

## **2024 Pathway to Excellence® Organizational Demographic Form and 2027 Pathway to Excellence® Organization Demographic Form Content and Process Crosswalk**

The Pathway to Excellence® Organizational Demographic Form (ODF) is utilized to collect organizational nursing data to help organizations trend demographic indicators, such as vacancy and turnover, that may identify areas for continuous improvement efforts and to report aggregate demographic statistics on Pathway designated organizations. The ODF is submitted with the Pathway Standards Document (PSD) as described in the *2024 Pathway to Excellence®* and *Pathway to Excellence in Long-Term Care® Application Manual*. In addition, organizations that achieve Pathway to Excellence® designation are required to submit an updated ODF 2 years from the date of document submission as part of their interim monitoring requirements (IMR). In response to feedback from our Pathway to Excellence® designated organizations and other customers, the Pathway Program Office has completed a review of both the process and content of the Organizational Demographic Form (ODF).

**Effective date of crosswalk: February 1, 2027**

### **Crosswalk Table**

The crosswalk table below provides a comparison between the 2024 Pathway to Excellence® Organizational Demographic Form and the 2027 Pathway to Excellence® Organization Demographic Form, and includes all items that have been deleted, added, or revised.

| <b>2024 Pathway to Excellence® Organizational Demographic Form Submission</b>                                                                                                                                         | <b>Change</b>                             | <b>2027 Pathway to Excellence® Organization Demographic Form Submission</b>                                                                                                                                                                                                                   |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| General Process: The ODF is completed by entering all data into an Excel Spreadsheet and submitting to the Pathway Program Office, either in OARS (with initial document submission) or through email (with the IMR). | Date entry method and submission process. | General Process: The ODF is completed by entering all data into a survey format and submitting to the Pathway Program Office, either in OARS (with initial document submission) or automatically by completion of the survey (with IMR). Required fields will open based on previous answers. |

| <b>2024 Pathway to Excellence® Organizational Demographic Form Excel Spreadsheet Section A</b> | <b>Change</b>                                   | <b>2027 Pathway to Excellence® Organization Demographic Form Survey</b> |
|------------------------------------------------------------------------------------------------|-------------------------------------------------|-------------------------------------------------------------------------|
|                                                                                                | Added.                                          | Pathway to Excellence Application Type (PTE or PTE in Long-Term Care)   |
| Healthcare facility street address                                                             | Revised full address to state and country only. | State and Country                                                       |
| Located in rural location (yes/no)                                                             | Removed.                                        |                                                                         |
| Medicare Provider Number                                                                       | Removed.                                        |                                                                         |
| AHA Hospital Number                                                                            | Removed.                                        |                                                                         |
| Date CNO assumed CNO role at this facility                                                     | Removed.                                        |                                                                         |
|                                                                                                | Added.                                          | Ownership type (For Profit, Nonprofit, Government)                      |
|                                                                                                | Added.                                          | Facility's primary practice setting                                     |
|                                                                                                | Added.                                          | Facility's primary specialty                                            |

|                                                                                                             |                                                                                                          |                                     |
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| Number of inpatient licensed beds – acute care<br>AND Number of inpatient licensed beds – long<br>term care | Combined.                                                                                                | Number of licensed beds             |
| Medicare patients – Average length of stay                                                                  | Removed.                                                                                                 |                                     |
| Medicare patients – Case mix index                                                                          | Removed.                                                                                                 |                                     |
| Medicare patients – Average length of stay case<br>mix adjusted                                             | Removed.                                                                                                 |                                     |
| For ambulatory settings, annual total number of<br>patient visits                                           | Simplified<br>language to be<br>inclusive of acute<br>care settings that<br>have outpatient<br>services. | Number of outpatient patient visits |

| <b>2024 Pathway to Excellence® Organizational<br/>Demographic Form Excel Spreadsheet<br/>Section B</b> | <b>Change</b>                                            | <b>2027 Pathway to Excellence® Organization<br/>Demographic Form Survey</b>                                                                                                                                         |
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| RN per diem/float pool FTEs employed not<br>included in RN FTEs employed actual                        | Metrics divided<br>into groups for<br>increased clarity. | RN per diem FTEs employed not included above; RN<br>float pool FTEs employed by applicant organization<br>(not system); RN float pool FTEs employed system-<br>wide; RN float pool FTEs employed not included above |
| RN FTEs resigned or terminated                                                                         | Metrics divided<br>into groups for<br>increased clarity. | RN FTEs terminated (involuntary); RN FTEs resigned<br>(voluntary)                                                                                                                                                   |

|                                                                                 |                                                    |                                                                                                                  |
|---------------------------------------------------------------------------------|----------------------------------------------------|------------------------------------------------------------------------------------------------------------------|
| RN FTEs with doctoral degree, nursing                                           | Metrics divided into groups for increased clarity. | RN FTEs with doctoral degree, research (PhD, EdD, etc.); RN FTEs with doctoral degree, DNP                       |
| RN FTEs with associate degree or diploma                                        | Added clarifying language.                         | RN FTEs with associate degree or diploma, nursing                                                                |
| RN FTEs with national certification, advanced practice                          | Added clarifying language.                         | RN FTEs with national certification relevant to current role, advanced practice (not BLS/ACLS)                   |
| RN FTEs with national certification, all RNs excluding advanced practice        | Added clarifying language.                         | RN FTEs with national certification relevant to current role, all RNs excluding advanced practice (not BLS/ACLS) |
| INTERNATIONAL ORGANIZATIONS ONLY: Non-Nurse Midwife FTEs budgeted               | Verbiage change.                                   | INTERNATIONAL ORGANIZATIONS ONLY: Registered midwife FTEs budgeted                                               |
| INTERNATIONAL ORGANIZATIONS ONLY: Non-Nurse Midwife FTEs employed (actual)      | Verbiage change.                                   | INTERNATIONAL ORGANIZATIONS ONLY: Registered midwife FTEs employed (actual)                                      |
| INTERNATIONAL ORGANIZATIONS ONLY: Non-Nurse Midwife FTEs resigned or terminated | Verbiage change.                                   | INTERNATIONAL ORGANIZATIONS ONLY: Registered midwife FTEs resigned or terminated                                 |

| <b>2024 Pathway to Excellence® Organizational Demographic Form Excel Spreadsheet Section C</b> | <b>Change</b>    | <b>2027 Pathway to Excellence® Organization Demographic Form Survey</b> |
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| INTERNATIONAL ORGANIZATIONS ONLY: Non-Nurse Midwife vacancy percent                            | Verbiage change. | INTERNATIONAL ORGANIZATIONS ONLY: RM vacancy percent                    |

|                                                                      |                  |                                                       |
|----------------------------------------------------------------------|------------------|-------------------------------------------------------|
| INTERNATIONAL ORGANIZATIONS ONLY: Non-Nurse Midwife turnover percent | Verbiage change. | INTERNATIONAL ORGANIZATIONS ONLY: RM turnover percent |
|----------------------------------------------------------------------|------------------|-------------------------------------------------------|

| <b>2024 Pathway to Excellence® Organizational Demographic Form Excel Spreadsheet Section D</b> | <b>Change</b>                                                | <b>2027 Pathway to Excellence® Organization Demographic Form Survey</b>                                                                                                                                          |
|------------------------------------------------------------------------------------------------|--------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| General Notes                                                                                  | Notes text box added to each survey section for ease of use. | Facility Information Notes, Practice Information Notes, Organizational Metrics Notes, RN Staff Utilization Notes, RN Roles Notes, RN Education and Certification Notes, Other Nursing Staff Notes, General Notes |