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## NURSING DEFINITIONS IDENTIFIED BY ICONS

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ICONS developed this compilation of definitions as a resource to promote a common understanding of terminology used in nursing research. Many of the definitions are from existing resources or reflect a blending of definitions from various sources. The representatives serving on ICONS recommend the use of these definitions by nurse researchers and others engaged in or writing about research activities related to nursing education, practice, regulation, and policy. The definitions herein do not reflect the official policy of position of any one agency or organization participating in ICONS.

Section	Term	Definition
<b>A. REGULATORY TERMINOLOGY</b>		
A. REG	Accreditation	Accreditation is the recognition that an institution maintains standards requisite for its graduates to gain admission to other reputable institutions of higher learning or to achieve credentials for professional practice. The goal of accreditation is to ensure that education provided by institutions of higher education meets acceptable levels of quality. <a href="http://ope.ed.gov/accreditation/Glossary.aspx">http://ope.ed.gov/accreditation/Glossary.aspx</a>
A. REG	Advanced Practice Registered Nurse (APRN)	A nurse who has completed an accredited graduate level education program preparing him/her for one of the four recognized APRN roles; who has passed a national certification examination that measures APRN, role and population focused competencies and who maintains continued competence as evidenced by recertification in the role and population through the national certification program; who has acquired advanced clinical knowledge and skills preparing him/her to provide direct care to patients, as well as a component of indirect care; however, the defining factor for all APRNs is that a significant component of the education and practice focuses on direct care of individuals; whose practice builds on the competencies of registered nurses (RNs) by demonstrating a greater depth and breadth of knowledge, a greater synthesis of data, increased complexity of skills and interventions, and greater role autonomy; who is educationally prepared to assume responsibility and accountability for health promotion and/or maintenance as well as the assessment, diagnosis, and management of patient problems, which includes the use and prescription of pharmacologic and nonpharmacologic interventions; who has clinical experience of sufficient depth and breadth to reflect the intended license; and who has obtained a license to practice as an APRN in one of the four APRN roles: certified registered nurse anesthetist (CRNA), certified nurse midwife (CNM), clinical nurse specialist (CNS), or certified nurse practitioner (CNP). (Consensus Model for APRN Regulation)



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Section	Term	Definition
A. REG	Assistive Nursing Personnel	Unlicensed individuals who assist nursing staff in the provision of basic care to clients and who work under the supervision of licensed nursing personnel. Included in, but not limited to, this category are nurse aides, nursing assistants, orderlies, attendants, personal care aides, medication technicians, and home health aides.
A. REG	Certification	The voluntary process by which a non-governmental entity grants a time-limited recognition and use of a credential to an individual after verifying that he or she has met predetermined and standardized criteria. It is the vehicle that a profession or occupation uses to differentiate among its members, using standards, sometimes developed through a consensus-driven process, based on existing legal and psychometric requirements. (NOCA Guide)
A. REG	Conditional Approval of Nursing Programs	The status given to a nursing education program when it is not meeting the criteria set forth in regulations. The nursing program is given a reasonable period of time to submit an action plan and to correct the identified program deficiencies. (National Council of State Boards of Nursing)
A. REG	Disease Specific Care Certification	Designed to evaluate disease management and chronic care services that are provided by direct care providers such as hospitals and home care vendors, as well as health plans and disease management service companies. Organizations may seek certification for clinical programs for virtually any chronic disease or condition.
A. REG	Foreign Educated Nurse (FEN)	A nurse who has graduated from a nursing education program in another country and may or may not be licensed to practice in a jurisdiction of the United States. (Other terms: International Nurse Graduate, Foreign Nurse Graduate)
A. REG	Institutional Accreditation	Institutional accreditation normally applies to an entire institution, indicating that each of an institution's parts is contributing to the achievement of the institution's objectives, although not necessarily all at the same level of quality. ( <a href="http://ope.ed.gov/accreditation/Glossary.aspx">http://ope.ed.gov/accreditation/Glossary.aspx</a> )
A. REG	Letter of Reprimand/Admonition	A legal disciplinary procedure whereby a licensee has been admonished for not adhering to accepted standards of practice.
A. REG	Licensed Practical/Vocational Nurse (LPN/VN)	An individual who holds a current license to practice as a practical or vocational nurse in at least one jurisdiction of the United States.



