

Annual Report 2005

Building and  
Sharing Knowledge

KNOWLEDGE



Nursing Excellence: Your Journey ~ Our Passion.

Message from the President and Executive Director	2
Building and Sharing Knowledge	4

## **PROGRAMS**

Measuring Knowledge	
<i>Certification and Measurement Services</i>	6
<i>2005 Certification Statistics</i>	8
Instilling Knowledge	
<i>Accreditation</i>	9
Generating Knowledge	
<i>Magnet Recognition Program®</i>	11
Disseminating Knowledge	
<i>Credentialing Innovation</i>	13
<i>National Magnet Conference</i>	13
<i>Regional Magnet Workshops</i>	14
<i>Consultation Services</i>	14
<i>Certification Resources</i>	14
Transferring Knowledge	
<i>Credentialing International</i>	16
Synthesizing Knowledge	
<i>Credentialing Research</i>	18

## **HIGHLIGHTS AND ACCOMPLISHMENTS**

Exchanging Knowledge	
<i>Collaborating Partner Organizations</i>	19
<i>Accredited Organizations</i>	20
<i>Magnet Recognized Organizations</i>	22

## **BOARD OF DIRECTORS AND COMMISSIONS**

Board of Directors	25
Program Commissions and Boards	26
Key Staff	28
Financial Report	29

ANCC will be a transformational force for global quality healthcare through excellence in credentialing.

In 2005, the American Nurses Credentialing Center (ANCC) pushed the limits of credentialing innovation by developing strategic alliances and dialogues meant to advance nursing practice competencies while exchanging key information with colleagues and thereby enriching the nursing profession and healthcare industry.



MESSAGE FROM  
THE PRESIDENT AND  
EXECUTIVE DIRECTOR

In 2005, ANCC set out on a transformational course that included new services and changes in service delivery aimed at placing the needs and best interests of consumers at the heart of our decision-making processes. The move to a new headquarters building supported the implementation of new interactive systems, resulting in improved electronic capabilities. Concurrently, a number of expert staff joined the team to assist in moving the organization to a strong future.

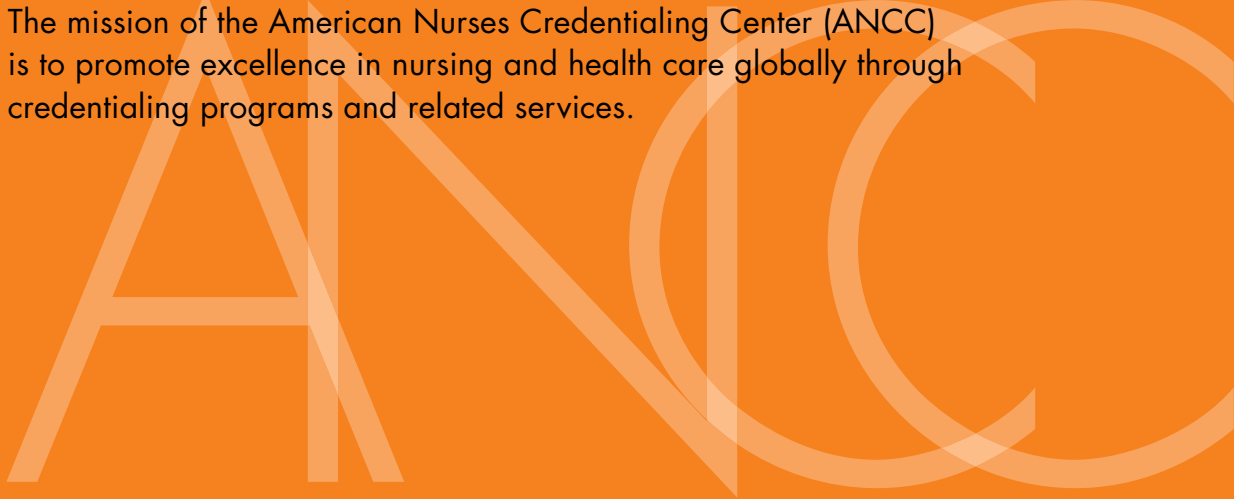
ANCC remains vigilant about keeping its specialty certification examinations relevant to rigorous and ever-changing professional and employment environments. Collaborations to develop state-of-the-art exams were completed, ensuring the capacity for a greater number of individuals to advance their careers globally. The portfolio of ANCC certification exams is accredited by the American Board of Nursing Specialties and the National Commission for Certifying Agencies, which is a component of the National Organization for Competency Assurance.

The Magnet Recognition and Accreditation Programs embarked on a journey toward achieving ISO 9001 certification. The intention is to strengthen organizational practices, which will provide a degree of assurance for the international community that the performance of ANCC products and services is based on highly reliable operational practices. The Institute for Credentialing Research, the Institute for Credentialing Innovation, and the Institute for Credentialing International played prominent roles in supporting the Certification, Accreditation, and Magnet Recognition Program® initiatives.

Mirroring our colleagues in 200 Magnet recognized facilities, we continue to stretch toward achieving excellence in all that we do at ANCC as we live the organizational mission through application of the Forces of Magnetism. We invite you to provide us with feedback on our performance. Please contact us to let us know how we might better serve you. The growth and advancement of ANCC depends on how well we reflect our motto, Nursing Excellence: Your Journey ~ Our Passion.

Patricia S. Yoder-Wise, EdD, RN, CNAA,BC, FAAN  
President

Jeanne M. Floyd, PhD, RN, CAE  
Executive Director



The mission of the American Nurses Credentialing Center (ANCC) is to promote excellence in nursing and health care globally through credentialing programs and related services.

Certifies healthcare providers

Accredits educational providers, approvers, and programs

Recognizes excellence in nursing and healthcare services

Educates the public, and collaborates with organizations to advance the understanding of credentialing services

Supports credentialing through research, education, and consultative services

## Building and Sharing Knowledge

ANCC's internationally renowned credentialing programs certify nurses in specialty practice areas, recognize health organizations for nursing excellence through the Magnet Recognition Program<sup>®</sup>, and accredit providers and approvers of continuing nursing education.

In addition, ANCC offers an array of informational and educational services and products to support its core credentialing programs.

The largest nurse credentialing organization in the United States, ANCC strives to provide services that meet the needs of nurses throughout their careers. Since its incorporation in 1991 as a subsidiary of the American Nurses Association (ANA), ANCC has played a pivotal role in initiating programs for credentialing that set and raise the bar for nursing excellence. As ANCC's programs grow in size and evolve to meet changing needs, they also are generating new knowledge about the value of credentialing for nursing, health care, and the public good.

