UKMC Lunch and Learn
What is a Clinical Nurse Specialist?

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Kathy Collins
APRN Consensus Model

Consensus Model for APRN Regulation: Licensure, Accreditation, Certification & Education

- Four roles:
  - certified registered nurse anesthetist (CRNA)
  - certified nurse-midwife (CNM)
  - clinical nurse specialist (CNS)
  - certified nurse practitioner (CNP)

- Six population foci:
  - family/individual across the lifespan
  - adult-gerontology
  - pediatrics
  - neonatal
  - women’s health/gender-related
  - psych/mental health

- Certification is achieved by an examination in one of the population foci
APRN Regulation

Licensure, Accreditation, Certification and Education (LACE)

- **Licensure** is the granting of regulatory authority to practice at the state level
  - *Advanced practice registered nurse (APRN)*

- **Accreditation** is the formal review and approval by a recognized agency of educational degree or certification programs in nursing or nursing-related programs

- **Certification** is the formal recognition of the knowledge, skills, and experience demonstrated by the achievement of standards identified by the profession at the national level
  - *Certified registered nurse anesthetist (CRNA)*
  - *Certified nurse-midwife (CNM)*
  - *Clinical nurse specialist (CNS)*
  - *Certified nurse practitioner (CNP)*

- **Education** is the formal preparation of APRNs in graduate degree-granting or post-graduate certificate programs.
Licensure

- Done at the state level
- Requires at least 5 CEUs of Pharmacology
- Plus required CEUs for RN license
Accreditation

- Graduate programs are accredited by ANCC
- This assures all programs meet minimum standards of education
# Certification

**CLINICAL NURSE SPECIALIST CERTIFICATIONS**

<table>
<thead>
<tr>
<th>Adult Health CNS</th>
<th>Gerontological CNS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult-Gerontology CNS</td>
<td>Home Health CNS</td>
</tr>
<tr>
<td>Adult Psychiatric—Mental Health CNS</td>
<td>Pediatric CNS</td>
</tr>
<tr>
<td>Child/Adolescent Psychiatric—Mental Health CNS</td>
<td>Public/Community Health CNS</td>
</tr>
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</table>

**Advanced Practice Consensus Model Based Certifications**

- ACNPC-AG — Acute Care Nurse Practitioner (Adult-Gerontology)
- ACCNS — Clinical Nurse Specialist; Wellness through Acute Care (Adult-Gerontology, Pediatric & Neonatal)

**Advanced Practice Certifications**

- ACNPC — Acute Care Nurse Practitioner (Adult)
- CCNS — Acute Care Clinical Nurse Specialist (Adult, Pediatric & Neonatal)
Education

- Graduate level nursing program
  - MSN
  - Post-MSN
  - DNP

- CNS Track

- Clinical Hours

- Capstone Project
### The definition of an APRN

**LACE Practice**

- Completed an accredited graduate-level education program in one of the four recognized APRN roles

- Passed a national certification examination that measures role competencies and who maintains competence by recertification

- Obtained a license to practice as an APRN in one of the four APRN roles

**Practice**

- Obtained advanced clinical knowledge and skills preparing him/her to provide direct care to patients, as well as a component of indirect care

- Builds on the competencies of registered nurses (RNs) by demonstrating a greater depth of knowledge, a greater synthesis of data, increased complexity of skills and interventions, and greater role autonomy

- Educationally prepared for responsibility and accountability for health promotion, assessment, diagnosis, and management of patient problems, which includes the use and prescription of pharmacologic interventions
Keeping Up With the Evidence
CNNMoney/PayScale's top 100 careers with big growth, great pay and satisfying work.

2. Clinical Nurse Specialist

Median pay: $66,500
Top pay: $126,000
10-year job growth: 26%
Total jobs: 3,449,300

What they do all day? With Obamacare raising the pressure to control health costs, it's no surprise this is a hot healthcare career. These change agents use their clinical expertise and organizational influence to develop policies designed to improve patient outcomes and deliver health care more efficiently.

How to get the job? The best specialists are a combination of nurse, leader, educator and researcher. A big part of the role involves teaching and motivating others to adopt new practices and innovations. Graduate level training in a nursing specialty is a must.

What's great? What's not? It can be extremely satisfying to mentor other staff members and have a real impact on patient care. But trying to persuade experienced staffers to embrace new procedures can be tough.

