

Consideration of Request to Approve the Certified Nurse Educator Certification to Meet Continuing Competency Requirements for Licensure Renewal

Summary of Request:

The purpose of this action agenda item is to request the Board to consider approving the Certified Nurse Educator (CNE®) certification offered by the National League for Nursing (NLN) to the list of Board approved certifications accredited by The National Commission for Certifying Agencies (NCCA) that a nurse may use to meet the continuing competency requirements for licensure renewal.

Historical Perspective:

The Texas Nursing Practice Act (Texas Occupations Code, Chapter 301, et. seq.) authorizes the Board to recognize, prepare, or implement continuing competency programs for license holders and may require participation in continuing competency programs as a condition of renewal of a license. The programs may allow a license holder to demonstrate competency through various methods including: (1) completion of targeted continuing education programs; and (2) consideration of a license holder's professional portfolio, including certifications held by the license holder [301.303]. Board Rule 216.2 states "the purpose of continuing competency is to ensure that nurses stay abreast of current industry practices, enhance their professional competence, learn about new technology and treatment regimens, and update their clinical skills. Continuing education in nursing includes programs beyond the basic preparation which are designed to promote and enrich knowledge, improve skills and develop attitudes for the enhancement of nursing practice, thus improving health care to the public. Nursing certification is another method for demonstrating continuing competence...The Board encourages nurses to choose continuing education courses that relate to their work setting and area of practice or to attain, maintain, or renew an approved national nursing certification in their practice area, which benefits the public welfare."

In order for a certification to qualify as continuing competency for licensure renewal it must be in nursing and have the approval of a national certification accreditation agency recognized by the Board. One such certification accreditation agency is the National Commission for Certifying Agencies (NCCA). The Board has previously approved certifications from this certification accreditation agency when it has been deemed that the certification is substantively equivalent to the Board's continuing competency requirements. Previous certifications that have been approved by the Board include:

- **AACN-CC: Acute/Critical Care Nursing (CCRN),**
- **AACN-CC: Tele-ICU Acute/Critical Care Nursing (CCRN-E),**

- **AACN-CC: Acute/Critical Care Knowledge Professional (CCRN-K),**
- **AACN-CC: Progressive Care Nursing (PCCN),**
- **AACN-CC: Nurse Manager and Leader (CNML),**
- **ABOHN: Certified Occupational Health Nurse (COHN),**
- **ABOHN: Certified Occupational Health Nurse-Specialist (COHN-S),**
- **NCC: Inpatient Obstetric Nursing (RNC-OB),**
- **NCC: Maternal Newborn Nursing (RNC-MNN),**
- **NCC: Low Risk Neonatal Nursing (RNC-LRN), and**
- **NCC: Neonatal Intensive Care Nursing (RNC-NIC).**

Current Perspective:

The NLN obtained NCCA accreditation on April 1, 2009 for their Certification for Nurse Educators (CNE®).¹ This certification establishes “nursing education as a specialty area of practice and creates a means for faculty to demonstrate their expertise in this role. It communicates to students, peers, and the academic and healthcare communities that the highest standards of excellence are being met.”¹ “The mission of the Academic Nurse Educator Program is to promote excellence in the advanced specialty role of the academic nurse educator.”¹ The objectives of the CNE® certification are to “distinguish academic nursing education as a specialty area of practice and an advanced practice role within professional nursing, recognize the academic nurse educator’s specialized knowledge, skills, and abilities and excellence in practice; strengthen the use of core competencies of nurse educator practice; and contribute to nurse educators’ professional development.”¹ Data received from NLN confirm there are currently 700 CNE®s in the State of Texas with 6,600 CNE®s in total. Texas has had the highest number of CNE®s in the country for the past four years. Additionally, the CNE® program has experienced a 100% growth rate over the past four years, and is expected to continue growing.

Board Staff Analysis:

Attachment “A” describes the requirements and pathway options for initial CNE® certification and renewal. Attachment “B” outlines a comparison of the Board’s continuing competency requirements to the CNE® certification requirements for renewal.⁵

After an in-depth analysis of the requirements for initial CNE® certification and renewal, Board staff find this certification to be substantively equivalent to Board Rule requirements for continuing competency. Since continuing competency is needed, by board rule, to be within the nurse’s area of practice this certification affords nurse educators this opportunity. Nurses must, for renewal of this certification, either take the Certified Nurse Educator Exam or complete a minimum of 50 renewal credits during each five year renewal cycle, with qualifying activities distributed across the five-year period. Qualifying activities must correlate with at least five of the NLN’s Nurse Educator Core Competencies which align with the Board Rule requirements as depicted by Attachment “B”.