2005 was again a year of expanding boundaries and forging new partnerships to help ensure that ANCC's growing knowledge base reaches diverse constituents worldwide in innovative ways. ANCC continues to create new career opportunities for nurses, to advance the nursing profession, and to extend the international reach of all of its credentialing programs and services.

### **Evidence-Based Decision Making**

In its mission to advance the nursing profession and the quality of patient care through credentialing, ANCC constantly seeks to base its management decisions on the best and latest evidence available. Aided by the expertise and dedication of the many professional volunteers who serve as board, commission, or expert panel members, ANCC proactively identifies, captures, organizes, and analyzes knowledge to improve its programs and to transfer knowledge...globally...to healthcare practitioners, administrators, and organizations.

Participation with knowledgeable groups is another method ANCC relies upon for gathering best practices and the most current information available. ANCC continues to be an active participant and thought-leader with a number of national and international credentialing and nursing organizations—including the International Council of Nursing (ICN), Commission on Graduates of Foreign Nursing Schools (CGFNS), and the National Council of State Boards of Nursing (NCSBN)—that share common goals to advance the nursing profession by making credentialing and reporting standards more universal worldwide.

### **Creating a Work Environment for Excellence**

ANCC embraces the Magnet concept of creating a work environment that promotes excellence. Just as the Magnet Recognition Program emphasizes providing nurses with the support structures required to make meaningful contributions in the workplace—quality leadership, professional standards, two-way communication, collaboration, and opportunities for growth—ANCC tries to shape its processes and operations to facilitate career satisfaction as well as program success.

Understanding that the greatest assets a knowledge-management organization may have are its talent, culture, and leadership, ANCC encourages every staff member to think creatively about the work at hand. ANCC's commitment to teamwork, sharing information, investing in training, setting goals, and achieving results helps all staff to stretch beyond the minimum requirements or the status quo.



# Measuring Knowledge

## Certification and Measurement Services Programs

ANCC's Certification and Measurement Services Programs continue to be vigilant in making ANCC examinations valid and relevant to today's needs by refining or retiring ANCC exams as appropriate to meet emerging needs domestically and internationally. ANCC's in-house test development service is unique and boasts an extensive network of expert volunteers—representing each of approximately 40 different specialty areas—in the item writing, test development, and test maintenance processes. ANCC's processes for test development ensure that exams are psychometrically sound, legally defensible, relevant to real-world competency levels, and in conformance with the Standards for Educational and Psychological Testing.

In 2005, Measurement Services completed research needed to update several exams. Role delineation studies help keep tests relevant to the current job requirements and activities performed. Based on this information, six of ANCC's clinical nurse specialist (CNS) exams—adult health, adult psychiatric mental health, child/adolescent psychiatric mental health, community health, gerontology, and pediatrics—will be revised in 2006-2007.

Measurement Services also completed the role delineation studies for the baccalaureate, associate, and diploma level nurse examinations resulting in new test blueprints for five specialty areas—cardiac vascular, gerontology, medical-surgical, pediatric, and psychiatric mental health. The College Health Nurse and Home Health Nurse exams were retired in 2005.

ANCC partners with many specialty nursing organizations to promote certification and to unify the nursing profession. Most recently, ANCC developed a collaborative relationship with the newly initiated Alliance for Nursing Informatics (ANI), an alliance of 20 national and international organizations that promote nursing informatics. The goal is to raise the awareness of nursing informatics and ANCC's first computer-based exam, which celebrated its 10th anniversary this year. Another goal is to make the informatics exam available in Canada. As a collaborating organization, ANI will have the opportunity to appoint a member to ANCC's Nursing Informatics Content Expert Panel. *See listing of all ANCC Collaborating Organizations on page 19.*

ANCC conducted a joint logical job analysis with the American Psychiatric Nurses Association (APNA) on the common content for the clinical nurse specialist (CNS) and nurse practitioner (NP) roles in advanced practice psychiatric mental health nursing. The goal is to develop a joint advanced practice adult psychiatric exam for clinical nurse specialists and nurse practitioners. The eligibility criteria (e.g. education, practicum) and credential offered will remain distinct.

ANCC introduced a new exam for pain management in October 2005, which was taken by 365 nurses. This exam was developed in collaboration with the American Society of Pain Management Nursing (ASPMN).

Working with stakeholders, ANCC developed a plan for revising and marketing the Public/Community Health Clinical Nurse Specialist exam.

In the international arena, ANCC refined criteria and processes for offering our exams internationally, including six computer-based exams to accommodate deployed military colleagues. In addition, ANCC has developed a partnership with the Registered Nurses Association of British Columbia (RNABC)<sup>1</sup> to assist them in evaluating their new nurse practitioner graduates by using the ANCC nurse practitioner exams as one component of a multi-prong nurse practitioner registration process.

Towards ANCC's goal of supporting evidence-based certification processes, new tools, techniques, and technology are being put in place to establish easy-to-use data collection mechanisms and accurate, retrievable, trackable databases of documents, reports, and individual credentialing records. In the move toward a paperless system, user training and back-up redundancy safeguards are being put in place to ensure proper use and storage of this vital information.

The National Commission for Certifying Agencies (NCCA) reaccredited all of ANCC's nurse practitioner examinations through March 31, 2009. All other exams remained accredited through the American Board of Nursing Specialties (ABNS).

<sup>1</sup> In 2006, the Registered Nurses Association of British Columbia changed its name to the College of Registered Nurses of British Columbia (CRNBC).

# 2005 Certification Statistics

## Certification Specialty Exam

## Total ANCC Certified

Acute Care Nurse Practitioner	4,203
Adult Health Clinical Nurse Specialist	2,421
Adult Nurse Practitioner	15,002
Adult Psychiatric & Mental Health Clinical Nurse Specialist	7,046
Adult Psychiatric & Mental Health Nurse Practitioner	1,302
Advanced Diabetes Clinical Nurse Specialist	156
Advanced Diabetes Management Dietician	88
Advanced Diabetes Management Nurse Practitioner	240
Advanced Diabetes Management Pharmacist	34
Ambulatory Care Nurse	560
Cardiac Rehabilitation Nurse***	216
Cardiac Vascular Nurse	596
Certified Vascular Nurse***	119
Child & Adolescent Psychiatric & Mental Health Clinical Nurse Specialist	991
Clinical Nurse Specialist in Home Health*	49
College Health Nurse*	715
Community Health Clinical Nurse Specialist	520
Community Health Nurse**	902
Family Nurse Practitioner	4,433
Family Psychiatric and Mental Health Nurse Practitioner	387
General Nursing Practice***	1,174
Gerontological Clinical Nurse Specialist	668
Gerontological Nurse	9,078
Gerontological Nurse Practitioner	3,635
High Risk Perinatal Nurse***	131
Home Health Nurse*	438
Informatics Nurse	566
Medical-Surgical Nurse	20,694
Nursing Administration	3,320
Nursing Administration, Advanced	1,899
Nursing Case Management	585
Nursing Professional Development	1,375
Pain Management Nurse	360
Pediatric Clinical Nurse Specialist	76
Pediatric Nurse	2,663
Pediatric Nurse Practitioner	2,967
Perinatal Nurse	731
Psychiatric & Mental Health Nurse	12,755
School Nurse***	103
School Nurse Practitioner***	110

## Instilling Knowledge Accreditation Program

ANCC's Accreditation Program conducts stringent peer-review assessments of the organizations that nurses rely on for professional development and acquisition of new skills and competencies. ANCC is recognized worldwide for assuring quality and consistency of trusted educational providers. Individuals and organizations must meet ANCC's high standards to become (and remain) ANCC accredited.

