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| **CNP** | Hospital, acute or ambulatory settings, outpatient settings, long-term care facilities & nursing homes, Private homes/practices, Government & community health agencies, Universities, etc. **(1)** | Each NP is accountable to patients, the nursing profession, and the state board of nursing. NP’s are required to practice with an ethical code of conduct, national certification, evidence based principles, and current practice standards. **(1)** | Family: Primary or Acute, Pediatric: Primary or Acute, Neonatal, Adult-Gerontology: Primary or Acute | Median salary: $107,030. Range: $85,880 to $143,480  \*California: $133,780  **(4)** | As a licensed, independent practitioner, NP’s practice autonomously and in coordination with healthcare professionals and other individuals.  \*NPs must have a medical doctor sign certain medical patient care. **(1)** decisions. |  |
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| **CNS** | Expert clinicians with advanced education and training in a specialized area of nursing practice who work in a variety of health care settings such as critical care, emergency room, rehab centers. **(2)** | CNS’s strive to improve healthcare through evidence-based practice at the individual patient and systems levels. Diagnosis and treatment, health promotion and wellness, conduct research and share findings, maintain patient records. **(2)** | Adult/gerontology or pediatrics | Median salary - $104,763. Range:  $94,720 to $114,754  \*California:  $117,785  **(4)** | Clinical nurse specialists work in direct & indirect patient care activities that affect a broad range of patients.  \*No prescriptive authority in California. **(2)** |  |
| CRNA | CRNAs work in collaboration with other qualified health care providers in hospitals, surgical centers and office settings around the state. **(3)** | CRNAs are highly-trained advanced practice nurse specialists that are required to complete six to seven years of education, hundreds of hours of clinical work, and a minimum of 450 anesthetics before they qualify to sit for their national certification examination. **(3)** | Adult/gerontology or pediatrics | Range: $188,323 to $223,543  \*California: $204,917  **(4)** | California, like many other states, allows CRNAs to administer anesthesia without physician supervision. That practice is supported by the fact that CRNAs are independent practitioners who are legally responsible for their own actions. **(3)** |  |
| CNM | Outpatient clinics, private offices, community & public health centers, birth centers, homes, hospitals, and more. **(5)** | CNMs are RN’s educated in two disciplines of midwifery and nursing who attend graduate education programs approved by the Accreditation Commission for Midwifery Education (ACME). They are licensed and have prescriptive authority in every state. **(5)** | Primary care & GYN care for women: obstetric care: antepartum, intra-partum, postpartum and newborn care. | Range: $111,789 to $137,765  \*California:  $121,575  **(4)** | California, by law, CNM care requires the supervision of a licensed physician & surgeon, but not require physical presence of the physician. **(5)** |

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|  | Work Environment | Level of Accountability | Patient Population | Salary | Scope of Practice |  |