

Commission on Pathway to Excellence® (COPE)

ENTITY TYPE	Commission
TOTAL NUMBER OF MEMBERS	No fewer than eight (8) members
APPOINTED	All members are appointed by the ANCC Board of Directors
COMPOSITION	<p>Per the Bylaws (Article IX, Section 2), the following constituencies must be represented on the COPE:</p> <ol style="list-style-type: none"> 1. Representation from Pathway to Excellence recognized practice environments 2. At least one commissioner appointed from each of the following categories, at least one of whom must be a nurse in a Pathway to Excellence-designated organization: <ol style="list-style-type: none"> a. A registered nurse who is currently a nurse executive b. A registered nurse currently serving in a direct care nurse position and involved in patient care committee work c. An individual of foreign residence or with international experience d. A non-nurse consumer/public member with knowledge and skills relevant to the work of the COPE e. A registered nurse currently serving in a nurse manager position f. An individual in a leadership role currently serving in the long-term care (LTC) practice environment <p>Other Commissioners are appointed based on the needs of the COPE, at that time, as determined by the COPE.</p>
¹AUTHORITY ESTABLISHED BY	ANCC Board of Directors
ACCOUNTABLE TO	ANCC Board of Directors
REPORTS TO	ANCC Board of Directors
PURPOSE	Governs ANCC's Pathway to Excellence® Program activities
RESPONSIBILITIES	<ol style="list-style-type: none"> 1. Provide strategic direction for the Pathway to Excellence and Pathway to Excellence – Long Term Care® Programs; 2. Approve Pathway to Excellence Program criteria, policies, and guidelines based on standards established by the American Nurses Credentialing Center and research; 3. Make final decisions regarding the awarding of Pathway to Excellence Designation; and 4. Oversee the appeals process for the program.
TERM OF OFFICE	Commissioners serve a 4-year term of service or until a successor is appointed.
TERM LIMIT	<ol style="list-style-type: none"> 1. Commissioners may not serve more than two consecutive 4-year terms of service or eight consecutive years. 2. A member who has served more than one-half of a term shall be considered to have served a full term.

¹ Documentation/policy codifying the ANCC Units is the ANCC Bylaws, revised November 30, 2018

<p>REQUIREMENTS</p>	<ol style="list-style-type: none"> 1. Nursing seats require: <ol style="list-style-type: none"> a. A minimum of bachelor’s degree in nursing; advance degree preferred and b. Joint membership in ANA and an ANA constituent/state nurses association (C/SNA) or membership in the ANA Individual Member Division (IMD) during their tenure on the COPE. <p><i>This requirement is waived for the non-nurse and international members.</i></p> 2. No person shall serve concurrently on two of the following <ol style="list-style-type: none"> a. Commission on Accreditation in Nursing Continuing Professional Development b. Commission on Accreditation in Practice Transition Programs c. Commission on Board Certification d. Commission on Magnet® e. Commission on Pathway to Excellence®. 3. No person shall serve concurrently as a commissioner and an appraiser for the same program.
<p>TIME COMMITMENT</p>	<ol style="list-style-type: none"> 1. Participate in two-day orientation 2. Participate in two 1-2-day Commission meetings annually <ol style="list-style-type: none"> a. One meeting takes place prior to the annual ANCC Pathway to Excellence Conference®, usually in late April-May b. Commissioners are also expected to attend the conference 3. Participate in 1-2 one-hour conference calls monthly 4. Serve on a subcommittee or task force as assigned by the Commission Chair 5. Represent ANCC at meetings, if requested.
<p>QUALIFICATIONS</p>	<p>Knowledge of accreditation criteria, policies, procedures, and the review process</p>
<p>CONFLICT OF INTEREST/INTELLECTUAL PROPERTY FORMS</p>	<p>Individuals appointed to the COPE will be required to sign conflict of interest and financial disclosure forms and other agreements that protect ANCC intellectual property.</p>