In 2005, a total of 225 providers or approvers of continuing nursing education were ANCC accredited. As a result of engaging in the process of applying for ISO 9001 certification, the Accreditation Program has established a volunteer task force to review accreditation evaluation standards and criteria. The goal is to ensure consistent procedures, training, evaluations, and decisions within the Accreditation Program, which could become the benchmark for acceptable standards worldwide. This endeavor is especially important because many countries (and regions) have markedly different nursing standards and practice methods.

Similarly, grants and continuing education programs are becoming increasingly available to improve or “equalize” the preparation of nurses for practice, focusing on nursing competency in requisite areas of knowledge or skills. These programs could be used to bridge the differences in skills and knowledge of nurses trained in one country and practicing in another.

The Accreditation Program continues its focus on incorporating precepts set forth by the Institute of Medicine (IOM) in its landmark publication, *Health Professions Education, A Bridge to Quality*.<sup>2</sup> Consistent with this focus, ANCC continues to work collaboratively with the Accreditation Council for Continuing Medical Education (ACCME) and the Accreditation Council for Pharmacy Education (ACPE). Visions for the future include sharing a database of participants and activities and conducting joint site visits to applicants applying to multiple credentialing bodies. ANCC,

ACCME, and ACPE are also writing a joint paper on building interdisciplinary teams within the practice environment called “Collaboration between Continuing Education Accreditation Bodies: Medicine, Pharmacy, and Nursing.”

Planning is underway for a future launch of new credentialing mechanisms to recognize interdisciplinary teams or conferences, accredited organizations that exhibit exemplary performance, and educational activities designed with an intended end-product of competency. Consistent with its pursuit of excellence and inclusion, ANCC has included diverse professional organizations, representatives from state boards of nursing, and information gathered from public comment sessions in its fact-finding and consensus-building efforts.

*See listing of all ANCC Accredited Organizations on page 20.*

<sup>2</sup> Institute of Medicine. (2003). *Health professions education: A bridge to quality*. Washington, DC: The National Academies Press.

## Generating Knowledge

### Magnet Recognition Program®

ANCC's Magnet Recognition Program® sets the gold standard for nursing excellence in healthcare organizations. Derived from research in the early 1980's to identify hospital practices that attract quality nursing staff, today's Magnet Recognition Program continues to improve the practice environment for professional nurses. The recognition has become sought-after in the healthcare community with applications for Magnet designation growing exponentially.

GENERATE

2005 was a record year for the Magnet Recognition Program. By year's end, the number of ANCC recognized Magnet organizations had increased by nearly 31% to a total of 192. Magnet continues to resonate with organizations because it is seen to benefit nurses, patients, and other healthcare professionals alike. Advocates here and abroad help ANCC spread the word about the value and dynamic nature of the Magnet Journey to Nursing Excellence. To better address this rapidly growing interest in becoming Magnet, ANCC is exploring ways to help more organizations begin to embrace the core program attributes (Forces of Magnetism).

The Magnet Recognition Program was transformed and updated throughout 2005. A reorganized application manual was introduced to clarify instructions for submitting written documentation and, in accordance with 25 recommendations approved by the Commission on Magnet (COM) in April 2005, a number of changes were made to improve the Magnet appraisal system.<sup>3</sup>

<sup>3</sup> Triolo, P.K., Scherer, E.M., & Floyd, J.M. (2006). Evaluation of the Magnet Recognition Program. *Journal of Nursing Administration*, 36(1):42-48.

<sup>4</sup> America's Best Hospitals: The Honor Roll. (2005, July 18). *U.S. News & World Report*, 139(2):73.

In addition, Magnet's database and electronic capacities were enhanced to increase the ability to capture appraisal data online and to provide more web-based appraiser training sessions and evaluation options. To address designation renewal issues, a more responsive policy and procedure change was implemented, offering a remediation period for organizations that need assistance in maintaining their Magnet status.

ANCC is proud that Magnet Recognition has been adopted as one of the official criteria that *U.S. News & World Report* uses to score a hospital's ranking for its annual list of "America's Best Hospitals." Of the hospitals listed on the exclusive Honor Roll in the 2005 Best Hospitals issue, seven of the top 10 were Magnet organizations.<sup>4</sup>

*See listing of all ANCC Magnet Recognized Organizations on page 22.*

## Disseminating Knowledge Institute for Credentialing Innovation

ANCC's Institute for Credentialing Innovation (the Institute) supports nurse credentialing through innovative products and services designed to enhance ANCC's Accreditation, Certification, and Magnet Recognition Programs. These educational products and services support individual nurses and healthcare organizations in their pursuit of nursing excellence by providing continuing nursing education, review seminars and manuals for certification examination preparation, and regional workshops, national conferences, and consulting services for the Journey to Nursing Excellence and Magnet designation.

### **National Magnet Conference**

The Institute creates and sustains the spirit of nursing excellence through the connections created and information exchanged at the National Magnet conference—where the best leadership, business, and clinical practices from across the nation are showcased. Due to the unexpected arrival and destruction caused by Hurricane Wilma, the October 2005 National Magnet Conference in Miami, Florida, was postponed until March 2006. In spite of this significant challenge, the conference achieved a record attendance of 2,900 nurses, an amazing 53% growth from the 2004 conference in Sacramento, California!

Conference highlights included awarding the annual Magnet Prize to the Mayo Clinic for groundbreaking work in genomics and the first annual peer-reviewed

prizes for best posters exemplifying the Forces of Magnetism through evidence-based practice, research, and innovation. The conference program included 42 concurrent sessions and 76 posters, all presented by staff members from ANCC recognized Magnet organizations. Integral to the success of the conference was the volunteer force who assisted in planning and executing the conference and ANCC's co-host staff from Baptist Hospital of Miami and the local Magnet facilities: Holy Cross Hospital, Miami Children's Hospital, and South Miami Hospital. All of these volunteers dedicated significant time and talent to help everyone celebrate the Magnet Journey in style!

