



59th Annual Congress
Influence Safe Perioperative Practice
 Communication • Quality • Innovation • Collaboration

March 24-29, 2012
 New Orleans, LA

SESSION NAME:	The Value of Certification in Perioperative Nursing
SPEAKER NAME:	Melissa Biel, DPA, RN Bonnie Niebuhr, MSN, RN, CAE James X. Stobinski, PhD, RN, CNOR
SESSION NUMBER:	5144
DATE/TIME:	Wednesday, March 28, 2012, 8-9:30am
CONTACT HOURS:	1.5 CH
SESSION OVERVIEW:	
<p>The number of CNOR certified nurses is at the highest level in history; similar increases in the number of nurses seeking certification are apparent across numerous nursing specialties. In a recent survey, 62% of members of AORN indicated they are already CNOR certified, with an additional 24% of members reporting their intent to obtain certification. Nearly all members of the American Board of Nursing Specialties (ABNS) are reporting similar growth in their certification programs. What is driving this unprecedented demand for certification? Anecdotal data indicates that factors include increased participation in the American Nurses' Credentialing Center (ANCC) Magnet Recognition Program, growing demand by consumers and regulators for safe patient care, and an uncertain, highly competitive job market. This session will assist the growing population of nurses interested in certification in charting a path to achieving this goal. Experts from the Competency & Credentialing Institute (CCI), the American Board of Perianesthesia Nursing Certification (ABPANC), and the American Board of Nursing Specialties (ABNS) will provide information on the developing body of evidence supporting the value of certification across multiple nursing specialties, describe the test development standards for accredited certification program, and share trends in competency assessment, such as professional portfolios and certificate programs. An overview of requirements for achieving and maintaining the CNOR and CPAN (perianesthesia) certification will also be provided.</p>	
OBJECTIVES:	
1.	Describe the current state of the nursing certification environment, including trends that are stimulating growth in the numbers of certified nurses.
2.	Distinguish the requirements of the leading perioperative nursing certification programs.
3.	Describe current and ongoing research on the value of certification.
4.	Differentiate between certificate programs and accredited certification programs.



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SPEAKER BIOGRAPHY:

Melissa Biel, DPA, RN, has over 25 years experience in the nonprofit and health care fields. She serves as a consultant to a variety of hospitals, community clinics, and nonprofit organizations. Melissa works with a variety of nonprofits locally, regionally, and nationally, and has extensive experience supporting organizations' community-based planning efforts, and facilitating collaborative action at a local level. She is skilled at strategic planning, program evaluation, grant writing, and conducting community health needs assessments. In addition, she is a lecturer at Brandman University and California State University Long Beach, teaching in the health administration graduate degree programs. Melissa received a BS degree in nursing from California State University, Long Beach, MS degree in nursing administration from California State University, Los Angeles, and her doctorate in Public Administration from the University of La Verne. She is the recipient of the 2008 Outstanding Senior Lecturer award from Chapman University College. Her scholarly activities include professional service, publications, and speaking that address nursing certification, community benefit, credentialing research, and a variety of clinically-focused topics.

With over 26 years of experience managing specialty nursing certification programs, **Bonnie Niebuhr, MSN, RN, CAE**, serves as the CEO of the American Board of Perianesthesia Nursing Certification, Inc., (ABPANC) and the American Board of Nursing Specialties (ABNS). She has had a varied nursing career, from a critical care staff nurse to faculty member in a newly developed RN to BSN completion program; she found her niche in association management, focusing on specialty nursing certification. In addition, Bonnie has provided strategic planning and consultation about credentialing to health care related and non-health care related organizations. She is a nationally recognized speaker on topics related to credentialing in general and specialty nursing certification, specifically. Bonnie earned a Bachelor's Degree in Nursing from Ohio University in Athens, Ohio, and a Master's of Science degree in Nursing from Ohio State University in Columbus, Ohio. She holds the CAE certification credential, given by the American Society of Association Executives, denoting certification as an association executive.

James Stobinski, PhD, RN, CNOR, has over 25 years experience in the OR with work roles that have included janitor, orderly, staff nurse, and a variety of supervisory positions. He is currently the Director of Credentialing and Education for CCI, where he is responsible for all credentialing activities including CCI's signature program, the CNOR credential. His education includes a diploma of nursing from the Toledo Hospital School of Nursing a BSN and MSN from East Carolina University, and most recently, a PhD in the field of International Health Research where he studies competency and skill acquisition in perioperative nurses. He has made several national and one international presentation on a wide range of topics including research findings to a variety of audiences.



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FACULTY DISCLOSURE:

Melissa Biel

No conflict.

Bonnie Niebuhr

No conflict.

James Stobinski

No conflict.



