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Title

Empowering nurses through speciality certification

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Empowering Nurses through Specialty Certification

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Background

At the University of California Davis Medical Center (UCDMC) two units: East 3 and South 1 share the same nursing staff. South 1 is a 17-bed medical surgical unit that has been open since November 2018 and in December of 2020, East 3 opened as a 19-bed medical surgical unit with plans to increase patient capacity totaling 29 beds. With the influx of new nursing staff into these units it would be beneficial to increase the amount of Medical-Surgical Certifications. Of the current 63-total staff, 20 nurses were already certified, 40 nurses are eligible to obtain certification, and 3 nurses did not meet the minimum required nursing practice experience.

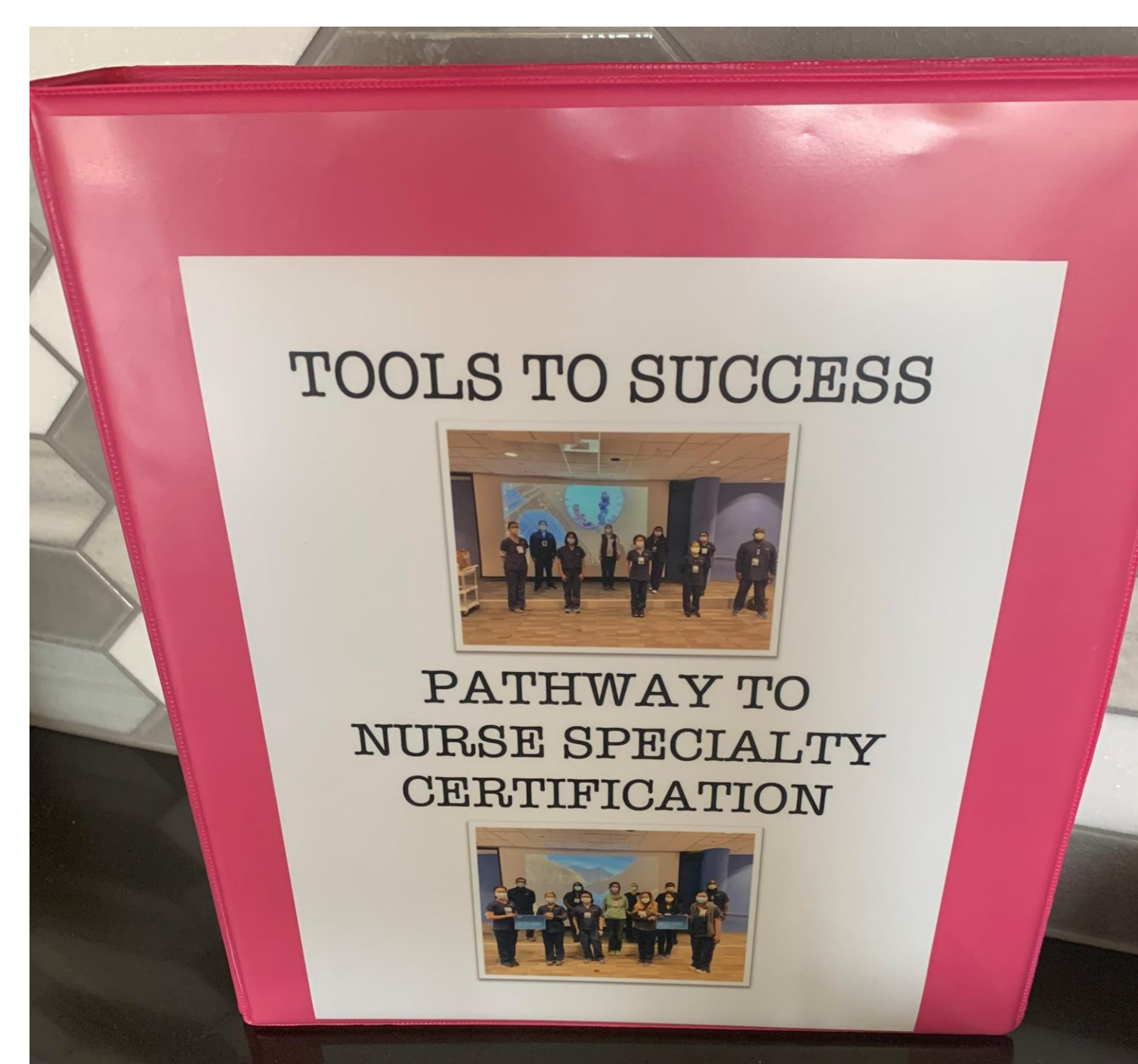
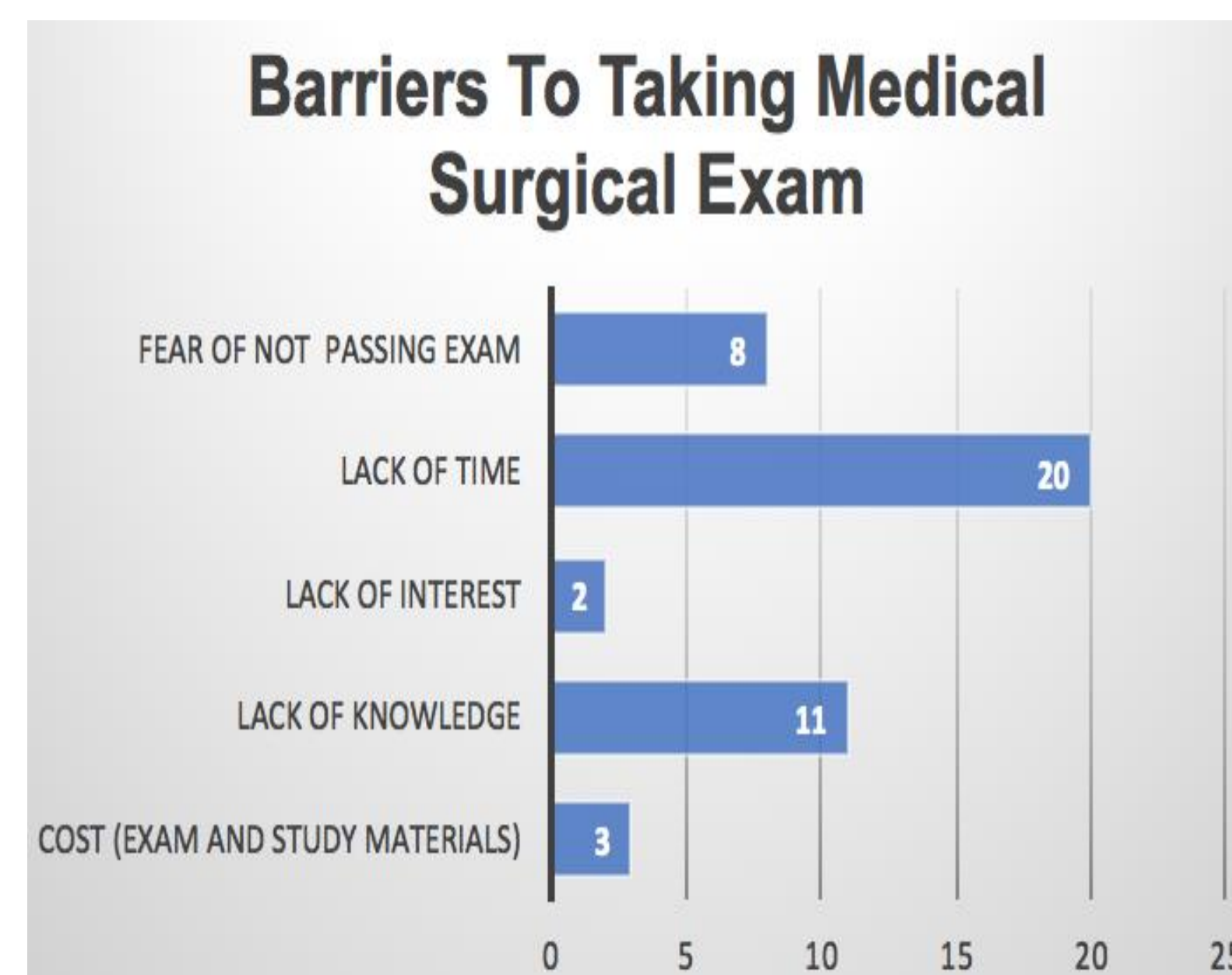
Purpose

