

Nurse practitioners' workforce outcomes under implementation of full practice authority

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Advanced practice nurses explore a variety of job opportunities, often working as independent practitioners or as part of a team in different settings. Harrison et al. (2023) investigate how full practice authority (FPA) laws for nurse practitioners (NPs) affect their employment patterns, specifically their self-employment rates, average earnings, and likelihood of working in primary care areas with health professional shortages. The study addresses the growing need for primary care providers in the United States, particularly in rural and low-income urban areas. The study found that FPA was strongly associated with an increased probability of NPs residing in primary care areas with health professional shortages. For all employed Nurse Practitioners (NPs), this indicates that Full Practice Authority (FPA) enhances access to care in underserved areas. Among full-time employed NPs, the adoption of FPA was linked to a significant increase in the likelihood of pursuing self-employment (DePriest et al., 2020).

In states without full practice authority, access to healthcare is challenging. Nurse practitioners often seek opportunities for employment or greater control over patient care, and they often relocate to states where full practice authority is permitted. Full practice authority provides NPs with the opportunity to become self-employed. According to Harrison et al. (2023), FPA significantly increases the likelihood of self-employment among full-time nurse practitioners (NPs). However, the study also found no significant association between full practice authority and higher hourly earnings for nurse practitioners (NPs). This could be due to issues related to economic factors, such as reimbursement and parity with physician pay. Lawmakers, the public, and various organizations should work towards the common goal of

providing quality and equitable care to the entire population, as well as parity in pay for the medical personnel to ensure fair compensation for delivering this care.

References

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