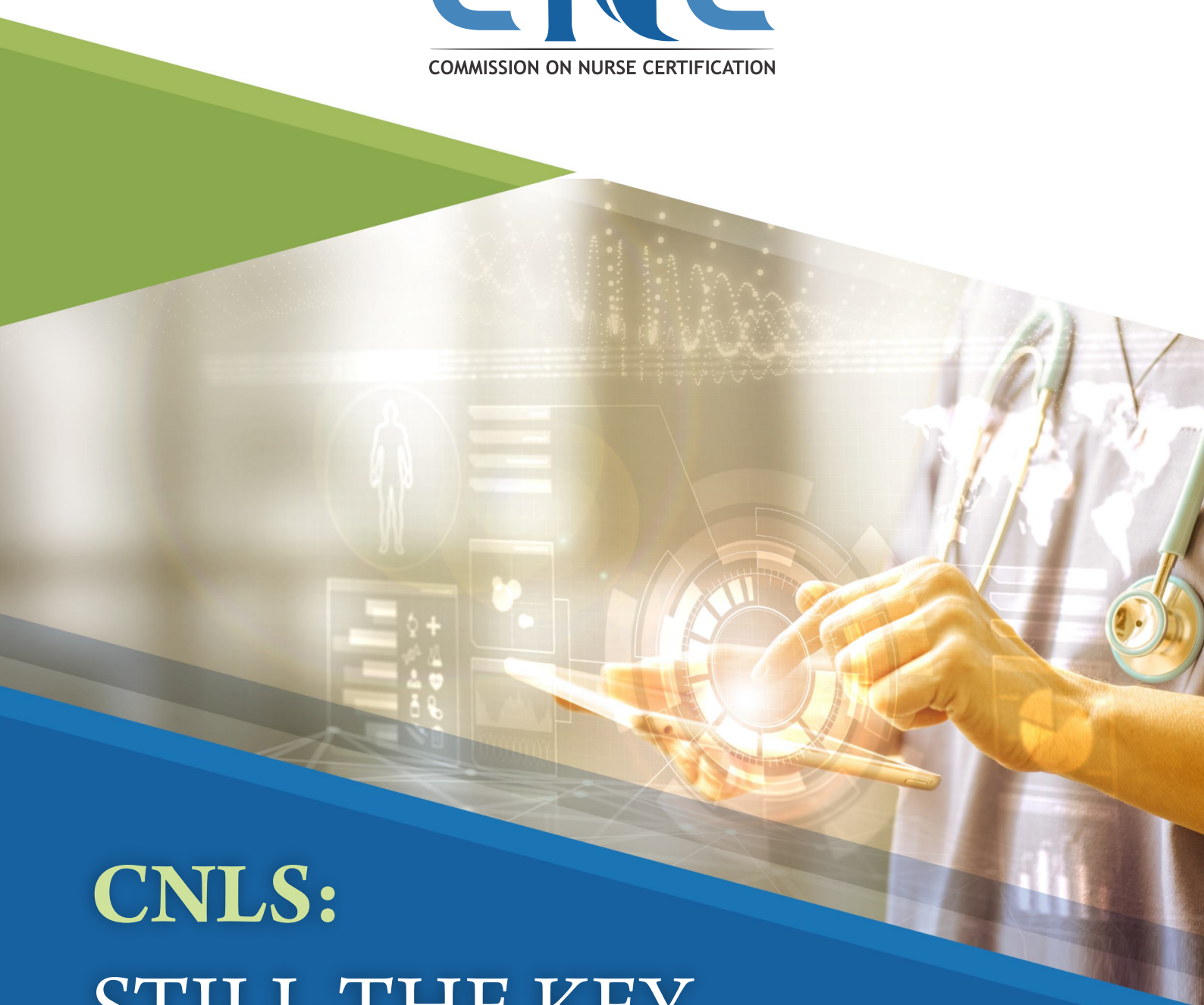




COMMISSION ON NURSE CERTIFICATION




CNLS:
STILL THE KEY
TO OPTIMIZING
HEALTHCARE

ANNUAL REPORT
Fiscal Year 2022

CONTENTS

Overview: CNLs: Still the Key to Optimizing Healthcare	03
About the Commission on Nurse Certification	04
Strategic Goals & Objectives	05
CNL Certification	06
CNC Administration and Governance	09
Professional Development	10
CNC Brand Awareness	11
CNL Recognition	12
Strategic Alliances	13
Financial Summary	13
Appendix: Board, Committee and Ambassador Rosters	14



The Key to Optimizing Health Care

Despite the challenges of delivering care in the midst of the COVID-19 pandemic, Clinical Nurse Leaders (CNLS) remained steadfast in their mission to provide the highest level of care possible. Consequently, the value and importance of the CNL as experts in care coordination, risk assessment, and quality improvement became even more evident during Fiscal Year 2022.

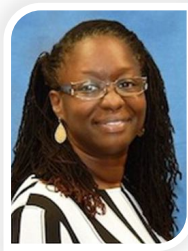
As a mark of excellence, CNL Certification drives improvement, elevates performance, and promotes higher standards in the care of patients. As certification standardizes the knowledge base nationally and cultivates specialized competency in clinicians, the CNL Certification Examination continued this year to raise the professionalism and academic credibility of the Clinical Nurse Leader role.