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Section	Term	Definition
A. REG	Licensure	The process by which an agency of state or territorial government grants permission to an individual to engage in a given profession upon finding that the applicant has attained the essential degree of competency necessary to perform a unique scope of practice. Licensing requirements define what is necessary for the majority of individuals to be able to practice the profession safely and validate that the applicant has met those requirements. This regulatory method is used when regulated activities are complex, require specialized knowledge and skill and independent decision-making.
A. REG	Licensure by Endorsement	A nurse licensed in one jurisdiction becoming licensed in a second jurisdiction by meeting any additional requirements for licensure in the second jurisdiction.
A. REG	Licensure by Examination	An individual who, having met all other qualifications for licensure, qualifies for licensure by passing an examination offered by a jurisdiction of the United States.
A. REG	Licensure by Waiver	An individual qualifying for licensure without having graduated from a state- approved nursing education program, usually as part of a designated set of waiver criteria. The individual may or may not have taken and passed a licensure examination.
A. REG	Limited License	A credential issued to a nurse which allows the nurse to function in a restricted capacity which may relate to the manner or setting in which the nurse practices (e.g., could apply to either physically challenged or disciplined nurses).
A. REG	New Licensee	A newly licensed person in one jurisdiction who was not previously licensed at that level in any other jurisdiction.
A. REG	No Longer Actively Licensed	Includes those RNs, LPNs, or LVNs whose license is lapsed, inactive, revoked, or suspended.
A. REG	Nurse Licensure Compact	A mutual recognition model of nurse licensure that allows a nurse to have one license (in his or her state of residency) and to practice in other participating states (both physical and electronic), subject to each state's practice law and regulation. Under this model, a nurse may practice across state lines unless otherwise restricted. (National Council of State Boards of Nursing)
A. REG	Probation	A disciplinary action taken by a board of nursing in which the licensee's practice is conditioned for a given period of time or until specific requirements are met.



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Section	Term	Definition
A. REG	Professional or Specialized Accreditation	A nongovernmental process that is concerned with programs of study in professional or occupational fields and assesses the extent to which programs achieve their stated mission, goals, and expected outcomes. In addition, consideration of the program's mission, goals, and expected outcomes is of importance in determining the quality of the program and the educational preparation of members of the profession. (American Association of Colleges of Nursing)
A. REG	Program Approval	The official recognition of nursing education programs which meet standards of approval established by a state regulatory board (e.g., nursing, medicine, etc.)
A. REG	Registered Nurse (RN)	An individual who holds a current license to practice within the scope of professional nursing in at least one jurisdiction of the United States.
A. REG	Reinstatement	The reactivation of a previously lapsed, inactive, or suspended license to practice nursing. (National Council of State Boards of Nursing)
A. REG	Revocation	A disciplinary action taken by a board of nursing which nullifies a license.
A. REG	Suspension	A disciplinary action taken by a board of nursing which temporarily bars the licensee from nursing practice.
A. REG	Temporary or Interim Permit/License	A provisional authority to practice nursing issued to an individual seeking active license status.
<b>B. EDUCATION-RELATED TERMINOLOGY</b>		
B. EDU	Academic Health Center	As defined by the Association of Academic Health Centers, an academic health center is "an institution that consists of an allopathic or osteopathic medical school, at least one other health professions school or program and at least one affiliated or owned teaching hospital." The organization and structure of these institutions vary. (Association of Academic Health Centers.)
B. EDU	Academic Year	A designated period of time institutions use to measure a quantity of academic work to be accomplished by a student, or to define the period of time in which an academic year-based appointee renders services. Generally, an institution defines its own academic year, for example, from the beginning of the fall term through the end of the spring term.