Staff Recommendation:

Move to approve the Certified Nurse Educator (CNE®) certification offered by the National League for Nursing (NLN) to the list of Board approved certifications that meet the continuing competency requirements for licensure renewal.

References

- ¹ National League for Nursing. (2018). Certification for nurse educators (CNE®). Retrieved from <http://www.nln.org/professional-development-programs/Certification-for-Nurse-Educators>
- ² National League for Nursing. (2018). Eligibility. Retrieved from <http://www.nln.org/professional-development-programs/Certification-for-Nurse-Educators/eligibility>
- ³ National League for Nursing (2018). Certified nurse educator (CNE®) 2018 candidate handbook. Retrieved from <http://www.nln.org/professional-development-programs/Certification-for-Nurse-Educators/handbook>
- ⁴ National League for Nursing (2018). Information for meeting requirements. Retrieved from <http://www.nln.org/professional-development-programs/Certification-for-Nurse-Educators/recertification/information-for-meeting-requirements>
- ⁵ National League for Nursing (2018). CNE® renewal activities form (DOC). Retrieved from <http://www.nln.org/professional-development-programs/Certification-for-Nurse-Educators/recertification/information-for-meeting-requirements>

Pathway to Initial CNE® Certification and Renewal:

Initial CNE® Certification Requirements:

"Eligibility requirements for initial CNE® certification include two options"²:

"Option A: Must meet criteria 1 & 2

1. Licensure
 - A currently active, unencumbered, registered nurse designation in the country where currently practicing as a nurse educator.
2. Education
 - a master's or doctoral degree in nursing with a major emphasis in nursing education or
 - a master's or doctoral degree in nursing plus a post-master's certificate in nursing education or
 - master's or doctoral degree in nursing and nine or more credit hours of graduate-level education courses* (Examples of acceptable courses include: Curriculum Development and Evaluation; Instructional Design; Principles of Adult Learning; Assessment/Measurement & Evaluation; Principles of Teaching and Learning, Instructional Technology. Note: Graduate-level research or statistics courses do not count toward this requirement)."²

"Option B: Must meet criteria 1, 2 & 3

1. Licensure
 - A currently active, unencumbered registered nurse designation in the country where currently practicing as a nurse educator.
2. Education
 - A master's or doctoral degree in nursing (with a major emphasis in a role other than nursing education).
3. Experience
 - Two years or more employment in a nursing program in an academic institution within the past five years."²

CNE® Certification Renewal Requirements:

"CNE® certification status is granted for a period of five years. The five year renewal cycle is based on the currency of practice in nursing and changes associated with pedagogy (for example, increased focus on simulation). The purpose of requiring certification renewal is to ensure the educator has continued to expand knowledge relevant to the role of an academic nurse educator.

Use of the CNE® credential is valid until the date indicated on the CNE® certificate issued by the NLN's Academic Nurse Educator Certification Program. A certified nurse educator can obtain certification renewal by maintaining practice requirements and a.) fulfilling professional development requirements or b.) recertification by re-taking the Certified Nurse Educator (CNE®) examination.”³

“Option A: Fulfilling Professional Development Requirements

1. Accrue a minimum of 50 renewal credits (RCs) during each renewal cycle.
 - Renewal credit refers to "organized professional activities which are indicators of continued professional development as a nurse educator."
2. Credits are earned only for participation in activities during the current renewal cycle.
3. Qualifying activities will be distributed across the five-year period.
1. Activities must be related to at least five of the NLN's Nurse Educator Core”⁴
“Competencies
 - Facilitate Learning: Nursing educators are responsible for creating an environment in classroom, laboratory and clinical settings that facilitate student learning and achievement of desired cognitive, affective, and psychomotor outcomes.
 - Facilitate Learner Development & Socialization: Nurse educators recognize their responsibility for helping students develop as nurses and integrate the values and behaviors expected of those who fulfill that role.
 - Use Assessment & Evaluation Strategies: Nurse educators use a variety of strategies to assess and evaluate student learning in the classroom, laboratory and clinical settings, as well as in all domains of learning.
 - Participate in Curriculum Design & Evaluation of Program Outcomes: Nurse educators are responsible for formulating program outcomes and designing curricula that reflect contemporary healthcare trends and prepare graduates to function effectively in the healthcare environment.
 - Function as Change Agent & Leader: Nurse educators function as change agents and leaders to create a preferred future for nursing education and nursing practice.
 - Pursue Continuous Quality Improvement in the Nurse Educator Role: Nurse educators recognize that their role is multi-dimensional and that an ongoing commitment to develop and maintain competence in the role is essential.
 - Engage in Scholarship: Nurse educators acknowledge that scholarship is an integral component of the faculty role and that teaching itself is a scholarly activity.
 - Function within the Educational Environment: Nurse educators are knowledgeable about the educational environment within which they practice and recognize how political, institutional, social and economic forces impact their role.”⁵