Support from champions of the CNL program, including students, faculty, nurse executives, and health systems, have contributed significantly to CNC's success. As we continue to face public health challenges, CNC's Board of Commissioners (CNCBOC) is fully committed to ensuring that the strategic plan (*CNC's Promise to CNLS*) is realized, and its initiatives continue to have a positive impact on our programs.

The FY2022 CNC Annual Report documents key developments in CNL Certification. This document highlights CNL examination program statistics, describes CNL activities, and reports on the Commission's operational developments. As you review this report, we encourage you to consider ways that you can become more engaged in CNC and help us educate the nation on the value of the Clinical Nurse Leader.

Having said that, we encourage you to look for opportunities that may be of interest to you such as: participating on the CNCBOC, becoming a CNL Certification Ambassador, holding a position on a CNC committee, volunteering to mentor a CNL student, or working at the grassroots level to spread the word about the value and importance of the CNL.

Together we are all making a real difference in building awareness of the value of the Clinical Nurse Leader. We look forward to your continued support in growing and elevating the CNL credential and our shared commitment to improving health care.



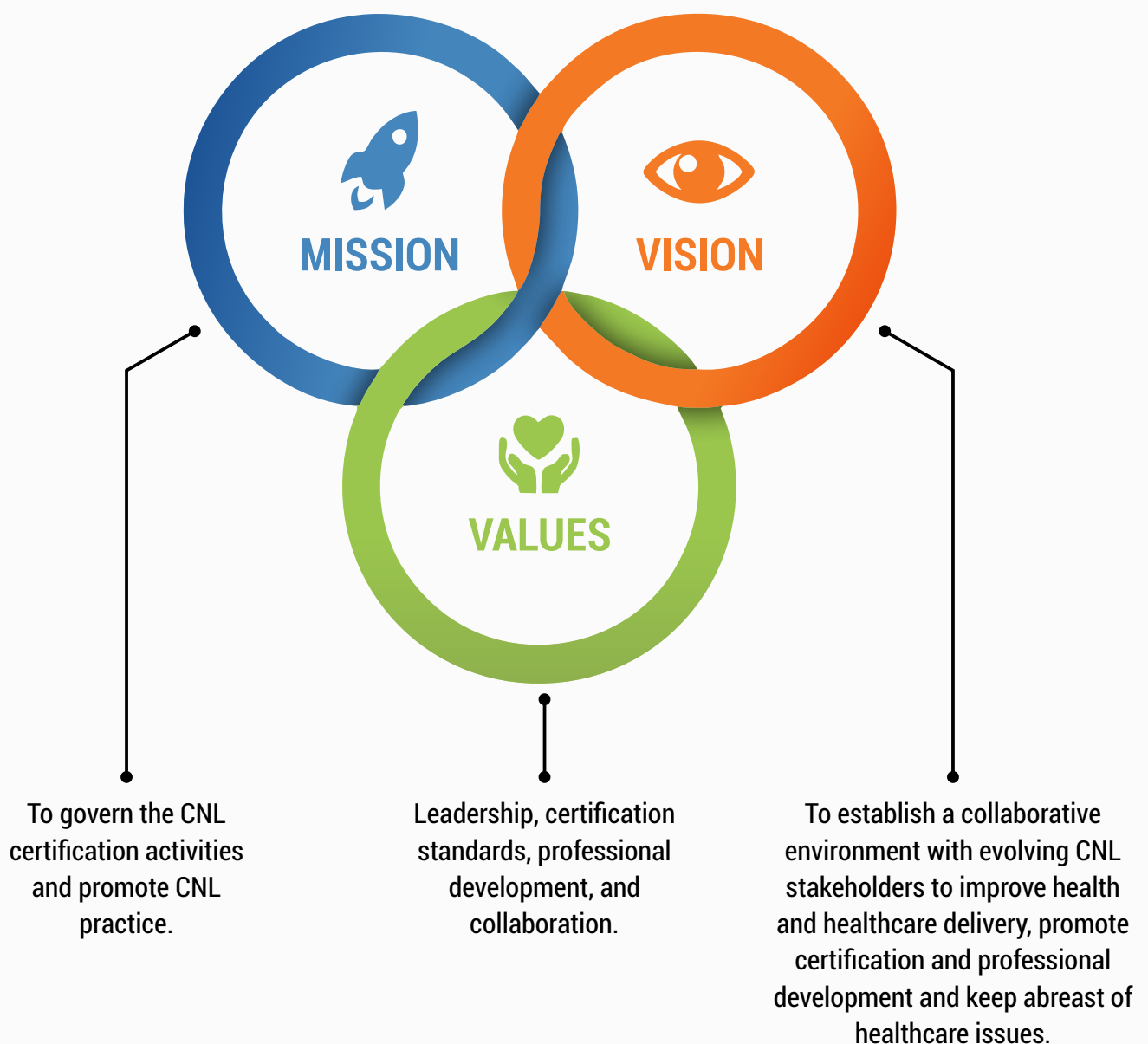
Sonya Curtis, DNP, MBA, RN, CNL

Sonya Curtis, DNP, MBA, MSN, RN, CNL, VHA-CM
Chair, CNC Board of Commissioners

ABOUT THE COMMISSION ON NURSE CERTIFICATION

The Commission on Nurse Certification was established in 2007 and is the autonomous certifying body of the American Association of Colleges of Nursing (AACN). CNC works to establish a collaborative environment with evolving CNL stakeholders to improve health and healthcare delivery, promote certification and professional development and keep abreast of healthcare issues. To date, over 9,244 nurses have earned the CNL credential.