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Section	Term	Definition
B. EDU	Accelerated Baccalaureate-to-Master's Program	Admits students with baccalaureate nursing degrees and awards a master's nursing degree. Curriculum is designed to be completed in less time than a traditional master's program, usually through a combination of "bridge"/transition and core courses.
B. EDU	Accelerated Nursing Program	A program designed to meet or accomplish programmatic objectives in a short time by building on previous learning experience. *
B. EDU	Articulation Programs	A process through which two or more nursing programs cooperate to accommodate the learning needs and career goals of students, as they progress from one level of preparation to another, with minimal repetition and duplication of learning experiences.
B. EDU	Associate Degree Nursing Program	A program of instruction that requires at least two years of FTE college academic work generally within a junior or community college, the completion of which results in an associate degree (e.g., AS, AA, AAS, ADN, etc.) with a major in nursing and eligibility to apply for licensure as an RN.
B. EDU	Attrition Rate	The attrition rate is the percentage of students in a given cohort who do not progress from one point in the program (i.e., course, semester, level, level, and year) to the next point in the program (i.e. course, semester, level, and year) without interruption.
B. EDU	Baccalaureate for Nonnursing College Graduates (2nd Degree)	A program of instruction to prepare registered nurses that admits students with baccalaureate degrees in other disciplines and no previous nursing education and, at completion, awards a baccalaureate degree in nursing and eligibility to apply for licensure as an RN. The curriculum is designed to be completed in less time than the generic (entry-level) baccalaureate program usually through a combination of "bridge"/transition courses (American Association of Colleges of Nursing). (Other terms: accelerated nursing programs)
B. EDU	Baccalaureate to Doctoral Program for RNs	Awards a PhD, DSN, DNS, DNSc or DNP. The program may include the receipt of a master's degree in nursing, but it is specifically designed to accomplish the programmatic objectives in less time than a traditional doctoral program. (American Association of Colleges of Nursing )
B. EDU	Baccalaureate, Generic Nursing Program	A program of instruction to prepare registered nurses that admits students with no previous nursing education, the completion of which results in a baccalaureate degree (e.g., BA, BS, BSN, etc.) with a major in nursing and eligibility to apply for licensure as an RN. The program requires at least four years but not more than five years of full time equivalent college academic work within an educational institution or university. (Other terms: basic nursing program, entry level nursing program.)
B. EDU	Chief Executive Officer - Nursing Education Unit	The individual who has primary and ultimate responsibility for a nursing academic unit. This may be the Dean, Director, Department Head, Chairperson, or other institutionally-determined title.



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<b>Section</b>	<b>Term</b>	<b>Definition</b>
B. EDU	Clinical Nurse Leader Program	A graduate (master's level) nursing program in which a defined curriculum prepares graduates to oversee the care and coordination of a distinct group of patients and actively provide direct patient care in complex situations. (American Association of Colleges of Nursing)
B. EDU	Clinical Nurse Specialist Program	A graduate (masters or doctoral level) nursing program in which a defined curriculum includes theory, research, and clinical preparation for competency-based CNS specialty practice. Graduates are awarded a master's or doctoral degree in nursing and are eligible to sit for a national certification exam.
B. EDU	Completion/Graduation Rate	The completion graduation rate is the percentage of students in a particular cohort (e.g., all those admitted during a particular term who complete the Program).
B. EDU	Continuing Education Program	An educational offering designed to help nurses maintain or expand their competence in their role. Such offerings may include workshops, institutes, self-study, clinical conferences, staff development courses, individual study, or other options. They do not include study for an academic degree or academic certificate (e.g., post-master's).
B. EDU	Diploma Nursing Program	A program of instruction that requires two to three years of FTE coursework, usually within a hospital-based structural unit, the completion of which results in a diploma or certificate of completion and eligibility to apply for licensure as an RN.
B. EDU	Distance Education Program	A distance education program is a program where acquisition of knowledge and skills is accomplished through mediated information and instruction, encompassing all technologies and other forms of learning at a distance. (United States Distance Learning Association)
B. EDU	Doctor of Education Program	A program of instruction within an educational institution or university that admits students with master's degrees and awards a doctor of education degree (EdD/PhD). The program prepares students to pursue intellectual inquiry regarding the science of education (i.e., teaching, learning, curriculum development, program evaluation, higher education issues, etc.) and conduct independent research for the purpose of extending knowledge about pedagogy. Typically, the program could require a minimum of 90 credits beyond the baccalaureate and a research dissertation.
B. EDU	Doctor of Nursing Practice (DNP) Program	A program of instruction that prepares graduates for the highest level of nursing practice beyond the initial preparation in the discipline. The doctor of nursing practice degree is the terminal practice degree. (American Association of Colleges of Nursing)