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AMERICAN BOARD OF NURSING SPECIALTIES

About ABNS

- Historical Overview
- Vision
- Mission
- Success Markers
- Membership
- Definition of Certification
- Efforts to Define Continuing Competence
- Resources

Mission Statement

ABNS promotes the value of specialty nursing certification to all stakeholders
American Board Of Nursing Specialties

Trends In Specialty Nursing Certification

- Growth
- Competition
- Programs accredited
- Employers requiring accreditation
- State Boards of Nursing recognition
- The Face of the Certified Nurse

Role of ANCC Magnet Program In Driving Nursing Certification

Accreditation Board For Specialty Nursing Certification (ABSNC)

- Why is accreditation of nursing certification programs important?
- Difference between a certification program and a certificate program



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CCI AND ABPANC CERTIFICATION PROGRAMS

Differences Between CNOR® Program and CPAN® and CAPA® Programs

- Perianesthesia patient is focus
- Difference between CPAN® and CAPA® programs
- Eligibility requirements
- Examination Blueprints

VALUE OF CERTIFICATION

- ABNS chose to undertake a national study that would validate nurses' perceptions, values and behaviors related to certification
- 20 ABNS member organizations participated
- Certified nurses, nurses who were not certified and nurse managers

Study Purposes

- Identify perceptions of the value of certified nursing
- Benefits and rewards to nurses for certification
- Challenges and barriers to certification
- Data aggregated from all 20 organizations and data for each participating certification organization

Which of the following statements describes the relationship of certification to your employment?

Relationship	Percent
Certification is mandatory for my practice	12.47
Certification is voluntary for my practice	67.78
Certification is mandatory for advancement	3.40
Certification is voluntary for advancement	4.72
None of the above	11.62

If you were once certified, but your certification lapsed, please identify why.

- No access to continuing education (0.67%)
- No time for continuing education (1.26%)
- Personal circumstances (1.73%)
- Cost of continuing education (1.86%)
- Fee for renewal (3.07%)
- Inadequate recognition for certification (3.24%)
- Inadequate or no compensation for certification (3.82%)
- No longer practice in the specialty (3.90%)



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Five Most Agreed to Statements

1. Enhances feeling of personal accomplishment
2. Provides personal satisfaction
3. Provides professional challenge
4. Enhances professional credibility
5. Provides evidence of professional commitment

Five Most Disagreed to Statements

1. Enhances professional autonomy
2. Indicates level of clinical competence
3. Promotes recognition from employers
4. Increases consumer confidence
5. Increases salary

NDNQI

- Part of ANA's Patient Safety and Quality of Care Initiative
- Provides comparative data for quality improvement activities
- Provides data resource for investigating the relationship between nursing and patient outcomes

<http://ana.confex.com/ana/ncnq10/cfp.cgi>

Data Collected

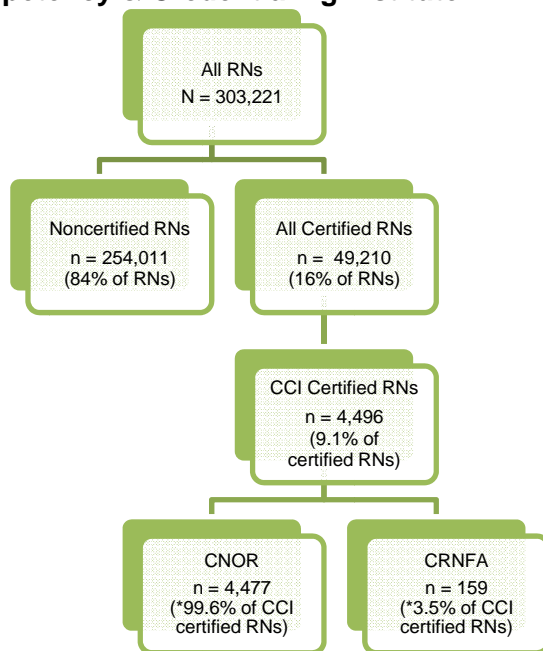
- 1,796 hospitals
- Nurses > 50% time direct patient care
- On unit for > 3 months
- Agency, contract, traveler excluded
- Hold certifications relevant to RNs in direct patient care



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Competency & Credentialing Institute



Summary of Findings

- Compared to noncertified nurses, certified nurses were: older, more tenure in nursing and the unit, less diverse, more likely to hold a BSN or higher degree
- Certified nurses worked in critical care and specialty units in higher proportions
- Perioperative units had a higher percentage of certified nurses than noncertified nurses

What's Next?