The CNL certification program is governed by the CNC Board of Commissioners (CNCBOC). The CNCBOC and staff are solely responsible for the policies and administration of the CNL Certification Program.



STRATEGIC GOALS AND OBJECTIVES

CNC's Promise to CNL's

Goal 1: Maintain a Fair, Reliable and Defensible Certification Exam

Objectives

- Maintain CNC's position as leader of the Clinical Nurse Leader Certification Program
- Optimize the certification exam's reliability and student/faculty participation
- Provide relevant certification exam content that reflects professional standards
- Enhance the initial certification exam and renewal application process
- Increase certification program renewal rates and promote professional development

Goal 2: Promote the Value of Certification

Objectives

- Promote the value of CNL Certification and professional development
- Maintain a strong collaborative relationship with CNL stakeholders
- Enhance awareness of the CNL to the public, patients, and other healthcare disciplines
- Provide ready-made marketing tools on CNL certification to attract prospects
- Provide resources for CNLs to publish best-practice outcomes in national journals

Goal 3: Provide Mentoring Opportunities

Objectives

- Provide orientation a packet on mentoring CNLs
- Develop an education pamphlet on what a novice CNL can expect
- Increase mentor/mentee networking opportunities at conferences
- Collaborate with CNLA on mentoring programs

Goal 4: Manage Fiscal Operations

Objectives

- Maintain an effective governance structure and staff to oversee CNC operations
- Develop fiscal year budget to meet year-end projections
- Maintain at minimum three months of operational costs in long-term reserves
- Monitor and address confidentiality issues in the certification process

CNL CERTIFICATION

The pool of certified CNLs continues to grow substantially each year. Since 2006, a total of 9,244 nurses across the United States and its territories have earned the certified CNL credential. At the state level, California has the largest number of active certificants with 1,507 certified CNLs. In FY2022, 548 candidates successfully passed the CNL certification examination. Among those examinees, the pass rate among first timers was 71 percent. The following is a breakdown of the growth of certified CNLs from 2006 through the end of FY2022.

