

Expertise

Growing from novice to expert and applying the highest level of skill to all aspects of care.

Complexity of Health Care Increases

In July 2013, MUHA adopted a structure implementing minimum education requirements for new hires along with expectations for continuing education. The goal is to increase the percentage of bachelor's prepared nurses, as well as Advanced Practice Nurses in leadership roles. The Institute of Medicine's (IOM) Future of Nursing 2010 report discusses the complexity of health care now being faced and how drastically it's changed from past decades. This level of complexity necessitates a stronger educational base for nurses to perform optimally. Recommendations from the American Nurses' Association, the Association of Nursing Professional Development and other professional organizations were considered as the plan was formulated. The IOM Report advocates for nurses to achieve higher levels of education by 2020. Additionally, Patricia Benner's Novice to Expert states that nurses, as members of a professional discipline, are responsible for an identifiable body of knowledge and a set of complex processes, behaviors and services which they apply to the care of patients and families. Through extensive clinical practice, participation in formal and informal learning activities and guidance from expert practitioners, nurses can extend the depth and scope of practice, while increasing their professional contribution and becoming more competent in their specialty. Nurses are encouraged to obtain specialty certification to be officially recognized for the clinical expertise acquired throughout their career.