DISSEMINATE

### Regional Magnet Workshops

Throughout 2005, the Institute executed nine two-day and three one-day “Journey to Nursing Excellence” workshops drawing 1,300 attendees and providing more than 18,000 continuing nursing education contact hours. These workshops focused on creating the Magnet environment and developing and sustaining the organizational infrastructure that supports and demonstrates the 14 Forces of Magnetism. By utilizing a co-host business model, the regional workshops showcase the achievements of staff in a number of Magnet organizations across the country

Workshop co-hosts in 2005 included:

- >> Clarian Health Partners, Indianapolis, Indiana
- >> Delnor-Community Hospital, Geneva, Chicago, Illinois
- >> Georgetown University Hospital, Washington, DC
- >> John C. Lincoln Hospital, Phoenix, Arizona
- >> Massachusetts General Hospital, Boston, Massachusetts
- >> Winchester Hospital, Winchester, Massachusetts
- >> Jordan Hospital, Plymouth, Massachusetts
- >> Poudre Valley Hospital, Fort Collins, Colorado
- >> St. Cloud Hospital, St. Cloud, Minnesota
- >> St. Luke’s Medical Center, Boise, Idaho
- >> William Beaumont Hospital, Royal Oak, Michigan

### Consultation Services

The Institute recruits, trains, and manages independent consultants who provide consulting services, education, and mentoring to facilities embarking on the Journey to Nursing Excellence and Magnet designation or designation renewal. Consultants knowledgeable about

the rules, regulations, and application requirements for ANCC accreditation of continuing nursing education providers and approvers also are available.

To improve customer service, performance, and quality, the Institute transitioned its consultation services during 2005 from a decentralized consultant-based operation to an ANCC managed business model. Operational changes included developing the database capability to track and trend revenue and expenses; developing and implementing a process for recruiting, selecting, training, and evaluating consultants and workshop presenters; and developing a response template for consulting service requests for proposals and contracts.

The transition also included purposeful movement toward “niche” consulting whereby ANCC’s consultant group may be accessed with one contract. As the needs of the requesting facility are identified, a scope of work is designed and managed by one or more consultants whose expertise, talent, and passion are most relevant to those specific “Journey to Nursing Excellence” requirements. As a result, more long-term and mutually beneficial mentoring relationships often are formed.

### Certification Resources

The Institute’s seminars and resource manuals are designed to meet multiple educational needs for individual nurses—including certification exam review, continuing nursing education, and clinical practice resource guides.

In 2005, ANCC's certification exam review seminars attracted over 1,200 attendees and provided more than 18,400 continuing nursing education contact hours. The number of live seminars increased by 77% from 13 events in 2004 to 58 events in 2005.

In addition to the original five seminars that the Institute has offered in previous years (Adult, Family, and Pediatric Nurse Practitioner, Cardiac Vascular Nursing, and Nursing Administration), nine new seminar topics were introduced in 2005:

- >> Acute Care Nurse Practitioner
- >> Gerontological Nurse (BS/AD)
- >> Gerontological Clinical Nurse Specialist
- >> Gerontological Nurse Practitioner
- >> Medical-Surgical (BS/AD)
- >> Medical-Surgical Clinical Nurse Specialist
- >> Psychiatric & Mental Health Clinical Nurse Specialist
- >> Psychiatric & Mental Health Nurse (BS/AD)
- >> Psychiatric & Mental Health Nurse Practitioner

In 2005, the Institute developed audio CD review seminars for Acute Care Nurse Practitioner, Adult

Nurse Practitioner, Gerontological Nurse Practitioner, and Medical-Surgical Clinical Nurse Specialist, thus increasing access to clinical practice and certification review resources for over 500 nurses. The Institute also began offering web-based test-taking techniques and sample questions.

To further support certification, clinical practice, and the provision of continuing nursing education contact hours, the Institute developed and published resource manuals on nearly every topic covered by ANCC certification. In 2005, revised editions for Adult Nurse Practitioner, Case Management, Family Nurse Practitioner, Gerontological Nurse Practitioner, and Pediatric Nurse Practitioner were released.

In late 2005, the Institute began transitioning the resource manual to an electronic format so that continuing nursing education contact hours could be available in a web-based venue, providing around-the-clock access. Family Nurse Practitioner and Case Management were the first resource manuals to be automated.

## Transferring Knowledge

### Credentialing International

ANCC's Credentialing International Program was established in 1999 in response to a wide range of requests for services from organizations in other countries. A combination of socioeconomic, political, and professional forces have led to accelerating interest in mechanisms for promoting and validating the quality of nursing and health care around the world. Credentialing International extends the experience and success of ANCC's research-based credentialing programs to nations dealing with similar environmental forces and needs. Credentialing International provides such services independently or in cooperation with agencies in other countries.

The ANCC International Advisory Council, established in 2002, successfully completed its three-year tenure in June 2005. This ensured a solid foundation for ANCC's international activities and the formation of the Institute for Credentialing International.

In 2005, the Princess Alexandra Hospital in Brisbane, Australia, achieved Magnet recognition status. The American University of Beirut received recognition from the ANCC Accreditation Program.

The Princess Alexandra Hospital held a conference to educate healthcare practitioners in Australia and New Zealand about the Magnet Recognition Program. The keynote presentation by the Commission on Magnet Recognition Chair, Brenda Kelly, was transmitted via videoconference from North Carolina to the 185 participants in Brisbane.

Australian and New Zealand representatives requested a licensing agreement for the Magnet Program. In response, Credentialing International established a Licensing Agreement Task Force whose members participated in a series of meetings and produced a document outlining licensing parameters.

ANCC received visits from two distinguished Asian delegations this year. In June, nurses from the South Korea Accreditation Board of Nursing visited ANCC to

discuss the development of nurse practitioner certificate examinations as well as program evaluation tools. In September, the Japanese Nursing Association visited ANCC for a meeting regarding credentialing issues and implementation.

ANCC met with the International Council of Nurses (ICN) in October to discuss the state of international credentialing activities and the role of ANCC in supporting those activities and in establishing an online credentialing research repository. We are now working together to simplify and upgrade the international electronic repository containing data on credentialing research. This project will link closely with the work of ANCC's Institute for Credentialing Research and substantially help to fill a void in accessibility to credentialing research findings internationally.

In November, ANCC attended the annual Credentialing Forum of the ICN held in Madrid, Spain, at the Organización Colegial de Enfermería. Topics discussed included regulation of advanced practice and the impact of competence-based education.

