	0.03	0.79	97	86.3
AGT124	Pancreatitis	699	1.96	0.03	0.80	110	86.4
AGT346	Provide nonpharmacological interventions for pain	642	2.28	0.03	0.79	100	86.5
AGT158	Hypovolemic shock	692	2.29	0.03	0.78	106	86.7
AGT365	Manages or appropriately refers the patient with signs and symptoms of physical and mental health disorders across the adult lifespan, including geriatric syndromes.	622	2.17	0.03	0.78	93	87.0
AGT084	Autoimmune diseases	708	1.75	0.03	0.73	102	87.4
AGT048	Air-leak syndromes (e.g., pneumothorax, pulmonary interstitial emphysema, pneumopericardium, pneumomediastinum)	724	2.07	0.03	0.78	104	87.4
AGT419	Provides direct care to selected patients based on the needs of the patient and the CNS's specialty knowledge and skills	610	2.35	0.03	0.75	86	87.6
AGT370	Uses behavioral, communication, and environmental-modification strategies with individuals who have cognitive and psychiatric impairments.	629	2.06	0.03	0.80	87	87.8

Rule 1. Percent Performed Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT121	Liver disease (e.g., hepatitis, hepatic failure)	711	1.99	0.03	0.76	98	87.9
AGT112	Bowel infarction/obstruction/perforation	711	2.16	0.03	0.75	97	88.0
AGT061	Restrictive lung disease (e.g., obesity hypoventilation, tumor metastasis, pulmonary fibrosis)	730	2.05	0.03	0.77	99	88.1
AGT150	Bariatric care issues	702	2.01	0.03	0.76	94	88.2
AGT368	Designs a comprehensive, individualized, age- and disease-appropriate plan for health promotion.	630	2.16	0.03	0.77	84	88.2
AGT046	Acute respiratory distress syndrome (ARDS)	730	2.26	0.03	0.77	96	88.4
AGT040	Hypertensive urgencies or emergencies	766	2.27	0.03	0.76	99	88.6
AGT070	Thyroid disorders	730	1.64	0.03	0.72	93	88.7
AGT359	Evaluates for common mental health disorders such as depression, dementia, anxiety, or substance-related disorders.	636	2.05	0.03	0.78	81	88.7
AGT390	Provides education to patients, families, caregivers, and the community including but not limited to the following topics: health promotion, high risk behaviors and their impact on Health, the interaction between physical and mental health.	631	2.13	0.03	0.77	80	88.7
AGT117	GI motility disorders (e.g., constipation, diarrhea, ileus, gastroparesis)	718	2.03	0.03	0.77	91	88.8
AGT122	Malnutrition	720	1.99	0.03	0.76	89	89.0
AGT354	Assesses age-specific and genetic risk factors.	636	2.07	0.03	0.78	78	89.1
AGT015	Risk-taking behaviors (e.g., substance use)	757	1.92	0.03	0.77	92	89.2
AGT111	GI hemorrhage	720	2.19	0.03	0.77	87	89.2
AGT360	Conducts a pharmacologic assessment including polypharmacy, drug interactions, over-the-counter and herbal product use, and the ability to safely and correctly store and self administer medications.	639	2.17	0.03	0.80	77	89.2

Rule 1. Percent Performed Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT369	Develops age specific, individualized treatment plans and interventions with consideration of cognitive status, sensory function, perception, and the environment.	639	2.19	0.03	0.75	77	89.2
AGT041	Peripheral vascular disease (e.g., acute, arterial occlusion, carotid artery stenosis, endartarectomy, peripheral stents and Fem-Pop bypass)	773	2.20	0.03	0.74	92	89.4
AGT160	Infectious diseases (e.g., congenital viral, bacterial, hospital acquired infections)	712	2.29	0.03	0.74	83	89.6
AGT042	Pulmonary edema	776	2.25	0.03	0.75	89	89.7
AGT062	Pleural effusion	744	2.17	0.03	0.72	85	89.7
AGT083	Anemias (e.g., microcytic, macrocytic)	733	1.86	0.03	0.74	82	89.9
AGT051	Asthma/reactive airway disease	743	2.00	0.03	0.76	83	90.0
AGT169	Systemic inflammatory response syndrome (SIRS)/sepsis/severe sepsis/septic shock/MODS	718	2.42	0.03	0.73	80	90.0
AGT186	Mood disorders (e.g., depression)	710	1.95	0.03	0.76	79	90.0
AGT049	Airway obstruction (e.g., angioedema, mucus plug, air space occupying lesions)	745	2.09	0.03	0.78	82	90.1
AGT388	Facilitates access to and use of information and care technology based on assessment of the ability and preferences of patients across the adult age spectrum.	640	2.15	0.03	0.76	70	90.1
AGT352	Conducts a comprehensive, holistic assessment of individuals including those who are non-verbal, developmentally, functionally, and/or cognitively impaired.	647	2.27	0.03	0.77	70	90.2
AGT123	Nausea/Vomiting	731	2.07	0.03	0.76	78	90.4
AGT364	Determines diagnoses in the complex patient and takes into consideration: Physiologic and pathophysiologic changes, Morbidities and co-morbidities, Events across the life span, Patient's pharmacologic history	647	2.30	0.03	0.75	69	90.4
AGT033	Dyslipidemia	759	2.15	0.03	0.77	80	90.5

Rule 1. Percent Performed Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT371	Coordinates care with other healthcare providers and community resources, with special attention to the needs of the non-verbal, developmentally and cognitively impaired patient and frail older adult.	650	2.29	0.03	0.78	68	90.5
AGT065	Diabetic ketoacidosis/hyperglycemic hyperosmolar state (HHS)	745	2.11	0.03	0.78	77	90.6
AGT386	Facilitates decision-making regarding treatment options with the patient, family, caregivers and/or healthcare proxy.	645	2.22	0.03	0.78	66	90.7
AGT058	Pulmonary infections (e.g., pneumonia, tuberculosis)	750	2.35	0.03	0.73	76	90.8
AGT074	Infections (e.g., necrotizing fasciitis, osteomyelitis)	744	2.16	0.03	0.76	75	90.8
AGT355	Assesses the interaction between acute and chronic physical and mental health problems.	646	2.16	0.03	0.77	65	90.9
AGT038	Heart failure: advanced	759	2.28	0.03	0.76	76	90.9
AGT037	Heart failure: chronic	787	2.31	0.03	0.75	78	91.0
AGT004	Caregiver burden	779	1.97	0.03	0.73	76	91.1
AGT387	Modifies health information, patient education programs, and interventions for patients with sensory, perceptual, cognitive, and physical and mental illness limitations.	648	2.16	0.03	0.77	63	91.1
AGT391	Provides programs for the development of healthcare providers, students, and caregivers that incorporate age specific cultural competence and skills.	648	2.27	0.03	0.74	62	91.3
AGT372	Manages patient's transitions of care in collaboration with the individual, family, caregivers and interdisciplinary team members, including: analyzing the readiness of the patient and family to transition, determining appropriate level and/or setting of care, coordinating implementation of transition	654	2.30	0.03	0.77	62	91.3
AGT191	Substance abuse	725	2.07	0.03	0.78	68	91.4

Rule 1. Percent Performed Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT478	Advocates for equitable patient care by: Participating in organizational, local, state, national, or international level of policy-making activities for issues related to their expertise, Evaluating the impact of legislative and regulatory policies as they apply to nursing practice and patient or population outcomes	635	2.22	0.03	0.79	59	91.5
AGT341	Implement measures to prevent hospital acquired infections	679	2.65	0.02	0.62	63	91.5
AGT377	Promotes healthcare policy and system changes that facilitate access to care and address biases (e.g. socioeconomic, ethnic, ageism, sexism, cultural, mental health stigma)	652	2.29	0.03	0.75	60	91.6
AGT086	Coagulopathies (e.g., VTE, DIC, hypercoagulable states)	746	2.18	0.03	0.74	68	91.6
AGT178	Capacity for decision making	726	2.14	0.03	0.79	66	91.7
AGT034	Dysrhythmias	793	2.38	0.03	0.71	72	91.7
AGT146	Pressure ulcers	733	2.29	0.03	0.75	65	91.9
AGT021	Acute inflammatory disease (e.g., myocarditis, endocarditis, pericarditis)	769	2.05	0.03	0.79	67	92.0
AGT449	Designs health information and patient education appropriate to the patient's developmental level, health literacy level, learning needs, readiness to learn, and cultural values and beliefs.	639	2.20	0.03	0.77	55	92.1
AGT055	Obstructive sleep apnea	763	2.10	0.03	0.75	65	92.1
AGT173	Aggression	731	1.91	0.03	0.77	62	92.2
AGT172	Withdrawal (e.g., alcohol, opioids, benzodiazapines)	734	2.25	0.03	0.78	62	92.2
AGT047	Acute respiratory failure	760	2.43	0.03	0.70	64	92.2
AGT470	Participates in conduct and implementation of research which includes one or more of the following: Identification of questions for clinical inquiry, Conduct of literature reviews, Study design and implementation, Data collection,	636	2.19	0.03	0.79	52	92.4

Rule 1. Percent Performed Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT479	Promotes the role and scope of practice of the CNS to legislators, regulators, other health care providers, and the public: Communicates information that promotes nursing, the role of the CNS and outcomes of nursing and CNS practice through the use of the media, advanced technologies, and community networks.	641	2.24	0.03	0.80	52	92.5
AGT399	III. Conduct of Research - Advocates the use of data collection tools and consents that are understandable and appropriate for adult-older adult populations.	655	2.23	0.03	0.74	53	92.5
AGT185	Medical nonadherence	729	2.21	0.03	0.76	58	92.6
AGT400	III. Conduct of Research - Applies ethical principles in safeguarding the confidentiality, dignity, and safety of all adult older adult research participants, including the vulnerable and those with impaired decision making capacity.	656	2.38	0.03	0.70	52	92.7
AGT036	Heart failure: acute	777	2.35	0.03	0.75	61	92.7
AGT050	Aspiration	769	2.34	0.03	0.71	59	92.9
AGT448	Coaches patients and families to help them navigate the healthcare system.	646	2.17	0.03	0.77	49	92.9
AGT471	Research - Dissemination of findings	624	2.29	0.03	0.75	47	93.0
AGT450	Provides education to individuals, families, groups and communities to promote knowledge, understanding and optimal functioning across the wellness-illness continuum.	647	2.24	0.03	0.75	48	93.1
AGT402	Conducts comprehensive, holistic wellness and illness assessments using known or innovative evidence-based techniques, tools, and direct and indirect methods.	650	2.32	0.03	0.73	48	93.1
AGT480	Advocates for the CNS/APRN role and for positive legislative response to issues affecting nursing practice.	646	2.24	0.03	0.81	47	93.2
AGT148	Wounds (surgical and non-surgical)	744	2.31	0.03	0.75	54	93.2
AGT398	III. Conduct of Research - Identifies areas of inquiry relevant to the adult-older adult population.	662	2.21	0.03	0.74	48	93.2

Rule 1. Percent Performed Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT157	Hospital acquired conditions (e.g., CAUTI, CLABSI, falls, pressure ulcers)	745	2.55	0.02	0.67	54	93.2
AGT045	Acute pulmonary embolus	773	2.31	0.02	0.69	56	93.2
AGT405	Assesses the effects of interactions among the individual, family, community, and social systems on health and illness.	651	2.30	0.03	0.72	47	93.3
AGT403	Obtains data about context and etiologies (including both non-disease and disease-related factors) necessary to formulate differential diagnoses and plans of care, and to identify and evaluate of outcomes.	652	2.34	0.03	0.73	47	93.3
AGT452	Contributes to the advancement of the profession as a whole by disseminating outcomes of CNS practice through presentations and publications.	649	2.40	0.03	0.72	46	93.4
AGT374	Provides consultation to the interdisciplinary team regarding the patient's mental status, home environment, mobility, functional status, self-care, and caregiver's abilities.	668	2.45	0.03	0.71	47	93.4
AGT020	Acute coronary syndrome	787	2.34	0.03	0.75	55	93.5
AGT126	Acute kidney injury	753	2.40	0.03	0.72	51	93.7
AGT376	Creates therapeutic health-promoting, aging friendly environments.	668	2.23	0.03	0.72	45	93.7
AGT179	Delirium	743	2.42	0.03	0.73	50	93.7
AGT353	Assesses physiological and functional changes associated with aging and development across the adult continuum.	670	2.31	0.03	0.72	45	93.7
AGT149	Acid-base imbalances	748	2.37	0.03	0.72	50	93.7
AGT108	Stroke	762	2.35	0.03	0.74	50	93.8
AGT358	Assesses for manifestations of health disorders or health disruptions, e.g. infection, adverse drug effect, dehydration, ischemia, and geriatric syndromes.	673	2.36	0.03	0.71	44	93.9
AGT175	Anxiety disorders (e.g., PTSD, OCD, fears, phobias)	744	2.02	0.03	0.74	48	93.9
AGT166	Palliative care issues	748	2.47	0.03	0.72	48	94.0

Rule 1. Percent Performed Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT409	Prioritizes differential diagnoses to reflect those conditions most relevant to signs, symptoms and patterns amenable to CNS interventions.	657	2.40	0.03	0.70	42	94.0
AGT357	Uses reliable and valid age-appropriate assessment instruments to assess acute and chronic health concerns, including but not limited to mental status, delirium, dementia, and pain.	675	2.31	0.03	0.73	43	94.0
AGT007	Health literacy	802	2.12	0.03	0.73	51	94.0
AGT127	Chronic kidney disease	757	2.35	0.03	0.69	47	94.2
AGT032	Coronary artery disease	792	2.36	0.03	0.72	49	94.2
AGT380	Advocates for access to hospice and palliative care services for patients across the adult age spectrum.	674	2.42	0.03	0.71	40	94.4
AGT052	Chronic lung disease (e.g., COPD, exacerbation, interstitial pulmonary fibrosis, cystic fibrosis)	783	2.27	0.03	0.73	45	94.6
AGT174	Agitation	749	2.17	0.03	0.74	43	94.6
AGT072	Mobility disorders (e.g., immobility, falls, debility secondary to acute or chronic illness)	775	2.35	0.03	0.72	44	94.6
AGT367	Intervenes to facilitate transitions of care with emphasis on quality, safety, and risk avoidance.	679	2.33	0.03	0.74	38	94.7
AGT441	Evaluates impact of CNS and other nursing practice on systems of care using nurse-sensitive outcomes	663	2.49	0.03	0.67	36	94.8
AGT155	End of life issues	757	2.55	0.02	0.67	41	94.9
AGT362	Assesses patient, family, and caregiver's ability to implement complex plans of care.	679	2.36	0.03	0.73	36	95.0
AGT361	Interprets values/results of laboratory and diagnostic tests with consideration of age, ethnicity, and health status.	680	2.40	0.03	0.71	36	95.0
AGT035	Heart failure	795	2.41	0.03	0.71	42	95.0
AGT404	Employs evidence-based clinical practice guidelines to guide screening and diagnosis.	664	2.52	0.03	0.65	35	95.0
AGT180	Dementia	751	2.25	0.03	0.74	39	95.1

