

NURSING

VANDERBILT UNIVERSITY
MEDICAL CENTER

Transforming patient care through professional practice

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A newsletter
from the office
of the Executive
Chief Nursing
Officer

Marilyn Dubree,
MSN, RN,
NE-BC

NURSING CERTIFICATION OFFERS BENEFITS

By **Marilyn Dubree, MSN, RN, NE-BC**, Executive Chief Nursing Officer, Vanderbilt University Medical Center (VUMC)
and **Linda D. Norman, DSN, RN, FAAN**, Valere Potter Menefee Professor of Nursing/Dean, Vanderbilt University School of Nursing (VUSN)

Nursing certification is much more than a credential next to a name. It signifies that nurses are continuing their education to ensure that they are practicing at the very highest degree of their license, which is a goal for both Vanderbilt University Medical Center (VUMC) and Vanderbilt University School of Nursing (VUSN). Certification benefits the nurse, the patient and the institutions where certified nurses work.

March provides an opportunity to reflect on the value of nursing certification, not only to the professional satisfaction of the nurse, but the proven improvement in patient outcomes. On March 19, we celebrate Certified Nurses Day in connection with the birthday of Dr. Margretta 'Gretta' Styles, RN, EdD, FAAN, a pioneer in nursing certification.

Certification, as defined by the American Board of Nursing Specialties (ABNS), is the formal recognition of the specialized knowledge, skills, and experience demonstrated by the achievement of standards identified by a

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Spotlight on Nursing Certification

Welcome to a special joint issue of the Nursing Newsletter from Vanderbilt University Medical Center and Vanderbilt University School of Nursing. March is the month when we spotlight the critical role of certified nurses in our institutions, and we are pleased to share with you several articles about nursing certification, why it is important and why evidence supports it.

As a VUMC nurse, you have access to resources to encourage you to complete and maintain certifications. Please read more details inside.

In this issue, you will hear from nurses throughout our institutions share about why nursing certification is important to them and what it has meant to our careers. And we have photos of many of your smiling faces. Please celebrate with us as we salute our certified nurses.

Enjoy this issue,

nursing specialty to promote optimal health outcomes.

Certification and licensure are different, but they work hand-in-hand. Licensure is the legal authority to practice as a nurse.

Certification is a credential voluntarily obtained through individual specialty nursing certifying organizations. ABNS states that the process of recertification lets the public know that the certified nurse has maintained a level of knowledge in the specialty and continues to participate in activities that maintain that knowledge.

To patients, families and employers, certification represents confidence in the nurse's decision making, knowledge and skill attainment, as well as personal responsibility for professional development and a commitment to quality and patient outcomes. For students, a faculty member's certification represents those qualities plus assures students that they are receiving instruction that



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aligns with best practices in the area of certification.

At the School of Nursing, certification also demonstrates that faculty members are current in the latest knowledge in their area of specialty and that they keep up-to-date for their practice. Because certification needs to be maintained, it affirms that VUSN faculty are committed to learning continually. It is vital that the school's faculty members remain knowledgeable about the latest in nursing practice to impart their knowledge, skill and judgment to students.

Nurses value their certification. ABNS research has found that nurses find personal accomplishment, professional achievement, validation of

knowledge, attainment of a "gold" practice standard and feelings of empowerment and confidence.

The evidence also supports certification. According to a 2013 Harris Interactive Poll, 91% of respon-

dents found it very important or important that a health care professional has passed an examination on their profession's specific knowledge.

And according to a 2011 article in the *Journal of Nursing Scholarship*, every 10% increase in the percentage of BSN nurses in hospitals was associated with a 6% decrease in the odds of death (both 30-day mortality and failure to rescue). And every 10% increase in BSN-certified nurses is associated with an additional 8% decrease in these odds.

Simply put, there are great incentives for nurses to become certified in their field, from a personal, patient and institutional perspective.

NURSING CERTIFICATIONS AT VUSN BY THE NUMBERS

NPs	CNS	Midwives	Educators	Executives	Informatics	Peds	Other
126	8	14	15	6	4	5	15

EVIDENCE SUPPORTS VALUE OF NURSING CERTIFICATION

By **Catherine Ivory, PhD, RN-BC, RNC-OB, FAAN**, *Senior Director of Nursing Research, VUMC; assistant professor of Nursing, VUSN*

Every March 19, VUMC celebrates Certified Nurses Day™ a worldwide day to recognize and acknowledge nurses who demonstrate their dedication to nursing excellence and professionalism by seeking and maintaining certification in their nursing specialty. March 19 is the birthday of Margretta “Gretta” Madden Styles, the nursing profession’s recognized leader in the field of nursing certification.

