



Health Job Family: **Nurse Practitioner Progression**

These generic job title summaries are intended to indicate the kinds of tasks and levels of work complexity that will be required of positions classified to any of these titles and are not intended to be construed as declaring the specific duties and responsibilities of any particular position. The use of particular expressions or illustrations describing functions within a specific job title does not exclude other duties of a similar kind and/or level of complexity. Positions are classified to a particular job title based upon the predominant level of expected work complexity. ***A position that is classified into this title and band must meet the Cornell requirements for exemption under the FLSA***

GENERIC JOB PROFILE SUMMARIES

Nurse Practitioner INDIVIDUAL CONTRIBUTOR	Nurse Practitioner Supervisor MANAGEMENT
Provide evaluation and management of acute and chronic primary care problems, including infectious disease, minor trauma, sexually transmitted diseases, gynecology, occupational medicine and counseling.	Provide evaluation and management of acute and chronic primary care problems, including infectious disease, minor trauma, sexually transmitted diseases, gynecology, occupational medicine and counseling.
Provide health instruction, counseling and guidance for a variety of physical, emotional, social and occupational health problems.	Provide health instruction, counseling and guidance for a variety of physical, emotional, social and occupational health problems.
Document and maintain accurate medical records. Make appropriate referrals to other health professionals, CU departments or community agencies	Document and maintain accurate medical records. Make appropriate referrals to other health professionals, CU departments or community agencies
Participate in quality improvement activities.	Participate in quality improvement activities.
Provide consultation to other clinical and nursing staff.	Provide consultation to other clinical and nursing staff.
Meet professional continuing education needs.	Meet professional continuing education needs.
Support Health Education, Clinical Volunteer, and other UHS outreach programs.	Support Health Education, Clinical Volunteer, and other UHS outreach programs.
Serve on Gannett Health Center committees, as well as CU or community committees.	Serve on Gannett Health Center committees, as well as CU or community committees.
	Interview and select new Health Associates.
	Plan and implement Health Associate orientation program.

Nurse Practitioner INDIVIDUAL CONTRIBUTOR	Nurse Practitioner Supervisor MANAGEMENT
	Coordinate Health Associate schedules for clinical practice, community and health education programs.
	Evaluate Health Associate performance, including clinical practice and other professional functions.
	Act as clinical preceptor for newly-employed Health Associates and for students during clinical practicum experiences.
	Maintain current knowledge regarding laws, rules, and regulations regarding nurse practitioner and physician assistant practice.
	Collaborate with Chief of Medicine regarding Health Associate clinical issues.

JOB FACTOR PROFILE TABLE

FACTOR PROFILE	11093 NURSE PRACTITIONER, BAND G	11146 NURSE PRACTITIONER SUPERVISOR, BAND G
MINIMUM EDUCATION AND EXPERIENCE EQUIVALENCY	Master's degree or equivalent. 2 but less than 4 years of experience or equivalent.	Master's degree or equivalent. 5 but less than 7 years of experience or equivalent.
IMPACT	Substantial impact	Significant impact
CONTACTS - INSIDE	Provide guidance to others Coordinating activities	Provide guidance to others Coordinating activities
CONTACTS - OUTSIDE	Provide information that exists within pre-established documents and or programs.	Provide information that exists within pre-established documents and or programs.
CONTACTS - STUDENTS	Frequent contact dealing with matters of a highly sensitive or personal nature (e.g., personal counseling such as academic, financial, medical or psychological), or providing academic instruction.	Frequent contact dealing with matters of a highly sensitive or personal nature (e.g., personal counseling such as academic, financial, medical or psychological), or providing academic instruction.

FACTOR PROFILE	11093 NURSE PRACTITIONER, BAND G	11146 NURSE PRACTITIONER SUPERVISOR, BAND G
SUPERVISION	Responsible for providing regular on-the-job training, guidance, advice and counsel to other employees in the group, and to positions performing essentially the same work or related technical tasks.	Responsible for providing regular on-the-job training, guidance, advice and counsel to other employees in the group, and to positions performing essentially the same work or related technical tasks.
COMPLEXITY	Occasionally required to develop new, imaginative or innovative solutions, services, products, processes or programs. Duties generally involve many diverse and unrelated processes and methods. Work requires sophisticated reasoning skills.	Occasionally required to develop new, imaginative or innovative solutions, services, products, processes or programs. Duties generally involve many diverse and unrelated processes and methods. Work requires sophisticated reasoning skills.
LEVEL OF DECISION MAKING	Responsible for assisting in and influencing decisions concerning policy-setting, research, planning, or students	Responsible for making decisions concerning policy-setting, research, planning or students
FREEDOM OF ACTION	Directly affect several dept. within a college, school or administrative unit Significant effect on students and employees	Directly affect several dept. within a college, school or administrative unit Significant effect on students and employees
EFFECT OF DECISION MAKING	Little direct supervision Considerable latitude for exercising judgment and self-direction.	Little direct supervision Considerable latitude for exercising judgment and self-direction.
WORKING CONDITIONS	Difficult working conditions at times, including exposure to conditions which require cautious handling of animals or toxic plants, chemicals or substances requiring safety precautions, or equipment requiring constant attention. Safety gear is required in some aspects of work.	Difficult working conditions at times, including exposure to conditions which require cautious handling of animals or toxic plants, chemicals or substances requiring safety precautions, or equipment requiring constant attention. Safety gear is required in some aspects of work.