Rule 1. Percent Performed Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT410	Selects interventions that may include, but are not limited to: Application of advanced nursing therapies, Initiation of interdisciplinary team meetings, consultations and other communications to benefit patient care, Management of patient medications, clinical procedures and other interventions, Psychosocial support including patient counseling and spiritual interventions	662	2.45	0.03	0.68	34	95.1
AGT382	Implements system level changes based on analysis and evaluation of age-specific outcomes of care.	678	2.44	0.03	0.70	34	95.2
AGT131	Fluid volume imbalances	763	2.50	0.02	0.65	38	95.3
AGT438	Coordinates the care of patients with use of system and community resources to assure successful health/illness/wellness transitions, enhance delivery of care, and achieve optimal patient outcomes.	663	2.41	0.03	0.71	33	95.3
AGT447	Facilitates intra-agency and inter-agency communication.	663	2.30	0.03	0.75	33	95.3
AGT436	Develops age-specific clinical standards, policies and procedures.	665	2.41	0.03	0.70	33	95.3
AGT130	Electrolyte imbalances	767	2.48	0.02	0.65	38	95.3
AGT363	Assesses patient, caregiver, and family's preferences in relation to cultural, spiritual, quality of life, and lifestyle choices.	683	2.31	0.03	0.73	33	95.4
AGT378	Provides leadership to address threats to healthcare safety and quality in the adult-older adult population.	680	2.44	0.03	0.69	32	95.5
AGT392	Articulates the role and significance of the CNS in improving healthcare outcomes for adults-older adults to other healthcare providers and the public.	679	2.41	0.03	0.71	31	95.6
AGT477	Facilitates patient and family understanding of the risks, benefits, and outcomes of proposed healthcare regimen to promote informed decision making.	663	2.37	0.03	0.71	30	95.7

Rule 1. Percent Performed Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT442	Disseminates outcomes of system-level change internally and externally	668	2.46	0.03	0.69	30	95.7
AGT067	Hypoglycemia	787	2.25	0.03	0.73	35	95.7
AGT393	Mentors healthcare providers, students, and others to develop expertise in the care of the vulnerable adult including the frail elderly patient.	680	2.44	0.03	0.67	30	95.8
AGT439	Considers fiscal and budgetary implications in decision making regarding practice and system modifications: Evaluates use of products and services for appropriateness and cost/benefit in meeting care needs, Conducts cost/benefit analysis of new clinical technologies, Evaluates impact of introduction or withdrawal of products, services, and technologies	671	2.41	0.03	0.69	29	95.9
AGT461	Designs programs for effective implementation of research findings and other evidence in clinical practice	665	2.45	0.03	0.69	28	96.0
AGT469	Provides leadership in the system-wide implementation of quality improvements and innovations.	666	2.56	0.03	0.65	28	96.0
AGT408	Synthesizes assessment data, advanced knowledge, and experience, using critical thinking and clinical judgment to formulate differential diagnoses for clinical problems amenable to CNS intervention.	672	2.50	0.03	0.65	28	96.0
AGT411	Designs strategies, including advanced nursing therapies, to meet the multifaceted needs of complex patients and groups of patients.	672	2.37	0.03	0.71	28	96.0
AGT001	Advance care planning	818	2.12	0.02	0.70	33	96.1
AGT381	Promotes system-wide policies and protocols that address cultural, ethnic, spiritual, and intergenerational/age differences among patients, healthcare providers, and caregivers.	687	2.48	0.03	0.68	27	96.2
AGT066	Hyperglycemia	792	2.42	0.02	0.67	31	96.2

Rule 1. Percent Performed Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT356	Recognizes the presence of co-morbidities and psychosocial issues that may impact optimal level of health.	690	2.38	0.03	0.70	26	96.4
AGT468	Provides leadership in the design, implementation and evaluation of process improvement initiatives.	669	2.54	0.03	0.65	25	96.4
AGT406	Identifies potential risks to patient safety, autonomy and quality of care based on assessments across the patient, nurse and system spheres of influence.	673	2.49	0.02	0.65	25	96.4
AGT465	Provides leadership in planning data collection and quality monitoring	669	2.49	0.03	0.67	24	96.5
AGT464	Participates in establishing quality improvement agenda for unit, department, program, system, or population	671	2.57	0.02	0.63	24	96.5
AGT431	Performs system level assessments to identify variables that influence nursing practice and outcomes, including but not limited to: Population variables, Environment, System of health care delivery, Regulatory requirements, Internal and external political influences/stability, Health care financing, Recurring practices that enhance or compromise patient or system outcomes.	673	2.50	0.03	0.65	24	96.6
AGT420	Assists staff in the development of innovative, cost effective programs or protocols of care	675	2.55	0.02	0.62	24	96.6
AGT039	Hypertension	803	2.39	0.02	0.70	28	96.6
AGT443	Assesses the quality and effectiveness of interdisciplinary, intra-agency, and inter-agency communication and collaboration.	674	2.38	0.03	0.71	23	96.7
AGT424	Leads development of evidence-based plans for meeting individual, family, community, and population needs.	676	2.45	0.03	0.70	23	96.7

Rule 1. Percent Performed Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT440	Leads system change to improve health outcomes through evidence based practice: Specifies expected clinical and system level outcomes., Designs programs to improve clinical and system level processes and outcomes., Facilitates the adoption of practice change	676	2.58	0.02	0.61	23	96.7
AGT165	Pain	770	2.66	0.02	0.60	26	96.7
AGT395	II. Evaluation of Clinical Practice - Provides leadership in identifying gaps in data and analyses specific to age-related outcomes of care.	688	2.45	0.03	0.67	23	96.8
AGT379	Participates in development, implementation, and evaluation of clinical practice guidelines that address patient needs across the adult age spectrum.	689	2.59	0.02	0.61	23	96.8
AGT012	Pain prevention and management	823	2.43	0.02	0.70	27	96.8
AGT467	Develops quality improvement initiatives based on assessments.	671	2.53	0.03	0.65	22	96.8
AGT412	Develops evidence-based clinical interventions and systems to achieve defined patient and system outcomes.	675	2.53	0.02	0.65	22	96.8
AGT425	Provides leadership for collaborative, evidence-based revision of diagnoses and plans of care, to improve patient outcomes	677	2.53	0.03	0.65	22	96.9
AGT401	Balances patient and family preferences, threats to patient safety, and risk/benefit analysis of interventions such as fall prevention, pain management, and treatment choices.	688	2.52	0.02	0.61	22	96.9
AGT384	Leads collaborative efforts of the healthcare team in focusing on individuals and systems issues that impact the adult-older adult patient.	690	2.55	0.02	0.62	22	96.9
AGT373	Assists healthcare team members to integrate the needs, preferences, and strengths of the patient into the healthcare plan in order to optimize health outcomes.	695	2.57	0.02	0.62	22	96.9

Rule 1. Percent Performed Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT476	Facilitates interdisciplinary teams to address ethical concerns, risks or considerations, benefits and outcomes of patient care.	668	2.43	0.03	0.68	21	97.0
AGT456	Provides leadership in conflict management and negotiation to address problems in the healthcare system.	674	2.42	0.03	0.69	21	97.0
AGT407	Assesses the impact of environmental/system factors on care.	678	2.41	0.03	0.68	21	97.0
AGT397	II. Evaluation of Clinical Practice - Evaluates innovative approaches to delivering care to the adult-older adult populations	687	2.48	0.02	0.65	21	97.0
AGT413	Uses advanced communication skills within therapeutic relationships to improve patient outcomes.	678	2.54	0.02	0.63	20	97.1
AGT421	Evaluates nursing practice that considers Safety, Timeliness, Effectiveness, Efficiency, Efficacy and Patient-centered care.	679	2.62	0.02	0.59	20	97.1
AGT437	Uses leadership, team building, negotiation, and conflict resolution skills to build partnerships within and across systems, including communities.	679	2.54	0.02	0.64	20	97.1
AGT466	Uses quality monitoring data to assess the quality and effectiveness of clinical programs in meeting outcomes.	674	2.53	0.03	0.65	19	97.3
AGT423	Differentiates between outcomes that require care process modification at the individual patient level and those that require modification at the system level.	679	2.51	0.03	0.65	19	97.3
AGT375	Integrates information technology into systems of care to enhance safety and monitor health outcomes.	694	2.49	0.02	0.65	19	97.3
AGT462	Cultivates a climate of clinical inquiry across spheres of influence: Evaluates the need for improvement or redesign of care delivery processes to improve safety, efficiency, reliability, and quality., Disseminates expert knowledge.	672	2.55	0.02	0.64	18	97.4

Rule 1. Percent Performed Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT451	participates in pre-professional, graduate and continuing education of nurses and other health care providers: Completes a needs assessment as appropriate to guide interventions with staff; Promotes professional development of staff nurses and continuing education activities; Implements staff development and continuing education activities; Mentors nurses to translate research into practice.	677	2.48	0.03	0.68	18	97.4
AGT396	II. Evaluation of Clinical Practice - Facilitates the incorporation of evidence related to adults-older adults when formulating and reviewing age-specific policies, procedures, and protocols.	692	2.54	0.02	0.62	18	97.5
AGT432	Determines nursing practice and system interventions that will promote patient, family and community safety.	683	2.54	0.02	0.64	17	97.6
AGT383	Coordinates formal and informal education for healthcare providers to improve adult-older adult healthcare outcomes.	696	2.54	0.03	0.66	17	97.6
AGT433	Uses effective strategies for changing clinician and team behavior to encourage adoption of evidence-based practices and innovations in care delivery.	684	2.57	0.02	0.59	16	97.7
AGT422	Determines when evidence based guidelines, policies, procedures and plans of care need to be tailored to the individual.	683	2.59	0.02	0.60	15	97.9
AGT429	Analyzes data from consultations to implement practice improvements.	688	2.60	0.02	0.58	15	97.9
AGT427	Initiates consultation to obtain resources as necessary to facilitate progress toward achieving identified outcomes.	689	2.57	0.02	0.60	15	97.9
AGT460	Assesses system barriers and facilitators to adoption of evidence-based practices.	678	2.60	0.02	0.60	14	98.0

Rule 1. Percent Performed Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT434	Provides leadership in maintaining a supportive and healthy work environment.	685	2.62	0.02	0.57	14	98.0
AGT428	Communicates consultation findings to appropriate parties consistent with professional and institutional standards.	690	2.59	0.02	0.59	14	98.0
AGT455	Uses coaching and advanced communication skills to facilitate the development of effective clinical teams.	680	2.58	0.02	0.59	13	98.1
AGT435	Provides leadership in promoting interdisciplinary collaboration to implement outcome-focused patient care programs meeting the clinical needs of patients, families, populations and communities.	685	2.64	0.02	0.56	13	98.1
AGT445	Provides leadership for establishing, improving, and sustaining collaborative relationships to meet clinical needs.	685	2.60	0.02	0.58	13	98.1
AGT472	Engages in a formal self-evaluation process, seeking feedback regarding own practice, from patients, peers, professional colleagues and others	682	2.53	0.02	0.61	12	98.3
AGT458	Integrates evidence into the health, illness, and wellness management of patients, families, communities and groups.	683	2.48	0.03	0.66	12	98.3
AGT453	Mentors staff nurses, graduate students and others to acquire new knowledge and skills and develop their careers.	684	2.62	0.02	0.59	12	98.3
AGT474	Facilitates resolution of ethical conflicts: Identifies ethical implications of complex care situations, Considers the impact of scientific advances, cost, clinical effectiveness, patient and family values and preferences, and other external influences., Applies ethical principles to resolving concerns across the three spheres of influence	681	2.46	0.03	0.66	11	98.4

Rule 1. Percent Performed Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Performing
AGT457	Analyzes research findings and other evidence for their potential application to clinical practice	683	2.53	0.02	0.63	11	98.4
AGT475	Promotes a practice climate conducive to providing ethical care.	683	2.63	0.02	0.54	11	98.4
AGT064	Diabetes mellitus	810	2.58	0.02	0.60	13	98.4
AGT430	Facilitates the provision of clinically competent care by staff/team through education, role modeling, teambuilding, and quality monitoring.	688	2.67	0.02	0.55	11	98.4
AGT454	Mentors health professionals in applying the principles of evidence-based care.	684	2.61	0.02	0.57	10	98.6
AGT463	Fosters an interdisciplinary approach to quality improvement, evidence-based practice, research, and translation of research into practice	685	2.57	0.02	0.61	10	98.6
AGT426	Provides consultation to staff nurses, medical staff and interdisciplinary colleagues	694	2.68	0.02	0.53	10	98.6
AGT394	I. Interpretation, Translation and Use of Evidence - Facilitates the incorporation of evidence based practices, products, and technology that are specific to adult-older adult populations, into clinical practice and policies.	698	2.71	0.02	0.52	10	98.6
AGT459	Applies principles of evidence-based practice and quality improvement to all patient care.	687	2.66	0.02	0.53	8	98.8
AGT444	Establishes collaborative relationships within and across departments that promote patient safety, culturally competent care, and clinical excellence	690	2.60	0.02	0.58	7	99.0
AGT446	Practices collegially with medical staff and other members of the healthcare team so that all providers' unique contributions to health outcomes will be enhanced.	690	2.66	0.02	0.53	7	99.0
AGT473	Fosters professional accountability in self or others.	687	2.68	0.02	0.50	6	99.1