CNL Certification Stats



9,244

Number of nurses who have earned the CNL since 2006



1,507

California has the highest number of active certified CNLs

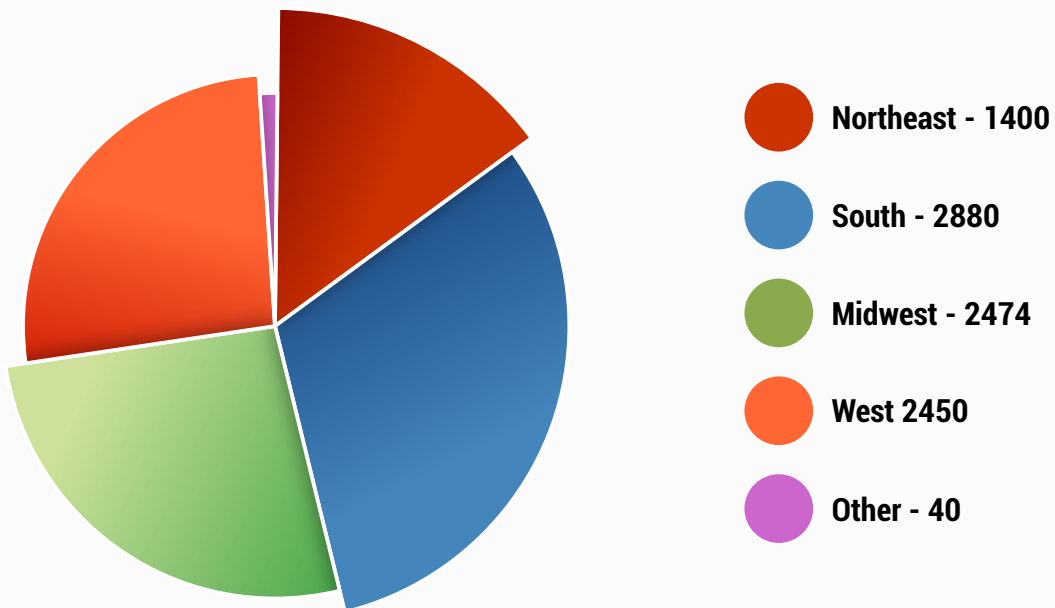


71%

2022 pass rate for first timers

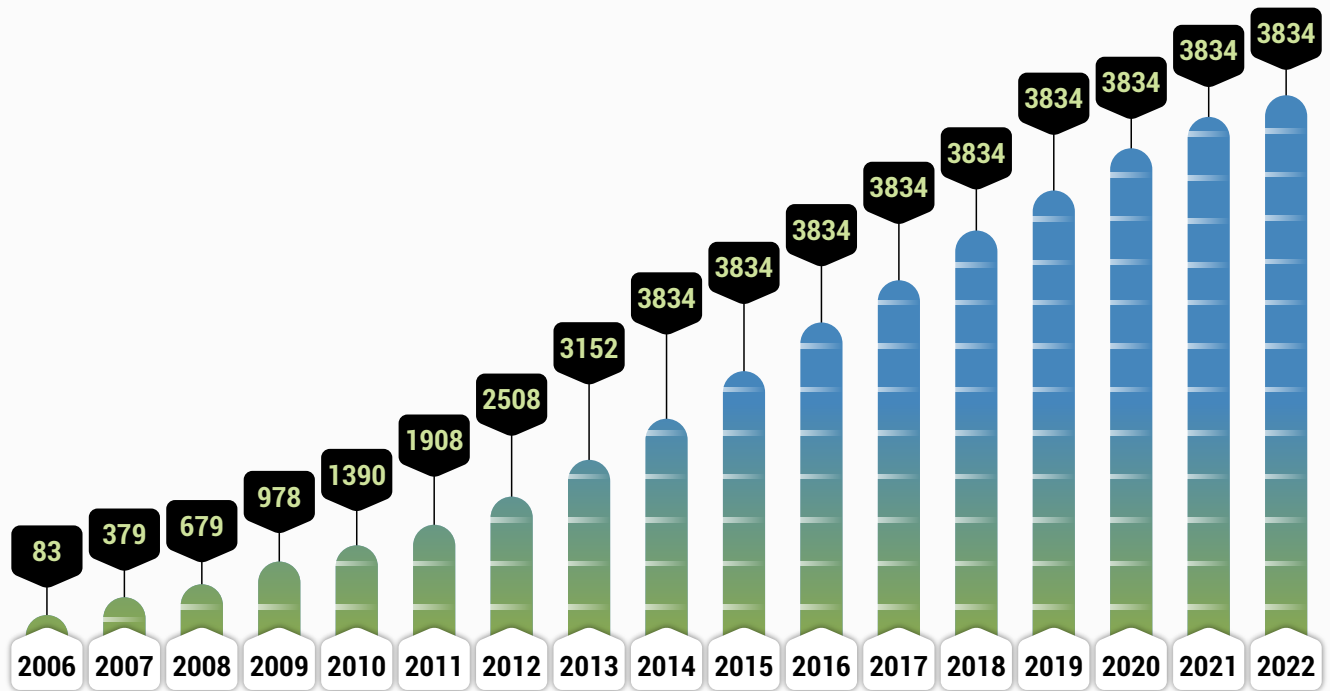
Number of Nurses Who Have Earned the CNL Credential since 2006 by Region