Unlike professional licensure, which demonstrates to the public that the nurse may safely practice as a generalist, certification is the highest credential a nurse may obtain in a specific specialty. Certification establishes that

the nurse has expert knowledge, skills and experience that meet the standards established by the nursing specialty. Specialty organizations



Catherine Ivory, PhD, RN-BC, RNC-OB

individually determine their standards and publish requirements candidates must meet in order to become certified.

Requirements may include practice experience, advanced education, and satisfactory completion of a certification exam. Specialties offering certification include clinical specialties such as

intensive care, oncology, obstetrics among others, as well as non-clinical specialties like administration, education and informatics. Registered nurse certifications are voluntary. Advanced-practice nurses may be required to pass a certification exam in order to receive an advanced-practice license.

Evidence supports the value of specialty nursing certification. Decreases in patient falls, central line associated blood stream infections, and patient mortality are associated with increased numbers of certified nurses. Our patients benefit when nurses are certified. Nurses also benefit from certification. Certified nurses report they have more confidence in their ability to provide excellent patient care and they feel more empowered. VUMC is proud of our 1,300 certified nurses!

NURSING CERTIFICATIONS AT VUMC BY THE NUMBERS

CLINICAL NURSES

1,300 — total number certified
89 — number of unique certifications
232 — certified critical care nurses, highest area of certification

NURSE LEADERS

235 — total number certified
16 — unique certifications
54 — certified nurse executives, highest area of certification

ALL NURSES

35% — percentage of nurses certified out of total number eligible for certification
413 — certified nurses with two to five years of experience, which is the group that has the most certifications

SPOTLIGHT ON NURSING CERTIFICATION

"I keep my certification as a ANCC Nurse Executive Advanced to be a part of a competency-based validation of the knowledge and skills for nurses with system-wide or organization-wide influence. I want to stay connected to my nursing specialty standards and continue to grow and develop as a nursing leader within a diverse community of other committed professionals." — **Becky Keck, DNP, RN, NEA-BC, Senior Associate Dean, Administration & Operations; Chief Administrative Officer, Vanderbilt University School of Nursing**

"After several years of experience working the Neuro ICU, I felt I had gained a great deal of knowledge and expertise in my specific field of practice. Certification afforded me the opportunity to validate that proficiency. I am proud to have successfully earned my CCRN and SCRN certifications. These certifications represent to me, to my colleagues, and to my patients, that I am equipped with the expertise necessary to provide the best possible patient care." — **Anderson Bottomy, BSN, RN, CCRN, SCRN, CE, Vanderbilt University Adult Hospital**

"I chose to be certified because it makes me proud when I am asked what the letters BC stand for on my badge, and I get to explain. I have a lot of pride when saying I am board certified." — **Mallory Johnson, BSN, RN, PMH-BC, Vanderbilt Psychiatric Hospital**

"Being a certified nurse in Multiple Sclerosis lets my patients know that I cared enough to make them and their disease state my priority. I feel it is my job to empower the patients with my knowledge and expertise." — **Sherry Adcock, RN, MSCN, Vanderbilt Adult Ambulatory Clinics**

"Being certified as a Certified Emergency Nurse (CEN) for 20 years and a critical care registered nurse – pediatrics (CCRN) for 2.5 years has been rewarding. Earning and maintaining these specialty certifications challenges me to constantly learn and broaden my knowledge base. This allows me to reach my goal of providing the highest level of care to the patients we serve." — **Maria Shiavi-Johnson, RN, CEN, Monroe Carell Jr. Children's Hospital at Vanderbilt**

VUMC SUPPORTS NURSING CERTIFICATION IN MULTIPLE WAYS

By Chris Wilson, MSN, RN-BC, director of Nursing Education and Professional Development, VUMC

Vanderbilt University Medical Center supports nursing specialty certification for our nurses by offering certification review courses and also by participating in programs that allow staff to take their certification exams without paying fees up front. Review courses are offered to staff at no cost, either in a live (currently virtual) format or sometimes as a computer-based learning opportunity.

The details of the pre-pay programs vary by organization but most of them include providing a code or a voucher to be used when registering for the exam. After the exam is taken, the organization bills VUMC directly and payment is made without ever involving the nurse in the transaction. An added benefit of some (but not all) of the pre-pay programs is a chance to take the exam twice before VUMC is billed.

Some of the organizations that have pre-pay programs include:

AACN – American Association of Critical Care Nurses (both adult and pediatric certifications)

ABNN – American Board of Neuroscience Nursing
ABPANC – American Board of Perianesthesia Nursing Certification
ANCC – American Nurses Credentialing Center
BCEN – Board of Certification for Emergency Nursing
CCI- Competency and Credentialing Institute
NCC – National Certification Corporation
ONCC – Oncology Nursing Certification Corporation
PNCB – Pediatric Nursing Certification Board

For staff who seek certification through an organization that does not have a pre-pay program, reimbursement is available after the nurse has successfully tested by submitting their reimbursement request through Concur.