Appendix C. Tasks Ratings in Mean Significance Order

Rule 2. Mean Significance Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
AGT002	Body modifications (e.g., body piercing, tattooing)	393	1.15	0.02	0.39	458	46.2
AGT140	Congenital abnormalities	420	1.22	0.02	0.50	380	52.5
AGT006	Genetic testing	336	1.23	0.03	0.51	514	39.5
AGT177	Autism and autism spectrum disorders	392	1.27	0.03	0.57	401	49.4
AGT005	Developmental care	495	1.31	0.02	0.51	358	58.0
AGT017	Sexual health education and counseling	488	1.32	0.02	0.55	364	57.3
AGT071	Acute Gout	578	1.35	0.02	0.58	242	70.5
AGT171	Transgender care issues	502	1.35	0.03	0.61	294	63.1
AGT162	Methemoglobinemia	395	1.37	0.03	0.63	401	49.6
AGT176	Attention Deficit - Hyperactivity Disorder	483	1.37	0.03	0.63	310	60.9
AGT096	Congenital neurological abnormalities	444	1.38	0.03	0.65	369	54.6
AGT336	Perform KOH testing	93	1.38	0.07	0.67	649	12.5
AGT182	Learning disabilities and disorders	531	1.38	0.03	0.60	260	67.1
AGT135	Obstetrical issues	377	1.38	0.03	0.62	426	46.9
AGT267	Perform exchange transfusions	131	1.40	0.06	0.71	634	17.1
AGT088	HELLP syndrome	479	1.42	0.03	0.65	336	58.8
AGT314	Complete Pap smears	60	1.42	0.09	0.72	687	8.0
AGT275	Insert sjO2 catheter	86	1.42	0.07	0.69	670	11.4
AGT132	Gynecological disorders	470	1.43	0.03	0.67	333	58.5
AGT265	Perform bone marrow biopsy	131	1.43	0.06	0.71	630	17.2
AGT264	Perform bone marrow aspiration	135	1.43	0.06	0.71	630	17.6
AGT266	Perform bone marrow transplant	104	1.44	0.08	0.79	658	13.6
AGT092	Polycythemia	573	1.44	0.03	0.66	243	70.2
AGT315	Disconnect and flush renal stent	148	1.45	0.06	0.70	600	19.8
AGT054	Congenital and acquired anomalies	558	1.46	0.03	0.66	271	67.3
AGT209	Insert transesophageal pacemakers	160	1.46	0.06	0.72	613	20.7
AGT161	Life-threatening maternal-fetal complications	306	1.46	0.04	0.73	490	38.4
AGT181	Eating Disorders (e.g., obesity, anorexia)	529	1.48	0.03	0.70	262	66.9
AGT141	Dermatologic disorders (e.g., rash, hives)	599	1.48	0.03	0.67	200	75.0
AGT297	Reprogram a shunt	91	1.48	0.08	0.78	664	12.1
AGT200	Direct extracorporeal compression pressure (EECP) therapy	194	1.49	0.05	0.76	581	25.0
AGT230	Perform tilt-table testing	157	1.49	0.06	0.72	616	20.3
AGT320	Perform pelvic exams	91	1.49	0.08	0.74	657	12.2
AGT013	Physical health screenings (e.g., hearing, mammography, prostate exam, bone density)	526	1.50	0.03	0.69	327	61.7
AGT093	Sickle cell disease	572	1.50	0.03	0.70	243	70.2
AGT144	Graft versus host skin disorders	444	1.50	0.03	0.73	356	55.5
AGT080	Stress fractures	494	1.50	0.03	0.71	326	60.2

Rule 2. Mean Significance Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
AGT296	Replace shunt	101	1.51	0.08	0.77	656	13.3
AGT318	Insert suprapubic catheters	172	1.51	0.06	0.76	572	23.1
AGT082	AIDS and HIV	682	1.51	0.03	0.66	133	83.7
AGT136	Prostate disorders	552	1.52	0.03	0.70	250	68.8
AGT325	Perform joint aspiration	97	1.53	0.08	0.77	644	13.1
AGT147	Pruritus	599	1.53	0.03	0.70	200	75.0
AGT328	Provide trigger point injections	83	1.53	0.08	0.75	660	11.2
AGT102	Migraine headaches	554	1.53	0.03	0.71	260	68.1
AGT306	Manage patient with liver replacement therapies (i.e., Molecular Adsorbent Recirculating System)	146	1.53	0.07	0.79	601	19.5
AGT068	Pituitary disorders	663	1.54	0.03	0.70	157	80.9
AGT142	Exfoliative skin disorders (e.g., Stevens Johnson syndrome)	552	1.54	0.03	0.73	248	69.0
AGT019	Vulnerable population screens (e.g., abuse, neglect, self-harm, homeless, intimate partner violence, human trafficking)	593	1.54	0.03	0.69	259	69.6
AGT311	Perform sigmoidoscopy	167	1.54	0.06	0.77	581	22.3
AGT152	Burns	379	1.55	0.04	0.77	416	47.7
AGT087	Congenital and acquired immunosuppression	609	1.55	0.03	0.71	205	74.8
AGT164	Near-drowning	359	1.55	0.04	0.75	436	45.2
AGT300	Insert drainage catheters (e.g., biliary drains)	204	1.56	0.05	0.74	546	27.2
AGT263	Order plasmapheresis	223	1.57	0.05	0.76	542	29.2
AGT184	Maltreatment (e.g., abuse, neglect, self-harm)	628	1.57	0.03	0.73	164	79.3
AGT298	Tap ventricular reservoirs/shunts	100	1.57	0.08	0.76	657	13.2
AGT085	Blood group incompatibilities	630	1.57	0.03	0.73	182	77.6
AGT116	GI abnormalities (congenital and acquired)	574	1.57	0.03	0.73	234	71.0
AGT287	Monitor sjO2 results	129	1.57	0.07	0.80	625	17.1
AGT215	Interrogate permanent transvenous pacemakers	221	1.57	0.05	0.77	553	28.6
AGT290	Perform transcranial Doppler	113	1.58	0.07	0.79	641	15.0
AGT329	Relocate dislocated bones	104	1.58	0.08	0.78	638	14.0
AGT079	Sports injuries	467	1.58	0.04	0.76	353	57.0
AGT063	Adrenal disorders	683	1.59	0.03	0.69	140	83.0
AGT337	Perform skin biopsies	104	1.59	0.08	0.82	636	14.1
AGT128	Congenital or acquired renal/genitourinary abnormalities	587	1.59	0.03	0.73	217	73.0
AGT214	Interrogate implantable cardioverter defibrillators (ICD)	236	1.59	0.05	0.78	539	30.5
AGT138	Renal calculi	541	1.60	0.03	0.73	261	67.5

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 2. Mean Significance Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
AGT078	Spinal disease (e.g., scoliosis, kyphosis, disc disease)	611	1.60	0.03	0.76	208	74.6
AGT278	Interpret transcranial Doppler data	152	1.61	0.06	0.77	603	20.1
AGT213	Interpret stress tests	269	1.61	0.05	0.77	504	34.8
AGT095	Cerebral salt wasting	499	1.62	0.04	0.79	313	61.5
AGT077	Osteoporosis and bone disease	636	1.62	0.03	0.75	181	77.8
AGT277	Interpret EEG data	247	1.62	0.05	0.73	511	32.6
AGT326	Perform joint injections	91	1.63	0.09	0.84	651	12.3
AGT350	Perform ECT therapy	59	1.63	0.11	0.87	681	8.0
AGT331	Excise lesions	188	1.63	0.06	0.79	554	25.3
AGT197	Deactivate permanent pacemakers	366	1.63	0.04	0.75	405	47.5
AGT224	Manage patient with transesophageal pacemakers	185	1.63	0.06	0.81	590	23.9
AGT145	Infectious skin disorders	592	1.64	0.03	0.76	205	74.3
AGT228	Perform stress testing	162	1.64	0.06	0.79	614	20.9
AGT070	Thyroid disorders	730	1.64	0.03	0.72	93	88.7
AGT099	Hydrocephalus	506	1.64	0.03	0.76	308	62.2
AGT151	Bariatric surgery	527	1.64	0.03	0.79	268	66.3
AGT324	Perform casting/splinting	142	1.65	0.06	0.77	603	19.1
AGT344	Perform as a surgical first assist	77	1.65	0.10	0.85	664	10.4
AGT269	Insert catheter to measure brain tissue oxygenation	112	1.65	0.08	0.81	644	14.8
AGT022	Cardiac surgery: heart transplant	455	1.65	0.04	0.81	386	54.1
AGT299	Troubleshoot shunt	146	1.66	0.07	0.79	611	19.3
AGT009	Injury prevention (e.g., helmets, seatbelts, environmental modification)	631	1.66	0.03	0.77	222	74.0
AGT236	Manage patient receiving nitric oxide	268	1.66	0.05	0.79	501	34.9
AGT196	Deactivate AICD	376	1.66	0.04	0.76	397	48.6
AGT120	Inflammatory bowel disease	641	1.66	0.03	0.76	168	79.2
AGT089	Hematologic and solid tumors	605	1.67	0.03	0.78	210	74.2
AGT076	Osteoarthritis	663	1.68	0.03	0.76	152	81.3
AGT291	Remove cerebral oxygenation monitoring devices	102	1.68	0.08	0.83	651	13.5
AGT183	Life stage transitions	592	1.68	0.03	0.76	200	74.7
AGT008	Immunizations	691	1.68	0.03	0.71	158	81.4
AGT201	Harvest saphenous vein graft	196	1.68	0.06	0.79	581	25.2
AGT103	Neurologic infectious diseases	558	1.68	0.03	0.76	256	68.6
AGT261	Manage patient with chemotherapy and biotherapy	370	1.69	0.04	0.80	395	48.4
AGT321	Administer analgesic blocks	150	1.69	0.06	0.80	592	20.2
AGT139	Renal trauma	515	1.69	0.03	0.79	287	64.2
AGT106	Space-occupying lesions	559	1.69	0.03	0.78	255	68.7
AGT235	Interpret pulmonary function tests	363	1.69	0.04	0.75	408	47.1
AGT056	Pulmonary hemorrhage (e.g., infection, auto-immune disorders)	646	1.69	0.03	0.77	180	78.2

Rule 2. Mean Significance Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
AGT227	Perform pericardiocentesis	220	1.70	0.05	0.78	558	28.3
AGT310	Perform paracentesis	220	1.70	0.05	0.77	530	29.3
AGT137	Renal and genitourinary surgeries	556	1.70	0.03	0.76	248	69.2
AGT270	Insert cerebral oxygenation monitoring devices	108	1.70	0.08	0.83	649	14.3
AGT271	Insert epidural catheters	162	1.70	0.06	0.80	594	21.4
AGT091	Organ, tissue, and bone marrow transplantation and associated problems	525	1.71	0.04	0.82	292	64.3
AGT330	Debride wounds	352	1.72	0.04	0.77	391	47.4
AGT069	Syndrome of inappropriate secretion of antidiuretic hormone (SIADH)	688	1.72	0.03	0.77	135	83.6
AGT104	Neuromuscular disorders	612	1.72	0.03	0.73	200	75.4
AGT044	Structural heart defects and disease (acquired and congenital)	629	1.72	0.03	0.78	236	72.7
AGT334	Incise and drain abscesses	246	1.72	0.05	0.81	494	33.2
AGT242	Manage patient with percussion vest	330	1.72	0.04	0.80	438	43.0
AGT003	Cancer prevention (e.g., tobacco cessation, sunscreen)	718	1.73	0.03	0.73	134	84.3
AGT226	Perform interventional radiology (e.g., arteriogram, fistulogram)	208	1.74	0.06	0.82	567	26.8
AGT143	Extravasation	644	1.74	0.03	0.76	157	80.4
AGT170	Toxic exposures, ingestions and inhalations (e.g., overdose, carbon monoxide, lead, asbestos)	556	1.74	0.03	0.81	241	69.8
AGT168	Sensory impairment (e.g., hearing loss)	649	1.75	0.03	0.77	143	81.9
AGT187	Personality disorders (e.g., anti-social behaviors, schizophrenia)	650	1.75	0.03	0.78	143	82.0
AGT322	Administer steroid injections	179	1.75	0.06	0.82	563	24.1
AGT313	Remove PEG/JT catheters	231	1.75	0.05	0.78	517	30.9
AGT312	Remove drainage catheters (e.g., biliary drains)	253	1.75	0.05	0.78	497	33.7
AGT084	Autoimmune diseases	708	1.75	0.03	0.73	102	87.4
AGT292	Remove epidural ICP monitoring devices	113	1.75	0.08	0.84	643	14.9
AGT190	Sleep Disorders	652	1.75	0.03	0.75	139	82.4
AGT309	Perform endoscopy	202	1.76	0.06	0.82	548	26.9
AGT018	Sleep hygiene	662	1.76	0.03	0.73	189	77.8
AGT206	Insert permanent transvenous pacemakers	240	1.76	0.05	0.81	534	31.0
AGT109	Vascular malformation	598	1.76	0.03	0.79	214	73.6
AGT301	Insert PEG tube	246	1.77	0.05	0.79	500	33.0
AGT248	Perform percutaneous tracheotomy	232	1.77	0.05	0.82	535	30.2
AGT302	Insert PEG/JT catheters	235	1.77	0.05	0.79	503	31.8
AGT204	Insert implantable cardioverter defibrillators (ICD)	236	1.78	0.05	0.82	541	30.4
AGT024	Cardiac surgery: off pump	450	1.78	0.04	0.83	415	52.0