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Section	Term	Definition
B. EDU	Doctoral (Research-Focused) Program	A program of instruction that admits RNs with master's degrees in nursing and awards a doctoral degree. This program prepares students to pursue intellectual inquiry and conduct independent research for the purpose of extending knowledge. In the academic community, the PhD, or Doctor of Philosophy degree, is the most commonly offered research focused doctoral degree. However, some schools for a variety of reasons may award a Doctor of Nursing Science (DNS or DNSc) as the research-focused doctoral degree. (American Association of Colleges of Nursing)
B. EDU	Enrollments	The number of students who are officially recognized by a school or program as being enrolled in the nursing program, as of a given date. (Note: This includes first-time enrollments, transfer students and re-admitted students.)
B. EDU	Faculty	Those members of the instructional, administrative, or research staff of the nursing academic unit who are employed by the institution, may or may not hold academic rank, and carry faculty responsibility (e.g., teaching, advisement, committee work). Faculty may be tenured, tenure-track, or non-tenure track (given that there is a tenure system in the institution).
B. EDU	Generic Nursing Program	A program of instruction to prepare registered nurses that is designed for students with no previous nursing education and eligibility to apply for licensure
B. EDU	Graduations	The total number of individuals who have completed and been graduated from a nursing program within a specified time period. (Other terms: Completions)
B. EDU	Interdisciplinary Education	An educational approach in which students from two or more disciplines collaborate in the learning process with the goal of fostering interprofessional interaction that enhances the practice of each discipline.
B. EDU	LPN to Baccalaureate Program	A program of instruction to prepare registered nurses that is specifically designed to admit individuals licensed as practical/vocational nurses and, at completion, awards a baccalaureate degree in nursing and eligibility to apply for licensure as an RN.
B. EDU	LPN/VN to Associate Degree in Nursing Program	A program of instruction to prepare registered nurses that is specifically designed to admit individuals licensed as practical/vocational nurses and, at completion, awards an associate degree in nursing and eligibility to apply for licensure as an LPN/VN.
B. EDU	Master's for Nonnursing College Graduates (Generic [Entry-Level] or Second Degree) Program	A program of instruction that admits students with baccalaureate degrees in other disciplines and no previous nursing education. The program prepares graduates for entry into the profession, eligibility to apply for licensure as an RN, and upon completion awards a master's degree (e.g., MSN, MS, MA, etc.) in nursing. (American Association of Colleges of Nursing)



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<b>Section</b>	<b>Term</b>	<b>Definition</b>
B. EDU	Master's Nursing Program	A program of instruction that admits students with baccalaureate degrees in nursing and focuses on a specific area of study (functional or professional role) and the completion of which results in a master's degree (e.g., MSN, MS, MA, etc.) in nursing.
B. EDU	Nurse Anesthesia Education Program	A graduate or post-graduate program accredited by the Council on Accreditation for Nurse Anesthesia Programs (COA) with a defined curriculum and clinical practice component based on the art and science of anesthesia. The educational and clinical preparation focuses on the knowledge, judgment, and skills necessary to provide anesthesia care to the public. Graduates are awarded a graduate or post-graduate degree with the focus in anesthesia and are eligible to take the national certification examination administered by the Council on Certification for Nurse Anesthetists (CCNA).
B. EDU	Nurse Practitioner Program	A graduate-level preparation in which a defined curriculum includes theory, research, and clinical preparation for competency-based primary care or acute care practice. Graduates are awarded a nursing graduate degree and are eligible to sit for a national NP certification examination in a clinical area that matches the population focus of the educational program. (American Association of Colleges of Nursing and National Organization of Nurse Practitioner Faculties)
B. EDU	Nurse-Midwifery Education Program	A post-baccalaureate certificate or graduate-level program accredited or pre-accredited by the American College of Nurse-Midwives Division of Accreditation in which a defined curriculum is based on a theoretical foundation in the health sciences as well as clinical preparation which focuses on the knowledge, judgment, and skills deemed necessary to provide primary care and independent management of women and newborns within a health care system, that provides for medical consultation, collaborative management, or referral as appropriate. Graduates are awarded a baccalaureate degree, a post-baccalaureate certificate, or a master's degree in nursing, public health or midwifery (depending on the type of program) and are eligible to sit for the national midwifery certification examination administered by the ACNM Certification Council, Inc. (American College of Nurse-Midwives)
B. EDU	Postdoctoral Program in Nursing	A program environment for multidisciplinary research training involving more than one unit of a university, and a recruitment plan that will attract the most highly qualified candidates from throughout the nation. Postdoctoral fellows must hold a doctoral degree in nursing and the nursing unit has the ability to demonstrate that graduates of the program remain active in research. (American Association of Colleges of Nursing)
B. EDU	Post-Master's Certificate	A formal, post-graduate program that admits RNs with master's degrees in nursing and, upon completion of a specialized area of study, awards either a certificate or other evidence of completion. (Note: This program is different from short term continuing education programs.)

