

# Academic Nurse Educator Certification (ANEC) Award Promoting NLN Certified Nurse Educator Credential Completion in Maryland

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## ABSTRACT

This research evaluates one of the Nurse Support Program II's (NSPII) outcomes for a state initiative to advance certification of nursing faculty.

## BACKGROUND

- 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 NSP II staff coordinate CNE Workshops in conjunction with the NLN Program Department.

## OBJECTIVES

- Develop incentive model and fund a new faculty focused grant program to facilitate new and maintenance of certification - the Academic Nurse Educator Certification (ANEC).
- Increase the proportion of full-time faculty with CNE credentials

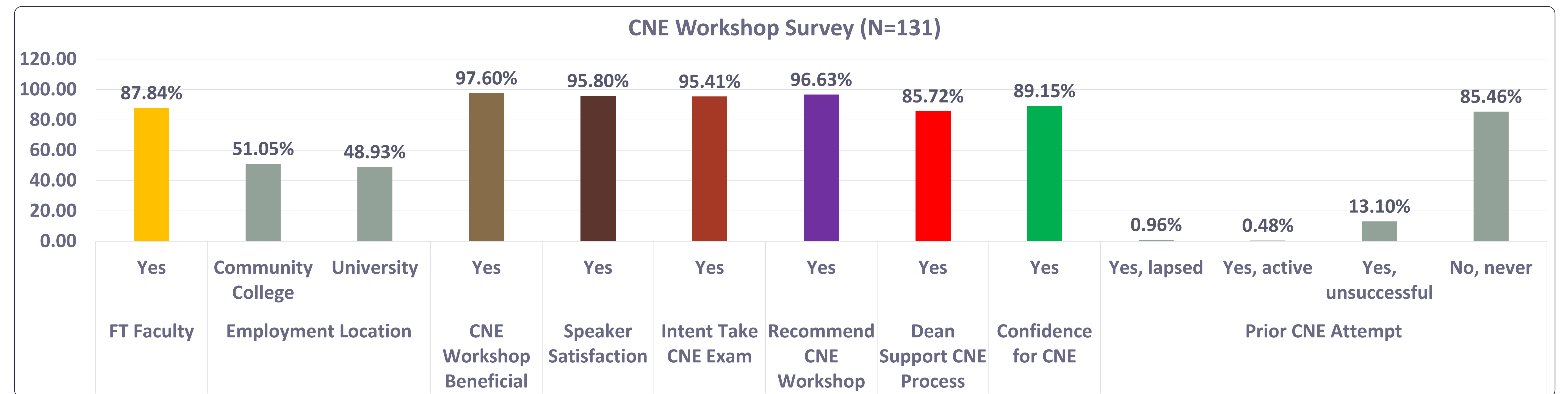
## METHODS

1. The *Perceived Value of Certification Tool for Nurse Educators* (Barbé & Kimble, 2018) used as a program evaluation framework for 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.
2. The ANEC program was developed with and disseminated across 28 nursing programs in Maryland through:
  1. National League for Nursing approved CNE Examination workshops to Maryland educators
  2. ANEC incentive and recognition award
3. Conduct CNE Workshop surveys after each workshop
4. Conduct 6 CNE certification workshops

## ACKNOWLEDGEMENTS

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- Maryland Council of Dean and Directors of Nursing Programs

## RESULTS OF THE SURVEYS OF 3 CNE WORKSHOPS



1. 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.
  2. NSP II staff partnered with Dr. Janice Brewington at the National League for Nursing to host Certified Nurse Educator (CNE) Workshops
  3. NSP II staff coordinated a total of 6 CNE Workshops with the NLN. Baseline of CNE credentials 104 (NSP II Mandatory Data Tables, 2018)
  4. Dr. Diane Billings, a nationally recognized speaker, provided consistent and approachable expertise in the CNE Workshops
  5. ANEC Annual Award Incentive Outcomes by removing barriers, assisting personal strategies, and providing incentives
    1. 237 faculty participated in CNE Examination reviews
    2. 35 new CNE certifications and 22 CNE renewals in June, 2019
    3. 24 new CNE certifications and 5 CNE renewals in March, 2020
    4. Total of 59 full time faculty achieved new CNE credentials
    5. Total of 27 full time faculty completed renewals of their CNE credentials
    6. Total of 86 full time nursing educators received the ANEC Awards for new and continuing CNE certification in FY 2020
    7. Total of 13 community colleges and 10 universities have nominated faculty for the ANEC award (23/28= 82% participation)
- Maryland's CNE pass rate is 87.5% vs. the national average of 72% (NLN, March, 2020)  
CNE Workshops will continue to be hosted by NSP II twice a year with Dr. Billings presenting the NLN Nurse Educator Competencies

## CONCLUSIONS

1. The ANEC program (NSP II, 2019) has increased the number of faculty with the CNE credential by increasing the number of new certified academic nurse educators in Maryland by 57 %.
2. 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.
3. Academic-State partnerships improve excellence in nursing education
4. Evaluate outcomes based on the *Perceived Value of Certification Tool for Nurse Educators* (Barbé & Kimble, 2018)

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