Total = 9,244

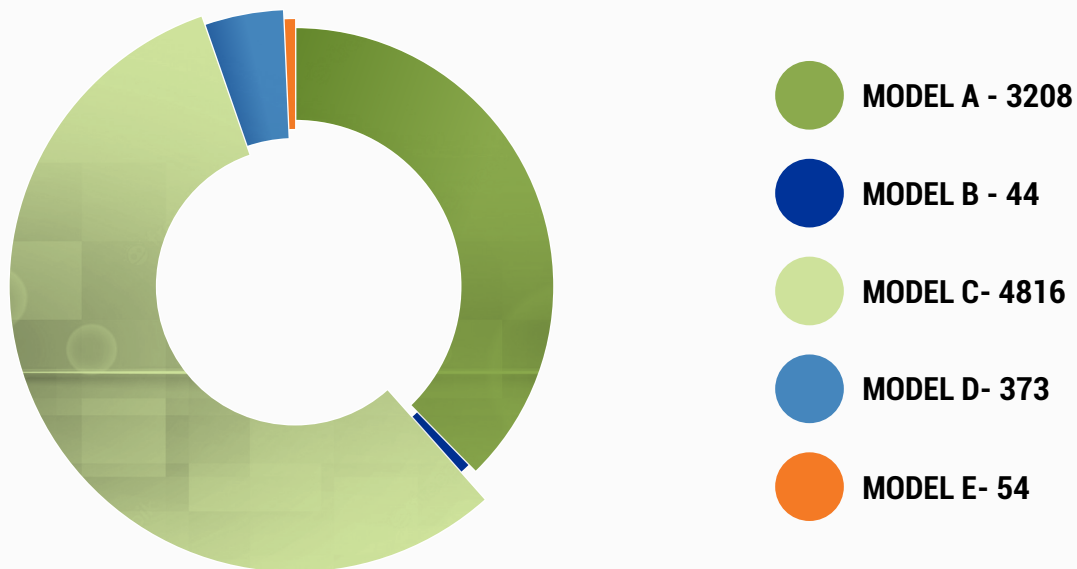


Of which a total of 7,437 are Currently Active

Total Number of Nurses who are CNL certified

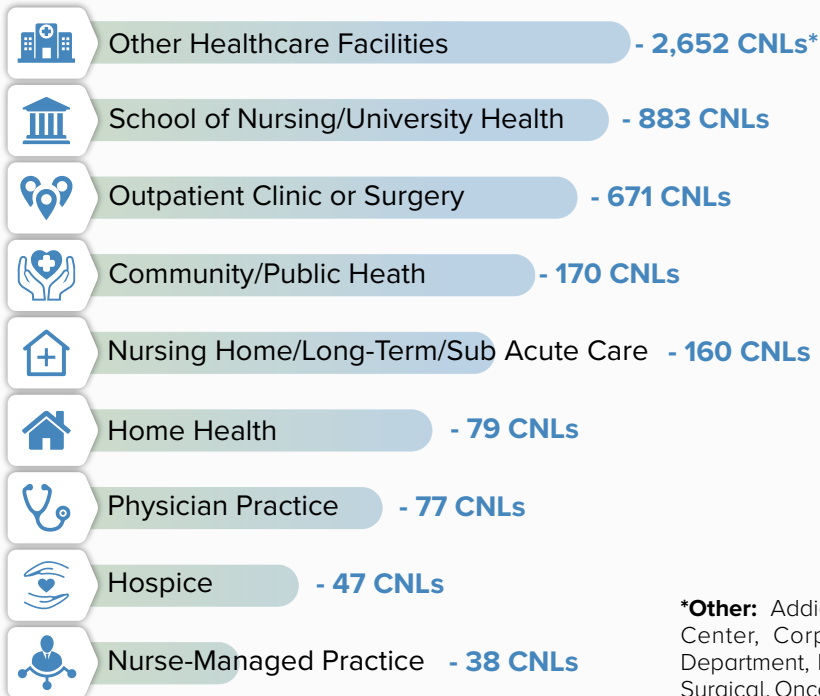


Earned CNL per Program Model as Provided by the Program Director since 2010



- **Model A:** Master's degree program designed for BSN graduates
- **Model B:** Master's degree program for BSN graduates that includes a post-BSN residency that awards master's credit
- **Model C:** Master's degree program designed for individuals with a baccalaureate degree in another discipline
- **Model D:** Master's degree program designed for ADN graduates (RN-MSN)
- **Model E:** Post-master's certificate program designed for individuals with a master's degree in nursing in another area of study

CNLs by Employment Setting and Type of Community



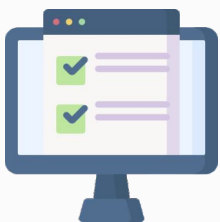
***Other:** Addiction/Recovery Facility, Administration, Behavioral Health Center, Corporate Office, Correctional Facility, Emergency Room/Department, Infection Control, Informatics, Insurance Company, Medical-Surgical, Oncology, Orthopedics/Neuroscience and Research.

Note: Totals are based on the number of nurses who earned the CNL since 2010.



Digital Badging

CNC's digital badging program is attracting widespread participation. Since the program's inception in December 2019, 9,138 digital badges have been issued via the Credly's Acclaim platform. In FY2022, 517 digital badges were issued. Digital badges are valuable professional tools as they enable CNLs to list verified qualifications on email signatures, digital resumes, and social media sites such as LinkedIn, Facebook, and Twitter.



CNL Practice Exam

CNC's Clinical Nurse LeaderSM Practice Exam continues to gain interest among CNLs. In FY2022, 306 one-month and three-month subscriptions were purchased. Developed in collaboration with Clinical Nurse Leaders and Gray Matter Publishing, Inc./TestRun, this exam is an insightful tool for CNLs preparing for CNC's certification exam. CNLs are able to take multiple practice tests, a full practice exam or multiple short 10 question quizzes, and view progress reports that help CNLs identify areas of strengths and weaknesses.



CNC's COVID-19 Protocol

CNC continues to make the safety of staff and its constituents a priority. From March 2020 to March 2022, the staff operated on a telework basis. In March 2022, it transitioned to a hybrid work model. We remain diligent in providing up-to-date information on the pandemic's impact to CNC's CNL Certification Program through our COVID-19 Information webpage at AACN.org/CNL.

Exam Administration and COVID-19 Protocol. At the height of the pandemic, Prometric SMT required exam candidates to wear an approved face covering and show proof of COVID-19 vaccination in order to sit for the exam at testing centers throughout the country. In May 2022, Prometric SMT gradually removed mask mandates at testing facilities.

National Accreditation



The National Commission for Certifying Agencies (NCCA) is the authority on accreditation standards for professional certification programs. The NCCA helps ensure the health, welfare, and safety of the public through the accreditation of individual certification programs that assess professional competency. Based on sound principles, NCCA standards are optimal and comprehensive criteria for organizational process and performance. They are broadly recognized, objective, and set current benchmarks for certifying bodies to achieve and by which they operate.

CNC's CNL Certification Program is nationally accredited by NCCA. In FY22, CNC continued to maintain NCCA accreditation. Maintenance of our accreditation involved submission of documentation and policies demonstrating compliance with NCCA standards. Achieving and maintaining NCCA accreditation demonstrates CNC's commitment to adding value to the CNL Certification Examination and showcases to the healthcare community that certified CNLs and the CNL program adhere to the highest certification standards.

CNC is due to renew its NCCA accreditation by August 31, 2023.

PROFESSIONAL DEVELOPMENT

2022 Virtual CNL Research Symposium

CNC's 2022 Virtual CNL Research Symposium - *The CNL Role: Imperative during a Public Health Crisis*, was held on February 16, 2022. The symposium is a pre-conference workshop to the CNL Summit that focuses on the CNL's role in data collection, evaluation for reporting clinical outcomes, and quality improvement. It united faculty, practicing CNLs, students, healthcare administrators, nurse executives, and others in San Antonio to discuss the CNLs role in evidence-based practice and outcomes.

