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Overcoming the Barriers to Developing Nurse Practitioner Led Clinics

Dawn M. Adams, DNP(s), ANP-BC
Old Dominion University



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Purpose

- The purpose of this project was to assess:
 - the attitudes and beliefs of nurse practitioners (NPs) regarding nurse-led clinics
 - their perceived, real, or related barriers to having a nurse led clinic
 - potential practice benchmarks toward implementing successful clinic operations




Why I Pursued this Project

- Desire to start my own practice
- Interest in learning about the barriers and successes that others have had regarding their own practices
- Belief that the answer to many of the issues facing healthcare resides in nursing
- Drawn to empowering others to practice to the highest level of their education




Research Questions

- RQ1: Is there a significant difference in NPs that are interested in running a clinic and those that are not?
- RQ2: Is there a significant difference in NPs that are running clinics and those that are not?



Research Questions

- RQ3: For NP's that run their own clinics, what have been some of the most significant problems/barriers they have encountered?
- RQ4: For NPs that run their own clinic, what have been some of the most significant resources?



Methods

- Site: Nationwide online web-based survey
- Sample:
 - Licensed certified NPs with experience in working in practice as an NP.
 - 776 met inclusion criteria
- Tools: 25-item survey with multiple choice and open-ended questions



Demographics

Demographics	N	%
Male	52	7.0
Female	693	89.0
Missing	31	4.0
Master's	391	50.0
Post-Master's	130	17.0
Doctorate	179	23.0
Northeast	81	10.0
Southeast	357	46.0
Central	117	15.0
Mountain	112	14.0
Other	83	11.0
Nurse Led Clinic	120	15.0
Primary Care	150	19.0
Specialty Clinic	117	15.0
Other	389	51.0



Demographics

- Average age **50** (23-77yrs)
- Average number of years as a practicing NP **12** (1-43yrs)



Who is Interested in Running NLC?

- 82.5% expressed interest in running a nurse led-led clinic (n=640)
- Higher education
- Younger
- Male
- Non-Caucasians
- Psychiatry (93%), followed by Adult Acute care (87%)
- Pacific Northwest (83%), and the mountain states (70%)



Barriers Overall

- Most significant identified barriers to nurse led clinics (n=764).

Barriers	X
State Laws	3.37
Physician Opposition	3.30
Reimbursement	3.29
Recognition by Consulting Physicians	2.67



NLC Barriers

Barriers	MEAN	SD	Rank
Business Startup	3.35	.875	1
State Laws	3.30	1.00	2
Reimbursement	3.26	.847	3
MD Opposition	3.29	.885	4
Malpractice	2.97	1.04	5
Business Knowledge	2.88	.972	6
Benefits	2.88	1.09	7
Other Resources	2.81	.975	8
MD Costs	2.80	1.01	9
Income	2.78	.953	10
Consultant MDs	2.60	.954	11
Family Support	2.39	1.13	12
Admin. Support	2.33	.973	13
Clinical Preparedness	2.19	1.06	14
Confidence	2.11	1.10	15
Patient Acceptance	2.10	.964	16
Problem Solving Skills	2.05	1.08	17

(n=434)



Factors for NPs Running a Clinic

	Those not running a clinic		Those running a clinic		Mann Whitney U p-value
	X	(n)	X	(n)	
Support From Employer*	3.84	329	3.71	435	.013
Support Collaborating Physician*	4.47	331	3.22	437	.000
Need More Clinical Preparation*	2.97	330	2.56	438	.000
More Business Education*	3.49	331	3.17	439	.000
Having a Consulting physician*	3.57	329	3.39	437	.013
Financial Support to start Business*	3.68	331	3.45	436	.000
Well-developed Business Plan*	3.87	329	3.37	438	.001



Student Expectations

- NPs interested in running a NLC need less resources

	Interested in running a clinic		Not interested in running a clinic		Mann Whitney U p-value
	X	(n)	X	(n)	
Support from Employer*	3.74	630	3.89	133	.014
Support Collaborating Physician*	3.26	635	3.65	132	.000
Need more Clinical Preparation*	2.68	634	3.01	133	.001
More Business Education*	3.25	636	3.59	133	.000
Consulting Physician Support*	3.43	632	3.66	133	.001
Financial Support to start Business*	3.51	634	3.70	132	.007
Well-developed Business Plan*	3.77	633	3.86	133	.031



Student Expectations

- Those interested in running a NLC are leaders

	Interested in running a clinic		Not interested in running a clinic		Mann Whitney p-value
	X	(n)	X	(n)	
Sees Self as a:					
Leader*	3.26	638	2.83	135	.000
Follower	1.78	634	1.89	135	.098
Comfort as a:					
Leader*	3.30	632	2.90	134	.000
Follower	2.25	636	2.27	135	.483



Benefits to Running a Clinic

	MEAN	SD	Rank
Professional Autonomy	3.82	.459	1
Patient Outcomes	3.80	.465	2
Personal Satisfaction	3.80	.466	3
Patient Satisfaction	3.79	.468	4
Philosophical Consistency	3.78	.514	5
Awareness of NP Role	3.63	.622	6
Financial Independence	3.41	.767	7
Patient Access	3.37	.520	8
Reimbursement	3.37	.826	9
State Practice Laws	3.36	.833	10



Resources that Help NLCs

- Good billing company
- Good attorney
- Business advisors
- Physician referrals
- Collegial support
- Clinical support systems
- Business partners



Curriculum Needs

- Leadership
 - Assist student in seeing self as leader; being confident
 - Leadership/team building skills
 - IPEC – to minimize MD opposition
 - Emotional Intelligence
 - Communication Skills
- Policy Course
 - Regulations impacting NLC
 - How to lobby for change in regulations
 - Who has authority to make changes



Curriculum Needs

- Business
 - Business plan
 - Financing
 - Reimbursement




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Conclusion

- NPs are interested in developing NLCs
- This could pay great dividends in addressing healthcare shortage
- Specific content is needed in syllabus and CE programs
- Specific types of students are needed – those that see self as leader


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