Rule 2. Mean Significance Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
AGT029	Cardiac trauma (blunt and penetrative)	570	1.78	0.03	0.81	269	67.9
AGT258	Insert permanent vascular access devices (e.g., port)	240	1.78	0.05	0.84	520	31.6
AGT221	Manage patient with life vest	399	1.78	0.04	0.83	377	51.4
AGT110	Abdominal trauma	557	1.78	0.04	0.83	250	69.0
AGT189	Risk-taking behaviors (e.g., tobacco, unprotected sex)	628	1.79	0.03	0.78	163	79.4
AGT125	Peptic ulcer disease	677	1.79	0.03	0.75	129	84.0
AGT090	Myelosuppression(i.e., neutropenia, anemia, thrombocytopenia)	651	1.79	0.03	0.77	165	79.8
AGT208	Insert temporary transvenous pacemakers	278	1.79	0.05	0.81	498	35.8
AGT272	Insert epidural ICP monitoring devices	139	1.79	0.07	0.86	616	18.4
AGT294	Remove lumbar drain	168	1.79	0.06	0.79	589	22.2
AGT113	Gallbladder disease	648	1.80	0.03	0.79	161	80.1
AGT262	Manage patient with immunosuppression therapy	445	1.80	0.04	0.81	318	58.3
AGT243	Perform bronchial alveolar lavage	251	1.80	0.05	0.81	518	32.6
AGT115	Gastrointestinal Infectious disorders	651	1.80	0.03	0.79	153	81.0
AGT340	Suture wounds	198	1.80	0.06	0.88	543	26.7
AGT295	Remove subdural ICP monitoring devices	122	1.80	0.07	0.82	635	16.1
AGT114	Gastro-esophageal reflux	692	1.80	0.03	0.77	116	85.6
AGT192	Suicidal behavior	662	1.81	0.03	0.80	126	84.0
AGT276	Insert subdural ICP monitoring devices	135	1.81	0.07	0.85	620	17.9
AGT073	Gait disorders (e.g., spastic gait, waddling gait, ataxic gait)	691	1.81	0.03	0.79	130	84.2
AGT194	Adjust permanent transvenous pacemakers	384	1.81	0.04	0.80	393	49.4
AGT153	Compartment syndrome	624	1.81	0.03	0.79	174	78.2
AGT289	Perform lumbar puncture	208	1.81	0.06	0.81	548	27.5
AGT119	Hepatorenal syndrome	623	1.82	0.03	0.77	183	77.3
AGT260	Manage patient with cancer treatments symptoms	472	1.82	0.04	0.81	291	61.9
AGT327	Prescribe durable medical equipment to support musculoskeletal disorders	190	1.83	0.06	0.81	554	25.5
AGT207	Insert pulmonary artery pressure catheters	260	1.83	0.05	0.84	516	33.5
AGT016	Secondary prevention (e.g., cardiac rehab, pulmonary rehab)	718	1.83	0.03	0.76	135	84.2
AGT060	Thoracic and pulmonary trauma and injuries	613	1.84	0.03	0.82	216	73.9
AGT244	Perform bronchoscopy	244	1.84	0.05	0.81	526	31.7
AGT274	Insert lumbar drain	169	1.85	0.07	0.85	588	22.3

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 2. Mean Significance Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
AGT253	Manage patient with corticosteroid tapering	490	1.85	0.04	0.79	279	63.7
AGT257	Manage patient with insulin pumps	525	1.85	0.04	0.82	244	68.3
AGT195	Adjust pulmonary artery pressure catheters	373	1.85	0.04	0.83	403	48.1
AGT107	Spinal cord injury	574	1.85	0.04	0.84	237	70.8
AGT010	Mental health screenings (e.g., depression, suicidal ideation, eating disorders)	720	1.86	0.03	0.74	134	84.3
AGT249	Perform StO2 monitoring	256	1.86	0.05	0.84	506	33.6
AGT083	Anemias (e.g., microcytic, macrocytic)	733	1.86	0.03	0.74	82	89.9
AGT293	Remove intraventricular ICP monitoring devices	137	1.86	0.07	0.85	618	18.1
AGT323	Manage patient with durable medical equipment to support musculoskeletal disorders	359	1.86	0.04	0.79	385	48.3
AGT129	Contrast induced nephropathy	671	1.86	0.03	0.79	132	83.6
AGT205	Insert intra-aortic balloon catheter	219	1.87	0.05	0.81	559	28.1
AGT026	Cardiac surgery: hybrid procedures	479	1.87	0.04	0.85	361	57.0
AGT023	Cardiac surgery: on pump	463	1.87	0.04	0.86	378	55.1
AGT081	Traumatic fractures	569	1.88	0.04	0.84	249	69.6
AGT167	Rhabdomyolysis	682	1.88	0.03	0.78	114	85.7
AGT011	Nutrition and weight management	731	1.89	0.03	0.72	120	85.9
AGT193	Adjust implantable cardioverter defibrillators (ICD)	418	1.90	0.04	0.81	359	53.8
AGT348	Manage assaultive behavior	497	1.90	0.04	0.82	242	67.3
AGT280	Manage patient with epidural ICP monitoring devices	236	1.90	0.06	0.85	519	31.3
AGT231	Remove intra-aortic balloon catheter	188	1.90	0.06	0.81	584	24.4
AGT217	Manage patient with cardiac assist devices (e.g., RVAD, BVAD, LVAD, ECMO)	304	1.90	0.05	0.86	471	39.2
AGT317	Insert dialysis catheters	179	1.91	0.06	0.81	566	24.0
AGT173	Aggression	731	1.91	0.03	0.77	62	92.2
AGT075	Neuromuscular illness related to critical illness	693	1.91	0.03	0.79	127	84.5
AGT105	Seizure disorders	680	1.92	0.03	0.76	134	83.5
AGT015	Risk-taking behaviors (e.g., substance use)	757	1.92	0.03	0.77	92	89.2
AGT025	Cardiac surgery: valve procedures	522	1.93	0.04	0.84	320	62.0
AGT133	Incontinence	662	1.93	0.03	0.80	142	82.3
AGT118	GI surgeries	651	1.93	0.03	0.80	158	80.5
AGT057	Pulmonary arterial hypertension	693	1.93	0.03	0.77	133	83.9
AGT156	Failure to thrive	650	1.93	0.03	0.81	146	81.7
AGT188	Post-ICU syndrome	636	1.94	0.03	0.79	153	80.6

Rule 2. Mean Significance Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
AGT100	Intracranial hypertension	577	1.94	0.04	0.85	236	71.0
AGT014	Prudent heart living	708	1.95	0.03	0.75	143	83.2
AGT186	Mood disorders (e.g., depression)	710	1.95	0.03	0.76	79	90.0
AGT251	Perform thoracentesis	269	1.95	0.05	0.81	498	35.1
AGT342	Interpret diagnostic imaging (e.g., radiographic, CT, MRI)	466	1.95	0.04	0.80	277	62.7
AGT059	Thoracic surgery (e.g., lung contusions, fractured ribs, hemothorax, lung reduction surgery, pneumonectomy, lobectomy, tracheal surgery, lung transplant)	662	1.96	0.03	0.81	167	79.9
AGT028	Cardiac tamponade	653	1.96	0.03	0.81	186	77.8
AGT124	Pancreatitis	699	1.96	0.03	0.80	110	86.4
AGT279	Manage patient with epidural catheters	374	1.97	0.04	0.83	383	49.4
AGT043	Ruptured or dissecting aneurysm	687	1.97	0.03	0.82	178	79.4
AGT004	Caregiver burden	779	1.97	0.03	0.73	76	91.1
AGT273	Insert intraventricular ICP monitoring devices	165	1.97	0.07	0.87	592	21.8
AGT347	De-escalation techniques (e.g., crisis prevention)	601	1.97	0.03	0.83	142	80.9
AGT223	Manage patient with transcutaneous (external) pacemakers	479	1.98	0.04	0.85	296	61.8
AGT229	Perform synchronized cardioversion	441	1.98	0.04	0.81	335	56.8
AGT159	Hypoxic ischemic encephalopathy	623	1.98	0.03	0.81	172	78.4
AGT121	Liver disease (e.g., hepatitis, hepatic failure)	711	1.99	0.03	0.76	98	87.9
AGT122	Malnutrition	720	1.99	0.03	0.76	89	89.0
AGT163	Multisystem trauma	464	2.00	0.04	0.85	335	58.1
AGT027	Cardiac surgery: revascularization procedures	569	2.00	0.04	0.84	271	67.7
AGT051	Asthma/reactive airway disease	743	2.00	0.03	0.76	83	90.0
AGT150	Bariatric care issues	702	2.01	0.03	0.76	94	88.2
AGT097	Encephalopathy	632	2.01	0.03	0.76	182	77.6
AGT303	Manage patient with drainage catheters (e.g., biliary drains)	505	2.02	0.04	0.83	242	67.6
AGT232	Use data from echocardiograms	494	2.02	0.04	0.81	282	63.7
AGT288	Perform brain death testing	238	2.02	0.05	0.82	518	31.5
AGT098	Head and brain trauma/injury	594	2.02	0.03	0.84	218	73.2
AGT175	Anxiety disorders (e.g., PTSD, OCD, fears, phobias)	744	2.02	0.03	0.74	48	93.9
AGT252	Remove chest tube	363	2.02	0.04	0.84	405	47.3
AGT225	Manage patient with venous sheath removal	432	2.03	0.04	0.84	344	55.7
AGT282	Manage patient with lumbar drain	349	2.03	0.04	0.82	405	46.3

Rule 2. Mean Significance Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
AGT286	Manage patient with subdural ICP monitoring devices	260	2.03	0.05	0.86	497	34.3
AGT117	GI motility disorders (e.g., constipation, diarrhea, ileus, gastroparesis)	718	2.03	0.03	0.77	91	88.8
AGT268	Initiate organ procurement after brain death	359	2.04	0.04	0.82	397	47.5
AGT061	Restrictive lung disease (e.g., obesity hypoventilation, tumor metastasis, pulmonary fibrosis)	730	2.05	0.03	0.77	99	88.1
AGT021	Acute inflammatory disease (e.g., myocarditis, endocarditis, pericarditis)	769	2.05	0.03	0.79	67	92.0
AGT359	Evaluates for common mental health disorders such as depression, dementia, anxiety, or substance-related disorders.	636	2.05	0.03	0.78	81	88.7
AGT219	Manage patient with epicardial pacemakers	355	2.05	0.05	0.88	420	45.8
AGT284	Manage patient with patient undergoing bispectral index monitoring	265	2.05	0.05	0.88	490	35.1
AGT154	Distributive shock (e.g., anaphylaxis, neurogenic)	646	2.05	0.03	0.82	153	80.9
AGT370	Uses behavioral, communication, and environmental-modification strategies with individuals who have cognitive and psychiatric impairments.	629	2.06	0.03	0.80	87	87.8
AGT123	Nausea/Vomiting	731	2.07	0.03	0.76	78	90.4
AGT048	Air-leak syndromes (e.g., pneumothorax, pulmonary interstitial emphysema, pneumopericardium, pneumomediastinum)	724	2.07	0.03	0.78	104	87.4
AGT191	Substance abuse	725	2.07	0.03	0.78	68	91.4
AGT354	Assesses age-specific and genetic risk factors.	636	2.07	0.03	0.78	78	89.1
AGT222	Manage patient with temporary transvenous pacemakers	445	2.07	0.04	0.86	326	57.7
AGT216	Manage patient with arterial sheath removal	426	2.08	0.04	0.82	348	55.0
AGT385	Advises patients, families and caregivers on how to address sensitive issues such as sexually transmitted diseases, suicide prevention, substance use, driving, independent living, potential for abuse, end-of-life concerns, advance care planning, and finances.	610	2.09	0.03	0.80	100	85.9
AGT049	Airway obstruction (e.g., angioedema, mucus plug, air space occupying lesions)	745	2.09	0.03	0.78	82	90.1
AGT101	Intracerebral hemorrhage	636	2.09	0.03	0.82	177	78.2

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 2. Mean Significance Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
AGT053	Chronic respiratory failure (e.g., ventilator dependency)	686	2.10	0.03	0.80	143	82.8
AGT055	Obstructive sleep apnea	763	2.10	0.03	0.75	65	92.1
AGT281	Manage patient with intraventricular ICP monitoring devices	298	2.11	0.05	0.85	458	39.4
AGT065	Diabetic ketoacidosis/hyperglycemic hyperosmolar state (HHS)	745	2.11	0.03	0.78	77	90.6
AGT094	Brain death	635	2.11	0.03	0.82	179	78.0
AGT202	Insert arterial pressure catheters	319	2.12	0.05	0.83	456	41.2
AGT254	Manage patient with fluid and electrolyte levels of endocrine disorders	584	2.12	0.03	0.79	185	75.9
AGT001	Advance care planning	818	2.12	0.02	0.70	33	96.1
AGT007	Health literacy	802	2.12	0.03	0.73	51	94.0
AGT389	Designs educational programs that enhance the knowledge of older adults, families, and caregivers regarding normal changes of aging, myths and stereotypes of aging, and health promotion and prevention activities for older adults.	613	2.12	0.03	0.79	97	86.3
AGT234	Insert chest tubes	348	2.13	0.04	0.81	421	45.3
AGT390	Provides education to patients, families, caregivers, and the community including but not limited to the following topics: health promotion, high risk behaviors and their impact on Health, the interaction between physical and mental health.	631	2.13	0.03	0.77	80	88.7
AGT345	Perform procedural sedation	361	2.13	0.04	0.83	380	48.7
AGT134	Infections (e.g., UTI, PID, STDs)	694	2.13	0.03	0.79	110	86.3
AGT178	Capacity for decision making	726	2.14	0.03	0.79	66	91.7
AGT203	Insert central venous catheters	363	2.15	0.04	0.83	414	46.7
AGT033	Dyslipidemia	759	2.15	0.03	0.77	80	90.5
AGT388	Facilitates access to and use of information and care technology based on assessment of the ability and preferences of patients across the adult age spectrum.	640	2.15	0.03	0.76	70	90.1
AGT355	Assesses the interaction between acute and chronic physical and mental health problems.	646	2.16	0.03	0.77	65	90.9
AGT074	Infections (e.g., necrotizing fasciitis, osteomyelitis)	744	2.16	0.03	0.76	75	90.8
AGT368	Designs a comprehensive, individualized, age- and disease- appropriate plan for health promotion.	630	2.16	0.03	0.77	84	88.2

