



COMMISSION ON NURSE CERTIFICATION

ANNUAL REPORT

FISCAL YEAR 2023

JULY 1, 2022 – JUNE 30, 2023

*A Year of Transition,
Exploration, and Strategy*

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EXECUTIVE SUMMARY

Fiscal Year 2023 was indeed a time of transition, exploration, and strategy for the Commission on Nurse Certification. During this reporting period, CNC underwent significant organizational changes—particularly our transition to a new staff. As such, we are pleased to welcome CNC's new Certification Director, Lynn Gardner; and Ruby Karar, our new Certification Assistant. We are excited about the onboarding of Lynn and Ruby, and look forward to working with them to elevate national awareness of the Certified CNL. A brief synopsis of their professional background is included on page 11.

Just as exciting was the CNC Board of Commissioner's emphasis on strengthening and growing the Certified CNL certification program. In February 2023, the CNCBOC participated in a *preliminary* strategic planning session to build a framework from which CNC's FY2024 strategic plan would be crafted. The enlightening session served as a productive first step towards executing CNC's strategic planning process. See page 6 for a brief overview of the outcomes.

In terms of the CNL profession, CNC continued to look at trends and developments that impact certified CNLs; compile data that enable us to solidify the business case for engaging certified CNLs; and explore research findings that provide greater insight into the role of the CNL. All of these topics were under examination during CNC's 2023 CNL Research Symposium, *CNL Utilization outside the Traditional Microsystem: Establishing the Business Case via QI, EBP 7 Research*, which featured distinguished academics, certified CNLs, and other CNC stakeholders. A pre-conference workshop to the CNL Summit, the CNL Research Symposium was held on February 23, 2023 in beautiful Lake Buena Vista, FL. You can read more about the symposium in the Professional Development section of this report.

Lastly, like many organizations, CNC continued to navigate changes brought on by the effects of the COVID-19 pandemic. For instance, Prometric, our partner testing agency, modified its procedures to adhere to new COVID-19 guidelines issued by the Center for Disease Control. You can read Prometric's new policy on page 11.

All in all, FY2023 proved favorable and productive due, in large part, to the commitment of CNCBOC members, dedicated volunteers, and valuable stakeholders who lend their time and talent to advancing CNC's mission.

It is with great appreciation that we thank you all!

Sincerely,



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



Lynn M. Gardner
Lynn Gardner
BA
Director, Certification

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 9,606 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.



MISSION

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.

VISION

To govern the CNL certification activities and promote CNL practice.

CORE VALUES

Leadership, certification standards, professional development, and collaboration.

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 an orientation 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

STRATEGIC PLANNING

CNC Strategic Planning Session

On February 22, 2023, the CNC Board of Commissioners held its business meeting to discuss, and map out, CNC's strategic direction for the next three to five years. Facilitated by Tecker International, this strategic planning session marks the beginning of a multi-step process in crafting the Commission's short and long-term strategic goals. As such, CNCBOC's deliberations centered on:

- pinpointing healthcare and professional trends that impact the nursing profession and CNLs;
- examining CNC's unique role;
- formulating a vision of success for the Commission;
- setting goals to realize this vision of success; and
- identifying organizational and programmatic changes needed to achieve said goals.

This planning session was a constructive start in identifying CNC's strengths, weaknesses, opportunities and threats (SWOTs) as they pertain to programs, services, organizational development, volunteer engagement, and budget priorities. The framework will help to not only identify the work necessary, but also identify possible actions that the organization will not perform because of limited time and resources. As this strategic planning session served as a preliminary discuss of critical issues, a future strategic planning session will be held to craft CNC's official FY 2024 Strategic Plan.



CNL CERTIFICATION

The pool of certified CNLs continues to grow substantially each year. Since 2006, a total of 9,606 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 1,800 certified CNLs. In FY2023, 552 candidates successfully passed the CNL certification examination. Among those examinees, the pass rate among first timers was 62 percent.

