

RESEARCHPOP: ID# 102212

Title:

Academic Nurse Educator Certification (ANEC) Award: Promoting the NLN's CNE Credential for Maryland Faculty

Peggy E. Daw, DNP, RN-BC, CNE

Maryland Higher Education Commission, Baltimore, MD, USA

Rita F. D'Aoust, PhD, ANP-BC, CNE, FAANP, FNAP

School of Nursing, Johns Hopkins University, Baltimore, MD, USA

ACCEPTED

Session Title: Meet the Poster Authors Session

Slot: PST: Friday, March 27, 2020: 2:30 PM-3:15 PM

Abstract Describes: Completed Work/Project

Applicable Category: Academic, Leaders, Researchers

Keywords: certification, excellence and nurse educators

Abstract Summary:

The Academic Nurse Educator Certification award is a state grant initiative that demonstrates increased numbers of faculty with CNEs through formal recognition and financial incentives.

References:

- Altounji, D., Williams, S., & Secola, R. (2019). Inspire certification among pediatric hematology oncology nurses. *Journal of Pediatric Oncology Nursing*. <https://doi.org/10.1177/1043454219845892>
- Barbé, T., & Kimble, L. P. (2017). What is the value of nurse educator certification? A comparison study of certified and noncertified nurse educators. *Nursing Education Perspectives*, 39(2), 66–72. <https://doi.org/10.1097/01.NEP.0000000000000261>
- Barbé, T., & Kimble, L. P. (2018). A factor analysis of the perceived value of certification tool for nurse educators. *Nursing Education Perspectives*, 39(3), E2-E6. <https://doi.org/10.1097/01.nep.0000000000000300>
- Byrne, M. M., & Welch, S. (2016). CNE certification drive and exam results. *Nursing Education Perspectives*, 37(4), 221–223. <https://doi.org/10.5480/14-1408>
- Lundeen, J. D. (2018). Analysis of first-time unsuccessful attempts on the certified nurse educator examination. *Nursing Education Perspectives*, 39(2), 72–79. <https://doi.org/10.1097/01.NEP.0000000000000276>
- Nurse Support Program II, Academic nurse educator certification (ANEC) award (2019). <https://nursesupport.org/nurse-support-program-ii/grants/statewide-initiatives/academic-nurse-educator-certification/>

- Simmons, L. E. (2017). The NLN's Certified Nurse Educator (CNE) Program Has Surpassed 5,000 and Gone Global. *Nursing Education Perspectives*, 38(2), 110. <https://doi.org/10.1097/01.nep.0000000000000125>

Abstract Text:

Purpose:

Certification validates knowledge, expertise and experience in a specialty area of practice. It is often used as a measure of excellence in nursing care and nursing professional development in the achievement of ANCC Magnet designation for hospitals (Altounji, 2019). The perceived value of certification may be positive, but extrinsic rewards may be necessary to increase certification rates (Barbé & Kimble, 2017). The National League for Nursing (NLN) launched the first Certified Nurse Educator (CNE) examination in Baltimore, M.D. in 2005 and continues to offer certification for academic nurse educators (Simmons, 2017). With the CNE achievement as a mark of distinction, certified faculty serve as leaders and role models.

Research on CNE certification examination results (Byrne & Welch, 2016), and retrospective analysis of first-time unsuccessful attempts (Lundeen, 2018), identify exam preparation strategies, incentives, and rewards. Strategies and incentives include individually created timelines, formal direction from nursing education leadership and personal faculty investment.

Faculty reported chief barriers were uncertainty in eligibility, personal preparation burden, test anxiety, financial reimbursement and the investment required for the ongoing professional development requirements to maintain the credential.

To address these issues, the Maryland Council of Deans and Directors of Nursing Programs recommended the Nurse Support Program II (NSP II) staff coordinate CNE Workshops in conjunction with the NLN Program Department. A contract with NLN was developed to customize the process. After 3 CNE Workshops from 2018-2019, nursing program leaders requested NSP II develop and fund a new faculty focused grant program to facilitate new and maintenance of certification - the Academic Nurse Educator Certification (ANEC). This research evaluates the program's outcomes of a state initiative to advance certification of nursing faculty.

Methods:

The ANEC program was developed with and disseminated across 28 nursing programs in Maryland. The *Perceived Value of Certification Tool for Nurse Educators* (Barbé & Kimble, 2018) was used as a program evaluation framework and includes ANEC sample characteristics, certification outcomes, program satisfaction, and a survey used to gather information on incentives, barriers, and personal strategies used by ANEC recipients on their certification journey.

Results:

Findings are presented in three areas: sample characteristics, program satisfaction, certification rates, and descriptive summary of incentives, barriers, personal strategies used for CNE certification, and impact of certification on their faculty role.

Conclusion:

The ANEC program (NSP II, 2019) has increased the number of faculty with the CNE credential and has doubled the number of certified academic nurse educators in Maryland. The ANEC award for faculty with first time CNE or renewal of CNE is established for annual funding at \$5,000 per eligible full-time faculty nominated by their nursing program dean or director.

The ANEC program is a state initiative that demonstrates an increase in the number of certified academic nurse educators, provides formal recognition, facilitates preparation and maintenance, and provides financial incentives for new and continuing CNE certifications. An increase in intrinsic value is expected through individual accountability and pursuit of excellence as faculty achieve certification in their specialty area of practice.