



Statement on Post-Master's CNL Certificate Program

**Approved by CNL Steering Committee
January 2009**

The CNL Steering Committee reaffirms the concept of post-master's CNL programs for individuals who hold a master's degree in nursing that has prepared them for practice in another advanced generalist role or in an advanced nursing specialty. Post-master's students must successfully complete graduate didactic and clinical requirements of a master's CNL program through a formal graduate-level certificate or master's level CNL program. Post-master's students are expected to master the same outcome competencies as master's CNL students, including the Essential master's core competencies and the CNL competencies.

Courses may be waived if the individual's master's transcript indicates that he/she has successfully completed the CNL required course or its equivalent. Programs should be able to document waivers and exceptions for individual students through a gap analysis. A sample form for completing this analysis is included at the end of this document. In addition, **graduate** level content or courses in epidemiology, pharmacotherapeutics, physiology/pathophysiology, and health assessment is required and must be documented.

Post-master's CNL students are required to complete a minimum of 300 hours in a supervised clinical immersion practicum that provides the opportunity to practice in the CNL role. In addition, the post-master's CNL student must have completed the Required Clinical Experiences for the Clinical Nurse Leader.¹

In designing post-master's certificate courses the following elements or content (See Table 1.) are identified as critical to CNL role preparation and are to be included.

¹ American Association of Colleges of Nursing. (2007). White Paper on Clinical Nurse Leader Education and Practice, page 34-38. Washington, DC: Author. Can be accessed at <http://www.aacn.nche.edu/Publications/WhitePapers/ClinicalNurseLeader.htm>.

Table 1. Critical Course Elements in CNL Post-Master’s Certificate Program

CNL Leadership Role	Care Environment Management	Clinical Outcomes Management	CNL Immersion
<ul style="list-style-type: none"> • Leadership roles and responsibilities • Leadership theory • Change theories • Interdisciplinary communication • Mentoring role • Conceptualization of the CNL role in relation to other nursing and health professional roles • Assumptions on which the CNL role is based • Scope of practice for the CNL • Formulate a personal strategy for role implementation in a given setting 	<ul style="list-style-type: none"> • Healthcare Finance <ul style="list-style-type: none"> - Resource management principles - Economics of Care/Business principles - Resource allocation and use • Healthcare systems/organizations <ul style="list-style-type: none"> - Microsystems of care across the continuum of care - Improving patient safety at microsystem level - Demonstrating the impact of the CNL at the micro and macrosystem organizational levels • Continuous quality improvement/risk reduction/patient safety • Informatics <ul style="list-style-type: none"> -Use of technology to coordinate care across settings - Health care technology - Clinical information systems, use and evaluation - Error reduction/patient safety - Electronic health records - Use of data to change practice and improve outcomes - Use of patient outcome data to make changes in policy /care processes 	<ul style="list-style-type: none"> • Synthesizing data, including patient outcome data, to make clinical decisions, change care practices and policy 	<ul style="list-style-type: none"> • Residency experience for immersion in the CNL role with a clinical preceptor and a faculty partner. • Students develop a practice plan based on course objectives and end-of-program competencies. • Seminar sessions to dialogue with other CNL students, faculty, and preceptors.

Sample Form

GAP ANALYSIS FOR POST-MASTER'S CNL STUDENT²

Name of Candidate: _____

Master's Degree & Area of Preparation Previously Completed: _____

School: _____ Yr: _____

Instructions: Use this form for a student who holds a master's degree in nursing and is seeking partial credit or waivers of coursework towards completion of a CNL post-master's certificate. The form should be completed after a thorough analysis of completed coursework and clinical experiences compared with the program requirements and national CNL competencies necessary for certification.

- In column 1, list the courses for the standard required program of study required in the master's degree CNL program/track .
- In column 2, list courses from the student's transcript that will be used to waive courses from column 1. List the course on the same or equivalent line as the course in column 1
- In column 3, identify and describe clinical hours and experiences needed to meet the required competencies for the CNL program. The student must meet the clinical course requirements of the program of study using both clinical courses previously taken and indicated on the transcript and courses to be completed.
- List all coursework to be completed for the certificate (all courses from column 1 not waived). This column, in combination with column 3, will constitute the student's individualized program of study.

² This sample form was adapted from the National Task Force on Quality Nurse Practitioner Programs. (2007). Criteria for Evaluation of Nurse Practitioner Programs, 3rd Edition.

Sample Form

GAP ANALYSIS FOR POST-MASTER'S CNL STUDENT³

List Required Courses for the CNL Program/track	List Courses from Transcript that Satisfy Required Courses listed in Column 1	Type and Number of Clinical Experiences Needed by Student	Coursework to be Completed by the Student for the Certificate

Signature of Program Director: _____

³ This sample form was adapted from the National Task Force on Quality Nurse Practitioner Programs. (2007). Criteria for Evaluation of Nurse Practitioner Programs, 3rd Edition.