CNL Certification Stats



9,606

Number of nurses who have earned the CNL since 2006



1,800

California has the highest number of active certified CNLs



62 %

2023 pass rate for first timers

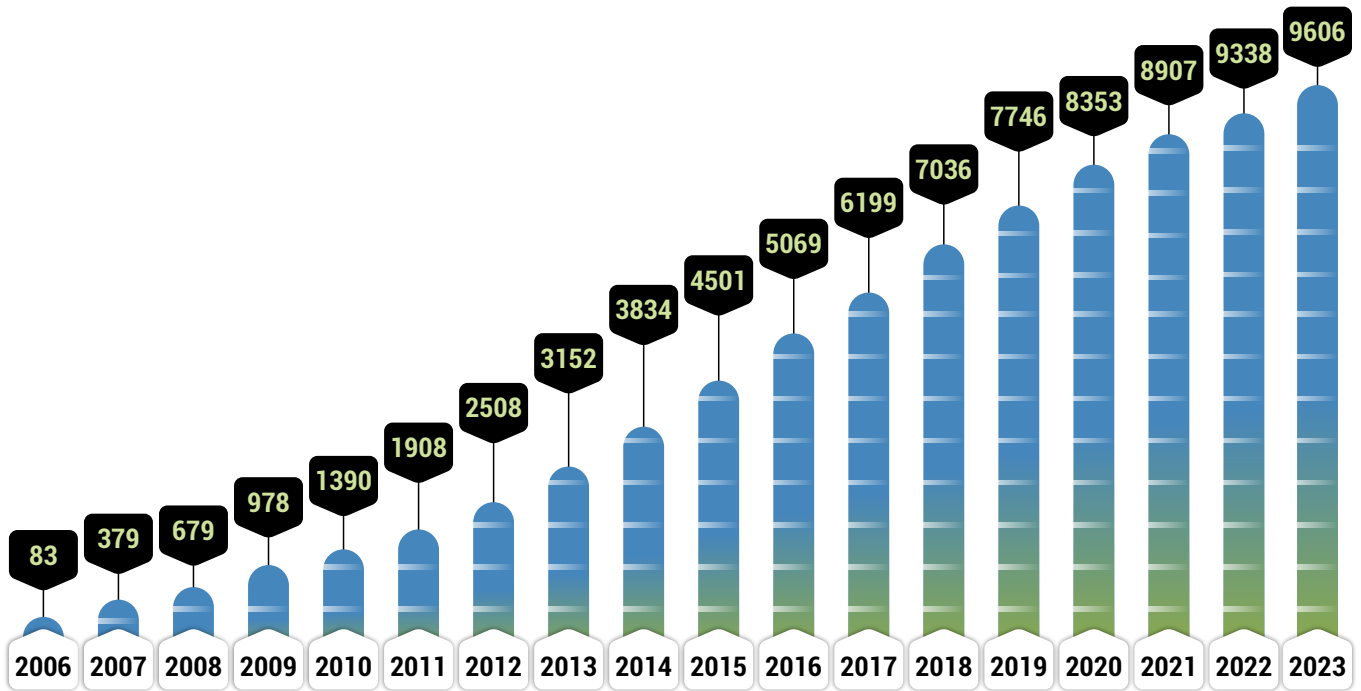
CNL Certification Exam Data (2010-2022)

Following table indicates the overall pass rate for the CNL exams administered since 2010.

YEAR	PASSED	FAILED	TOTAL CANDIDATES	PASS RATE
2010	406	191	597	68%
2011	488	242	730	67%
2012	597	225	822	73%
2013	646	249	895	72%
2014	711	241	952	75%
2015	709	371	1080	66%
2016	755	357	1112	68%
2017	761	324	1085	70%
2018	809	321	1130	72%
2019	858	317	1175	73%
2020	609	252	861	71%
2021	568	240	808	70%
2022	430	244	674	64%
TOTALS	8,347	3,574	11,921	70%