For questions, email nursingeducation@vumc.org

Helpful links:

Pre-Pay Nursing Certification Programs for VUMC Nurses: <https://www.vumc.org/vanderbilt-nursing/pre-pay-nursing-certification-programs-vumc-nurses>

Nursing Certification Exam Review Courses: <https://www.vumc.org/vanderbilt-nursing/nursing-certification-exam-review-courses>

SPOTLIGHT ON NURSING CERTIFICATION

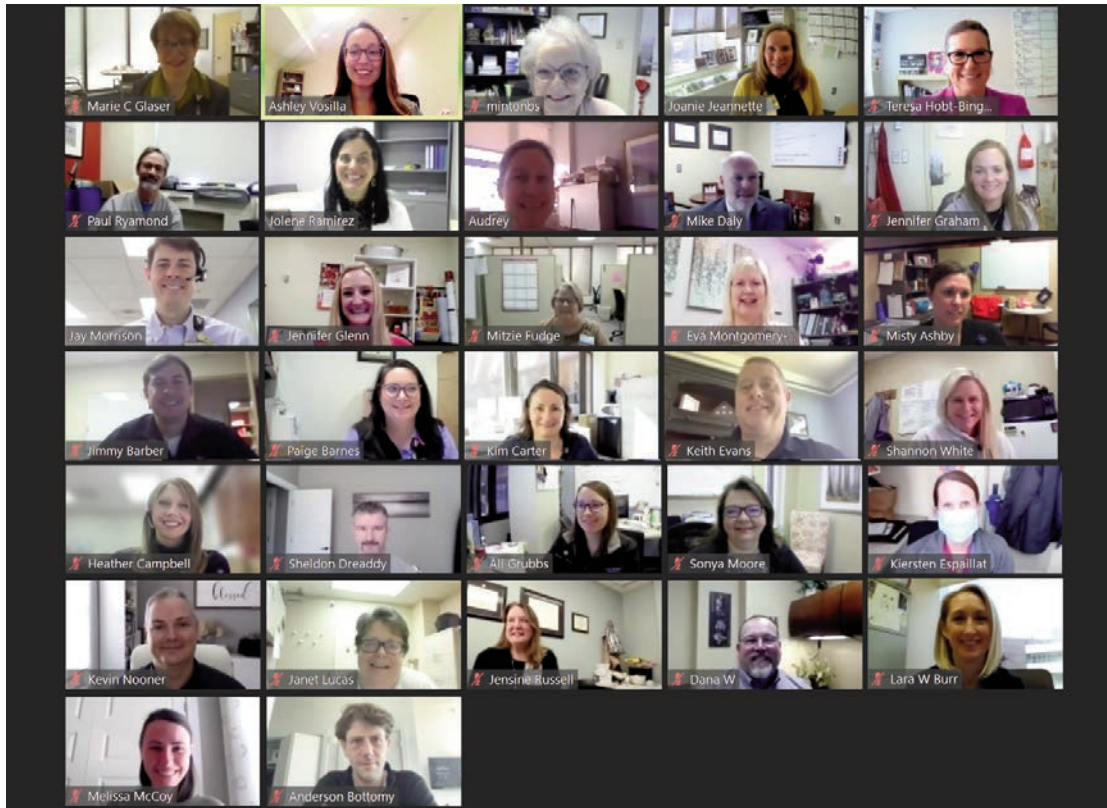


Vanderbilt Adult Ambulatory Clinics

 Jennifer Anderson, MSN, CPNP, CSP, CCRN	 Leah Anderson, BSN, PMH-BC	 Victory Anderson, BSN, PMH-BC	 Susan Bryles, BSN, PMH-BC	 Amy Buscher, BSN, PMH-BC	 Jenn Chaney, BSN, PMH-BC	 Avni Cirpili, DNP, NEA-BC	 Jon Coomer, MSN, PMHNP-BC	 Susan Crawford, BSN, PMH-BC	 Dana Dusenbery, BSN, PMH-BC
 Robin Elmore, BSN, PMH-BC	 Janet Erod, MSN, PMH-BC	 Tonya Fogleman, BSN, CCM	 Carolyn Forrest, RN, PHM-BC	 Sarah Golden, BSN, PMH-BC	 Kimberly Grider, BSN, PMH-BC	 Connie Hare, BSN, PMH-BC	 Lori Harris, BSN, PMH-BC	 Stacy Hinkle, BSN, PMH-BC	
 Dustin Howell, RN, PMH-BC	 Laura Jaseemich, MSN, PMH-BC	 Sindhu John, BSN, PMH-BC	 Mallory Johnson, BSN, PMH-BC	 Matthew Kenser, BSN, PMH-BC	 Heather McQuiston, BSN, PMH-BC	 Zach Nibert, BSN, PMH-BC	 Elizabeth Parson, BSN, PMH-BC	 Debbie Raines, RN, PMH-BC	