The purpose of this project is to increase the number of Medical-Surgical Certifications. In alignment with our hospital wide goal of 57% specialty certification, our goal is to increase our certified nurses from 20 to 30 nurses.

Methods

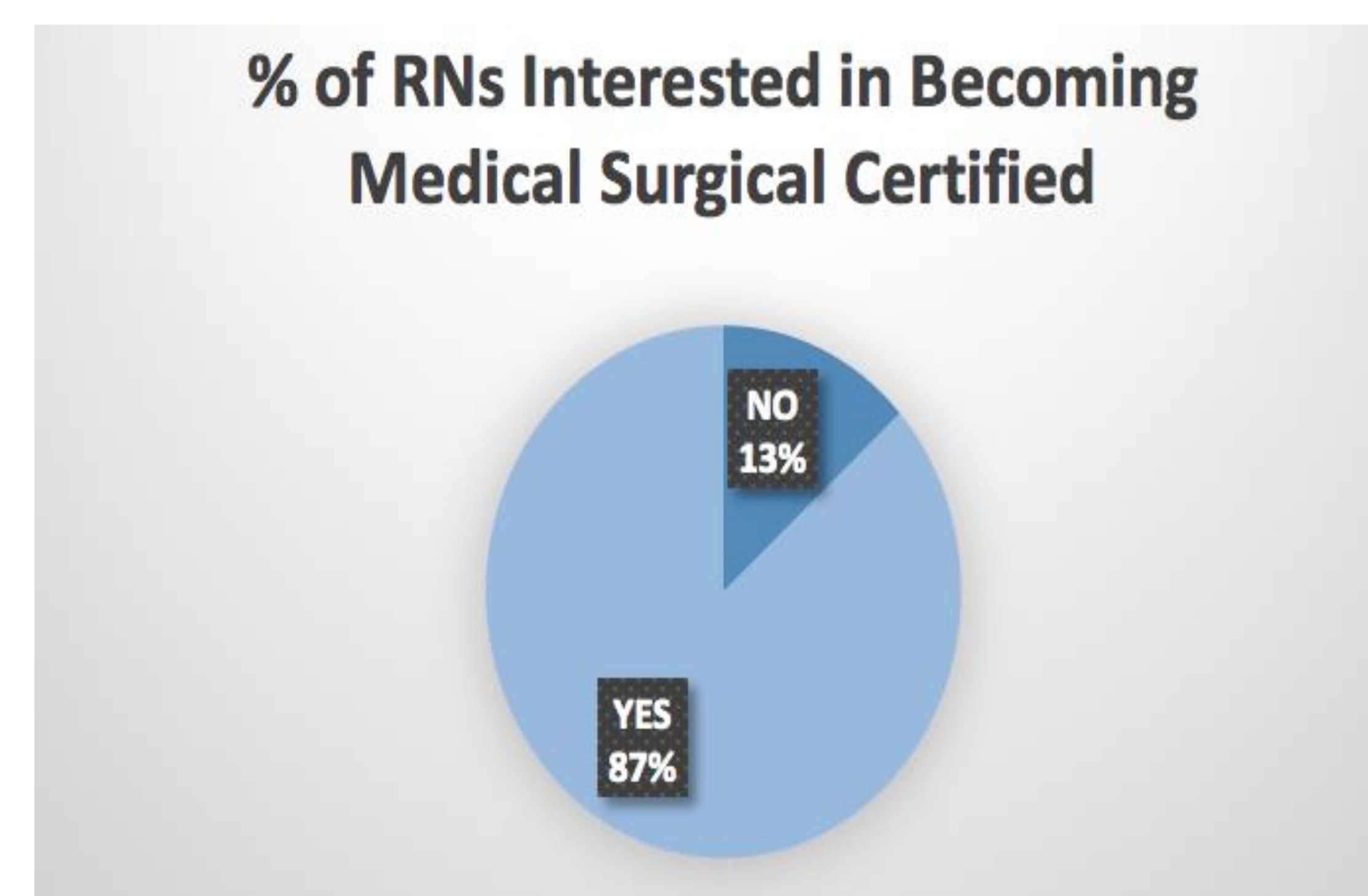
- Identify
 - Conduct survey of staff to identify barriers in obtaining initial certification
 - Create rooster of eligible staff
- Educate
 - Create a table showing the differences between the Medical-Surgical Nursing Certification Board and the American Nurses Credentialing Center
 - Inform that the UCDMC incentivizes staff with a monthly stipend
 - Host a study group for those interested in taking exam
- Support
 - Provide a unit education resource binder
 - Assist nurses when applying for the ANCC Success Pays Program and MSNCB Failsafe Certification Program
- Recognize
 - A wooden plaque will recognize each certified nurse on the unit, and each were given a token of appreciation during Specialty Certification Day in March
 - A hospital wide list of newly certified nurses are displayed in the quarterly newsletter, and an annual poster is exhibited on every nursing unit during Nurse Specialty Certification Week