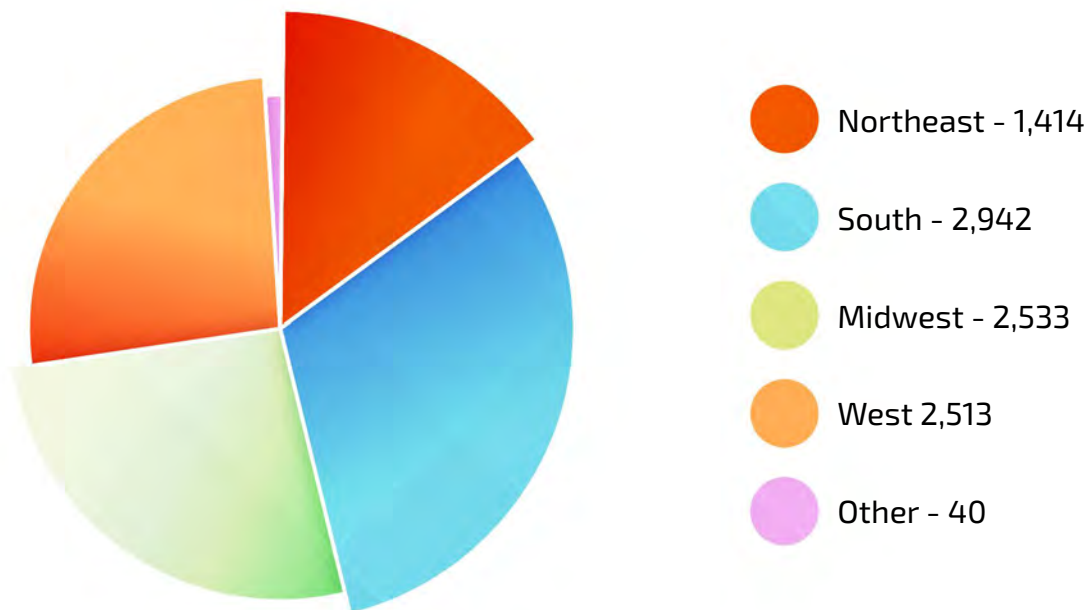
The following is a breakdown of the growth of certified CNLs from 2006 through the end of FY2023.