“Option B: Certified Nurse Educator Exam

Register and pass the Certified Nurse Educator exam before the certification expiration date.”⁴

Comparison of Board Continuing Competency Requirements to CNE® Certification Requirements for Renewal

Below is a comparison created by Board Staff that compares the most applicable Board Rules related to continuing competency and the CNE® requirements for renewal.⁵

Texas Board of Nursing Continuing Competency Requirements	CNE® Requirements Qualifying Activities & Renewal Credits
<p>Board Rule 216.3(a): A nurse may choose to complete 20 contact hours of continuing nursing education (CNE®) within the two years immediately preceding renewal of registration in his or her area of practice. These hours shall be obtained by participation in programs approved by a credentialing agency recognized by the Board.</p> <p>Board Rule 216.4: Continuing Education programs must be approved by a credentialing agency or an affiliated entity of one of these agencies.</p>	<ul style="list-style-type: none"> • Accrue a minimum of 50 renewal credits (RCs) during each renewal cycle. <ul style="list-style-type: none"> ○ Renewal credit refers to "organized professional activities which are indicators of continued professional development as a nurse educator." • Credits are earned only for participation in activities during the current renewal cycle. • Qualifying activities will be distributed across the five-year period. • Activities must be related to at least five of the NLN's Nurse Educator Core Competencies (delineated below)
<p>Board Rule 216.3(a): A nurse may choose to complete 20 contact hours of continuing nursing education (CNE®) within the two years immediately preceding renewal of registration in his or her area of practice. These hours shall be obtained by participation in programs approved by a credentialing agency recognized by the Board.</p> <p>Board Rule 216.4: Continuing Education programs must be approved by a credentialing agency or an affiliated entity of one of these agencies.</p>	<p><u>Faculty Development:</u> <i>Seminars, Workshops, or Conferences</i></p> <p>Attendance at continuing education seminars, workshops, conferences, or other educational programs offered by NLN and/or other educational program providers. Program content must relate to nursing education or higher education. The continuing education activity must be approved by an accreditation body and grant continuing education contact hours. Programs must be relevant to the academic nurse educator role or the maintenance of competence related to one's area(s) of teaching responsibility. A list of NLN faculty</p>

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	<p>development courses is posted on the NLN website at www.nln.org. <i>(One continuing education contact hour = 1 RC)</i> <i>(One continuing education clock hour or contact hour = 1 RC)</i></p>
<p>Board Rule 216.2: The purpose of continuing competency is to ensure that nurses stay abreast of current industry practices, enhance their professional competence, learn about new technology and treatment regimens, and update their clinical skills. Continuing education in nursing includes programs beyond the basic preparation which are designed to promote and enrich knowledge, improve skills and develop attitudes for the enhancement of nursing practice, thus improving health care to the public.</p>	<p><u>Faculty Development:</u> <i>Scholarship</i> Participation in activities that facilitate enhancement of faculty expertise and achievement of program goals. May include, but is not limited to, attendance at faculty development programs, reading journal articles, books, monographs, dissertations, or other publications on nursing and/or higher education. <i>(One hour of faculty development/scholarship = 1 RC)</i></p>
<p>Board Rule 216.5(c): Authorship. A licensee may receive CE credit for development and publication of a manuscript related to nursing and health care. (1) Upon audit by the Board, the licensee must submit a letter from the publisher indicating acceptance of the manuscript for publication or a copy of the published work. (2) One contact hour per distinct publication may be obtained by this means per renewal period.</p>	<p><u>Publications:</u> Author articles published in refereed and non-refereed journals, publish book or write chapters in edited book. Credit is granted based on the type of publication. <i>(Refereed journal article = 5 RC) / (Non-refereed article = 2 RC)</i> <i>(Chapter in published book = 5 RC)</i></p>

