Nursing Certification Research
Perceived Value of Certification Tool (PVCT)

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The Association of PeriOperative Registered Nurses (AORN) House of Delegates of the 1978 Congress voted to provide a voluntary certification program for Operating Room (OR) nurses.

In 1979, the AORN Board of Directors approved incorporation of the council in order to separate certification activities from educational endeavors, thereby lessening any conflict of interest. The council became incorporated in January 1980.

Current name if the Competency and Credentialing Institute (CCI). CCI supports two perioperative nursing certification programs (CNOR – 32,878) and (CRNFA - 1397). Perioperative Clinical Nurse Specialist certification in development (launch 2014).

Multi-phased research agenda for the period 2000 – present. The Perceived Value of Certification Tool (PVCT) is the most visible element of that research work.
  – Active with both the ICE and ABNS research committees
## Perceived Value of Certification Tool (PVCT)

**Directions:** Below are statements that relate to perceived values of certification. Please indicate the degree to which you agree or disagree with the statements by circling **SA** for strongly agree, **A** for agree, **D** for disagree, **SD** for strongly disagree, or **NO** for no opinion.

<table>
<thead>
<tr>
<th></th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
<th>No Opinion</th>
</tr>
</thead>
<tbody>
<tr>
<td>Validates specialized knowledge</td>
<td>SA</td>
<td>A</td>
<td>D</td>
<td>SD</td>
<td>NO</td>
</tr>
<tr>
<td>Indicates level of clinical competence</td>
<td>SA</td>
<td>A</td>
<td>D</td>
<td>SD</td>
<td>NO</td>
</tr>
<tr>
<td>Indicates attainment of a practice standard</td>
<td>SA</td>
<td>A</td>
<td>D</td>
<td>SD</td>
<td>NO</td>
</tr>
<tr>
<td>Enhances professional credibility</td>
<td>SA</td>
<td>A</td>
<td>D</td>
<td>SD</td>
<td>NO</td>
</tr>
<tr>
<td>Promotes recognition from peers</td>
<td>SA</td>
<td>A</td>
<td>D</td>
<td>SD</td>
<td>NO</td>
</tr>
<tr>
<td>Promotes recognition from other health professionals</td>
<td>SA</td>
<td>A</td>
<td>D</td>
<td>SD</td>
<td>NO</td>
</tr>
<tr>
<td>Promotes recognition from employers</td>
<td>SA</td>
<td>A</td>
<td>D</td>
<td>SD</td>
<td>NO</td>
</tr>
<tr>
<td>Increases consumer confidence</td>
<td>SA</td>
<td>A</td>
<td>D</td>
<td>SD</td>
<td>NO</td>
</tr>
<tr>
<td>Enhances feeling of personal accomplishment</td>
<td>SA</td>
<td>A</td>
<td>D</td>
<td>SD</td>
<td>NO</td>
</tr>
<tr>
<td>Enhances personal confidence in clinical abilities</td>
<td>SA</td>
<td>A</td>
<td>D</td>
<td>SD</td>
<td>NO</td>
</tr>
<tr>
<td>Provides personal satisfaction</td>
<td>SA</td>
<td>A</td>
<td>D</td>
<td>SD</td>
<td>NO</td>
</tr>
<tr>
<td>Provides professional challenge</td>
<td>SA</td>
<td>A</td>
<td>D</td>
<td>SD</td>
<td>NO</td>
</tr>
<tr>
<td>Enhances professional autonomy</td>
<td>SA</td>
<td>A</td>
<td>D</td>
<td>SD</td>
<td>NO</td>
</tr>
<tr>
<td>Indicates professional growth</td>
<td>SA</td>
<td>A</td>
<td>D</td>
<td>SD</td>
<td>NO</td>
</tr>
<tr>
<td>Provides evidence of professional commitment</td>
<td>SA</td>
<td>A</td>
<td>D</td>
<td>SD</td>
<td>NO</td>
</tr>
<tr>
<td>Provides evidence of accountability</td>
<td>SA</td>
<td>A</td>
<td>D</td>
<td>SD</td>
<td>NO</td>
</tr>
<tr>
<td>Increases marketability</td>
<td>SA</td>
<td>A</td>
<td>D</td>
<td>SD</td>
<td>NO</td>
</tr>
<tr>
<td>Increases salary</td>
<td>SA</td>
<td>A</td>
<td>D</td>
<td>SD</td>
<td>NO</td>
</tr>
</tbody>
</table>