Rule 2. Mean Significance Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
AGT387	Modifies health information, patient education programs, and interventions for patients with sensory, perceptual, cognitive, and physical and mental illness limitations.	648	2.16	0.03	0.77	63	91.1
AGT112	Bowel infarction/obstruction/perforation	711	2.16	0.03	0.75	97	88.0
AGT365	Manages or appropriately refers the patient with signs and symptoms of physical and mental health disorders across the adult lifespan, including geriatric syndromes.	622	2.17	0.03	0.78	93	87.0
AGT360	Conducts a pharmacologic assessment including polypharmacy, drug interactions, over-the-counter and herbal product use, and the ability to safely and correctly store and self administer medications.	639	2.17	0.03	0.80	77	89.2
AGT174	Agitation	749	2.17	0.03	0.74	43	94.6
AGT030	Cardiogenic shock	685	2.17	0.03	0.81	154	81.6
AGT062	Pleural effusion	744	2.17	0.03	0.72	85	89.7
AGT448	Coaches patients and families to help them navigate the healthcare system.	646	2.17	0.03	0.77	49	92.9
AGT086	Coagulopathies (e.g., VTE, DIC, hypercoagulable states)	746	2.18	0.03	0.74	68	91.6
AGT111	GI hemorrhage	720	2.19	0.03	0.77	87	89.2
AGT316	Initiate renal replacement therapies	244	2.19	0.05	0.83	503	32.7
AGT031	Cardiomyopathies (e.g., hypertrophic, dilated, restrictive, idiopathic)	707	2.19	0.03	0.78	158	81.7
AGT470	Participates in conduct and implementation of research which includes one or more of the following: Identification of questions for clinical inquiry, Conduct of literature reviews, Study design and implementation, Data collection,	636	2.19	0.03	0.79	52	92.4
AGT369	Develops age specific, individualized treatment plans and interventions with consideration of cognitive status, sensory function, perception, and the environment.	639	2.19	0.03	0.75	77	89.2
AGT343	Manage patient with complex pain problems	616	2.19	0.03	0.78	124	83.2
AGT240	Manage patient with multi-modal oxygen therapy	530	2.20	0.04	0.81	240	68.8

Rule 2. Mean Significance Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
AGT449	Designs health information and patient education appropriate to the patient's developmental level, health literacy level, learning needs, readiness to learn, and cultural values and beliefs.	639	2.20	0.03	0.77	55	92.1
AGT041	Peripheral vascular disease (e.g., acute, arterial occlusion, carotid artery stenosis, endartarectomy, peripheral stents and Fem-Pop bypass)	773	2.20	0.03	0.74	92	89.4
AGT417	Prescribe: equipment	348	2.20	0.04	0.80	351	49.8
AGT366	Intervenes to prevent or minimize iatrogenesis.	611	2.21	0.03	0.79	107	85.1
AGT398	III. Conduct of Research - Identifies areas of inquiry relevant to the adult-older adult population.	662	2.21	0.03	0.74	48	93.2
AGT283	Manage patient with patient receiving neuromuscular blockade	425	2.21	0.04	0.81	331	56.2
AGT185	Medical nonadherence	729	2.21	0.03	0.76	58	92.6
AGT198	Determine lead selection for patient care monitoring (e.g., ST segment monitoring)	569	2.21	0.03	0.78	208	73.2
AGT386	Facilitates decision-making regarding treatment options with the patient, family, caregivers and/or healthcare proxy.	645	2.22	0.03	0.78	66	90.7
AGT307	Manage patient with PEG/JT catheters	568	2.22	0.03	0.77	181	75.8
AGT478	Advocates for equitable patient care by: Participating in organizational, local, state, national, or international level of policy-making activities for issues related to their expertise, Evaluating the impact of legislative and regulatory policies as they apply to nursing practice and patient or population outcomes	635	2.22	0.03	0.79	59	91.5
AGT319	Manage patient with renal replacement therapies	371	2.22	0.04	0.82	376	49.7
AGT418	Prescribe: treatments	354	2.23	0.04	0.81	339	51.1
AGT376	Creates therapeutic health-promoting, aging friendly environments.	668	2.23	0.03	0.72	45	93.7
AGT399	III. Conduct of Research - Advocates the use of data collection tools and consents that are understandable and appropriate for adult-older adult populations.	655	2.23	0.03	0.74	53	92.5
AGT250	Perform terminal ventilator withdrawal	367	2.23	0.04	0.81	400	47.8
AGT480	Advocates for the CNS/APRN role and for positive legislative response to issues affecting nursing practice.	646	2.24	0.03	0.81	47	93.2

Rule 2. Mean Significance Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
AGT450	Provides education to individuals, families, groups and communities to promote knowledge, understanding and optimal functioning across the wellness-illness continuum.	647	2.24	0.03	0.75	48	93.1
AGT479	Promotes the role and scope of practice of the CNS to legislators, regulators, other health care providers, and the public: Communicates information that promotes nursing, the role of the CNS and outcomes of nursing and CNS practice through the use of the media, advanced technologies, and community networks.	641	2.24	0.03	0.80	52	92.5
AGT233	Initiate mechanical ventilation	406	2.25	0.04	0.82	363	52.8
AGT067	Hypoglycemia	787	2.25	0.03	0.73	35	95.7
AGT172	Withdrawal (e.g., alcohol, opioids, benzodiazapines)	734	2.25	0.03	0.78	62	92.2
AGT042	Pulmonary edema	776	2.25	0.03	0.75	89	89.7
AGT180	Dementia	751	2.25	0.03	0.74	39	95.1
AGT285	Manage patient with patient undergoing targeted temperature management	397	2.26	0.04	0.78	358	52.6
AGT305	Manage patient with large-bore nasogastric tubes	568	2.26	0.03	0.77	180	75.9
AGT349	Manage patient in restraints	564	2.26	0.03	0.79	177	76.1
AGT046	Acute respiratory distress syndrome (ARDS)	730	2.26	0.03	0.77	96	88.4
AGT391	Provides programs for the development of healthcare providers, students, and caregivers that incorporate age specific cultural competence and skills.	648	2.27	0.03	0.74	62	91.3
AGT351	Suggest restraint alternatives	588	2.27	0.03	0.78	153	79.4
AGT040	Hypertensive urgencies or emergencies	766	2.27	0.03	0.76	99	88.6
AGT052	Chronic lung disease (e.g., COPD, exacerbation, interstitial pulmonary fibrosis, cystic fibrosis)	783	2.27	0.03	0.73	45	94.6
AGT352	Conducts a comprehensive, holistic assessment of individuals including those who are non-verbal, developmentally, functionally, and/or cognitively impaired.	647	2.27	0.03	0.77	70	90.2
AGT038	Heart failure: advanced	759	2.28	0.03	0.76	76	90.9
AGT210	Interpret 12-lead ECGs	642	2.28	0.03	0.78	136	82.5
AGT346	Provide nonpharmacological interventions for pain	642	2.28	0.03	0.79	100	86.5
AGT255	Manage patient with glycemic abnormalities	632	2.28	0.03	0.75	138	82.1

Rule 2. Mean Significance Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
AGT308	Manage patient with small-bore nasogastric tubes	572	2.28	0.03	0.75	174	76.7
AGT471	Research - Dissemination of findings	624	2.29	0.03	0.75	47	93.0
AGT146	Pressure ulcers	733	2.29	0.03	0.75	65	91.9
AGT304	Manage patient with enteral nutrition	577	2.29	0.03	0.78	173	76.9
AGT158	Hypovolemic shock	692	2.29	0.03	0.78	106	86.7
AGT377	Promotes healthcare policy and system changes that facilitate access to care and address biases (e.g. socioeconomic, ethnic, ageism, sexism, cultural, mental health stigma)	652	2.29	0.03	0.75	60	91.6
AGT160	Infectious diseases (e.g., congenital viral, bacterial, hospital acquired infections)	712	2.29	0.03	0.74	83	89.6
AGT371	Coordinates care with other healthcare providers and community resources, with special attention to the needs of the non-verbal, developmentally and cognitively impaired patient and frail older adult.	650	2.29	0.03	0.78	68	90.5
AGT245	Perform end-tidal CO2 monitoring	512	2.29	0.03	0.78	259	66.4
AGT246	Perform extubation	410	2.30	0.04	0.80	358	53.4
AGT247	Perform intubation	301	2.30	0.05	0.80	467	39.2
AGT405	Assesses the effects of interactions among the individual, family, community, and social systems on health and illness.	651	2.30	0.03	0.72	47	93.3
AGT372	Manages patient's transitions of care in collaboration with the individual, family, caregivers and interdisciplinary team members, including: analyzing the readiness of the patient and family to transition, determining appropriate level and/or setting of care, coordinating implementation of transition	654	2.30	0.03	0.77	62	91.3
AGT447	Facilitates intra-agency and inter-agency communication.	663	2.30	0.03	0.75	33	95.3
AGT364	Determines diagnoses in the complex patient and takes into consideration: Physiologic and pathophysiologic changes, Morbidities and co-morbidities, Events across the life span, Patient's pharmacologic history	647	2.30	0.03	0.75	69	90.4
AGT416	Prescribe: diagnostic measures	303	2.31	0.05	0.82	397	43.3
AGT045	Acute pulmonary embolus	773	2.31	0.02	0.69	56	93.2
AGT037	Heart failure: chronic	787	2.31	0.03	0.75	78	91.0

Rule 2. Mean Significance Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
AGT363	Assesses patient, caregiver, and family's preferences in relation to cultural, spiritual, quality of life, and lifestyle choices.	683	2.31	0.03	0.73	33	95.4
AGT148	Wounds (surgical and non-surgical)	744	2.31	0.03	0.75	54	93.2
AGT353	Assesses physiological and functional changes associated with aging and development across the adult continuum.	670	2.31	0.03	0.72	45	93.7
AGT357	Uses reliable and valid age-appropriate assessment instruments to assess acute and chronic health concerns, including but not limited to mental status, delirium, dementia, and pain.	675	2.31	0.03	0.73	43	94.0
AGT339	Stage pressure ulcers	568	2.32	0.03	0.80	176	76.3
AGT402	Conducts comprehensive, holistic wellness and illness assessments using known or innovative evidence-based techniques, tools, and direct and indirect methods.	650	2.32	0.03	0.73	48	93.1
AGT367	Intervenes to facilitate transitions of care with emphasis on quality, safety, and risk avoidance.	679	2.33	0.03	0.74	38	94.7
AGT338	Provide wound care	566	2.33	0.03	0.77	176	76.3
AGT256	Manage patient with insulin infusions	568	2.33	0.03	0.76	200	74.0
AGT414	Prescribe: pharmacologic interventions	280	2.33	0.05	0.83	418	40.1
AGT199	Direct cardiopulmonary resuscitation	635	2.33	0.03	0.78	140	81.9
AGT050	Aspiration	769	2.34	0.03	0.71	59	92.9
AGT403	Obtains data about context and etiologies (including both non-disease and disease-related factors) necessary to formulate differential diagnoses and plans of care, and to identify and evaluate of outcomes.	652	2.34	0.03	0.73	47	93.3
AGT020	Acute coronary syndrome	787	2.34	0.03	0.75	55	93.5
AGT072	Mobility disorders (e.g., immobility, falls, debility secondary to acute or chronic illness)	775	2.35	0.03	0.72	44	94.6
AGT419	Provides direct care to selected patients based on the needs of the patient and the CNS's specialty knowledge and skills	610	2.35	0.03	0.75	86	87.6
AGT058	Pulmonary infections (e.g., pneumonia, tuberculosis)	750	2.35	0.03	0.73	76	90.8
AGT127	Chronic kidney disease	757	2.35	0.03	0.69	47	94.2
AGT036	Heart failure: acute	777	2.35	0.03	0.75	61	92.7
AGT108	Stroke	762	2.35	0.03	0.74	50	93.8
AGT032	Coronary artery disease	792	2.36	0.03	0.72	49	94.2

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 2. Mean Significance Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
AGT241	Manage patient with non-invasive ventilation/CPAP	607	2.36	0.03	0.73	165	78.6
AGT237	Manage patient with artificial airways	554	2.36	0.03	0.77	213	72.2
AGT362	Assesses patient, family, and caregiver's ability to implement complex plans of care.	679	2.36	0.03	0.73	36	95.0
AGT358	Assesses for manifestations of health disorders or health disruptions, e.g. infection, adverse drug effect, dehydration, ischemia, and geriatric syndromes.	673	2.36	0.03	0.71	44	93.9
AGT477	Facilitates patient and family understanding of the risks, benefits, and outcomes of proposed healthcare regimen to promote informed decision making.	663	2.37	0.03	0.71	30	95.7
AGT411	Designs strategies, including advanced nursing therapies, to meet the multifaceted needs of complex patients and groups of patients.	672	2.37	0.03	0.71	28	96.0
AGT149	Acid-base imbalances	748	2.37	0.03	0.72	50	93.7
AGT356	Recognizes the presence of co-morbidities and psychosocial issues that may impact optimal level of health.	690	2.38	0.03	0.70	26	96.4
AGT400	III. Conduct of Research - Applies ethical principles in safeguarding the confidentiality, dignity, and safety of all adult older adult research participants, including the vulnerable and those with impaired decision making capacity.	656	2.38	0.03	0.70	52	92.7
AGT034	Dysrhythmias	793	2.38	0.03	0.71	72	91.7
AGT443	Assesses the quality and effectiveness of interdisciplinary, intra-agency, and inter-agency communication and collaboration.	674	2.38	0.03	0.71	23	96.7
AGT211	Interpret hemodynamic values	614	2.39	0.03	0.76	161	79.2
AGT415	Prescribe: non-pharmacologic interventions	433	2.39	0.03	0.73	266	61.9
AGT238	Manage patient with chest tubes	604	2.39	0.03	0.73	167	78.3
AGT039	Hypertension	803	2.39	0.02	0.70	28	96.6
AGT452	Contributes to the advancement of the profession as a whole by disseminating outcomes of CNS practice through presentations and publications.	649	2.40	0.03	0.72	46	93.4
AGT126	Acute kidney injury	753	2.40	0.03	0.72	51	93.7