<b>Section</b>	<b>Term</b>	<b>Definition</b>
B. EDU	Practical/Vocational Nursing Program	A program of instruction that requires at least one year of FTE coursework generally within a high school, vocational/technical school or community /junior college setting, the completion of which results in a diploma or certificate of completion and eligibility to apply for licensure as an LPN/VN.
B. EDU	Retention Rate	The retention rate is the percentage of students in a given cohort who progress from one point in the program (i.e., course, semester, level, year) to the next point in the program (i.e., course, semester, level, year) without interruption.
B. EDU	RN-to-Baccalaureate External Nursing Degree Program	Admits RNs with associate degrees or diplomas in nursing and awards a baccalaureate nursing degree by transcript evaluation or academically acceptable cognitive and performance examinations. This entire degree can be earned through examination; however, students can combine college coursework and examination.
B. EDU	RN-to-Baccalaureate in Nursing (RN Baccalaureate, RN Completion) Program	Admits RNs with associate degrees or diplomas in nursing and awards a baccalaureate nursing degree.
B. EDU	RN-to-Master's Program	Admits RNs without baccalaureate degrees in nursing and awards a master's degree in nursing.
B. EDU	Tenure	A system designed to protect faculty members' academic freedom and to provide enough financial security to attract able individuals to the profession. It is an affirmative commitment by an institution to a faculty member, generally offered after a probationary period of employment, as a right to continuing employment.
<b>C. NURSING SERVICE/CARE DELIVERY TERMINOLOGY</b>		
C. SER	Acute Care	The provision of health care services by clinicians to patient populations that require intense care requiring urgent diagnosis, treatment, and management of discrete, complex health care problems.
C. SER	Advanced Practice Registered Nurse (APRN)	See definition under Section A: Regulatory.
C. SER	Case Manager	An individual with primary accountability for a patient case load. The scope and duration of accountability depends on the setting of care delivery.



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Section	Term	Definition
C. SER	Chief Nursing Officer - Nursing Service	The individual who has ultimate primary responsibility for assuring the delivery of nursing and patient care services.
C. SER	Clinical Nurse Specialist (CNS)	A registered nurse with a graduate nursing degree (masters or doctorate) from a CNS program, prepared with specialty expertise to provide direct care to patients/clients, lead nurses, and contribute to outcomes across settings of the larger care delivery system. Sub roles within the specialty include expert clinical practitioner, consultant, educator, researcher, and clinical leader.
C. SER	Critical care	Anywhere patients who require increased nursing vigilance due to acute, critical, and/or complex chronic illnesses that may be physiologically unstable, technologically dependent, and/or highly vulnerable to complications may be found.
C. SER	Employment Setting	The setting in which nursing personnel provide nursing services. (Note: Examples are listed in Appendix A.)
C. SER	Nurse Manager	An individual who has line management position with 24-hour accountability for a designated patient care services which may include operational responsibility for patient care delivery, fiscal and quality outcomes.
C. SER	Nursing Care Delivery Model	The structure by which nursing care is delivered to individuals, families, and communities.
C. SER	Primary Care	The provision of integrated, accessible health care services by clinicians who are accountable for addressing a large majority of personal health care needs, developing a sustained partnership with patients, and practicing in the context of family and community.
C. SER	Primary Nursing Position	The position in which a nurse spends the greatest number of hours.
C. SER	Primary Nursing Setting	The setting in which a nurse spends the greatest number of hours.
C. SER	Specialty Care	The provision of health care services by clinicians to patient populations that is directed at the diagnosis, treatment, and management of discrete, complex health care problems.
C. SER	Advanced Nursing Practice	The practice of nursing by RNs who have specialized, formal, post-basic education and who function in highly autonomous and specialized roles as nurse practitioners, certified nurse-midwives, certified registered nurse anesthetists or clinical nurse specialists.