## Synthesizing Knowledge Credentialing Research

The purpose of the ANCC Research Program is to sustain and bolster the scientific foundations of ANCC's credentialing processes as well as to encourage the growth of credentialing research to clarify how credentialing makes a difference. These aspirations are made more challenging by the rapidly evolving state of knowledge related to nursing and health care.

ANCC's Research Program was developed to foster research that will build the knowledge base for credentialing. Work to establish the program has been in progress since 2002 when the Board of Directors adopted the goal of instituting a comprehensive research program as one of its strategic priorities. In 2004, an advisory group was formed, which met for the first time in November, and the research program was formalized in 2005 with the hiring of a program director.

In 2005, ANCC's research program began a two-stage survey study of Magnet organizations to identify the research topics most commonly regarded as priorities within the growing Magnet community. Members of nursing research committees or councils were surveyed in the first stage. The second stage, a follow-up survey of committee chairs, chief nursing officers, and other selected executives, was scheduled for completion between December 2005 and February 2006. Plans

are to present results from the study at a future National Magnet Conference and subsequently to disseminate the major findings as a National Magnet Research Agenda.

ANCC's Research Program administers the application and proposal review process for an annual grant award program honoring the pioneering credentialing research work that Margretta Madden Styles, PhD, RN, FAAN, accomplished during her extraordinary career. With funding contributed by ANCC's Institute for Credentialing Innovation, the grant award for 2005 was increased to \$10,000.

The recipient, Elizabeth Ann Coleman, PhD, RNP, AOCN, Professor and Cooper Chair in Oncology Nursing at the University of Arkansas for Medical Sciences, will use the award to study the effect of certification on nursing-sensitive outcomes.

# Exchanging Knowledge

## Strategic Partnerships

ANCC continues to forge exciting partnerships for sharing and disseminating its extensive knowledge, research, educational, and credentialing expertise. Exciting new capabilities are in the works that will be released in the year ahead. ANCC salutes its long-standing training and program partners for their commitment to excellence and our mutual success. Thank you all.

### 2005 Collaborating Partner Organizations

American Academy of Ambulatory Care Nurses (AAACN)	International Society of Psychiatric & Mental Health Nurses (ISPN)
American Association of Cardiovascular & Pulmonary Rehabilitation (AACVPR)	National Association of Clinical Nurse Specialists (NACNS)
American Association of Diabetes Educators (AADE)	National Conference of Gerontological Nurse Practitioners (NCGNP)
American College of Nurse Practitioners (ACNP)	National Gerontological Nursing Association (NGNA)
American Diabetes Association (ADA)	National Nursing Staff Development Organization (NNSDO)
American Dietetic Association (ADA)	Preventive Cardiovascular Nurses Association (PCNA)
American Pharmacists Association (APhA)	Society of Pediatric Nurses (SPN)
American Public Health Association (APHA) Public Health Nursing Section	Society for Vascular Nursing (SVN)
American Society of Pain Management Nurses (ASPMN)	

EXCHANGE

## ANCC Accredited Organizations

(as of December 31, 2005)

AFT Healthcare/AFT

AKH Consultant

ANA-Maine

AO North America Foundation

AdvancMed, LLC

Adventist HealthCare

Alabama State Nurses Association

Alaska Nurses Association

Albany Medical Center Hospital

Alexian Brothers Medical Center

Allegra Learning Solutions, LLC

Allina Hospitals and Clinics

American Academy of CME, Inc.

American Association of  
Occupational Health Nurses

American Association of Critical  
Care Nurses

American Association of  
Diabetes Educators

American Association of  
Neuroscience Nurses

American Association of  
Nurse Anesthetists

American Association of  
Spinal Cord Injury Nurses

American College Health Association

American College of  
Cardiology Foundation

American Holistic Nurses Association

American Nephrology  
Nurses' Association

American Nurses Association, Inc.

American Organization of  
Nurse Executives

American Public Health Association

American Radiological  
Nurses Association

American School Health Association

American Society for Parenteral  
& Enteral Nutrition

American Society of  
Ophthalmic Registered Nurses

American Society of  
PeriAnesthesia Nurses

American University of  
Beirut Medical Center

Anderson Continuing Education

Annenberg Center for  
Health Sciences at Eisenhower

Anthony J. Jannetti, Inc.

Arizona Nurses Association

Arkansas Nurses Association

Association for Professionals in Infection  
Control and Epidemiology

Association of Women's Health,  
Obstetric & Neonatal Nurses

Association of PeriOperative  
Registered Nurses, Inc.

Association of Pediatric  
Oncology Nurses

Association of Rehabilitation Nurses

Audio-Digest Foundation

B. Braun Medical, Inc. –  
Clinical Support Division

BD Medical System

Baxter Healthcare Corporation

Baylor Health Care System

Bert Rodgers School of  
Continuing Education

CME Consultants, Inc.

CME Resource

Caremark, Inc.

Center for Biomedical Continuing  
Education

Centers for Disease Control and  
Prevention

Chartwell Diversified Services, Inc.

Chi Eta Phi Sorority, Inc.

Children's Hospitals and Clinics

Children's National Medical Center

Cine-Med, Inc.

Clemson University

Colorado Nurses Association

Columbia University

Connecticut Nurses Association

Contemporary Forums

Coram Healthcare

Corexcel

Cross Country Staffing

Crozer-Chester Medical Center

Dartmouth-Hickcock Medical Center

Delaware Nurses Association

Department of Veterans Affairs Medical  
Center at Perry Point

Dermatology Nurses Association

DigitalMed, Inc.

District of Columbia Nurses Association

Drexel University

Eastern Kentucky University

Elsevier/Mosby

Gentiva Health Services

Georgetown University School of Nursing

Georgia Nurses Association, Inc.

Goshen General Hospital

HCA – The Healthcare Company

HCPro, Inc.

Hamot Medical Center

Health Science Center CME

HealthStream Education Design, Inc.

Healthy Children Project, Inc.