Rule 2. Mean Significance Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
AGT409	Prioritizes differential diagnoses to reflect those conditions most relevant to signs, symptoms and patterns amenable to CNS interventions.	657	2.40	0.03	0.70	42	94.0
AGT361	Interprets values/results of laboratory and diagnostic tests with consideration of age, ethnicity, and health status.	680	2.40	0.03	0.71	36	95.0
AGT218	Manage patient with dysrhythmias	655	2.40	0.03	0.74	121	84.4
AGT035	Heart failure	795	2.41	0.03	0.71	42	95.0
AGT436	Develops age-specific clinical standards, policies and procedures.	665	2.41	0.03	0.70	33	95.3
AGT438	Coordinates the care of patients with use of system and community resources to assure successful health/illness/wellness transitions, enhance delivery of care, and achieve optimal patient outcomes.	663	2.41	0.03	0.71	33	95.3
AGT259	Manage patient with blood and blood products	616	2.41	0.03	0.74	149	80.5
AGT392	Articulates the role and significance of the CNS in improving healthcare outcomes for adults-older adults to other healthcare providers and the public.	679	2.41	0.03	0.71	31	95.6
AGT439	Considers fiscal and budgetary implications in decision making regarding practice and system modifications: Evaluates use of products and services for appropriateness and cost/benefit in meeting care needs, Conducts cost/benefit analysis of new clinical technologies, Evaluates impact of introduction or withdrawal of products, services, and technologies	671	2.41	0.03	0.69	29	95.9
AGT407	Assesses the impact of environmental/system factors on care.	678	2.41	0.03	0.68	21	97.0
AGT335	Manage patient with pressure ulcers	590	2.42	0.03	0.75	154	79.3
AGT066	Hyperglycemia	792	2.42	0.02	0.67	31	96.2
AGT179	Delirium	743	2.42	0.03	0.73	50	93.7
AGT212	Interpret non-invasive hemodynamic values	623	2.42	0.03	0.73	153	80.3
AGT380	Advocates for access to hospice and palliative care services for patients across the adult age spectrum.	674	2.42	0.03	0.71	40	94.4
AGT456	Provides leadership in conflict management and negotiation to address problems in the healthcare system.	674	2.42	0.03	0.69	21	97.0

Rule 2. Mean Significance Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
AGT169	Systemic inflammatory response syndrome (SIRS)/sepsis/severe sepsis/septic shock/MODS	718	2.42	0.03	0.73	80	90.0
AGT047	Acute respiratory failure	760	2.43	0.03	0.70	64	92.2
AGT476	Facilitates interdisciplinary teams to address ethical concerns, risks or considerations, benefits and outcomes of patient care.	668	2.43	0.03	0.68	21	97.0
AGT012	Pain prevention and management	823	2.43	0.02	0.70	27	96.8
AGT332	Implement measures to prevent surgical site infections	568	2.43	0.03	0.75	174	76.5
AGT393	Mentors healthcare providers, students, and others to develop expertise in the care of the vulnerable adult including the frail elderly patient.	680	2.44	0.03	0.67	30	95.8
AGT378	Provides leadership to address threats to healthcare safety and quality in the adult-older adult population.	680	2.44	0.03	0.69	32	95.5
AGT382	Implements system level changes based on analysis and evaluation of age-specific outcomes of care.	678	2.44	0.03	0.70	34	95.2
AGT461	Designs programs for effective implementation of research findings and other evidence in clinical practice	665	2.45	0.03	0.69	28	96.0
AGT424	Leads development of evidence-based plans for meeting individual, family, community, and population needs.	676	2.45	0.03	0.70	23	96.7
AGT374	Provides consultation to the interdisciplinary team regarding the patient's mental status, home environment, mobility, functional status, self-care, and caregiver's abilities.	668	2.45	0.03	0.71	47	93.4
AGT395	II. Evaluation of Clinical Practice - Provides leadership in identifying gaps in data and analyses specific to age-related outcomes of care.	688	2.45	0.03	0.67	23	96.8
AGT410	Selects interventions that may include, but are not limited to: Application of advanced nursing therapies, Initiation of interdisciplinary team meetings, consultations and other communications to benefit patient care, Management of patient medications, clinical procedures and other interventions, Psychosocial support including patient counseling and spiritual interventions	662	2.45	0.03	0.68	34	95.1

Rule 2. Mean Significance Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
AGT442	Disseminates outcomes of system-level change internally and externally	668	2.46	0.03	0.69	30	95.7
AGT239	Manage patient with mechanical ventilation	525	2.46	0.03	0.73	243	68.4
AGT474	Facilitates resolution of ethical conflicts: Identifies ethical implications of complex care situations, Considers the impact of scientific advances, cost, clinical effectiveness, patient and family values and preferences, and other external influences., Applies ethical principles to resolving concerns across the three spheres of influence	681	2.46	0.03	0.66	11	98.4
AGT166	Palliative care issues	748	2.47	0.03	0.72	48	94.0
AGT220	Manage patient with hemodynamics with pharmacologic intervention	593	2.47	0.03	0.71	182	76.5
AGT381	Promotes system-wide policies and protocols that address cultural, ethnic, spiritual, and intergenerational/age differences among patients, healthcare providers, and caregivers.	687	2.48	0.03	0.68	27	96.2
AGT130	Electrolyte imbalances	767	2.48	0.02	0.65	38	95.3
AGT451	participates in pre-professional, graduate and continuing education of nurses and other health care providers: Completes a needs assessment as appropriate to guide interventions with staff; Promotes professional development of staff nurses and continuing education activities; Implements staff development and continuing education activities; Mentors nurses to translate research into practice.	677	2.48	0.03	0.68	18	97.4
AGT458	Integrates evidence into the health, illness, and wellness management of patients, families, communities and groups.	683	2.48	0.03	0.66	12	98.3
AGT397	II. Evaluation of Clinical Practice - Evaluates innovative approaches to delivering care to the adult-older adult populations	687	2.48	0.02	0.65	21	97.0
AGT441	Evaluates impact of CNS and other nursing practice on systems of care using nurse-sensitive outcomes	663	2.49	0.03	0.67	36	94.8
AGT465	Provides leadership in planning data collection and quality monitoring	669	2.49	0.03	0.67	24	96.5

Rule 2. Mean Significance Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
AGT375	Integrates information technology into systems of care to enhance safety and monitor health outcomes.	694	2.49	0.02	0.65	19	97.3
AGT406	Identifies potential risks to patient safety, autonomy and quality of care based on assessments across the patient, nurse and system spheres of influence.	673	2.49	0.02	0.65	25	96.4
AGT131	Fluid volume imbalances	763	2.50	0.02	0.65	38	95.3
AGT431	Performs system level assessments to identify variables that influence nursing practice and outcomes, including but not limited to: Population variables, Environment, System of health care delivery, Regulatory requirements, Internal and external political influences/stability, Health care financing, Recurring practices that enhance or compromise patient or system outcomes.	673	2.50	0.03	0.65	24	96.6
AGT408	Synthesizes assessment data, advanced knowledge, and experience, using critical thinking and clinical judgment to formulate differential diagnoses for clinical problems amenable to CNS intervention.	672	2.50	0.03	0.65	28	96.0
AGT423	Differentiates between outcomes that require care process modification at the individual patient level and those that require modification at the system level.	679	2.51	0.03	0.65	19	97.3
AGT404	Employs evidence-based clinical practice guidelines to guide screening and diagnosis.	664	2.52	0.03	0.65	35	95.0
AGT401	Balances patient and family preferences, threats to patient safety, and risk/benefit analysis of interventions such as fall prevention, pain management, and treatment choices.	688	2.52	0.02	0.61	22	96.9
AGT457	Analyzes research findings and other evidence for their potential application to clinical practice	683	2.53	0.02	0.63	11	98.4
AGT425	Provides leadership for collaborative, evidence-based revision of diagnoses and plans of care, to improve patient outcomes	677	2.53	0.03	0.65	22	96.9
AGT412	Develops evidence-based clinical interventions and systems to achieve defined patient and system outcomes.	675	2.53	0.02	0.65	22	96.8

Rule 2. Mean Significance Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
AGT472	Engages in a formal self-evaluation process, seeking feedback regarding own practice, from patients, peers, professional colleagues and others	682	2.53	0.02	0.61	12	98.3
AGT466	Uses quality monitoring data to assess the quality and effectiveness of clinical programs in meeting outcomes.	674	2.53	0.03	0.65	19	97.3
AGT467	Develops quality improvement initiatives based on assessments.	671	2.53	0.03	0.65	22	96.8
AGT413	Uses advanced communication skills within therapeutic relationships to improve patient outcomes.	678	2.54	0.02	0.63	20	97.1
AGT383	Coordinates formal and informal education for healthcare providers to improve adult-older adult healthcare outcomes.	696	2.54	0.03	0.66	17	97.6
AGT396	II. Evaluation of Clinical Practice - Facilitates the incorporation of evidence related to adults-older adults when formulating and reviewing age-specific policies, procedures, and protocols.	692	2.54	0.02	0.62	18	97.5
AGT432	Determines nursing practice and system interventions that will promote patient, family and community safety.	683	2.54	0.02	0.64	17	97.6
AGT437	Uses leadership, team building, negotiation, and conflict resolution skills to build partnerships within and across systems, including communities.	679	2.54	0.02	0.64	20	97.1
AGT468	Provides leadership in the design, implementation and evaluation of process improvement initiatives.	669	2.54	0.03	0.65	25	96.4
AGT420	Assists staff in the development of innovative, cost effective programs or protocols of care	675	2.55	0.02	0.62	24	96.6
AGT157	Hospital acquired conditions (e.g., CAUTI, CLABSI, falls, pressure ulcers)	745	2.55	0.02	0.67	54	93.2
AGT462	Cultivates a climate of clinical inquiry across spheres of influence: Evaluates the need for improvement or redesign of care delivery processes to improve safety, efficiency, reliability, and quality., Disseminates expert knowledge.	672	2.55	0.02	0.64	18	97.4
AGT155	End of life issues	757	2.55	0.02	0.67	41	94.9

Rule 2. Mean Significance Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
AGT384	Leads collaborative efforts of the healthcare team in focusing on individuals and systems issues that impact the adult-older adult patient.	690	2.55	0.02	0.62	22	96.9
AGT469	Provides leadership in the system-wide implementation of quality improvements and innovations.	666	2.56	0.03	0.65	28	96.0
AGT464	Participates in establishing quality improvement agenda for unit, department, program, system, or population	671	2.57	0.02	0.63	24	96.5
AGT427	Initiates consultation to obtain resources as necessary to facilitate progress toward achieving identified outcomes.	689	2.57	0.02	0.60	15	97.9
AGT463	Fosters an interdisciplinary approach to quality improvement, evidence-based practice, research, and translation of research into practice	685	2.57	0.02	0.61	10	98.6
AGT433	Uses effective strategies for changing clinician and team behavior to encourage adoption of evidence-based practices and innovations in care delivery.	684	2.57	0.02	0.59	16	97.7
AGT373	Assists healthcare team members to integrate the needs, preferences, and strengths of the patient into the healthcare plan in order to optimize health outcomes.	695	2.57	0.02	0.62	22	96.9
AGT064	Diabetes mellitus	810	2.58	0.02	0.60	13	98.4
AGT455	Uses coaching and advanced communication skills to facilitate the development of effective clinical teams.	680	2.58	0.02	0.59	13	98.1
AGT440	Leads system change to improve health outcomes through evidence based practice: Specifies expected clinical and system level outcomes., Designs programs to improve clinical and system level processes and outcomes., Facilitates the adoption of practice change	676	2.58	0.02	0.61	23	96.7
AGT428	Communicates consultation findings to appropriate parties consistent with professional and institutional standards.	690	2.59	0.02	0.59	14	98.0
AGT422	Determines when evidence based guidelines, policies, procedures and plans of care need to be tailored to the individual.	683	2.59	0.02	0.60	15	97.9

Clinical Nurse Specialist – Wellness Through Acute Care Job Analysis

Rule 2. Mean Significance Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
AGT379	Participates in development, implementation, and evaluation of clinical practice guidelines that address patient needs across the adult age spectrum.	689	2.59	0.02	0.61	23	96.8
AGT460	Assesses system barriers and facilitators to adoption of evidence-based practices.	678	2.60	0.02	0.60	14	98.0
AGT445	Provides leadership for establishing, improving, and sustaining collaborative relationships to meet clinical needs.	685	2.60	0.02	0.58	13	98.1
AGT429	Analyzes data from consultations to implement practice improvements.	688	2.60	0.02	0.58	15	97.9
AGT333	Implement pressure ulcer prevention strategies	619	2.60	0.03	0.66	125	83.2
AGT444	Establishes collaborative relationships within and across departments that promote patient safety, culturally competent care, and clinical excellence	690	2.60	0.02	0.58	7	99.0
AGT454	Mentors health professionals in applying the principles of evidence-based care.	684	2.61	0.02	0.57	10	98.6
AGT421	Evaluates nursing practice that considers Safety, Timeliness, Effectiveness, Efficiency, Efficacy and Patient-centered care.	679	2.62	0.02	0.59	20	97.1
AGT453	Mentors staff nurses, graduate students and others to acquire new knowledge and skills and develop their careers.	684	2.62	0.02	0.59	12	98.3
AGT434	Provides leadership in maintaining a supportive and healthy work environment.	685	2.62	0.02	0.57	14	98.0
AGT475	Promotes a practice climate conducive to providing ethical care.	683	2.63	0.02	0.54	11	98.4
AGT435	Provides leadership in promoting interdisciplinary collaboration to implement outcome-focused patient care programs meeting the clinical needs of patients, families, populations and communities.	685	2.64	0.02	0.56	13	98.1
AGT341	Implement measures to prevent hospital acquired infections	679	2.65	0.02	0.62	63	91.5
AGT165	Pain	770	2.66	0.02	0.60	26	96.7
AGT446	Practices collegially with medical staff and other members of the healthcare team so that all providers' unique contributions to health outcomes will be enhanced.	690	2.66	0.02	0.53	7	99.0

Rule 2. Mean Significance Order – Adult-Gerontology							
Task #	Task	N	Mean	SEM	SD	# Zeros	% Perform
AGT459	Applies principles of evidence-based practice and quality improvement to all patient care.	687	2.66	0.02	0.53	8	98.8
AGT430	Facilitates the provision of clinically competent care by staff/team through education, role modeling, teambuilding, and quality monitoring.	688	2.67	0.02	0.55	11	98.4
AGT426	Provides consultation to staff nurses, medical staff and interdisciplinary colleagues	694	2.68	0.02	0.53	10	98.6
AGT473	Fosters professional accountability in self or others.	687	2.68	0.02	0.50	6	99.1
AGT394	I. Interpretation, Translation and Use of Evidence - Facilitates the incorporation of evidence based practices, products, and technology that are specific to adult-older adult populations, into clinical practice and policies.	698	2.71	0.02	0.52	10	98.6

Appendix D. Test Plan

ACCNS-AG TEST PLAN ADULT-GERONTOLOGY CNS (WELLNESS THROUGH ACUTE CARE) OVERVIEW

PAGE 1 OF 12

The ACCNS-AG certification program is based on competencies from nationally recognized organizations such as the National Association of Clinical Nurse Specialists and the American Association of Colleges of Nursing, as well as a study of practice, also known as a job analysis, that is conducted at least every five years. This study of practice validates the knowledge, skills and abilities required for safe and effective advanced practice as an entry-level adult-gerontology CNS. All competencies are listed on pages 7-12 of the test plan.