Section	Term	Definition
C. SER	Nurse Practitioner (NP)	For the certified nurse practitioner (CNP), care along the wellness-illness continuum is a dynamic process in which direct primary and acute care is provided across settings. CNPs are members of the health delivery system, practicing autonomously in areas as diverse as family practice, pediatrics, internal medicine, geriatrics, and women’s health care. CNPs are prepared to diagnose and treat patients with undifferentiated symptoms as well as those with established diagnoses. Both primary and acute care CNPs provide initial, ongoing, and comprehensive care, includes taking comprehensive histories, providing physical examinations and other health assessment and screening activities, and diagnosing, treating, and managing patients with acute and chronic illnesses and diseases. This includes ordering, performing, supervising, and interpreting laboratory and imaging studies; prescribing medication and durable medical equipment; and making appropriate referrals for patients and families. Clinical CNP care includes health promotion, disease prevention, health education, and counseling as well as the diagnosis and management of acute and chronic diseases. Certified nurse practitioners are prepared to practice as primary care CNPs and acute care CNPs, which have separate national consensus-based competencies and separate certification processes. (Consensus Model for APRN Regulation)
C. SER	Certified Registered Nurse Anesthetist (CRNA)	An RN, who possesses a baccalaureate degree and a minimum of one year of critical care experience, through a graduate or post-graduate nurse anesthesia education program, has passed a national certification examination and provides anesthesia and anesthesia-related care.
C. SER	Certified Nurse-Midwife	A certified nurse-midwife (CNM) is an individual educated in the two disciplines of nursing and midwifery, who possesses evidence of certification according to the requirements of the American College of Nurse-Midwives. (American College of Nurse-Midwives.)
<b>D. HEALTH CARE DELIVERY SYSTEM TERMINOLOGY</b>		
D. DEL	Acuity	The measurement of the intensity of nursing care required for a patient. An acuity-based staffing system regulates the number of nurses on a shift according to the patients’ needs and not according to raw patient numbers. (Source: American Association of Critical-Care Nurses)
D. DEL	Average Daily Census	Average number of people served on an inpatient basis on a single day during the reporting period. Calculated by dividing the total number of inpatient days by the number of days in the reporting period. (American Hospital Association)
D. DEL	Nursing Hours Per Patient Day	Nursing care hours per patient day refers to the number of nursing care hours relative to the patient workload.
D. DEL	Inpatient Day of Care	Length of time between the census-taking hours on two successive calendar days for patients receiving care in an inpatient health care facility.



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Section	Term	Definition
D. DEL	Inpatient Days	The number of adult and pediatric days of care, excluding newborn days of care, rendered during the entire reporting period. (American Hospital Association)
D. DEL	Length of Stay	The number of inpatient days the patient stays at the health care facility.
D. DEL	Nursing Sensitive Indicators (Nursing Performance Measures)	Nursing sensitive indicators reflect the structure, process and outcomes of nursing care. The structure of nursing care is indicated by the supply of nursing staff, the skill level of the nursing staff, and the education/certification of nursing staff. Process indicators measure aspects of nursing care such as assessment, intervention, and RN job satisfaction. Patient outcomes that are determined to be nursing sensitive are those that improve if there is a greater quantity or quality of nursing care (e.g., pressure ulcers, falls, and intravenous infiltrations). Some patient outcomes are more highly related to other aspects of institutional care, such as medical decisions and institutional policies (e.g., frequency of primary C-sections, cardiac failure) and are not considered "nursing-sensitive". (Source: NDNQI)
<b>E. MODELS OF HEALTH CARE REIMBURSEMENT</b>		
E. REI	Fee-for-Service	A system of provision of care where the health provider is paid a fee for each service or supply provided. Fees are billed at rates established by the provider. Fee for Service is not a form of managed care. Retrospectively, patients may receive reimbursement for health care services under a fee schedule. Fees and reimbursements from any applicable insurance arrangement based on a complex variety of factors, including the number and type of services provided, standardized coding system, the geographic area of service, and certain office and training expenses of the provider.
E. REI	Fee-for-Service with Utilization Review	This is similar to Fee-for-Service, with the addition that the third party payer assumes the power to authorize, deny, or limit payment for health care interventions. (Bodenheimer, Grumbach; Understanding Health Policy)
E. REI	Health Maintenance Organization (HMO)	A managed care arrangement consisting of a health care organization that acts as both insurer and provider of comprehensive but specified medical services. Most services are financed through prospective per capita (capitation) payments. The organization has responsibility for managing the provision of comprehensive health care services and typically provides preventive care. Depending on whether the services are organized under a staff or group model versus being contracted with clinicians separately, services are provided at organization's own facility or those hospitals, clinicians, and clinics with which it has a network agreement for the provision of care. Typically, primary care clinicians coordinate and refer patients for treatment while acting as the gatekeeper through whom the patient has to go to obtain other health services such as specialty medical care, surgery or physical therapy.