Homestead Schools

Howard University Hospital

INTEGRIS Baptist/Southwest

Medical Center

Idaho Nurses Association

Illinois Nurses Association

Indian Health Service

Indiana State Nurses Association

Indiana State University School  
of Nursing

Indiana University School of Nursing  
Infusion Nurses Society  
Institute for Continuing  
Healthcare Education  
Institute for Health Care Communication  
Institute for Natural Resources (INR)  
JADE Learning  
James A. Haley Veteran's Hospital  
Johns Hopkins University School  
of Nursing  
Joint Commission Department  
of Education  
Joint Education and Training, Inc. (JET)  
Kindred Healthcare  
Kinetic Concepts, Inc.  
Lippincott Williams and Wilkins  
Louisiana Office of Public Health  
Nursing Services  
Louisiana State Nurses Association  
Louisiana State University Health  
Sciences Center  
Lovelace Clinic Foundation  
MGH Institute of Health Professions  
Maine Medical Center  
Maryland Community  
College Association  
Maryland Nurses Association, Inc.  
Massachusetts Association of  
Registered Nurses  
Massachusetts Nurses Association  
Matria Healthcare, Inc.  
Mayo Clinic College of Medicine  
McKesson Health Solutions  
Medcom/Trainex  
Medex Clinical Education  
Medical Center of Louisiana  
at New Orleans  
Medical Education Collaborative, Inc  
(MEC)  
Medical University of South Carolina  
Meniscus Limited

Michigan Nurses Association  
Minnesota Nurses Association  
Mississippi Nurses Foundation  
Missouri Nurses Association  
Montana Nurses Association  
Nassau Health Care Corporation  
& Academic Affairs  
National Association of  
Neonatal Nurses  
National Association of  
Orthopaedic Nurses  
National Association of  
School Nurses, Inc.  
National Center for Advanced  
Medical Education, Inc.  
National Center of Continuing  
Education, Inc.  
National Committee for  
Quality Assurance  
National Conference of  
Gerontological Nurse Practitioners  
Naval Medical Education and  
Training Command  
Nebraska Nurses Association  
Nellcor/Puritan Bennett, Tyco Healthcare  
New Hampshire Nurses Association  
New Jersey State Nurses Association  
New Mexico Nurses Association  
New York State Nurses Association  
Nicholls State University  
North Carolina Nurses Association  
North Dakota Nurses Association  
Northwestern State University  
of Louisiana  
Nursing Education of America  
Nursing Spectrum  
Oakton Community College  
Ohio Nurses Association  
Oncology Nursing Society  
PMSI  
Pace University

Pediatric Services of America, Inc.  
Pediatrix-Obstetrix Ctr. for Research  
& Education  
Pennsylvania State Nurses Association  
Pri-Med Institute  
Professional Education Services Group  
RN.com  
Rhode Island State Nurses Association  
Rutgers, College of Nursing  
SC Publishing, dba Western Schools  
Saint Anselm College  
Serono Symposia International  
Sibley Memorial Hospital  
Sigma Theta Tau International  
Society of Gastroenterology Nurses  
and Associates  
Society of Otorhinolaryngology  
& Head-Neck Nurses  
Society of Urologic Nurses  
and Associates, Inc.  
SolutionSight  
South Carolina Nurses Association  
St. Elizabeth Medical Center  
St. Francis Hospital System  
St. Joseph's Hospital Health Center  
St. Xavier University School of Nursing  
Sutter Health  
Symposia Medicus  
Tender Loving Care/Home Health Care  
Tennessee Nurses Association  
Texas Department of Health  
Texas Nurses Association  
Texas Tech University Health  
Sciences Center  
Thomson American Health Consultants  
Trinity Healthforce Learning  
Tufts University School of Medicine  
Tulane University Hospital  
U.S. Air Force Nurse Corps  
U.S. Army Nurse Corps Approver Unit

Uniformed Services University  
 of the Health Sciences  
 University of Texas Southwestern  
 Medical Ctr. at Dallas  
 University HealthSystem Consortium  
 University of California, Davis,  
 Medical Center  
 University of Dundee (in SCOTLAND)  
 University of Kansas Medical Center  
 University of Kentucky  
 University of Louisiana at Lafayette  
 University of Maryland at Baltimore  
 University of Michigan Health System  
 University of Nebraska Medical Center  
 University of North Carolina University  
 of Pennsylvania  
 University of Rochester  
 University of South Florida  
 University of Tennessee Health  
 Science Centre  
 University of Washington  
 University of Wisconsin, Madison  
 University of the Sciences in Philadelphia  
 Utah Nurses Association  
 VA Employee Education System (EES)  
 VA New England Healthcare System  
 VHA, Inc.  
 Vermont State Nurses Association, Inc.  
 Villanova University  
 Virginia Nurses Association  
 Washington County Hospital Association  
 Washington Hospital Center  
 Washington State Nurses Association  
 West Virginia Nurses Association, Inc.  
 Wisconsin Nurses Association, Inc.  
 Wound Ostomy and Continence  
 Nurses Society  
[www.nursingcredits.com](http://www.nursingcredits.com)

## ANCC Magnet Recognized Organizations

(as of December 31, 2005)

\*Initial Magnet designation in 2005

#Magnet designation renewed in 2005

Abington Memorial Hospital  
 Acadia Hospital  
 Advocate Christ Medical Center\*  
 Advocate Lutheran General Hospital,  
 Park Ridge\*  
 Alaska Native Medical Center  
 Alegent Health Mercy Hospital\*  
 Aspirus Wausau Hospital\*  
 AtlantiCare City Regional  
 Medical Center  
 Aurora Metro Region-Medical  
 Center-Washington County #  
 Aurora Metro Region-Sinai  
 Medical Center#  
 Aurora Metro Region-St. Luke's  
 Medical Center#  
 Aurora Metro Region-St. Luke's  
 South Shore#  
 Aurora Metro Region-West Allis  
 Memorial Hospital#  
 Avera McKennan Hospital &  
 University Health Center#  
 Banner Good Samaritan  
 Medical Center\*  
 Baptist Hospital of Miami  
 Barnes-Jewish Hospital  
 Baylor University Medical Center  
 Baystate Medical Center\*  
 Boone Hospital Center\*  
 Capital Health System  
 Carilion Medical Center  
 Carondelet, St. Joseph Health Center  
 Catawba Valley Medical Center#  
 Cedars-Sinai Medical Center

Centra Health Inc.  
 Lynchburg General Hospital\*  
 Centra Health, Inc.  
 Virginia Baptist Hospital\*  
 Central Baptist Hospital\*  
 CentraState Medical Center\*  
 Children's Hospital Central California  
 Children's Hospital of Philadelphia  
 Children's Hospital of Wisconsin  
 Children's Memorial Medical Center#  
 Children's Mercy Hospitals and Clinics  
 Clarian Health Partners  
 Indiana University Hospital  
 Clarian Health Partners  
 Methodist Hospital  
 Clarian Health Partners  
 Riley Hospital for Children  
 Columbus Children's Hospital, Inc.\*  
 Columbus Regional Hospital  
 Community Medical Center  
 Craig Hospital\*  
 Dana-Farber Cancer Institute\*  
 Dartmouth-Hitchcock Medical Center  
 Delnor-Community Hospital  
 East Jefferson General Hospital  
 Edward Hospital\*  
 El Camino Hospital\*  
 Elmhurst Hospital Center\*  
 Englewood Hospital &  
 Medical Center  
 F. F. Thompson Hospital  
 Forsyth Medical Center  
 Fox Chase Cancer Center  
 Genesis Medical Center\*  
 Georgetown University Hospital  
 Goshen General Hospital  
 Grant Medical Center\*  
 Hackensack University Medical Center  
 Harris Methodist Hospital\*  
 Hartford Hospital