—Grace Wong

"Change is a constant for me. I love the thrill of discovery," says Jocelyn Sese (right), a CNS at Maimonides Medical Center in Brooklyn, N.Y. "Even after all these years of nursing, there are still new things to learn and introduce to the staff."

Quality of life ratings:
Personal satisfaction: A
Benefit to society: A
Flexibility: A
Low stress: C
What is a CNS?

- Licensed RN who have graduate preparation as CNS.
- May have expertise (not necessarily certification) in:
  - Populations (peds, geriatrics, women’s health)
  - Settings (critical care, acute care, OR, ED)
  - Specialty (diabetes, oncology, psych, pain, wound care)

www.NACNS.org
Figure 1. Model depicting organizational framework for CNS core competencies.
How does a CNS provide care?

- Some direct patient care
- Mostly focused on improved patient outcomes for their population, setting, specialty
- Focused on healthcare delivery as whole as opposed in individual patient care

www.NACNS.org
### Demographics

#### Table 2. Demographic Findings

<table>
<thead>
<tr>
<th>Characteristics</th>
<th>Results</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Years in nursing</strong></td>
<td>Mean: 26.35</td>
</tr>
<tr>
<td></td>
<td>Mode: 26 years</td>
</tr>
<tr>
<td></td>
<td>Range: 1–40</td>
</tr>
<tr>
<td><strong>Years as CNS</strong></td>
<td>Mean: 9.13</td>
</tr>
<tr>
<td></td>
<td>Mode: 1 year</td>
</tr>
<tr>
<td></td>
<td>Range: &lt;1 year–40 years</td>
</tr>
<tr>
<td><strong>Initial nursing preparation</strong></td>
<td>Diploma: 83 (16.4%)</td>
</tr>
<tr>
<td></td>
<td>Associate: 133 (26.3%)</td>
</tr>
<tr>
<td></td>
<td>Bachelor: 283 (56%)</td>
</tr>
<tr>
<td></td>
<td>Other: 6 (1.2%)</td>
</tr>
<tr>
<td><strong>Focus of MSN education</strong></td>
<td>CNS: 500 (99.0%)</td>
</tr>
<tr>
<td></td>
<td>Other: 5 (1%)</td>
</tr>
<tr>
<td><strong>Highest degree earned</strong></td>
<td>Masters in Nursing: 320 (63.4%)</td>
</tr>
<tr>
<td></td>
<td>Doctorate in Nursing: 74 (14.7%)</td>
</tr>
<tr>
<td></td>
<td>Post-Masters Certificate</td>
</tr>
<tr>
<td></td>
<td>(as CNS or other): 104 (20.6%)</td>
</tr>
<tr>
<td></td>
<td>Doctoral candidate: 2 (0.4%)</td>
</tr>
<tr>
<td></td>
<td>Post Doc: 1 (0.2%)</td>
</tr>
<tr>
<td></td>
<td>No selection: 4 (0.8%)</td>
</tr>
</tbody>
</table>

#### Table 3. Specialty Practice Areas Reported by Validation Study Participants

<table>
<thead>
<tr>
<th>Specialty reported</th>
<th>N (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Medical-surgical/adult health</td>
<td>164 (32.5%)</td>
</tr>
<tr>
<td>Critical care</td>
<td>78 (15.4%)</td>
</tr>
<tr>
<td>Childbearing families/maternal child</td>
<td>40 (7.9%)</td>
</tr>
<tr>
<td>Psych–mental health</td>
<td>37 (7.3%)</td>
</tr>
<tr>
<td>Cardiovascular</td>
<td>28 (5.5%)</td>
</tr>
<tr>
<td>Pediatrics</td>
<td>27 (5.3%)</td>
</tr>
<tr>
<td>Gerontology</td>
<td>26 (5.1%)</td>
</tr>
<tr>
<td>Community health</td>
<td>19 (3.8%)</td>
</tr>
<tr>
<td>Oncology/adult health oncology</td>
<td>16 (3.2%)</td>
</tr>
<tr>
<td>Emergency/trauma</td>
<td>14 (2.8%)</td>
</tr>
<tr>
<td>Adult acute care</td>
<td>8 (1.6%)</td>
</tr>
<tr>
<td>Rehabilitation</td>
<td>5 (1%)</td>
</tr>
<tr>
<td>Education</td>
<td>5 (1%)</td>
</tr>
<tr>
<td>Perioperative</td>
<td>3 (0.6%)</td>
</tr>
<tr>
<td>Neurosciences; diabetes education; family; women's health</td>
<td>2 in each role</td>
</tr>
<tr>
<td>Public health; orthopedics; chronic illness; home health</td>
<td>1 in each role</td>
</tr>
<tr>
<td>palliative care; pulmonary; nutritional support; integrated health practices; spheres of influence; forensic nursing; health and wellness; high risk obstetrics; urology; administration; none</td>
<td>(0.4% each)</td>
</tr>
<tr>
<td>No response</td>
<td>8 (6%)</td>
</tr>
<tr>
<td>TOTAL</td>
<td>505 (100%)</td>
</tr>
</tbody>
</table>
APRN Regulation

