



Clinical Nurse Leader Association



A Message from the President

Happy Holidays to ALL!

This is the time of year to give “thanks” for everything in our lives. My hope is that we all take the time as CNLs to be thankful that we have carved out our place in Nursing history. That famous old saying, “patience is a virtue”, is well worth keeping front and center in all minds of CNLs when it comes to employment opportunities for this role. As health care reform begins to impact all organizations, we/CNLs must make every attempt to have our place at the table of new models of care to improve outcomes for patients and families. No one “holds the story” of a patient and family like the CNL, the steady figure with the purpose of helping integrate all the team members to an efficient best outcome for the patient and family.

So, as you gather for the holidays with family and friends, please acknowledge where you have been and be thankful for where your CNL role has led you our will lead you.

Best Wishes,
Nina



CNLA Board President,
Nina Swan, MSN, RN,
CMSRN, CNL

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CNL Summit and Research Symposium

January 19-21, 2012
Hyatt Regency Tampa – Tampa, FL

General Information

The Clinical Nurse Leader (CNL) Summit provides a forum for all healthcare and academic audiences currently implementing or interested in exploring CNL education or practice. Conference topics will include the impact and value of the CNL role on improving patient outcomes, implementing and sustaining the CNL role across diverse systems of care, the CNL role in quality and safety initiatives, innovations in education, and the complementary relationship between the CNL and other members of the healthcare team, including nurse managers, APRNs, and physicians. In addition to plenary sessions, concurrent, abstract, and poster presentations allow participants to choose topics of interest in a smaller forum. Special forums for the CNLA membership, CNL faculty, and Nursing/Healthcare Executives will also be offered.

This year's Summit will also include the CNL Research Symposium, a pre-conference workshop, hosted by the Commission on Nurse Certification (CNC) and the Clinical Nurse Leader Association (CNLA). The CNL Research Symposium is scheduled January 19th from 8am to 12 noon and will focus on the CNL and evaluating outcomes. Speakers will discuss data collection and analysis, the financial impact of the CNL (return on investment), and presenting data to demonstrate outcomes. Separate registration from the CNL Summit is required.

For more information to register please visit the AACN website
<http://www.aacn.nche.edu/Conferences/12CNL.htm>

Mission

The mission of the Clinical Nurse Leader Association is to provide a forum for members in all practice settings to collaborate, collect data, publish results, network, promote high standards of practice, maintain a professional presence and stay abreast of issues affecting their practice.

Medical-Surgical Medical Diary

by Veronica Rankin, MSN, RN, CMSRN, CNL

“...the patient and their families desire to be included in the holistic care delivery process.”

Communication serves to be the most vital component of any team-oriented collaboration. The undertaking of excellence in patient-centered health care delivery, which is a primary focus for Carolinas Medical Center, has directed the attention of many employees towards strengthening communication between the patient, family, and the multidisciplinary team. The Medical-Surgical Diary is a hardcopy journal that documents a patient’s hospital course. This diary was created as a way of enhancing communication, planning, and collaboration in order to improve patient outcomes. The pages of the diary details unit specific information, medical care providers, hospital administered medications with descriptions, test, lab work, frequent monitoring concerns, etc. The information provided in these pages is important because it keeps both the patient and the family included in the plan of care to facilitate teamwork and success while minimizing barriers and miscommunication. As explained upon initiation of the diary, it is the responsibility of the patient to update this tool with their nurse. This tool provides a focus and educates patients on the important issues and concerns surrounding their care needs. Patients are later discharged with the journal to serve as a reference tool of their hospitalization.

The diary has produced nothing but positive feedback from patients and their families. One daughter of a patient, tearful with joy, reported that the diary made her feel secure in the care provided to her mother. She reported that she had never been included in such a manner with her mother’s care. This testimony serves as a revelation to the medical-surgical nurse that the patient and their families desire to be included in the holistic care delivery process. This diary is a step in the right direction towards strengthening communication and the delivery of patient centered care.

CNL Highlight



Danielle Tabor, MS,
RN, CNL, CNRN

Danielle Tabor, MS, RN, CNL, CNRN

Danielle Tabor, MS, RN, CNL, CNRN works on a 42 bed Orthopedic, Neurosurgery, Trauma unit as the Clinical Nurse Leader (CNL); after graduating from the University of New Hampshire in 2002, she worked across a variety of settings and then chose to pursue her graduate work in the Clinical Nurse Leader role in 2007 at the University of Southern Maine.

As a CNL, Danielle has published the following articles:

- Poulin-Tabor, D., & Hyrkas, K. (2008). Evaluation of postoperative blood salvage and re-transfusion in a total knee arthroplasty patient population: A retrospective study. *MedSurg Nursing: The Journal of Adult Health*. 17(5). 317-321.
- Poulin-Tabor, D., et al. (2008, July). Pioneering a new role: The beginning, current practice and future of the Clinical Nurse Leader. *Journal of Nursing Management. Clinical Nursing Leadership*. 16(5). 623-628.

She is currently working on a research project on Continuous Passive Motion (CPM) machines to provide evidence that outcomes remain the same for patients who do not use CPM machines compared to those patients who use them. So stay tuned for her future publication! Danielle has presented nationally at the CNO Advisory Leadership Think Tank in 2008, the ANCC Magnet Conference in 2009, and several AACN/CNL Summits.

Danielle has the greatest impact in her CNL role at Maine Medical Center by remaining at the bedside and coordinating evidenced based care and better outcomes for her Ortho/Neuro/Trauma patient population.