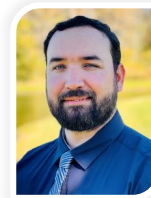
The CNL Role: Imperative during a Public Health Crisis

Welcome Address



Sonya Curtis, DNP, MBA, MSN, RN, CNL, VHA-CM
Chair, CNC Board of Commissioners
Patient Safety Program Manager, Michael E. DeBakey VA Medical Center, Houston

Keynote: The CNL's Role during a Public Health Crisis



Aaron A. Woodall, MPH, CIC, CM
Chief, Infection Control
James A. Haley Veterans' Hospital

Session: Leveraging CNLs in a Time of Transition and the Coronavirus Pandemic



Cory Franks, MSN, RN, CNL
Director of Emergency Services
Texas Health Institute

Panel Session: CNL Projects Implementing Change in Public Health



Huberta Cozart, PhD, RN
Associate Chief Nurse for Research & Evidence-Based Practice
Michael E. DeBakey VAMC



Samantha Hands, MSN, RN, CNL
Clinical Nurse Leader
Michael E. DeBakey VAMC

Moderator



Elena Prendergast, DNP, APRN, FNP-C, ACHPN
Program Director, CNL Assistant Professor
Augusta University College of Nursing

Closing Remarks



Rosemary L. Hoffman, PhD, RN, CNL
Planning Committee Member, Professor Emeritus, University of Pittsburgh SON



2022 Certified CNL Day

Created to spread awareness about the significant impact certified CNLs have on patient care, healthcare professionals around the nation observed Certified CNL Day. In doing so, certified CNLs, students, faculty, and employers celebrated on March 19, 2022. This year's theme, *Clinical Nurse Leaders...The Key to Optimizing Healthcare*, recognized the perseverance of today's CNL and the impact of certified CNLs.

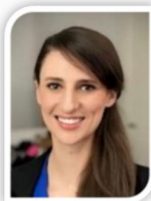
As such, employers took the time to recognize certified CNLs on staff, including employees, co-workers, and colleagues who deliver improved patient care. Our certified CNLs had the opportunity to tell peers how being certified has helped them deliver a higher quality of care.



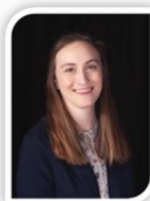
Certified CNL Day Webinar

CNC also hosted a Certified CNL Day Webinar, which allowed participants to explore the impact and positive outcomes associated with the Clinical Nurse Leader. Panelists examined the value of the Clinical Nurse Leader (CNL), how they promote change and collaboration within the healthcare system, the importance of implementing CNL education programs, and the many benefits that certified CNLs bring to a healthcare facility. They also discussed collaborative partnerships between institutions offering CNL education programs and healthcare facilities.

Webinar Speakers



Sorayah Bourenane MSN, RN, CNL, CEN
Clinical Nurse Leader
University of Texas MD
Anderson Cancer Center



Luren H. Salinas MSN, RN, CNL, CCRN
Clinical Specialist
Texas Children's Hospital
Houston



Anita Catlin PhD, FNP, CNL, FAAN
Manager of Nursing
Research
Kaiser Permanente Vallejo
California

"I Have the CNL POWER!" Contest Winners

In FY2022, CNC announced winners of the "I Have the CNL Power" contest. The contest allowed students, practicing CNLs, faculty and nursing executives to tell the community how the CNL skill set has equipped them with the POWER to improve patient care. Contestants had the opportunity to share their experiences on how CNLs are making a greater positive impact on at their healthcare facility.



Faculty Category Winner
Jeanne Adam Bernier, MSN, RN, CNL
Mississippi College School of Nursing
MSN-CNL Program Director/Instructor



CNL Category Winner
Cheyenne Hushka, MSN, RN, CNL
Community Hospital

CNL RECOGNITION

2022 CNL Vanguard Award Winners

Each year, CNC recognizes certified CNLs for innovative and outstanding professional performance and advocacy of the CNL skill set. As such, the CNL Vanguard Award recognizes the contributions of outstanding CNLs for their role in helping to transform the delivery of health care.

During the opening session of the 2022 Virtual Clinical Nurse Leader (CNL) Summit, CNC and AACN recognized the innovative work of certified CNLs in practice and education. Sorayah Bourenane, MSN, RN, CEN, CNL and Lauren Salinas, MSN, RN, CNL, CCRN were the 2022 award recipients.



Sorayah Bourenane, MSN, RN, CEN, CNL
Clinical Nurse Leader
University of Texas MD
Anderson Cancer Center



Lauren Salinas, MSN, RN, CNL, CCRN
Clinical Specialist
Texas Children's Hospital

CNC's Electronic Newsletter

CNC's monthly newsletter, The CNL Bulletin is disseminated electronically to all certified CNLs, CNL students, CNL faculty, Program Directors, Nursing Executives, and supporters of the Clinical Nurse Leader. The newsletter provides readers with updates to CNC's activities and keeps constituents up to date on CNL program activities.

Exhibiting

CNC is committed to promoting the value of CNL Certification to all stakeholders. In doing so, CNC staff exhibited via virtual conferences to help bring awareness of the certified CNL credential and the importance of certification.

