

# MSN-FNP and MSN-PMHNP Confidential Reference Evaluation Form

Applicant name *Last* \_\_\_\_\_ *First* \_\_\_\_\_

Reference name *Last* \_\_\_\_\_ *First* \_\_\_\_\_

Credentials \_\_\_\_\_ Title \_\_\_\_\_

Organization \_\_\_\_\_

Phone \_\_\_\_\_ Email \_\_\_\_\_

Relationship to applicant?

Academic faculty

Nurse practitioner

Nurse leader/administrator

Clinical supervisor

Professional colleague

Other \_\_\_\_\_

Length of time known \_\_\_\_\_

Capacity in which you have worked with the applicant: \_\_\_\_\_

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## Instructions

Please rate the applicant on the following competencies using a scale of 1 to 10.

### Rating scale definition

- **1** = Significant concerns; consistently below expectations; would not recommend for advanced practice training
- **5** = Meets expectations for a practicing RN; developing readiness for graduate study
- **10** = Exceptional; consistently exceeds expectations; demonstrates strong readiness for advanced practice nursing

You may select any whole number between 1 and 10.

If you are unable to assess a specific domain, please mark N/A.

## Core professional competencies

Competency	Rating (1-10)
<b>Reliability and accountability</b> <i>Dependability, timeliness, follow-through, responsibility</i>	
<b>Professionalism</b> <i>Ethical conduct, boundaries, integrity, communication, role modeling</i>	
<b>Clinical judgment</b> <i>Assessment skills, critical thinking, decision-making, prioritization, safe practice</i>	
<b>Ability to accept and learn from feedback</b> <i>Openness to supervision, growth mindset, professional maturity</i>	
<b>Dedication to lifelong learning</b> <i>Intellectual curiosity, pursuit of knowledge, engagement in evidence-based practice</i>	
<b>Cultural humility and respect for diverse perspectives</b> <i>Respect for different cultures, religions, identities, and viewpoints; ability to provide inclusive care</i>	
<b>Verbal communication skills</b> <i>Clarity of expression, therapeutic communication, professionalism in speech, ability to communicate with patients and interprofessional teams</i>	
<b>Written communication skills</b> <i>Clarity, organization, grammar, professional tone, documentation quality, academic writing readiness</i>	
<b>Interpersonal and collaboration skills</b> <i>Teamwork, respect, responsiveness, conflict management</i>	
<b>Emotional regulation and professional composure</b> <i>Ability to manage stress, remain calm, respond thoughtfully in challenging situations</i>	
<b>Ethical decision-making</b> <i>Adherence to professional standards, patient advocacy, sound moral reasoning</i>	
<b>Leadership potential</b> <i>Initiative, accountability, influence, ability to guide others appropriately</i>	
<b>Autonomy and clinical readiness for advanced practice</b> <i>Independent thinking, appropriate confidence, readiness for graduate-level rigor</i>	

## Global assessment

Based on your experience, do you believe this candidate will make a competent and effective Nurse Practitioner (FNP or PMHNP)? Rating (1-10)

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Would you recommend this applicant for admission to a competitive graduate advanced practice nursing program?

- Strongly recommend
- Recommend
- Recommend with reservations
- Do not recommend

## Narrative comments

Please provide specific strengths that support this applicant's readiness for advanced practice nursing: \_\_\_\_\_

Please describe any concerns or areas for growth the admissions committee should consider: \_\_\_\_\_

Is there anything else you believe is important for the admissions committee to know? \_\_\_\_\_

## Signature

I certify that the information provided above is accurate and reflects my honest professional assessment.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date