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Section	Term	Definition
E. REI	Independent Practice Association (IPA)	A network of private physicians, other health care professionals, and facilities in which insurers contract with the provider or facility. Rates for fees are negotiated separately with each provider or facility. (Bodenheimer, Grumbach; Understanding Health Policy)
E. REI	Managed Care	An organized way to manage the cost, use, and quality of the health care system. There are several major forms of managed care that are described below.
E. REI	Pay-for-performance (P4P)	A payment model that links quality of care with the level of payment for healthcare services. Reimbursing agencies, including Medicare, have various initiatives to encourage improved quality of care in all healthcare settings, including physicians' offices and ambulatory care facilities, hospitals, nursing homes, home health care agencies and dialysis facilities.
E. REI	Point-of-Service (POS)	A managed care arrangement consisting of a hybrid network model that combines features of an HMO and PPO. Like an HMO or PPO, the patient only pays a co-payment or low co-insurance for contracted services within a network of preferred providers for what is termed in-network care. However, like traditional fee-for-service insurance, enrollees have the flexibility to seek out-of-network care under the terms of traditional indemnity plans with a deductible and a percentage co-insurance charge.
E. REI	Preferred Provider Organization (PPO)	A managed care arrangement consisting of a group of hospitals, physicians, and other providers who have contracts with an insurer, employer, third party administrator, or other sponsoring group to provide health care services to covered persons. The preferred providers are often subject to other stipulations regarding the monitoring of utilization, the appropriateness of care provided, and the terms of the provision of care allowed under the arrangements. While the patient does have some flexibility in health care decisions and selecting providers, through self-referrals both inside and outside the network of PPO providers, patients have financial incentives to select PPO network providers.
E. REI	Prepaid Group Practice	A multi-specialty group of physicians or other health professionals who contract to provide services on an ongoing or continuous basis to a group of enrollees.
<b>F. EMPLOYMENT TERMINOLOGY</b>		
F. EMP	Employer Demand	The total number of RNs currently holding jobs to provide needed services <u>plus</u> the funded, market-priced positions for which additional RNs are sought.
F. EMP	Employed in Nursing	An RN or LPN/LVN who receives compensation for work that requires licensure and/or educational preparation as a nurse.



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Section	Term	Definition
F. EMP	Employed Outside of Nursing	An RN or LPN/LVN who receives compensation for work that does not require licensure and/or educational preparation as a nurse.
F. EMP	Nurse Population	All RNs and LPN/LVNs who have a current license to practice in the United States or one of its territories and who are either employed or reside in the United States or one of its territories.
F. EMP	Supply of Nurses	All RNs and/or LPN/LVNs who are eligible to enter the workforce.
F. EMP	Turnover	The attrition of employees through voluntary and/or involuntary terminations. It is the ratio of the number of the number of employees that leave a setting or organization to the number of employees during the same period.
F. EMP	Unemployed	An RN or LPN/LVN who does not receive compensation for work. This includes individuals who are (a) seeking employment that requires licensure and/or educational preparation as a nurse, or (b) seeking employment that does not require licensure and/or educational preparation as a nurse. (Department of Labor)
<b>G. NURSE SUPPLY TERMINOLOGY</b>		
G. SUP	LP/VN Nurse Population	The number of LP/VNs who have a current license to practice in the United States or one of its territories and who are either employed or reside in the United States.
G. SUP	RN Nurse Population	The number of RNs who have a current license to practice in the United States or one of its territories and who are either employed or reside in the United States.
G. SUP	Separation from Nursing Workforce	Nurses who are no longer employed in nursing or seeking employment in nursing and have either terminated their RN license(s), had the RN license terminated or suspended, have fully retired from nursing, have experienced mortality or morbidity preventing employment, or have ceased from actively seeking employment in nursing
G. SUP	Supply of LPN/VNs	All LPN/VNs employed in nursing on a full-time or part-time basis in the U.S., as well as those nurses who are actively seeking employment in nursing as an LPN.
G. SUP	Supply of Nurses Under the Compact Agreement	All RNs and/or LPNs employed in nursing in a state participating in the mutual compact agreement or actively seeking employment in nursing within a compact state, who reside in a state participating in the mutual compact agreement, and are otherwise eligible to participate in the compact.



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<b>Section</b>	<b>Term</b>	<b>Definition</b>
G. SUP	Supply of RNs	All RNs employed in nursing on a full-time or part-time basis in the U.S., as well as those nurses who are actively seeking employment in nursing as an RN.