STRATEGIC ALLIANCES

Members of the CNCBOC performed a crosswalk of AACN's *Competencies and Curricular Expectations for Clinical Nurse LeaderSM Education and Practice* against *The Essentials: Core Competencies for Professional Nursing Education*. Results concluded that over 62% of the CNL competencies were aligned with the Essential's Level 2 Model.

In addition, the CNCBOC recommends the update of AACN's 2013 CNL Competencies so that they align with the Essential's Level 2 competencies.



CNC also submitted a letter of intent for formal recognition by the American Nurses Association of the Clinical Nurse Leader as an advanced nursing practice specialty. The CNCBOC and the Clinical Nurse Leader Association Board of Directors have agreed to collaborate on this 18–24-month project.

FINANCIAL SUMMARY

In FY2022, CNC's total revenue earned was \$639,722.91, which is comprised of exam registration fees, renewal fees, symposium registration fees, and miscellaneous income. Expenses totaled \$546,666.14, which include program expenses, organizational management, and general expenses. These activities resulted in a fiscal year net asset of \$93,065.77.

APPENDIX

Board, Committee and Ambassador Rosters



CNC Board of Commissioners

CNC is governed by the CNC Board of Commissioners comprised by nine members, four of which represent academia, another four represent practice and one public-member.



Sonya Curtis, DNP, MBA, MSN, RN, CNL, VHA-CM (Chair)

Patient Safety Program Manager
Michael E. DeBecky VA Medical Center



Tina Ralyea, DNP, MBA, MS-NP, NE-BC, CNL, OCN, CCRN (Secretary)

Chief Nursing Officer and Adjunct Faculty
Prisma Health, Baptist and Baptist Parkridge Hospital



Megan Williams, MSN, RN, CNL (Treasurer)

Director of Complex Care
Regional One Health



Cathy Coleman, DNP, MSN, RN, CNL, CPHQ

Associate Professor
University of San Francisco SON and Health Professions



Julius M. Kitutu, PhD, Med, MSc. (Public Member) Assoc, Professor, Assoc. Dean for Student Affairs & Alumni Relations

University of Pittsburgh School of Nursing



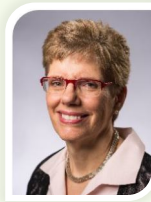
Bobbi Shatto, PhD, RN, CNL

Coordinator, MSN-CNL & Accelerated MSN-CNL Programs
Saint Louis University Trudy Busch Valentine SON



Jackie Barber, EdD, MSN, RN, CNL, CNS

Dean of Nylen School of Nursing
Morningside University



Tobie Olsan, PhD, MPA, RN, CNL, NEA-BC, FNAP

Professor Emeritus of Nursing
University of Rochester



Linda Borns, DNP, RN, CCRN, CNL. EBP(CH) (Vice-Chair)

Women's Health Clinical Navigator
Dayton VA Medical Center



Lynn Gardner, BA
Director, Certification

CNC Committees and Task Forces

Appeals Committee

- Sonya Curtis (Chair), DNP, MBA, MSN, RN, CNL, VHA-CM
- Megan Williams, MSN, RN, CNL
- Bobbi Shatto, PhD, RN, CNL

CNL Certification Ambassadors

- Melchora (Toy) Bartley, MBA, MSN, RN, CNL, CCRN
- Miriam Bender, PhD, RN, CNL
- Exzylle Pearl C. Canieso, MSN, RN, CNL
- Catherine Z. Curtis, MSN, RN, CNL, AGACNP-BC, AGPCNP-BC, WCC, CCRN
- Sonya Curtis, DNP, MBA, MSN, RN, CNL, VHA-CM
- Erica DeBoer, MA, BSN, RN, CNL, CCRN-K
- Karen DeLong, MSN, RN, CNL, CNP
- Rhonda Donahue, RN, MS, CNL
- Ginger Evors, MSN, RN, OCN, CNL
- Michael T. Finch, MSN, RN, CNL
- Ola Fox, DNS, CNL
- Bridget Graham, MSN, RN-BC, CNL
- Cheryl Green, PhD, DNP, RN, CNL, LCSW, CNE, ACUE, MAC, FAPA
- Mariah Hockin, DNP, RN, CNL, CMSRN, Gero-BC
- Rosemary L. Hoffmann, PhD, RN, CNL
- Alma Holley, BSN, MPH, RN, CNL, CCM
- Lorraine R. Kaack, MS, RN-BC, CNL
- Kristine L'Ecuyer, PhD, RN, CNL
- Tammy L. Lee, MSN, RN, CNL
- Jasmine Lewis, MSN, RN, CNL Q
- Bernadette Mae Longo, PhD, RN, CNL, PHNA-BC, FAAN
- Anneka Mikel, MSN, RN, CNL
- Colleen Morgan, DNP, RN, CNL
- Laurie Nolan-Kelley, DNP, RN, CNL, CEN, TCRN, EMT-P
- Floribirth Nwokocha, MSN, RN, CNL
- Sharon Oglesby, MSN, RN, CNL
- Susan L. Ottenfeld, MSN, RN, CNL
- Zachary Perpetua, MSN, RN, CMSRN, CNL
- Lisa Bridwell Robinson, DNP, CNE, CNL, NP-C
- Sandra Shapiro, DNP, MSN, FNP-BC, CNL, CCPTMP
- Bobbi R. Shirley, MS, RN, CNL, OC
- Mary Stachowiak, DNP, RN, CNL
- Anna L. Thomas, MSN, RN, CCRN, CNL
- Judith Tinelli, BSN, MSN, RN, CNL, ONC, CRRN
- Emi V. Tomijima, MSN, RN, CNL, PHN
- Leigh Williams, RN, MSN, CNL, ACCNS

