Data Harmonization Issue for Individual Credentialing in Nursing

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Summary of Limitations of Research

- Difficult to isolate independent effect of a nurse on patient outcomes
  - Care is delivered by a team
  - Data must be aggregated to unit or hospital level
- Studies are primarily related to acute inpatient care - specialty practice areas (e.g., ICU, OR, oncology outpatient) where the number of certified nurses are higher
- Certification measures rely primarily self-reported, administrative data (e.g., different definitions, different data elements, errors in coding, unclear attribution to a single unit/time period, may not have dates)
- Influence of confounding variables should be considered
  - education, clinical settings, experience
Data Sources for Credential: Organizations

- Organization Administrative data
  - Human resources
  - Nursing department or nursing unit
  - Nursing unit logs
  - May need to submit copy of the certification

- Issues:
  What certifications included?
  Dates of initial certification and recertification?
  Linked to unit of nurse?

- Actionable data for organization?
  - Accreditation reports (Magnet, Clinical ladders, NDNQI)
  - Salary adjustment or reimbursement for certification
Data Sources for Credential: Surveys

- Survey data
  - National Sample Survey of Registered Nurses (NSSRN) - 2008
  - National Nursing Home Survey (administrators) - 2004

- NSSRN had 3 categories:
  - National Advanced Practice Nurse Certifications
  - National Nursing Certifications
  - National Skill-based Nursing Certifications

“Do you currently have any National nurse certifications?”

- list up to three
- aggregated to 55 categories plus “other” for reports
70b. Which of the following skill-based certifications do you currently have? Mark all that apply.

- No current skill-based certifications
- Life Support (BLS, ALS, BCLS, and others)
- Resuscitation (CPR, NRP, and others)
- Emergency Medicine/Nursing (EMT, ENPC, and others)
- Trauma Nursing (TNCC, ATCN, ATN, and others)
- Other

Specify:

70d. Other than those previously listed, what other National nursing certifications do you currently have? Specify name or acronym and organization below.

- No other current National nursing certifications

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Certification Name: 

Certifying Organization:
### Table 11. National nursing certifications for registered nurses: 2008

<table>
<thead>
<tr>
<th>Type of certification</th>
<th>Number in sample</th>
<th>Estimated number*</th>
<th>Estimated percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total certification</td>
<td>12,209</td>
<td>1,094,838</td>
<td>35.7</td>
</tr>
<tr>
<td>Administrator</td>
<td>110</td>
<td>8,317</td>
<td>0.3</td>
</tr>
<tr>
<td>Ambulatory</td>
<td>73</td>
<td>5,103</td>
<td>0.2</td>
</tr>
<tr>
<td>Anesthesiology</td>
<td>70</td>
<td>6,230</td>
<td>0.2</td>
</tr>
<tr>
<td>Cardiac rehabilitation</td>
<td>50</td>
<td>4,569</td>
<td>0.1</td>
</tr>
<tr>
<td>Case management</td>
<td>434</td>
<td>31,106</td>
<td>1.0</td>
</tr>
<tr>
<td>Community health</td>
<td>46</td>
<td>5,024</td>
<td>0.2</td>
</tr>
<tr>
<td>Critical care</td>
<td>609</td>
<td>58,320</td>
<td>1.9</td>
</tr>
<tr>
<td>Diabetes educator</td>
<td>108</td>
<td>7,924</td>
<td>0.3</td>
</tr>
<tr>
<td>Family practice</td>
<td>61</td>
<td>5,277</td>
<td>0.2</td>
</tr>
<tr>
<td>Gastroenterology</td>
<td>51</td>
<td>5,411</td>
<td>0.2</td>
</tr>
<tr>
<td>General practice</td>
<td>43</td>
<td>3,686</td>
<td>0.1</td>
</tr>
<tr>
<td>General surgery</td>
<td>346</td>
<td>28,599</td>
<td>0.9</td>
</tr>
<tr>
<td>Gerontology</td>
<td>134</td>
<td>9,136</td>
<td>0.3</td>
</tr>
<tr>
<td>Hospice and palliative care/home health</td>
<td>183</td>
<td>15,058</td>
<td>0.5</td>
</tr>
<tr>
<td>Infection control</td>
<td>36</td>
<td>3,725</td>
<td>0.1</td>
</tr>
<tr>
<td>Infusion therapy</td>
<td>82</td>
<td>6,856</td>
<td>0.2</td>
</tr>
<tr>
<td>Lactation consult</td>
<td>109</td>
<td>9,164</td>
<td>0.3</td>
</tr>
<tr>
<td>Legal nurse</td>
<td>70</td>
<td>4,822</td>
<td>0.2</td>
</tr>
<tr>
<td>Life support/resuscitation (BLS, ALS, BCLS, CPR, NRP, and others)</td>
<td>10,545</td>
<td>956,472</td>
<td>31.2</td>
</tr>
</tbody>
</table>
Data Sources for Credential: NNHS

9. What certification(s) does the Director of Nursing have?
   
   X box(es) that apply.

   0 ■ None
   1 ■ National Association of Directors of Nursing Administration in Long-term Care (NADONA)
   2 ■ American Association of Nurse Assessment Coordinators (AANAC)
   3 ■ American Nurses Credentialing Center (ANCC) in Gerontological Nursing
   4 ■ American Nurses Credentialing Center (ANCC) -- OTHER (Nursing Administration, Medical-surgical nursing, etc.)
   5 ■ Association of Rehabilitation Nurses - Certified Rehabilitation Registered Nurse (CRRN)
   6 ■ Association for Professionals in Infection Control and Epidemiology (APIC)
   7 ■ Other certification

2. Is the Medical Director Board certified in any of these specialties?
   
   X box(es) that apply.

   1 ■ Emergency Medicine
   2 ■ Family Medicine
   3 ■ Internal Medicine
   4 ■ Geriatrics
   9 ■ None of the above

4. Does the Medical Director have an American Medical Director’s Association (AMDA) certification?
   
   X one box.

   1 ■ Yes
   2 ■ No
Considering meaningful use and other data collection mandates, how much of a priority is this for employers?

There is no longer a federally sponsored national survey of registered nurses, efforts are state-based and do not include certifications.

If hospitals or survey developers were to collect data on nurse certification, there is a need for:
- standardized definitions
- clear categories (e.g., skill-based, competency-based, etc.)
- specified data elements (e.g., dates of original and re-certification)
- reporting formats
Thank you!

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