Commission on Nurse Certification (CNC)

Call for Volunteers for the Commission on Nurse Certification

CNC Board of Commissioners

CNC has announced that three positions on the Board of Commissioners (CNCBOC) will be available in 2012 – one from the practice setting, one from the academic setting, and one consumer/public position. Each position is for a three-year term beginning July 1, 2012.

The charge of the CNCBOC is as follows:

- Develop bylaws, policies and procedures;
- Outline fiscal and other resources necessary to support the certification program to ensure effective certification and recertification activities;
- Develop annual goals to guide the work of the CNC;
- Design a continuous quality improvement process for the CNL certification process; and,
- Pursue accreditation for the CNL Certification Program.

The CNCBOC's Nominating Committee will evaluate the applications submitted and recommend candidates to fill the vacant positions. The CNCBOC will review the qualifications and make the appointment selection.

The practice and academic representatives must be CNLs. Members of the CNCBOC may not serve on the AACN Board of Directors or any other health professional certifying board and may not serve as item writers for the CNL Certification Exam.

Marketing Committee

CNC is seeking two CNL volunteers to serve on the Marketing Committee beginning July 1, 2012. Service to the Marketing Committee is a two-year appointment (may be reappointed).

The charge of the Marketing Committee is to promote the value of CNL certification. The committee is responsible for developing strategies to:

- Implement, monitor, and evaluate the marketing plan.
- Promote the CNC brand image.
- Educate and market CNL certification to key stakeholders.
- Promote recertification.

The deadline to apply for the CNCBOC and the Marketing Committee is **February 17, 2012**. For more information, about the CNC, go to <http://www.aacn.nche.edu/CNL> or contact Tracy Lofty, CNC's Director, at tlofty@aacn.nche.edu.

CNL Certification Exam Changes

Beginning with the April 2012 testing period, the CNL Certification Examination will be offered in a multiple choice format. This format will allow examinees to test in one sitting and receive automatic score results immediately following completion of the exam. In addition, the new exam will reflect a CNL job analysis study. The new format and content will continue to be just as robust as the current certification exam and will include unfolding case study items.

The current CNL Certification Exam is offered in two-parts – multiple choice and simulation. December 2, 2011 will be the last day to register for this exam format; the last testing period for the two-part format is January 9-27, 2012. If an applicant was unsuccessful for one part of the current exam (multiple choice or simulation), the applicant may retest for that section until the January 2012 testing period or register to take the new exam. After January 2012, the applicant would have to complete the entire new multiple choice exam if sitting for the first time or retesting.

The registration fee for the new exam is \$345. The registration fee to retest using the new exam is \$245. Online registration for the new exam will be available in January 2012; a hard copy of the application with new fees is posted on CNC's website. Exam dates and registration deadlines for 2012 are as follows:

Testing Period

(Dates subject to change)

April 30 – May 25, 2012

July 16 – August 10, 2012

December 3 – December 14, 2012

January 7 – January 18, 2013

Program Registration & Application Deadline

March 30, 2012

June 15, 2012

November 2, 2012

December 7, 2012

All applicants in CNC's database were notified of the changes via email in April 2011. However, CNC's database does not include the names of all students. Therefore, CNC encourages faculty to notify CNL students of the changes. In addition, students should complete the online request form to be added to CNC's database for CNL certification program updates. See <http://www.aacn.nche.edu/cnl/contact>.

To review the revised CNL Certification Exam blueprint, go to <http://www.aacn.nche.edu/leading-initiatives/cnl/cnl-certification/pdf/ExamContentOutline11.pdf>

CNL Recertification

Recognizing that the Clinical Nurse Leader (CNL®) is a new nursing role, the Commission on Nurse Certification (CNC) has updated the recertification criteria for CNL Certification as follows:

- **RN Licensure:** Certificants must have a current unencumbered license as a Registered Nurse (RN). It is the responsibility of the certificant to notify the CNC when any restriction is placed on his/her license.
- **Professional Practice:** Applicants must attest to their employment status of a minimum **2000 hours in the five year certification period**. Employment may be in any of the following areas of advanced generalist practice, including: direct clinical practice, nursing administration, nursing education, research, and/or consultation.
 - Note: Employment as a Clinical Nurse Leader is not required for certification.
- **Contact Hours/Continuing Education:** Minimum of **50 contact hours** that support the CNL role is required.
- **Recognition of Graduate Course Work:** Graduate course work must be accredited by an agency recognized by the U.S. Department of Education.
- **Outcomes and Professional Practice:** Applicants are requested to complete a brief survey about the current roles and responsibilities.
- **Documentation:** CNLs are responsible for maintaining records of their continuing education credits and may be required to substantiate these units during random audits. Certificants are encouraged to maintain an electronic portfolio. However, documentation may be submitted to the CNC electronically or in a hard copy format.

Recertification is required once every five years to maintain the CNL credential. The recertification application should be filed with CNC no later than thirty days prior to the expiration. All practice hours, contact hours, and graduate course work must be earned prior to the certificate expiration date to apply towards recertification – activities towards recertification must have occurred within the five-year recertification period.

For more information, go to <http://www.aacn.nche.edu/CNC/recert.htm> or contact Tracy Lofty, CNC's Director, at tlofty@aacn.nche.edu.

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Vision

The vision of the Clinical Nurse Leader Association is to improve patient outcomes through a focus on safety & quality outcomes and the implementation of evidence based practice at the point of care.

2011-2012 CNLA Board of Directors:

Nina Swan, President
Bob LaPointe, President-elect
Patricia Thomas, Secretary
Winnie Cherubin, Treasurer

Editor: Tammy Lee, MSN, RN, CNL

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