Implementation



	CMSRN	RN-BC
Credential	Certified Medical-Surgical Registered Nurse (CMSRN)	Registered Nurse-Board Certified (RN-BC)
Certifying Body	Medical-Surgical Nursing Certification Board (MSNCB) msncb.org	American Nurses Credentialing Center (ANCC) nursecredentialing.org
Endorsement from Specialty Nursing Organization	Yes, by AMSN (Academy of Medical-Surgical Nurses)	No
Accreditation by ABSNC (Accreditation Board for Specialty Nursing Certification)	Yes	Yes
Accepted by ANCC for Magnet Recognition Status	Yes	Yes
Certification Duration	5 Years	5 Years
Years Practice Registered Nurse	2 Years	2 Years
Type of Practice	Clinical, Management or Education	Clinical
Practice Hours Last 3 Years	2,000 Hours	2,000 Hours
Contact Hours	None	30 Contact Hours within 3 Years
# Of Questions	150 (+25 trial questions on paper & pencil)	175
Testing Options	Computer-Based Testing or Paper and Pencil	Computer-Based Testing
Application Fees	\$375	\$395
Member Fees	\$255 AMSN Member	\$270 ANA Member
Facility Registration Program	Yes - MSNCB Fail-Safe Certification Program	Yes - ANCC Success Pays Program

Results



Conclusion

This is a continuing project as some of our interventions are still being implemented. The resource binder is being shared with our continually growing staff, the certification plaque is in the process of being made, and study groups are being formed. We are excited to see how many more certified nurses there will be.

Implications

There is no evidence that the interventions implemented had any effect on actually increasing the amount of certified nurses on our unit. It would be interesting to compare how many of our new nurses become certified relative to staff hired on other UCDMC units.

References

- Admin. (2019, November 12). Medical-Surgical nursing Certification. Retrieved from <https://www.msncb.org/medical-surgical>
- Schroeter, K. (2015). The Value of Certification. Journal of Trauma Nursing, 22(2), 53-53. Retrieved from https://www.nursingcenter.com/journalarticle?Article_ID=2779001&Journal_ID=607948&Issue_ID=2779000

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