Total Number of Nurses Who are CNL Certified



Number of Nurses Who Have Earned the CNL Credential Since 2006 By Region

Total = 9,606



Of which a total of 7,474 are Currently Active

TRANSFORM • LEAD • EXPERIENCE



Earned CNL Since 2006 Northeast Region

● **1,414**
Earned CNL in the Northeast

● **9,606**
Earned CNL Nationally

Northeast Region: CT, ME, MA, NH, NJ, NY, PA, RI, VT



Earned CNL Since 2006 South Region

● **2,942**
Earned CNL in the South

● **9,606**
Earned CNL Nationally

South Region: AL, AR, DC, DE, FL, GA, KY, LA, MD, MS, NC, OK, SC, TN, TX, VA, WV



Earned CNL Since 2006 Midwest Region

● **2,533**
Earned CNL in the Midwest

● **9,606**
Earned CNL Nationally

Midwest Region: IL, IN, IA, KS, MI, MN, MO, ND, NE, OH, SD, WI



Earned CNL Since 2006 West Region

● **2,513**
Earned CNL in the West Region

● **9,606**
Earned CNL Nationally

West Region: AZ, CA, CO, ID, MT, NV, NM, OR, UT, WA, WY



Earned CNL Since 2006 Other Regions

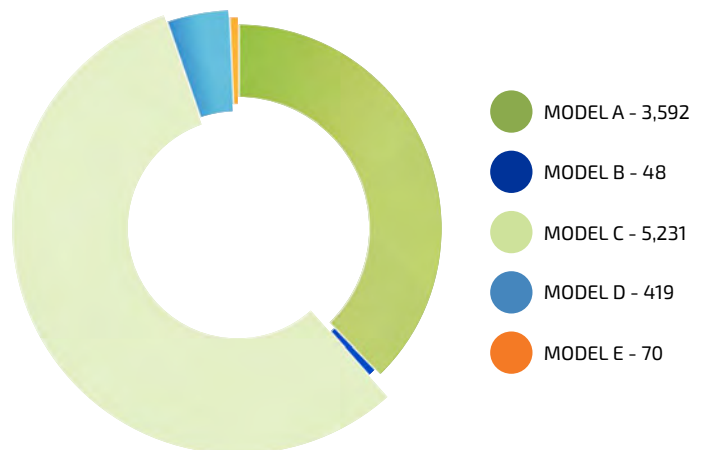
● **40**
Earned CNL in the Other Areas

● **9,606**
Earned CNL Nationally

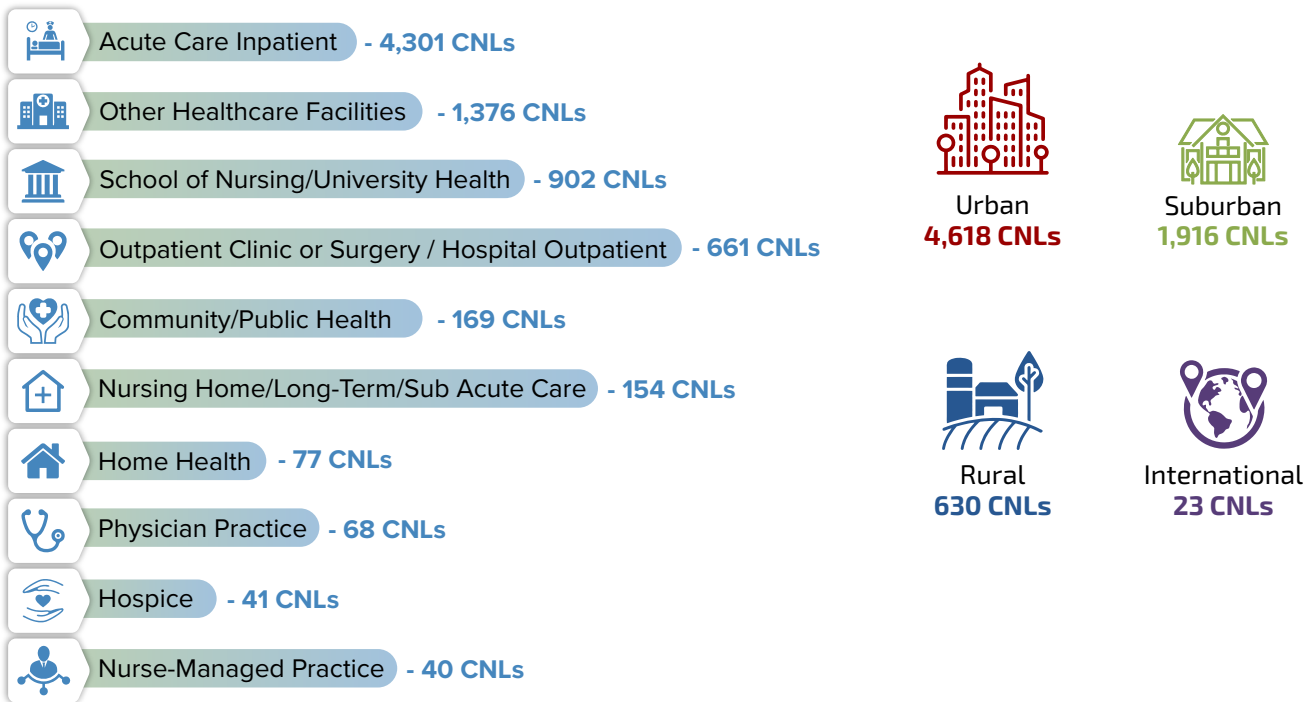
Other Regions: AE, AK, AP, AU, BC, CH, HI, IE, JP, ON, PR

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, 9,430 digital badges have been issued via the Credly's Acclaim platform. In FY2023, 527 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 FY2023, 333 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 ADMINISTRATION AND GOVERNANCE

CNC's Administrative Staff

FY2023 was indeed a year of transition for CNC with the onboarding of Lynn Gardner, CNC's Certification Director, who replaced Shantal Johnson in January 2023; and Ruby Karar, Certification Assistant, who replaced Nuria Gramkee in June 2023. Both Lynn, and Ruby bring years of professional experience in the fields of certification, professional development, and education.



Lynn Gardner joined CNC after years of managing certification programs and learning management systems for several trade associations, including: the American Counseling Association, the Board of Pharmacy Specialties, the Heart Failure Society and the American Psychiatric Association. She is a native of Washington DC, and graduated from Southern New Hampshire University where she earned a bachelor's degree in Liberal Arts.



Ruby Karar began her nonprofit career as a Diversity, Equity, and Inclusion Intern at the American Dental Education Association. She has also worked in the education field as a substitute teacher for Fairfax County Public Schools.

