

## **SE3 – COMMITMENT TO PROFESSIONAL DEVELOPMENT**

*Provide a narrative description of the organization's action plan for registered nurses' progress toward obtaining professional board certification. The organization's action plan must include:*

- *State the targeted goal*
- *How the target was established*
- *What strategies were utilized to achieve or maintain the target*
- *How the nurses are supported to achieve or maintain professional board certification*

### **State the Targeted Goal**

To increase the organization's professional nursing board certification rate by one percentage point over two years

### **How the Target Was Established**

The Nurse Executive Council makes decisions to guide professional nursing practice at NewYork-Presbyterian/Columbia University Irving Medical Center (NYP/Columbia). In February 2022, council attendees included the following nurse leaders: Bernadette Khan, DNP, RN, NEA-BC, Group Vice President and Chief Nursing Officer, NYP/Columbia Division; Jeffrey Hammond, MS, BSN, RN, NEA-BC, Director of Nursing, Operations and Specialties; Lucille Austria, DNP, MBA, RN, OCN, Director of Nursing, Oncology, Medicine (interim), and Neurosciences; Donna Tinling-Solages, MPA, RN, CCM, Director of Care Coordination/Social Work; Vepuka Kauari, MSN, RN, CEN, Director of Nursing, Emergency Department; Kerri Hensler, DNP, MPA, RN, NEA-BC, CNOR, Director of Nursing, Perioperative Services; Catherine Halliday, MSN, RN, NEA-BC, Director of Nursing, Cardiovascular Services; and, Nicole Hartman, DNP, MBA, RN, NEA-BC, Magnet Program Director (MPD, at the time), who discussed the RN professional certification rate and noted the 2021 baseline professional nursing board certification rate of 41 percent. Together, they established the targeted organizational certification goal to increase the professional nursing board certification rate by one percentage point over two years.

### **What Strategies Were Utilized to Achieve the Target**

The Nurse Executive Council developed an action plan to increase RN professional certifications, inclusive of the following:

- Encourage RNs to obtain professional certifications as one of their professional development goals during the annual performance review process
- Encourage RNs to maintain professional certifications
- Encourage RNs to attend certification review courses offered by NewYork-Presbyterian (NYP) Nursing Professional Development (NPD)
- Encourage RNs to attend certification review courses offered by New York State Nurses Association (NYSNA), free of charge to NYSNA members
- Advertise the RN certification examination reimbursement and certification pay differential as stipulated in the NYSNA labor contract
- Consider “wall of fame” to highlight all certified RNs on each unit
- Collaborate with NYP/Columbia professional governance councils, including the Recruitment, Retention, Recognition and Respect (R4) Council, to develop strategies that would assist and encourage all RNs to obtain RN professional certifications
- Recognize certified RNs during Certified Nurses Day

The target goal to increase the professional nursing board certification rate by one percentage point over two years was incorporated into the NYP/Columbia Nursing Strategic Plan at the time, which guided the action plans for nursing at NYP/Columbia in the Professional Development and Education area of focus.

### **How the Nurses Were Supported to Achieve Professional Board Certification**

#### *Certification Exam Reimbursement and Pay Differential*

Nurses who pass an approved professional certification exam are reimbursed the cost of the exam. Full-time nurses are reimbursed for one exam fee per year and part-time nurses who pass are eligible for a prorated portion. In addition, nurses who hold an American Nurses Credentialing Center (ANCC) approved certification in the area of their specialty receive \$2,300 annually as a paid differential. If an employee moves from one specialty area to another, they continue to receive their differential until that certification expires. Part-time employees receive a prorated differential. These certification stipulations are included in the contract with NYSNA, which was active during the goal period.

#### *Certification Review Courses*

In 2022 and 2023, the NYP NPD Department offered nurses a variety of certification review courses pertinent to practice specialties at NYP/Columbia, including medical-surgical, critical care, stroke certification, and emergency nursing. The NYP NPD Continuing Education Course offerings for 2022 and 2023 demonstrate commitment to encourage RNs at NYP/Columbia to attend certification review courses offered. These course offerings, which included certification review courses, were emailed to RNs throughout NYP/Columbia, as well as displayed on unit communication boards.