CNL Exam Review and Approval Committee

- Linda L. Borns, DNP, RN, CCRN, CNL, EBP (CH)
- Cathy Coleman, DNP, MSN, RN, CNL, CPHQ
- Lauren Langford, MSN, RN, CNL
- Geralyn Meyer, PhD, RN, CNL, CNE
- Katherine Nothnagel, MSN, RN, CNL
- Dawn Sarage, MSN, RN, CNL, CMSRN
- Janice Wilcox, DNP, RN, CNL

CNL Innovative Project Award Committee

- Sonya Curtis, DNP, MBA, RN, CNL (Chair)
- J. Michael Leger, PhD, MBA, RN, CNL, NEA-BC, CNE
- Laurie Nolan-Kelley, DNP, RN, CNL, CEN, TCRN, EMT-P
- Bobbi Shatto, PhD, RN, CNL
- Megan Williams, MSN, RN, CNL

CNL Research Symposium Planning Committee

- Sonya Curtis, DNP, MBA, RN, CNL (Chair)
- Grace Buttriss, DNP, RN, CNL, FNP-BC
- Jason Garbarino DNP, RN-BC, CNL
- Rosemary Hoffmann, PhD, RN, CNL
- Latasha Kast, MSN, RN, CNL, CCRN
- Elena C. Prendergast, DNP, APRN, FNP-C, ACHPN
- Wesley Richardson, PhD, MSN, RN, CNL

Executive Committee

- Sonya Curtis, DNP, MBA, RN, CNL, VHA-CM (Chair)
- Linda L. Borns, DNP, RN, CCRN, CNL, EBP (CH) (Vice Chair)
- Megan Williams, MSN, RN, CNL (Treasurer)
- Tina Ralyea, DNP, MBA, MS-NP, NE-BC, CNL, OCN, CCRN (Secretary)

Finance Committee

- Megan Williams, MSN, RN, CNL (Chair)
- Bobbi Shatto, PhD, RN, CNL - Chair
- Julius Kitutu, PhD, Med, Msc.

Item Writers Committee

- Veronica Anderson, MSN, RN-BC, CNL
- Victor Bench, DNP, CRNP, CNL
- Jeanne A. Bernier, MSN, RN, CNL
- D'Ana Marie Brooks, MSN, RN, CNL, CMSRN
- Elizabeth J. Cianci, JD, MBA, MSN, PMHRN-BC, CNL
- Laura L. Cooper, MSN, RN, CNL, PCMH CCE
- Debra V. Craighead, PhD, RN, CNL
- Kristina Davis, MS, MSN, MPH, CPHQ, CNL
- Edna D. Frazier, MSN, RN, CNL, CCM
- Karen Ivie, MSN, RN, CNL
- Lauren Langford, MSN, RN, CNL
- Melissa Maddox, DNP, RN, CNL
- Brandy Manigo, MSN, RN, CNL, CNN
- Geralyn Meyer, PhD, RN, CNL, CNE
- Heather Moore, DNP, MSN, BSN, RN, CNL
- Contemprist Nelson, MSN, RN, CNL
- Katherine Nothnagel, MSN, RN, CNL
- Rachel Onello, PhD, RN, CNL, CHSE, CNE
- Dominic Parone, MSN, RN, CNL, CFRN, CEN, MICN
- Gudrun Reiter-Hiltebrand, MSN, RN, CNL, CPLC, RNC-NIC, C-ELBW

- Dawn Sarage, MSN, RN, CNL, CMSRN
- Melissa Schmidt, MSN, RN, CNL, CPAN, CAPA
- Dianna Sorenson, PhD, MBA, MN, BSN, RN, CNL, CNS
- Christopher Cory Wilbanks, DNP, APRN, AGACNP-BC, FNP-C, CNL
- Janice Wilcox, DNP, RN, CNL

Marketing Committee

- Bobbi Shatto, PhD, RN, CNL - Chair (Academia)
- Sorayah Bourenane, MSN, RN, CEN, CNL - (Practice)
- Linda L. Borns, DNP, RN, CCRN, CNL, EBP (CH) - (Practice)
- Ethel Santiago, EdD, RN, CNE, CNL (Academia)

Nominating Committee


- Tobie Olsan, PhD, MPA, RN, CNL, NEA-BC, FNAP (Chair)
- Tina Ralyea, DNP, MBA, MS-NP, NE-BC, CNL, OCN, CCRN (Practice Setting)
- Tina Ralyea, DNP, MBA, MS-NP, NE-BC, CNL, OCN, CCRN (Member-at-Large)






THANK YOU FOR YOUR SERVICE

The CNC Board of Commissioners would like to thank Shantal Johnson, CNC's former Director of Certification, for her years of service to CNC. Her outstanding contributions were instrumental in our efforts to elevate the stature and awareness of the Certified CNL.



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 AACNNursing.org/CNL
DiscoverCNLs.org

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