CNC's COVID-19 Protocol



The safety of staff and its constituents continues to be a priority for CNC. As such, the staff continues to work on a hybrid telework model. We remain diligent in providing up-to-date information on CNC's COVID-19 policy at AACNNursing.org/CNL.

[Exam Administration and COVID-19 Protocol](#). In light of recent trends and mask mandate changes around the world, along with updated guidelines from leading world health organizations, during FY2023, Prometric did not require masks to be worn in test centers. The testing agency updated its COVID-19 policy to stipulate that candidates or test center personnel are not required to wear masks unless required to do so by building management or local government mandates. However, the agency continued to allow and encourage the wearing of masks regardless of mandate or vaccination status.

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 FY2023, CNC continued to maintain NCCA accreditation. Maintenance of our accreditation involved submission of documentation and policies demonstrating compliance with NCCA standards. Maintaining NCCA accreditation demonstrates CNC's commitment to adding value to the CNL Certification Examination. It showcases to the healthcare community that certified CNLs and the CNL program adhere to the highest certification standards.

CNC will submit its NCCA accreditation application on August 31, 2023.



PROFESSIONAL DEVELOPMENT

2023 CNL Research Symposium

CNC's 2023 CNL Research Symposium – *CNL Utilization Outside the Traditional Microsystem-Establishing the Business Case via QI, EBP 7 research*, was held on February 23, 2023. 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 Lake Buena Vista, FL to discuss the CNLs role in evidence-based practice and outcomes.

The 2023 symposium featured the following topics and speakers:

Welcome Address



Sonya Curtis, DNP, MBA, MSN, RN, CNL, VHA-CM

- Chair, CNC Board of Commissioners
- VISN 20 Nurse Manager & Quality Management Coordinator
- VHA VISN 20 Clinical Resource Hub

Keynote: Developing Capstone Projects and Research that Meet Clinical Partner Goals



Angie F. Hatley, DNP, MS, RN, NEA-BC, CNL

- Associate Professor
- Queens University of Charlotte

Session: Dissemination of CNL Projects through Publication, Oral Presentations and Posters



Veronica Rankin, DNP, RN-BC, NP-C, CNL, NE-BC

- Director of Nursing/Magnet Program Administrator
- Atrium Health Carolinas Medical Center



Betty Ferrell, PhD, RN, MA, CHPN, FAAN, FPCN

- Director of Nursing Research & Education & Professor
- City of Hope Medical Center

Panel Discussion: Making the Business Case for the CNL Role through Research, Projects, and Publishing



Moderator

Monique Henry, PhD, MSN, BSN, MEDSURG-BC

- Patient Safety Manager
- Veterans Affairs Medical Center



Brianna L. Salinas, MSN, RN, CNL

- Interim Associate Director of Nursing Quality & Coordinator
- National Database for Nursing Quality Indicators



Kristen Noles, DNP, RN, CNL, LSSGB

- Performance Improvement Manager
- University of South Alabama Health System



Kelly Presser, MSN, RN, CNL

- Clinical Nurse Leader
- VA Health Care System

Closing Remarks



Grace Buttriss, DNP, RN, CNL, FNP-BC

- Undergraduate Nursing Chair
- Queens University of Charlotte

CNC BRAND AWARENESS

2023 Certified CNL Day



Designed to spread awareness on the impact that certified CNLs have on patient care, healthcare professionals around the nation observed Certified CNL Day on March 19, 2023. In doing so, certified and non-certified CNLs, students, faculty, and employers celebrated the theme, *Clinical Nurse Leaders...The Key to Optimizing Healthcare*, which recognized the perseverance of today's CNL and the impact of certified CNLs.

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



CNC Webinar

CNLs: Disrupting the Impact of COVID-19 to Deliver Excellent Care

On April 23, 2023, CNC hosted a virtual event, *CNLs: Disrupting the Impact of COVID-19 to Deliver Excellent Care*. During this webinar, a panel of certified CNLs discussed efforts to mitigate the lingering effects of COVID-19 even in the most challenging healthcare environments. Speakers explained how CNLs are uniquely qualified to advance quality improvement efforts and how their skill set is critical across healthcare settings.