Health First-Holmes Regional  
Medical Center  
Health First-Palm Bay  
Community Hospital  
High Point Regional Health System#  
Hoag Memorial Hospital Presbyterian\*  
Holy Cross Hospital  
Hospital for Special Surgery  
Humility of Mary Health Partners  
St. Elizabeth Health Center  
Humility of Mary Health Partners  
St. Joseph Health Center  
Huntington Hospital  
Inova Fairfax Hospital  
Intermountain Health Care  
Alta View Hospital\*  
Intermountain Health Care  
Cottonwood Hospital\*  
Intermountain Health Care  
LDS Hospital\*  
Intermountain Health Care (TOSH)  
The Orthopedic Specialty Hospital\*  
James A. Haley Veterans' Hospital#  
Jersey Shore Medical Center  
John C. Lincoln Hospital  
North Mountain Hospital  
Johnson City Medical Center\*  
Jordan Hospital  
Kettering Medical Center  
Charles F. Kettering  
Memorial Hospital\*  
Kettering Medical Center  
Kettering Hospital Youth Services\*  
Kettering Medical Center  
Sycamore Hospital\*  
Kimball Medical Center  
Lafayette General Medical Center  
Lancaster General Hospital  
LaPorte Hospital and Health Services  
Lehigh Valley Hospital and  
Health Network

Lutheran Hospital of Indiana\*  
Main Line Health Systems  
Bryn Mawr Hospital\*  
Main Line Health Systems  
Lankenau Hospital\*  
Main Line Health Systems  
Paoli Hospital\*  
Mary Imogene Bassett Hospital  
Massachusetts General Hospital  
Mayo Clinic College of Medicine  
MCHS-Annie Penn Hospital\*  
MCHS-The Behavior Health Center\*  
MCHS-The Moses H. Cone  
Memorial Hospital\*  
MCHS-The Woman's Hospital  
of Greensboro\*  
MCHS-Wesley Long  
Community Hospital\*  
Medical Center of Central Georgia\*  
Medical Center of Ocean County  
Medical City Dallas Hospital and  
North Texas Hospital for Children  
Mercy Health Center\*  
Mercy Medical Center  
(including Oak Crest Manor  
Nursing Home), Dubuque  
Mercy Medical Center, Dyersville  
Methodist Medical Center of Illinois  
Metrohealth Medical Center\*  
Miami Children's Hospital  
Miami Valley Hospital  
Michael E. DeBakey VA  
Medical Center  
Middlesex Hospital#  
Morristown Memorial Hospital#  
Morton Plant Mease Health Care  
Mease Countryside Hospital  
Morton Plant Mease Health Care  
Dunedin Hospital  
Morton Plant Mease Health Care  
Morton Plant Hospital

Morton Plant Mease Health Care  
Morton Plant North Bay Hospital  
Nebraska Methodist Hospital  
New Hanover Regional Medical Center  
New York University's Hospitals Center\*  
Newport Hospital  
North Carolina Baptist Hospital of  
Wake Forest University Baptist  
Medical Center  
NorthEast Medical Center  
Ochsner Clinic Foundation  
OSF St. Anthony Medical Center\*  
OSF St. Francis Medical Center  
Pitt County Memorial Hospital  
Poudre Valley Health System  
Poudre Valley Hospital  
Princess Alexandra Hospital District  
Health Service, Australia  
Providence Portland Medical Center\*  
Providence-St. Vincent Medical Center  
Raritan Bay Medical Center  
Rehabilitation Institute of Chicago\*  
Riverview Medical Center  
Robert Wood Johnson  
University Hospital  
Rush-Presbyterian-St. Luke's  
Medical Center  
Sarasota Memorial Healthcare System  
Scripps Memorial Hospital\*  
SETON Network-Brackenridge Hospital  
SETON Network-Children's Hospital  
of Austin  
SETON Network-Seton Medical Center  
SETON Network-Seton  
Northwest Hospital  
Shands at the University of Florida  
Sioux Valley Hospital USD  
Medical Center  
South Miami Hospital  
Southeast Missouri Hospital Association  
Southwestern Vermont Medical Center

Spartanburg Regional Medical Center\*  
St. Cloud Hospital  
Saint Elizabeth Regional Medical Center  
St. Francis Medical Center  
St. Joseph's Hospital Health Center  
Saint Joseph's Regional Medical Center  
St. Joseph's/Candler-Candler Hospital  
St. Joseph's/Candler-St. Joseph's Hospital  
St. Joseph's Hospital\*  
Saint Joseph's Hospital of Atlanta  
Saint Joseph's Hospital/Ministry Health\*  
St. Louis Children's\*  
St. Luke's Episcopal Hospital#  
Saint Luke's Hospital of Kansas City  
St. Luke's Regional Medical Center  
St. Mary's Hospital Medical Center  
St. Peter's University Hospital  
St. Peter's Hospital\*  
Stamford Hospital\*  
Tampa General Hospital\*  
Texas Children's Hospital  
The Children's Hospital-Denver\*  
The Cleveland Clinic Foundation  
The Johns Hopkins Hospital  
The Methodist Hospital  
The Miriam Hospital  
The Mount Sinai Hospital  
The Ohio State University Hospital/  
Richard M Ross Heart Hospital\*  
The Saratoga Hospital  
The University of Alabama Hospital  
The University of Texas M. D. Anderson  
Cancer Center  
The Valley Hospital  
UCLA Westwood Medical Center\*  
University Hospital, Augusta, GA\*  
University Medical Center, Tucson, AZ  
University of California, Irvine  
Medical Center  
University of Colorado Hospital#

University of Iowa Hospital and Clinics  
University of Kentucky Hospital#  
University of Rochester Medical Center/  
Strong Memorial Hospital  
University of Texas Medical Branch\*  
University of Washington Medical Center  
Upper Valley Medical Center  
Viahealth Rochester General Hospital  
West Virginia University Hospitals\*  
William Beaumont Hospital Royal Oak  
Winchester Hospital

# Board of Directors and Commissions

## American Nurses Credentialing Center Board of Directors as of December 31, 2005

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At-Large Member

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Vice President  
ANA Board Member

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ANA Board Member

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At-Large Member

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### **Commission on Magnet**