The test plan, which provides an outline of exam content, is developed by an expert CNS panel based on the results of the study of practice. The organizing framework for all AACN Certification Corporation exams is the AACN Synergy Model for Patient Care™.

Following are the major content dimensions of the adult-gerontology, wellness through acute care, CNS (ACCNS-AG) exam, which are part of the test plan:

- ▶ **Patient Care Problems** validated by the study of practice as those regularly encountered by the entry-level CNS.
Refer to pages 2-4 for the list of patient care problems.
- ▶ **Skills and Procedures** validated by the study of practice as those pertinent to the entry-level CNS. In addition to classifying exam items according to the specified patient care problems and related validated competencies, items may require an understanding of skills and procedures pertinent to adult-gerontology CNS practice.
Refer to pages 5-6 for the list of skills and procedures.
- ▶ **Validated Competencies** include Clinical Judgment, Advocacy/Moral Agency, Caring Practices, Response to Diversity, Facilitation of Learning, Collaboration, Systems Thinking and Clinical Inquiry.
Refer to pages 7-12 for a complete listing of the ACCNS-AG Validated Competencies.

Integrated Concepts

To meet criteria for regulatory sufficiency, APRN certification exams must test national practice standards and core competencies for the role and patient population(s) being certified. The ACCNS-AG exam incorporates the following standards and competencies:

- National CNS Competency Task Force. *Clinical Nurse Specialist Core Competencies*. 2010.
- American Association of Colleges of Nursing. *Adult-Gerontology Clinical Nurse Specialist Population Focused Competences*. Washington, DC: AACN Colleges; 2010.
- Advanced Practice Work Group. Bell L, ed. *Scope and Standards for Acute and Critical Care Clinical Nurse Specialist Practice*. Aliso Viejo, CA: American Association of Critical-Care Nurses; 2014.

ACCNS-AG TEST PLAN

ADULT-GERONTOLOGY CNS (WELLNESS THROUGH ACUTE CARE)

PAGE 2 OF 12

Applies to exams taken on and after January 15, 2018.

I. CLINICAL JUDGMENT (65%)

Validated Competencies are detailed on pages 7-12 of this test plan.

A. Cardiovascular (13%)

1. Acute coronary syndromes
2. Acute inflammatory disease (e.g., myocarditis, endocarditis, pericarditis)
3. Cardiac surgery
 - a. On-pump
 - b. Off-pump
 - c. Valve procedures
 - d. Hybrid procedures
 - e. Revascularization procedures
4. Cardiac tamponade
5. Cardiac trauma (blunt and penetrative)
6. Cardiogenic shock
7. Cardiomyopathies (e.g., hypertrophic, dilated, restrictive, idiopathic)
8. Coronary artery disease
9. Dyslipidemia
10. Dysrhythmias
11. Heart failure
 - a. Acute
 - b. Chronic
 - c. Advanced
12. Hypertension
13. Hypertensive urgencies or emergencies
14. Peripheral vascular insufficiency (e.g., acute arterial occlusion, carotid artery stenosis, endarterectomy, peripheral stents and Fem-Pop bypass)
15. Pulmonary edema
16. Ruptured or dissecting aneurysm

B. Pulmonary (11%)

1. Acute pulmonary embolus
2. Acute respiratory distress syndrome (ARDS)
3. Acute respiratory failure
4. Air-leak syndromes (e.g., pneumothorax, pulmonary interstitial emphysema, pneumopericardium, pneumomediastinum)

5. Airway obstruction (e.g., angioedema, mucus plug, air space occupying lesions)
6. Aspiration
7. Asthma/reactive airway disease
8. Chronic lung disease (e.g., COPD, exacerbation, interstitial pulmonary fibrosis, cystic fibrosis)
9. Chronic respiratory failure (e.g., ventilator dependency)
10. Obstructive sleep apnea
11. Pulmonary arterial hypertension
12. Pulmonary infections (e.g., pneumonia, tuberculosis)
13. Thoracic surgery (e.g., lung reduction, pneumonectomy, lobectomy, tracheal, lung transplant)
14. Thoracic and pulmonary trauma and injuries (e.g., lung contusions, fractured ribs, hemothorax)
15. Restrictive lung disease (e.g., obesity hypoventilation, tumor metastasis, pulmonary fibrosis)
16. Pleural effusion

C. Endocrine (4%)

1. Diabetes mellitus
2. Diabetic ketoacidosis (DKA) and hyperglycemic hyperosmolar state (HHS)
3. Hyperglycemia
4. Hypoglycemia

D. Hematology/Immunology/Oncology (3%)

1. Anemias (e.g., microcytic, macrocytic)
2. Coagulopathies (e.g., VTE, DIC, hypercoagulable states)
3. Myelosuppression (e.g., neutropenia, anemia, thrombocytopenia)

E. Gastrointestinal (5%)

1. Abdominal trauma
2. GI hemorrhage
3. Bowel infarction/obstruction/perforation

ACCNS-AG TEST PLAN
ADULT-GERONTOLOGY CNS (WELLNESS THROUGH ACUTE CARE)

PAGE 3 OF 12

E. Gastrointestinal (cont.)

4. Gastroesophageal reflux
5. GI infectious disorders
6. GI motility disorders (e.g., constipation, diarrhea, ileus, gastroparesis)
7. GI surgeries
8. Hepatorenal syndrome
9. Liver disease (e.g., hepatitis, hepatic failure)
10. Malnutrition
11. Nausea, vomiting
12. Pancreatitis

F. Renal/Genitourinary (4%)

1. Acute kidney injury (AKI)
2. Chronic kidney disease (CKD)
3. Contrast-induced nephropathy
4. Electrolyte imbalances
5. Fluid volume imbalances
6. Incontinence
7. Infections (e.g., UIT, PID, STDs)

G. Integumentary (1%)

1. Pressure ulcers (pressure injuries)
2. Wounds (surgical and non-surgical)

H. Musculoskeletal (3%)

1. Mobility disorders (e.g., immobility, debility secondary to acute, chronic or critical illness)
2. Infections (e.g., necrotizing fasciitis, osteomyelitis)
3. Neuromuscular dysfunction related to illness
4. Traumatic fractures

I. Neurology (5%)

1. Brain death
2. Encephalopathy
3. Head and brain trauma/injury
4. Intracranial hypertension

5. Intracerebral hemorrhage
6. Seizure disorders
7. Spinal cord injury
8. Stroke
9. Vascular malformation

J. Psychosocial/Behavioral/Cognitive Health (4%)

1. Aggression
2. Agitation
3. Anxiety disorders (e.g., PTSD, OCD, fears, phobias)
4. Capacity for decision making
5. Delirium
6. Dementia
7. Medical nonadherence
8. Mood disorders (e.g., depression)
9. Post-ICU syndrome
10. Risk-taking behaviors (e.g., tobacco, unprotected sex)
11. Substance abuse
12. Suicidal behavior

K. Factors Influencing Health Status (4%)

(risk assessment, prevention and wellness)

1. Advance care planning
2. Cancer prevention (e.g., tobacco cessation, sunscreen)
3. Caregiver burden
4. Health literacy
5. Immunizations
6. Mental health screenings (e.g., depression, suicidal ideation, eating disorders)
7. Nutrition and weight management
8. Pain prevention and management
9. Prudent heart living
10. Risk-taking behaviors (e.g., substance use)
11. Secondary prevention (e.g., cardiac rehab, pulmonary rehab)
12. Sleep hygiene

ACCNS-AG TEST PLAN
ADULT-GERONTOLOGY CNS (WELLNESS THROUGH ACUTE CARE)

PAGE 4 OF 12

L. Multisystem (9%)

1. Acid-base imbalances
2. Bariatric care issues
3. Compartment syndrome
4. Distributive shock (e.g., anaphylaxis, neurogenic)
5. End-of-life issues
6. Failure to thrive
7. Hospital-acquired conditions (e.g., CAUTI, CLABSI, falls, pressure ulcers/pressure injuries)
8. Hypovolemic shock
9. Hypoxic ischemic encephalopathy
10. Infectious diseases (e.g., congenital, viral, bacterial, hospital-acquired infections)
11. Multisystem trauma
12. Pain
13. Palliative care issues
14. Rhabdomyolysis
15. Sensory impairment (e.g., hearing loss)
16. Sepsis/septic shock and MODS
17. Toxic exposures, ingestions and inhalations (e.g., overdose, carbon monoxide, lead, asbestos)
18. Withdrawal (e.g., alcohol, opioids, benzodiazepines)

II. PROFESSIONAL CARING AND ETHICAL PRACTICE (35%)

Validated Competencies are detailed on pages 7-12 of this test plan.

A. Advocacy/Moral Agency (4%)

B. Caring Practices (6%)

C. Response to Diversity (3%)

D. Facilitation of Learning (5%)

E. Collaboration (5%)

F. Systems Thinking (6%)

G. Clinical Inquiry (6%)

The sum of these percentages is not 100 due to rounding.

Order of content does not necessarily reflect importance.

ACCNS-AG TEST PLAN

ADULT-GERONTOLOGY CNS (WELLNESS THROUGH ACUTE CARE)

SKILLS AND PROCEDURES

PAGE 5 OF 12

In addition to classifying exam items according to the specified patient care problems and identifying related competencies on the following pages, items may require an understanding of skills and procedures pertinent to the adult-gerontology CNS. The study of practice sought to determine whether selected skills and procedures are performed and important to the adult-gerontology CNS. If applicable to assessment of knowledge of the patient care problem, the following skills and procedures may be incorporated within items. This list is not intended to be all inclusive. Common nursing skills and procedures also may be included in the exam content.

Cardiovascular

- Adjust implantable cardioverter defibrillators (ICD)
- Determine lead selection for patient care monitoring (e.g., ST segment monitoring)
- Direct cardiopulmonary resuscitation
- Interpret 12-lead ECGs
- Interpret hemodynamic values
- Interpret noninvasive hemodynamic values
- Manage patient with arterial sheath removal
- Manage patient with dysrhythmias
- Manage patient with hemodynamics with pharmacologic intervention
- Manage patient with life vest
- Manage patient with temporary transvenous pacemakers
- Manage patient with transcutaneous (external) pacemakers
- Manage patient with venous sheath removal
- Perform synchronized cardioversion
- Use data from echocardiograms

Pulmonary

- Initiate mechanical ventilation
- Manage patient with artificial airways
- Manage patient with chest tubes
- Manage patient with mechanical ventilation
- Manage patient with multi-modal oxygen therapy
- Manage patient with noninvasive ventilation/CPAP
- Perform end-tidal CO₂ monitoring
- Perform extubation
- Perform terminal ventilator withdrawal
- Remove chest tube

Endocrine

- Manage patient with corticosteroid tapering
- Manage patient with fluid and electrolyte levels of endocrine disorders
- Manage patient with glycemic abnormalities
- Manage patient with insulin infusions
- Manage patient with insulin pumps

Hematology/Immunology/Oncology

- Manage patient with blood and blood products
- Manage patient with cancer treatment symptoms
- Manage patient with immunosuppression therapy

Gastrointestinal

- Manage patient with drainage catheters (e.g., biliary drains)
- Manage patient with enteral nutrition
- Manage patient with large-bore nasogastric tubes
- Manage patient with PEG/JT catheters
- Manage patient with small-bore nasogastric tubes

Integumentary

- Implement measures to prevent surgical site infections
- Implement pressure ulcer (pressure injury) prevention strategies
- Manage patient with pressure ulcers (pressure injuries)
- Provide wound care
- Stage pressure ulcers (pressure injuries)

ACCNS-AG TEST PLAN
ADULT-GERONTOLOGY CNS (WELLNESS THROUGH ACUTE CARE)
SKILLS AND PROCEDURES

PAGE 6 OF 12

Neurology

- Initiate organ procurement after brain death
- Manage patient with epidural catheters
- Manage patient receiving neuromuscular blockade
- Manage patient undergoing targeted temperature management

Behavioral

- Use de-escalation techniques (e.g., crisis prevention)
- Manage assaultive behavior
- Manage patient in restraints
- Suggest restraint alternatives

Multisystem

- Implement measures to prevent hospital acquired infections
- Interpret diagnostic imaging (e.g., radiographic, CT, MRI)
- Manage patient with complex pain problems
- Provide nonpharmacological interventions for pain

ACCNS-AG TEST PLAN

ADULT-GERONTOLOGY CNS (WELLNESS THROUGH ACUTE CARE)

VALIDATED COMPETENCIES

PAGE 7 OF 12

In addition to classifying exam items according to the previous specifications, each item is written to reflect one of the following competencies validated through the study of practice. The following competencies are eligible for assessing knowledge of content.