The webinar's objectives were to:

- Explain the unique value of the Clinical Nurse Leader (CNL);
- Examine how the CNL skill set transcends in different healthcare facilities;
- Discuss how CNLs deliver quality care during COVID-19 and confront burnout;
- Understand CNL evidence-based projects that lead to optimized healthcare nationally and internationally;
- Discuss how data driven methodologies are critical to the CNL; and
- Identify examples of the impact of the CNL's skill set while working in healthcare facilities.

Featured speakers included:



Sonya Curtis, DNP, MBA, MSN, RN, CNL, VHA-CM

- Chair, CNC Board of Commissioners
- VISN 20 Clinical Resource Hub (CRH)
- Nurse Manager & Quality Management
- Houston, TX



Jeanne Bernier, MSN, CNL

- Program Director
- Mississippi College
- Clinton, MS

CNL RECOGNITION

2022 CNL Vanguard Award Winners

Each year, CNC recognizes certified CNLs for 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 healthcare.

During the opening session of the 2023 Clinical Nurse Leader (CNL) Summit, CNC and the AACN recognized the innovative work of certified CNLs in practice and education. Chrissy Bass, and Jeanne Bernier were the 2023 award recipients.



Chrissy Bass, MS, RN, NEA-BC

- Clinical Nurse Leader
- Atrium Health Carolinas Medical Center



Jeanne Bernier, MSN, RN, CNL

- CNL Program Director
- Mississippi College

CNC's Electronic Newsletter

CNC's monthly newsletter, *The CNL Bulletin*, is disseminated electronically to certified CNLs, CNL students, CNL faculty, program directors, nursing executives, and supporters of the CNL. The newsletter provides readers with developments on CNC, and keeps constituents abreast of CNL program activities.

Exhibiting

CNC is committed to promoting the value of CNL certification to all stakeholders. In doing so, CNC staff exhibited at the CNL Summit, American Organization for Nursing Leadership (AONL), and the Annual Deans Conference to increase awareness of the certified CNL credential and the importance of certification.

FINANCIAL SUMMARY

In FY2023, CNC's total revenue earned was \$606,124.05, which is comprised of exam registration fees, renewal fees, symposium registration fees, and miscellaneous income. Expenses totaled \$515,004.38, which include program expenses, organizational management, and general expenses. These activities resulted in a fiscal year net asset of \$91,119.67.



APPENDIX

BOARD, COMMITTEE AND AMBASSADOR ROSTERS

CNC Board of Commissioners

CNC is governed by the CNC Board of Commissioners which includes 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)
- VISN 20 Nurse Manager & Quality Management Coordinator
- VHA VISN 20 Clinical Resource Hub
- Houston, TX



Linda Borns, DNP, RN, CCRN, CNL, EBP(CH)

- (Vice-Chair)
- Women's Health Clinical Navigator
- Dayton VA Medical Center
- Dayton, OH



Desrie Nisbett, MA

- (Secretary and Public Member)
- Assistant to the Dean
- University of Louisville
- School of Nursing
- Louisville, KY



Megan Williams, MSN, RN, CNL

- (Treasurer)
- Director of Complex Care
- Regional One Health
- Memphis, TN



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

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



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

- Associate Professor
- University of San Francisco SON and Health Professions
- San Francisco, CA



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

- Dean of Nylen
- School of Nursing
- Morningside University
- Sioux, IA



James L. Harris, PhD, PMHCNS-BC, MBA, CNL, FAAN

- Professor of Nursing
- University of South Alabama College of Nursing
- Mobile, AL

CNC Staff



Lynn M. Gardner

- CNC Director



Ruby Karar

- CNC's Certification Assistant

CNC Committees and Task Forces

Appeals Committee

- Sonya Curtis
- Dr. James Harris
- Dr. Cathy Coleman

CNL Exam Review and Approval Committee

- Linda L. Borns
- Cathy Coleman

Executive Committee

- Sonya Curtis
- Linda L. Borns
- Megan Williams
- Tina Ralyea

Item Writing 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

Finance Committee

- Jackie Barber
- Megan Williams
- Dr. James Harris

Marketing Committee

- Linda Borns
- Heather Vitko
- Karen Ivie
- Cathy Coleman


Nominating Committee


- Heather Vitko
- Megan Williams

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

CNC

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 AACNNursing.org/CNL
DiscoverCNLs.org

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