- Examine the association between trends in unit proportion of certified RNs and nursing processes and patient outcomes
- Nursing processes of: risk assessment and prevention protocols
- Patient outcomes of: pressure ulcers, injury falls, physical restraints, nosocomial infections

Synthesis Project

- 8 studies that link improved patient outcomes with certification workplace empowerment, falls, reduced complications, staging of pressure ulcers
- ABNS Research Committee completing analyses of 8 studies
- Publish results of synthesis study with recommendations for future research



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Limitations of the Data

- NDNQI data and methods are not surgery-specific
- Not designed just for this sub-specialty
- NDNQI methods are not integrated with OR performance metrics
 - SCIP data
 - Morbidity and Mortality stats
 - SSI rates

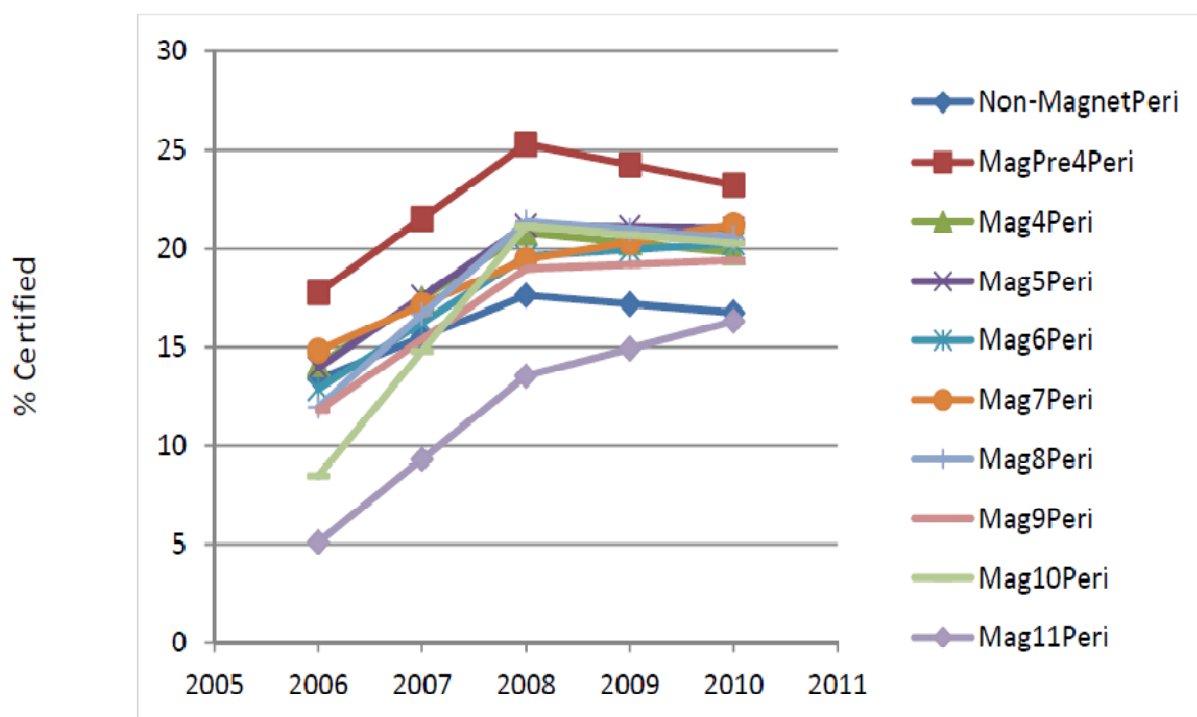
NDNQI Results

Profile of CCI Certified Nurse

- 48.8 years old
- White, Non-Hispanic - 77.9%
- BSN or higher – 57.5%
- 11.4 years experience

The Growth Curve for Certification

Peri-Operative Units by Magnet Year





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What else do we know?

- Certification reimbursement increased by 10% in 2011
- Magnet nurses were paid 4.8% more
- Certified nurses were paid 16% more
- Perioperative nurses reported the highest wage of any sub-specialty
- 31% of nurses reported reimbursement for certification (Nursing 2011)

PVCT

- Perceived Value of Certification Tool
 - Nurse (Individual Perspective)
 - Institute for Credentialing Excellence work
 - Developed and owned by CCI
 - Previous results with perioperative nurses
 - Results from other groups
 - Results gathered by CCI

IOM REPORT

For cost-effectiveness comparisons, for example, different team configurations, continuing education and on-the-job training programs, incentives, and workflow arrangements—all of which affect the efficient use of the health care workforce—must be evaluated. Having these data is a vital first step in the development of accurate models for projecting workforce capacity. Those projections in turn are needed to inform the transformation of nursing practice and education... (p. 256).

Future Research

NDNQI data and methods may be useful if correlated with CMS related data

- Extensive data required for CMS reporting
- Surgery-specific indicators
- Closely linked to perioperative nursing care

Future State

- Closer relationship between certifying body and the certificant
- Lifelong learning
- Directed learning versus self-choice
- Demand for greater accountability