- 18 item instrument
- 5 point Likert type scale with a “No Opinion” option
- Self-report of the perceived value of certification from the nurse perspective
- Has been used to survey nurses and administrators as well as both certified and non-certified nurses
- Produces ordinal level data
<table>
<thead>
<tr>
<th>Year</th>
<th>Study Details</th>
</tr>
</thead>
</table>
| 2003 | Gaberson, Schroeter, Killen & Valentine  
Certified Perioperative Nurses  
1398 subjects |
| 2006 | Sechrist, Valentine & Berlin)  
Certified and Non-Certified Perioperative Nurses, Nurse Administrators  
2498 subjects |
| 2007 | American Board of Nursing Specialties - Niebuhr  
Certified and Non-Certified Nurses from 20 Nursing Specialties  
11,427 subjects |
Current Status

Copyright held by the Competency and Credentialing Institute (CCI)

CCI encourages and promotes use of the PVCT
- Approval process is standardized and streamlined
- Often used by novice researchers (graduate students, doctoral candidates)
- Used in support of unit level or hospital level research efforts at Magnet facilities

Now have results for 25,044 respondents
- There have been in excess of 100 requests for use since the PVCT was developed
- Seven (7) requests in 2013

Summary of results and abstracts of published works are found on your thumb drive
- Descriptive studies are the most common use
- Assessments of facility or group to establish current state
Key Points

**PVCT® Value Statements**

**Intrinsic Factors**
- Enhances feeling of personal accomplishment
- Validates specialized knowledge
- Provides personal satisfaction
- Indicates professional growth
- Provides professional challenge
- Indicates attainment of a practice standard
- Enhances professional credibility
- Provides evidence of professional commitment
- Enhances personal confidence in clinical abilities
- Provides evidence of accountability
- Indicates level of clinical competence
- Enhances professional autonomy

**Extrinsic Factors**
- Promotes recognition from peers
- Increases marketability
- Promotes recognition from other health professionals
- Increases consumer confidence
- Promotes recognition from employers
- Increases salary

- PVCT scores most often reported as a percentage of respondents in agreement with a statement (Strongly Agree, Agree)

- Comparisons can be made between groups (IE Certified, Non-Certified, Administrators)

- Intrinsic Factors consistently rated at a higher level of agreement

- Extrinsic Factors rated at a lower level of agreement

- Consistently, very poor agreement that certification “Increases salary”
Statistical Information

• PVCT scores most often reported as a percentage of respondents in agreement with a statement (Strongly Agree, Agree)

• Other researchers have assigned numerical values to produce an overall score in the range of 0-72 (maximum of 4 points per item)

• PVCT produces ordinal level data but often treated as interval level data
  – This may be done if the results have near normal distribution

• Interval level data allows use of parametric statistical techniques

• PVCT has been demonstrated to be valid and reliable when used with nurses to include a variety of specialties including perioperative nursing
  – Cronbach’s Alpha results have ranged from .93 to .96

• Using factor analysis the items sort into two factors – Intrinsic and Extrinsic
Summary

• PVCT has now been used in a number of studies with a wide variety of nursing specialties

• Several studies published in the peer-reviewed literature (see thumb drive)

• Possible to differentiate respondents to certified and non-certified status based on PVCT scores

• Survey data from studies using the PVCT indicate that there are numerous barriers to achieving certification – Most are related to a perception of a shortfall in external reinforcement:
  – Lack of extrinsic rewards
  – Lack of institutional support for certification
  – Lack of institutional reward
  – Lack of institutional support
Future Research

• Consolidate current PVCT results into a database
• Initiate PVCT Toolkit
• Further research topics
  – Explore significance in differences in PVCT scores between Magnet and non-Magnet nurses
  – Explore relationship between PVCT scores and nursing and patient outcomes
  – Research to validate the effect of external reinforcement mechanisms on certification behaviors
  – Examine the effect of the nursing work environment regarding the perception of value of certification
  – Investigate the public perception of nursing certification
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