- Licensed as independent practitioners for practice
- Education, certification, and licensure of an individual must be congruent in terms of role and population foci
- Competence at the specialty level will not be assessed or regulated by boards of nursing but rather by the professional organizations
Each APRN is accountable to:

- Patients
- The nursing profession
- The licensing board to comply with the requirements of the state nurse practice act
- The quality of advanced nursing care rendered; by recognizing limits of knowledge and experience, by planning for the management of situations beyond the APRN’s expertise, by consulting with or referring patients to other health care providers as appropriate
Are all CNS CNS?

- There are many institutions which hire Masters prepared nurses with degrees other than CNS (e.g. Management or Education)

- Does it matter what you are called?
Education

- 2007 Midway College-ADN
- 2008-2010 UK CON – ADN to MSN
- 2010 Completed BSN and transitioned to BSN to DNP
- 2012 Completed DNP

Certifications

- 2012 AACN Acute and Critical Care CNS (CCNS)
- 2012 AAHFN Heart Failure Nurse (CHFN)

Background

- Baptist Hospital East
  - 2007-2008
  - RN, Medical ICU and CCU
- Central Baptist Hospital
  - 2008-2009
  - RN, CT-ICU
- Saint Joseph Cardiology Associates
  - 2009-2012
  - RN Physician Extender
- Saint Joseph Hospital
  - 2012 – present
  - Clinical Nurse Specialist-Cardiovascular Services
St. Joe CNS Role
• Saint Joseph Hospital
  ◦ Program development and coordination
  ◦ Quality Improvement
  ◦ Collaboration
  ◦ Research
  ◦ Education

• Saint Joseph Cardiology Associates
  ◦ Outpatient clinic
  ◦ Care coordination
Janine Lindgreen, APRN, CCNS

**Education**
- 2005 BSN-Wright State University
- 2010 MSN-UK CON
- 2??完成了DNP

**Certifications**
- 2009 Critical Care (CCRN)
- 2010 Adult Critical Care CNS (CCNS)

**Background**
- Massage Therapist
  - 2001-2005
- Miami Valley Hospital
  - 2003-2005
  - PCT
- UKMC
  - 2005-2010
    - RN in TICU, PACU, 8TU
    - Case Manager for NS&SGR
  - 2010-Present
  - Clinical Nurse Specialist
    - Trauma/Surgical Services
UK CNS Role

- Department: Practice Improvement
- NSI and QI/QA
- Work closely with Staff Development
- BSN Residency Facilitator
- Service-line Councils
Job Description at UK

• Areas of focus are:
  ◦ Patient Care
  ◦ Education
  ◦ Program Coordination
  ◦ Resource Management
  ◦ Professional Development
• Advanced Practice Registered Nurse is a regulatory title
• The core competencies for education and the scope of practice are defined by the professional associations.
• Clinical Nurse Specialist- National Association of Clinical Nurse Specialist (www.NACNS.org)
• Nurse Practitioner- American Academy of Nurse Practitioners (www.aanp.org)
• Certified Registered Nurse Anesthetists - American Association of Nurse Anesthetists (aana.org)
• Certified Nurse-Midwives- American College of Nurse-Midwives (www.midwife.org)
• State law and regulation further define criteria for licensure for the designated scope of practice
• Kentucky Board of Nursing (kbn.ky.gov/practice/aprn) **KRS 314.042**
• The need to ensure healthcare consumer safety and access to APRN’s by aligning education, accreditation, licensure and certification is documented in the “Consensus Model for APRN Regulations: 2008” ([https://www.ncsbn.org/aprn.htm](https://www.ncsbn.org/aprn.htm))
Graduate programs

- PhD
- DNP
- Post Graduate Certificates