 Jessica Raines, BSN, MMHC, PMH-BC	 Leslie Raggio, BSN, PMH-BC	 Kassandra Resio, BSN, CPN	 Douglas Schwartz, RN, PMH-BC	 Shelley Shipley, BSN, PMH-BC	 Christine Smith, BSN, PMH-BC	 Linda Tavyun, BSN, PMH-BC	 Delaney Urban, BSN, PMH-BC	 Katy Vaughan, BSN, PMH-BC	
 Carrie Walker, BSN, PMH-BC	 Ali Wittenberg, BSN, PMH-BC	 Johnny Woodard, MSN, PMH-BC	 Not Pictured are: Donna Czech, BSN, PMH-BC, Nikki Taylor, BSN, PHM-BC & Heather Walls, MSN, PHM-BC			 Phil Woods, BSN, PMH-BC	 Savannah Young, BSN, PMH-BC	 Lesley Worsley-Hynd, MSN, CCRN-K	

Vanderbilt Psychiatric Hospital

SPOTLIGHT ON NURSING CERTIFICATION



Vanderbilt University Adult Hospital

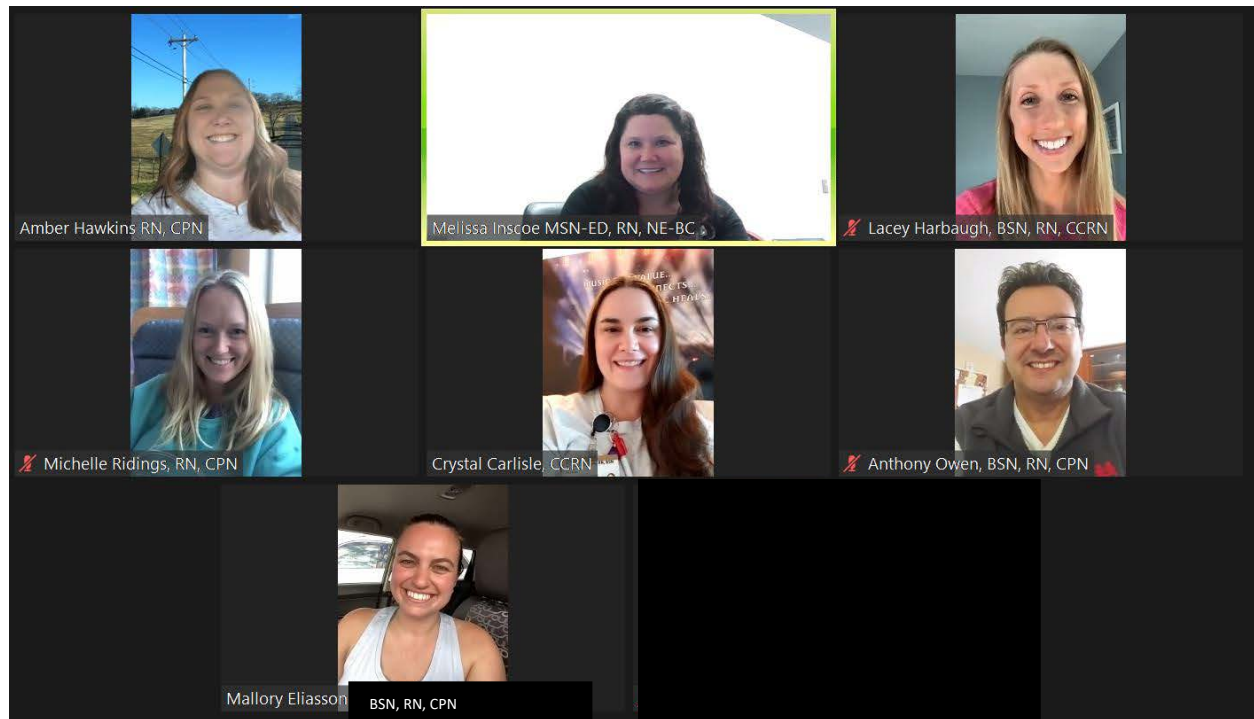


Vanderbilt University School of Nursing, with Marilyn Dubree, MSN, RN, NE-BC

SPOTLIGHT ON NURSING CERTIFICATION



Monroe Carell Jr. Children's Hospital at Vanderbilt, above and below



PLEASE VISIT OUR VUMC CERTIFIED NURSES SCRAPBOOK

<https://www.vumc.org/vanderbilt-nursing/celebrating-certified-nurses-2021>