

Crosswalk of the AACN *Master's Essentials* and the IOM's *Future of Nursing: Leading Change, Advancing Health* Recommendations

The Institute of Medicine's landmark report on the *Future of Nursing: Leading Change, Advancing Health* (2010) calls for radical transformation in how nurses are educated to meet contemporary practice expectations. The latest *Master's Essentials* reflects this theme with curricular threads emphasizing evidence-based practice, quality improvement, outcomes measurement, systems innovation, and leadership skills. The following Crosswalk document was developed to map the nine master's Essentials against key recommendations and themes contained in the IOM report to illustrate the synergy between these two documents.

IOM Key Recommendations	Essential I Background for Practice from Sciences and Humanities	Essential II Organizational and Systems Leadership	Essential III Quality Improvement and Safety	Essential IV Translating and Integrating Scholarship into Practice	Essential V Informatics and Health Care Technology	Essential VI Health Policy and Advocacy	Essential VII Interprofessional Collaboration and Improving Patient and Population Outcome	Essential VIII Clinical Prevention and Population Health for Improving Health	Essential IX Master's-Level Nursing Practice
Ensure that nurses engage in lifelong learning.	X	X		X	X		X		X
Prepare and enable nurses to lead change to advance health.	X	X	X	X	X	X		X	X
Expand opportunities for nurses to lead and diffuse collaborative improvement efforts.		X	X		X	X	X	X	X

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Coordinate increasingly complex care for a wide range of patients.	X		X	X	X		X	X	X
Ensure that nurses are ready to assume leadership roles with leadership competencies embedded throughout nursing education.	X	X			X	X			X
Take responsibility for personal and professional growth by developing leadership competencies.	X			X					X

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<p>Nursing education programs should integrate leadership theory and business practices across the curriculum.</p>	X			X					X
<p>Nursing education at all levels needs to impart a better understanding of ways to work in the context of and lead change within health care delivery systems, methods for quality improvement and system redesign.</p>		X	X	X	X	X	X		X

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<p>Graduate-level nurses must develop even greater competencies and deeper understanding in areas of systems thinking, quality improvement, care management, health policy and research.</p>	X	X	X		X	X		X	X
<p>Coordinate care and collaborate with a wide variety of health professionals who have masters or doctoral degrees across all settings.</p>							X	X	X

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Reconceptualize roles as care coordinators, health coaches, and system innovators.	X				X		X	X	X
Nurses should achieve higher levels of education and training through an improved education system that promotes seamless academic progression.	X			X					X
Expand competencies to practice in domains of health policy, systems improvement and change within curricula.		X	X		X	X			X

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BSN-prepared nurses would achieve higher levels of education at the master's and doctoral levels, required for primary care providers, nurse researchers, and nurse faculty.	X	X		X			X		X
The ADN-to-MSN program is establishing a significant pathway for educational progression, especially for community college graduates.	X			X					X
Remove scope of practice barriers.		X		X			X		X