Texas Board of Nursing Continuing Competency Requirements	CNE® Requirements Qualifying Activities & Renewal Credits
<p>Board Rule 216.5(b): Program Development and Presentation. Development and presentation of a program that is approved by one of the credentialing agencies or providers approved by the Board. (1) Upon audit by the Board, the licensee must submit to the Board on one page: the title of the program, program objectives, brief outline of content, credentialing agency, provider number assigned to the program, dates and locations of the presentation, and number of contact hours. (2) Contact hours for a presentation shall equal the number of contact hours awarded by a credentialing agency or provider approved by the Board. Contact hours may be obtained by this means by the nurse(s) who developed and/or presented the qualifying program per renewal period. Only distinct activities may be used to obtain contact hours by this means for a renewal period.</p>	<p><u>Presentations:</u> Speaker or presenter for professional event through which one shares her/his expertise as an academic nurse educator. Courses taught to students as part of one's teaching workload are excluded. May include, but not limited to, presentation of paper, workshops, poster, seminar, or other activity at local, regional, national or international forums to health professionals, nurse educators and/or academic colleagues. <i>(One clock hour of professional presentations = 1.5 RC)</i></p>
<p>Board Rule 216.2: The purpose of continuing competency is to ensure that nurses stay abreast of current industry practices, enhance their professional competence, learn about new technology and treatment regimens, and update their clinical skills. Continuing education in nursing includes programs beyond the basic preparation which are designed to promote and enrich knowledge, improve skills and develop attitudes for the enhancement of nursing practice, thus improving health care to the public.</p>	<p><u>Leadership Activities:</u> Participation in nursing organizations, associations or committees. Activities include, but are not limited to, serving as an item writer for a certification, achievement, or licensure exam; membership or leadership on a committee or board pertaining to nursing education or higher education; appointment to a special panel or think tank on an education issue; representing nursing education on a multidisciplinary work group; representing nursing education in a nursing professional association or State Board of Nursing; serving as an accreditation program evaluator or consultant to a nursing education program; providing testimony or supporting documentation for nursing education policy issues; appointment as a visiting professor; participation in a formal mentoring program.</p>

Texas Board of Nursing Continuing Competency Requirements	CNE® Requirements Qualifying Activities & Renewal Credits
	<p>A minimum of six consecutive months of service is required to qualify for credit. Credit may be granted for actual service or participation time only.</p> <p><i>(Five hours of leadership or community service activities = 1 RC)</i> <i>(Five hours of professional service activities = 1 RC)</i></p>
<p>Board Rule 216.2: The purpose of continuing competency is to ensure that nurses stay abreast of current industry practices, enhance their professional competence, learn about new technology and treatment regimens, and update their clinical skills. Continuing education in nursing includes programs beyond the basic preparation which are designed to promote and enrich knowledge, improve skills and develop attitudes for the enhancement of nursing practice, thus improving health care to the public.</p>	<p><u>Community Service Activities:</u> Provide non-compensated nursing education services to non-client individuals or organizations as a volunteer to a community or charitable group.</p> <p>Renewal credit may be granted for actual service time only.</p> <p><i>(Five hours of volunteer service = 1 RC)</i></p>
<p>Board Rule 216.2: The purpose of continuing competency is to ensure that nurses stay abreast of current industry practices, enhance their professional competence, learn about new technology and treatment regimens, and update their clinical skills. Continuing education in nursing includes programs beyond the basic preparation which are designed to promote and enrich knowledge, improve skills and develop attitudes for the enhancement of nursing practice, thus improving health care to the public.</p>	<p><u>Innovative Teaching/Learning Activities:</u> Development of educational courses, programs, materials, or products using innovative teaching/learning and evaluative strategies and the scholarly investigation of teaching processes. Includes, but not limited to, creating a new nursing education product; designing and developing a new nursing course; designing and developing a new nursing curriculum or program; designing and developing service learning projects; conducting nursing education research; participating in collaborative ventures with community partners; engaging in multi-site</p>

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	<p>collaboration to develop innovations in nursing education. <i>(Three hours of innovative teaching/learning activities = 1 RC)</i></p>
<p>216.5(a): In addition to those programs reviewed by a Board approved entity, a licensee may attend an academic course that meets the following criteria:</p> <p>(1) The course shall be within the framework of a curriculum that leads to an academic degree in nursing or any academic course directly relevant to the licensee's area of nursing practice.</p> <p>(2) Participants, upon audit by the Board, shall be able to present an official transcript indicating completion of the course with a grade of "C" or better, or a "Pass" on a Pass/Fail grading system.</p> <p>Board Rule 216.1(1): Academic course--A specific set of learning experiences offered in an accredited school, college or university. Academic credit will convert on the following basis: One academic quarter hour = 10 contact hours; one academic semester hour = 15 contact hours.</p>	<p><u>College or University Courses:</u> Successful completion of graduate-level academic coursework at an accredited university or college during the current renewal cycle. Courses must be related to education and facilitate one's development in the academic nurse educator role. <i>(One university/college course [3 semester hours] = 15 RC)</i></p>