CLINICAL JUDGMENT

Core CNS Competencies

- Conducts comprehensive, holistic, wellness and illness assessments using known or innovative evidence-based techniques and tools, and direct and indirect methods
- Obtains data about context and etiologies (including both non-disease and disease-related factors) necessary to formulate differential diagnoses and plans of care, and to identify and evaluate outcomes
- Assesses the effects of interactions among the individual, family, community and social systems on health and illness
- Synthesizes assessment data, advanced knowledge and experience using critical thinking and clinical judgment to formulate differential diagnoses for clinical problems amenable to CNS intervention
- Prioritizes differential diagnoses to reflect those conditions most relevant to signs, symptoms and patterns amenable to CNS interventions
- Selects interventions that may include, but are not limited to:
 - Application of advanced nursing therapies
 - Initiation of interdisciplinary team meetings
 - Consultations and other communications to benefit patient care
 - Management of patient medications
 - Clinical procedures and other interventions
 - Psychosocial support, including patient counseling and spiritual interventions
- Designs strategies, including advanced nursing therapies, to meet the multifaceted needs of complex patients and groups of patients
- Develops evidence-based clinical interventions and systems to achieve defined patient and system outcomes
- Prescribe pharmacologic interventions
- Prescribe non-pharmacologic interventions
- Prescribe diagnostic measures
- Prescribe equipment
- Prescribe treatments
- Provides direct care to selected patients based on the needs of the patient and the CNS's specialty knowledge and skills
- Assists staff in the development of innovative, cost-effective programs or protocols of care
- Determines when evidence-based guidelines, policies, procedures and plans of care need to be tailored to the individual
- Assesses the impact of environmental/system factors on care

Adult-Gerontology CNS Competencies

- Conducts a comprehensive, holistic assessment of individuals, including those who are non-verbal, developmentally, functionally and/or cognitively impaired
- Assesses physiological and functional changes associated with aging and development across the adult continuum
- Assesses age-specific and genetic risk factors
- Assesses the interaction between acute and chronic physical and mental health problems
- Recognizes the presence of comorbidities and psychosocial issues that may impact optimal level of health
- Uses reliable and valid age-appropriate assessment instruments to assess acute and chronic health concerns, including but not limited to, mental status, delirium, dementia and pain
- Assesses for manifestations of health disorders or health disruptions (e.g., infection, adverse drug effect, dehydration, ischemia and geriatric syndromes)
- Evaluates for common mental health disorders such as depression, dementia, anxiety or substance-related disorders

ACCNS-AG TEST PLAN
ADULT-GERONTOLOGY CNS (WELLNESS THROUGH ACUTE CARE)
VALIDATED COMPETENCIES

PAGE 8 OF 12

- Conducts a pharmacologic assessment including: polypharmacy, drug interactions, over-the-counter and herbal product use, and the ability to safely and correctly store and self-administer medications
- Interprets values/results of laboratory and diagnostic tests with consideration of age, ethnicity and health status
- Assesses patient, family and caregiver's ability to implement complex plans of care
- Determines diagnoses in the complex patient and takes into consideration:
 - Physiologic and pathophysiologic changes
 - Morbidities and comorbidities
 - Events across the life span
 - Patient's pharmacologic history
- Manages or appropriately refers the patient with signs and symptoms of physical and mental health disorders across the adult lifespan, including geriatric syndromes
- Intervenes to prevent or minimize iatrogenesis
- Intervenes to facilitate transitions of care with emphasis on quality, safety and risk avoidance
- Designs a comprehensive, individualized, age- and disease-appropriate plan for health promotion
- Modifies health information, patient education programs and interventions for patients with sensory, perceptual, cognitive, and physical and mental illness limitations
- Facilitates interdisciplinary teams to address ethical concerns, risks or considerations, benefits and outcomes of patient care
- Facilitates patient and family understanding of the risks, benefits and outcomes of proposed healthcare regimen to promote informed decision making
- Advocates for equitable patient care by:
 - Participating in organizational, local, state, national or international level of policy-making activities for issues related to their expertise
 - Evaluating the impact of legislative and regulatory policies as they apply to nursing practice and patient or population outcomes
- Promotes the role and scope of practice of the CNS to legislators, regulators, other healthcare providers and the public by communicating information that promotes nursing, the role of the CNS and outcomes of nursing and CNS practice through the use of the media, advanced technologies and community networks
- Advocates for the CNS/APRN role and for positive legislative response to issues affecting nursing practice

Adult-Gerontology CNS Competencies

- Facilitates decision-making regarding treatment options with the patient, family, caregivers and/or healthcare proxy
- Applies ethical principles in safeguarding the confidentiality, dignity and safety of all adult-older adult research participants, including the vulnerable and those with impaired decision-making capacity
- Balances patient and family preferences, threats to patient safety and risk/benefit analysis of interventions, such as fall prevention, pain management and treatment choices
- Articulates the role and significance of the CNS in improving healthcare outcomes for adults-older adults to other healthcare providers and the public

ADVOCACY/MORAL AGENCY

Core CNS Competencies

- Facilitates resolution of ethical conflicts:
 - Identifies ethical implications of complex care situations
 - Considers the impact of scientific advances, cost, clinical effectiveness, patient and family values and preferences, and other external influences
 - Applies ethical principles to resolving concerns across the three spheres of influence
- Promotes a practice climate conducive to providing ethical care

ACCNS-AG TEST PLAN

ADULT-GERONTOLOGY CNS (WELLNESS THROUGH ACUTE CARE)

VALIDATED COMPETENCIES

PAGE 9 OF 12

CARING PRACTICES

Core CNS Competencies

- Evaluates nursing practice that considers safety, timeliness, effectiveness, efficiency, efficacy and patient-centered care
- Differentiates between outcomes that require care process modification at the individual patient level and those that require modification at the system level
- Leads development of evidence-based plans for meeting individual, family, community and population needs
- Determines nursing practice and system interventions that will promote patient, family and community safety
- Coaches patients and families to help them navigate the healthcare system
- Balances patient and family preferences, threats to patient safety and risk/benefit analysis of interventions, such as fall prevention, pain management and treatment choices
- Fosters professional accountability in self or others

Adult-Gerontology CNS Competencies

- Creates therapeutic, health-promoting, aging friendly environments
- Implements system-level changes based on analysis and evaluation of age-specific outcomes of care
- Intervenes to facilitate transitions of care with emphasis on quality, safety and risk avoidance
- Designs a comprehensive, individualized, age- and disease-appropriate plan for health promotion
- Develops age-specific, individualized treatment plans and interventions with consideration of cognitive status, sensory function, perception and the environment
- Advises patients, families and caregivers on how to address sensitive issues such as sexually transmitted diseases, suicide prevention, substance use and potential for abuse, driving and independent living, end-of-life concerns, advance care planning and finances
- Uses behavioral, communication and environmental-modification strategies with individuals who have cognitive and psychiatric impairments

- Coordinates care with other healthcare providers and community resources, with special attention to the needs of the non-verbal, developmentally and cognitively impaired patient and frail, older adult

RESPONSE TO DIVERSITY

Core CNS Competencies

- Develops age-specific clinical standards, policies and procedures
- Establishes collaborative relationships within and across departments that promote patient safety, culturally competent care and clinical excellence
- Designs health information and patient education appropriate to the patient's developmental level, health literacy level, learning needs, readiness to learn and cultural values and beliefs

Adult-Gerontology CNS Competencies

- Assesses patient, caregiver and family's preferences in relation to cultural, spiritual, quality of life and lifestyle choices
- Promotes healthcare policy and system changes that facilitate access to care and address biases (e.g., socioeconomic, ethnic, ageism, sexism, cultural and mental health stigma)
- Promotes system-wide policies and protocols that address cultural, ethnic, spiritual and intergenerational/age differences among patients, healthcare providers and caregivers
- Provides programs for the development of healthcare providers, students and caregivers that incorporate age-specific cultural competence and skills

FACILITATION OF LEARNING

Core CNS Competencies

- Facilitates the provision of clinically competent care by staff/team through education, role modeling, teambuilding and quality monitoring
- Provides education to individuals, families, groups and communities to promote knowledge, understanding and optimal functioning across the wellness-illness continuum

ACCNS-AG TEST PLAN

ADULT-GERONTOLOGY CNS (WELLNESS THROUGH ACUTE CARE)

VALIDATED COMPETENCIES

PAGE 10 OF 12

- Participates in preprofessional, graduate and continuing education of nurses and other healthcare providers:
 - Completes a needs assessment, as appropriate, to guide interventions with staff
 - Promotes professional development of staff nurses and continuing education activities
 - Implements staff development and continuing education activities
 - Mentors nurses to translate research into practice
- Contributes to the advancement of the profession as a whole by disseminating outcomes of CNS practice through presentations and publications
- Mentors staff nurses, graduate students and others to acquire new knowledge and skills, and develop their careers
- Provides consultation to staff nurses, medical staff and interdisciplinary colleagues
- Initiates consultation to obtain resources, as necessary, to facilitate progress toward achieving identified outcomes
- Communicates consultation findings to appropriate parties consistent with professional and institutional standards
- Provides leadership in promoting interdisciplinary collaboration to implement outcome-focused patient care programs meeting the clinical needs of patients, families, populations and communities
- Uses leadership, team building, negotiation and conflict resolution skills to build partnerships within and across systems, including communities
- Assesses the quality and effectiveness of interdisciplinary, intra-agency and inter-agency communication and collaboration

Adult-Gerontology CNS Competencies

- Coordinates formal and informal education for healthcare providers to improve adult-older adult healthcare outcomes
- Designs educational programs that enhance the knowledge of older adults, families and caregivers regarding normal changes of aging, myths and stereotypes of aging and health promotion, and prevention activities for older adults
- Provides education to patients, families, caregivers and the community, including but not limited to, the following topics:
 - Health promotion
 - High risk behaviors and their impact on health
 - Interaction between physical and mental health
- Mentors healthcare providers, students and others to develop expertise in the care of the vulnerable adult including the frail elderly patient
- Provides leadership for establishing, improving and sustaining collaborative relationships to meet clinical needs
- Practices collegially with medical staff and other members of the healthcare team so that all providers' unique contributions to health outcomes will be enhanced
- Uses coaching and advanced communication skills to facilitate the development of effective clinical teams
- Provides leadership in conflict management and negotiation to address problems in the healthcare system
- Engages in a formal self-evaluation process, seeking feedback regarding own practice from patients, peers, professional colleagues and others

Adult-Gerontology CNS Competencies

- Provides consultation to the interdisciplinary team regarding the patient's mental status, home environment, mobility, functional status, self-care and caregiver's abilities
- Advocates for access to hospice and palliative care services for patients across the adult age spectrum
- Leads collaborative efforts of the healthcare team in focusing on individuals and systems issues that impact the adult-older adult patient

COLLABORATION

Core CNS Competencies

- Uses advanced communication skills within therapeutic relationships to improve patient outcomes
- Provides leadership for collaborative, evidence-based revision of diagnoses and plans of care to improve patient outcomes

ACCNS-AG TEST PLAN

ADULT-GERONTOLOGY CNS (WELLNESS THROUGH ACUTE CARE)

VALIDATED COMPETENCIES

PAGE 11 OF 12

- Balances patient and family preferences, threats to patient safety and risk/benefit analysis of interventions such as fall prevention, pain management and treatment choices
- Identifies potential risks to patient safety, autonomy and quality of care based on assessments across the patient, nurse and system spheres of influence
- Disseminates outcomes of system-level change internally and externally
- Facilitates intra-agency and inter-agency communication
- Assesses system barriers and facilitators to adoption of evidence-based practices

SYSTEMS THINKING

Core CNS Competencies

- Performs system-level assessments to identify variables that influence nursing practice and outcomes, including but not limited to, population variables, environment, system of healthcare delivery, regulatory requirements, internal and external political influences/stability, healthcare financing and recurring practices that enhance or compromise patient or system outcomes
- Provides leadership in maintaining a supportive and healthy work environment
- Coordinates the care of patients with use of system and community resources to ensure successful health/illness/wellness transitions, enhance delivery of care and achieve optimal patient outcomes
- Considers fiscal and budgetary implications in decision making regarding practice and system modifications:
 - Evaluates use of products and services for appropriateness and cost/benefit in meeting care needs
 - Conducts cost/benefit analysis of new clinical technologies
 - Evaluates impact of introduction or withdrawal of products, services and technologies
- Leads system change to improve health outcomes through evidence-based practice:
 - Specifies expected clinical and system-level outcomes
 - Designs programs to improve clinical and system-level processes and outcomes
 - Facilitates the adoption of practice change
- Evaluates impact of CNS and other nursing practice on systems of care using nurse-sensitive outcomes

Adult-Gerontology CNS Competencies

- Manages patient's transitions of care in collaboration with the individual, family, caregivers and interdisciplinary team members including:
 - Analyzing the readiness of the patient and family to transition
 - Determining appropriate level and/or setting of care
 - Coordinating implementation of transition
- Assists healthcare team members to integrate the needs, preferences and strengths of the patient into the healthcare plan in order to optimize health outcomes
- Integrates information technology into systems of care to enhance safety and monitor health outcomes
- Provides leadership to address threats to healthcare safety and quality in the adult-older adult population
- Participates in development, implementation and evaluation of clinical practice guidelines that address patient needs across the adult age spectrum
- Facilitates access to and use of information and care technology based on assessment of the ability and preferences of patients across the adult age spectrum

CLINICAL INQUIRY

Core CNS Competencies

- Employs evidence-based clinical practice guidelines to guide screening and diagnosis
- Analyzes data from consultations to implement practice improvements
- Uses effective strategies for changing clinician and team behavior to encourage adoption of evidence-based practices and innovations in care delivery

ACCNS-AG TEST PLAN
ADULT-GERONTOLOGY CNS (WELLNESS THROUGH ACUTE CARE)
VALIDATED COMPETENCIES

PAGE 12 OF 12

- Mentors health professionals in applying the principles of evidence-based care
- Analyzes research findings and other evidence for their potential application to clinical practice
- Integrates evidence into the health, illness and wellness management of patients, families, communities and groups
- Applies principles of evidence-based practice and quality improvement to all patient care
- Designs programs for effective implementation of research findings and other evidence in clinical practice
- Cultivates a climate of clinical inquiry across spheres of influence by evaluating the need for improvement or redesign of care delivery processes to improve safety, efficiency, reliability and quality, and disseminates expert knowledge
- Fosters an interdisciplinary approach to quality improvement, evidence-based practice, research and translation of research into practice
- Participates in establishing quality improvement agenda for unit, department, program, system or population
- Provides leadership in planning data collection and quality monitoring
- Uses quality monitoring data to assess the quality and effectiveness of clinical programs in meeting outcomes
- Develops quality improvement initiatives based on assessments
- Provides leadership in the design, implementation and evaluation of process improvement initiatives
- Provides leadership in the system-wide implementation of quality improvements and innovations
- Participates in conduct and implementation of research which includes one or more of the following:
 - Identification of questions for clinical inquiry
 - Conduct literature reviews, study design and implementation
 - Data collection
- Dissemination of findings

Adult-Gerontology CNS Competencies

- Facilitates the incorporation of evidence based practices, products and technology that are specific to adult-older adult populations, into clinical practice and policies
- Provides leadership in identifying gaps in data and analyses specific to age-related outcomes of care
- Facilitates the incorporation of evidence related to adults-older adults when formulating and reviewing age-specific policies, procedures and protocols
- Evaluates innovative approaches to delivering care to the adult-older adult populations
- Identifies areas of inquiry relevant to the adult-older adult population
- Advocates the use of data collection tools and consents that are understandable and appropriate for adult-older adult populations