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Rosemary Bryant, RN, BA, FRCNA  
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Frances Hughes, D.Nurs, RN  
Noriko Katada, RN, DNSc  
Annette Kennedy, MSc, BNS, RNT, RM, RGN  
Sunshik Min, DBA  
Cecilia Mulvey, PhD, RN  
Hrafn Oli Sigurdsson, PhD, RN, CNOR  
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Linda D. Urden, DNSc, RN, CNA,BC, FAAN  
Margarete L. Zalon, PhD, RN, APRN,BC

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Patricia Quigley, PhD, ARNP, CRRN  
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### **Content Expert Panels**

Acute Care Nurse Practitioner  
Adult Nurse Practitioner  
Adult/Family Psychiatric and Mental Health Nurse Practitioner  
Advanced Diabetes Management:  
Clinical Nurse Specialist, Nurse Practitioner,  
Dietitian, Pharmacist  
Ambulatory Care Nurse  
Cardiac Vascular Nurse  
Clinical Nurse Specialist in Adult Health Nursing  
Clinical Nurse Specialist in Adult Psychiatric  
and Mental Health Nursing  
Clinical Nurse Specialist in Child/Adolescent Psychiatric  
and Mental Health Nursing  
Clinical Nurse Specialist in Gerontological Nursing  
Clinical Nurse Specialist in Pediatric Nursing  
Clinical Nurse Specialist in Public/Community Health Nursing  
Family Nurse Practitioner  
Gerontological Nurse  
Gerontological Nurse Practitioner  
Informatics Nurse  
Medical-Surgical Nurse  
Nursing Administration  
Nursing Administration, Advanced  
Nursing Case Management  
Nursing Professional Development  
Pain Management  
Pediatric Nurse  
Pediatric Nurse Practitioner  
Psychiatric and Mental Health Nurse

## Key Staff

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Director, Accreditation Program

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Assistant Director, Institute for Credentialing Innovation

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Magnet Recognition Program

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Magnet Recognition Program

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Dr. George Stuehler, Jr., PhD  
Business Director

Diane L. Thompkins, MS, RN  
Assistant Director, Certification Services

Claudia Zacharias, MBA  
Assistant Director, Certification Operations

## In Memorium

*"The George Factor" was coined for our business director, Dr. George Stuehler, Jr., PhD, to describe the positive effect he had on each situation or issue we faced as an organization. George's leadership style was invigorating and inspiring. He gave us strength and encouraged us to think outside of the box while using common sense as a guidepost.*

*He was an individual who was respectful to all, who stood beside us and behind us while encouraging us to go places we had never been before or gently chastising us when we went places we should not have gone!*

*Using diplomacy and finesse, George taught us how good business practices attained desired results. George led by example and eagerly shared his knowledge and wisdom without dictating. George guided us as we discovered our inner strength and our touchstone: "Nursing Excellence: Your Journey ~ Our Passion."*

In memory of  
Dr. George Stuehler, Jr., PhD  
Business Director, September 2004 – January 2006  
American Nurses Credentialing Center

# Financial Report

## Statement of Financial Position as of December 31, 2005

### ASSETS

Cash & Cash Equivalents	3,604,429
Short Term Investments	1,608,171
Accounts Receivable	915,352
Prepaid Expenses	301,411
Inventory	231,574

**TOTAL CURRENT ASSETS** **6,660,937**

**TOTAL NONCURRENT ASSETS:** Furniture & Equipment **1,820,127**

**TOTAL ASSETS** **8,481,064**

### LIABILITIES & NET ASSETS

Accounts Payable & Accrued Expenses	953,421
Due to Related Organization	1,230,201
Deferred Revenue	2,956,041
Capital Lease	120,165

**TOTAL CURRENT LIABILITIES** **5,259,828**

**TOTAL NONCURRENT ASSETS:** Capital Lease **430,268**

**TOTAL LIABILITIES** **5,690,096**

**NET ASSETS** **2,790,968**

**TOTAL LIABILITIES & NET ASSETS** **8,481,064**

## Statement of Activities ending December 31, 2005

### REVENUE

Accreditation	282,886
Certification & Measurement Services	8,306,881
The Institute for Credentialing Innovation	3,785,909
Magnet Recognition Program	3,038,733

**TOTAL CREDENTIALING SERVICES** **15,414,409**

Publication Sales	403,227
Interest Income	130,691

**TOTAL REVENUE** **15,948,327**

### EXPENSES

Total Program Services (Credentialing Services & Other Programs)	10,214,730
Supporting Services (Governance, General, & Administration)	5,522,781

**TOTAL EXPENSES** **15,737,511**

**CHANGE IN UNRESTRICTED NET ASSETS BEFORE INCENTIVE PLAN TRANSFER** **210,816**

**TRANSFER FROM ANCC TO ANA** **341,562**

**REVENUE OVER (UNDER) EXPENSES** **(130,746)**

**NET ASSETS BEGINNING OF THE YEAR** **2,921,715**

**NET ASSETS END OF YEAR** **2,790,969**

The American Nurses Credentialing Center (ANCC) provides individuals and organizations throughout the nursing profession with the tools they need on their journey to excellence. ANCC's internationally renowned credentialing programs certify nurses in specialty practice areas, recognize health organizations for nursing excellence through the Magnet Recognition Program®, and accredit providers and approvers of continuing nursing education. In addition, ANCC offers an array of informational and educational services and products to support its core credentialing programs.

ANCC is the largest and most prestigious nurse credentialing organization in the United States. ANCC certification exams validate nurses' skills, knowledge, and abilities. More than a quarter million nurses have been certified by ANCC since 1990. More than 75,000 advanced practice nurses are currently certified by ANCC.

The ANCC Magnet Recognition Program® recognizes healthcare organizations that provide the very best in nursing care and professionalism in nursing practice. The program also provides a vehicle for disseminating best practices and strategies among nursing systems. The ANCC Magnet Recognition Program® is the gold standard for nursing excellence.

ANCC Accreditation of a continuing nursing education program is the hallmark of quality. ANCC is the nation's leader in accreditation of continuing nursing education programs.

ANCC produces a variety of educational services and products to support those seeking certification, Magnet recognition, or accreditation. Review and resource manuals, review seminars, and web-based learning all support individuals who are on the path to certification. ANCC's National Magnet Conferences, workshops, and consultants support organizations on the journey to Magnet Recognition. Consultants are available to assist continuing nursing education accreditation programs in achieving the highest caliber education.

ANCC is passionate about helping nurses on their Journey to Nursing Excellence.

American Nurses Credentialing Center (ANCC) is a subsidiary of the American Nurses Association (ANA).



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301.628.5004 *fax*

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